

**Wellesley has been improving the health and well-being of people in the Greater Toronto Area for more than a century.**

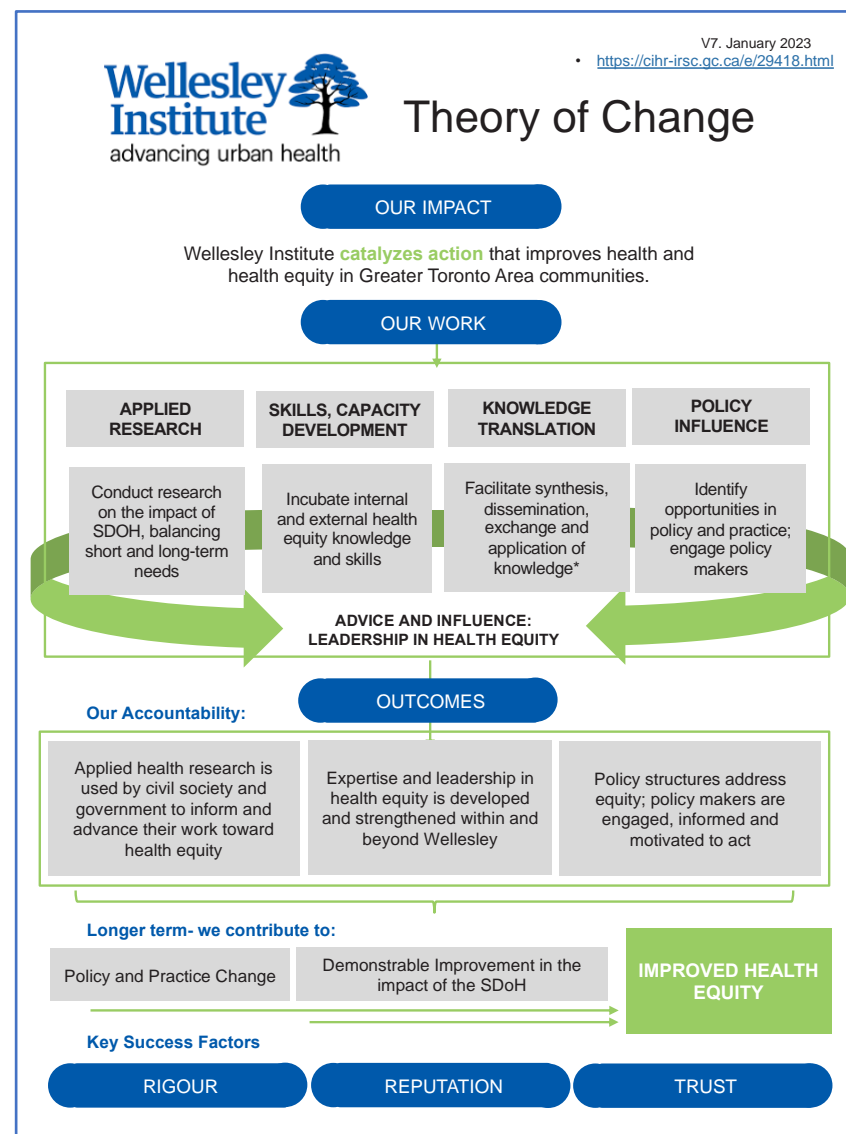
In 1911, we began as a private hospital founded to treat rich and poor alike. In the 1940s, we became a public general hospital serving Toronto through its post-war boom years and pioneering new community health services. Today, we are an independent research institute and a leading voice on health equity and social policy.

Wellesley Institute is focused on improving health and health equity in Canada. While the primary focus is the Greater Toronto Area (GTA), improvement in health equity will be realized through communities, organizations, and governments with local, provincial, and federal spheres of influence and responsibility. Wellesley Institute’s trusted relationships and collaborative work in all these spheres are the foundations of our impact.

Our last strategic plan covered the years 2018 though 2022. In that time the COVID-19 pandemic and the urgency for social and environmental action to address major challenges to population health made the relevance and importance of our work clearer than ever. COVID-19 exacerbated health disparities and highlighted the impact of social determinants of health such as employment, poverty, housing supply and affordability on the health outcomes of equity-deserving groups.

Wellesley Institute has been instrumental in promoting: sociodemographic data collection leading to increased equity in the COVID-19 pandemic response; improvements in access to benefits; a national focus on poverty in racialized communities; a City focus on inequalities in evictions; and the development of Ontario’s first Black Health Plan. Our work has helped to catalyze action among organizations to address the impact of inequality and to decrease health inequities.

Our Theory of Change was tested and strengthened with internal and external partners. It is intended to help achieve alignment on the impact we intend. It describes our work and the outcomes we hold ourselves accountable for achieving.



**Wellesley Institute aims to catalyze action that improves health and health equity in the Greater Toronto Area.**

**Wellesley Institute will continue to produce ground-breaking applied research, build skills and capacity, facilitate the synthesis and translation of knowledge, and influence policy to improve health and decrease health inequities.**

Our specific objectives for the strategic plan period 2023-2026 are to achieve the following outcomes:

1. Applied health research is used by civil society and government to inform and advance their work toward health equity.
2. Expertise and leadership in health equity is developed and strengthened within and beyond Wellesley Institute.
3. Policy makers address equity: policy makers are engaged, informed, and motivated to act.

The following **strategic priorities** will strengthen Wellesley Institute’s ability to achieve these outcomes:

| Leadership Development   | Inclusion and Transparency  | Branding and Communications  |
|--|---|--|
| <p>Wellesley Institute’s influence in advancing progress on health equity depends on our expertise, our relationships, partnerships and our reputation among policymakers and organizations.</p> <p>We intend to strengthen these relationships and leadership in health equity.</p> <p>Wellesley Institute will build and deliver a health equity leadership development program, including our alumni and experts in health equity, internally and externally.</p> | <p>Wellesley Institute’s project and policy development portfolio will be actively managed to ensure our resources are deployed effectively.</p> <p>Wellesley Institute will be inclusive, and transparent in the management of our project and policy portfolio.</p> | <p>Wellesley Institute will develop a strategy, standards, tools, and tactics that ensure that we deploy our work in the most effective way and that we increase the understanding of and reach of the Institute.</p> <p>We will develop internal and external communication strategies that align all parts of the organization to improve effectiveness.</p> |

**Wellesley is an evidence-based organization. We will report annually on the pace and depth of our intended impact to catalyze action in health equity in the GTA and use this to contribute to our own learning and to practice leadership in health equity.**