

2023 - 2025

OHIOPHP STRATEGIC PLAN



INTRODUCTION

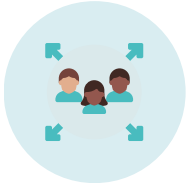
On September 9, 2022, the Ohio Professionals Health Program (OhioPHP) Board of Director's met for their three year strategic plan retreat. During this retreat, the Board Members, moderated by Joanna Helon and Amy Baskes, discussed goals and priorities of the organization for the next strategic plan and reviewed and celebrated accomplishments of the current plan. The goal of the 2022 retreat was to identify strategic initiatives that aligns with current goals of the organization but continues to enhance all aspects of the organization's mission and vision.

This report includes an overview of the 4 areas the Board of Director's identified as key focuses for the next three years.

- Expansion
- Awareness
- Advocacy
- Diversity & Inclusion



EXPANSION



Partner with all regulatory boards to align policies and create confidential programs for all healthcare professionals and designed after the national movement toward "safe haven" programs. Safe haven programs allow access to safe quality treatment and long-term monitoring for issues impacting mental health and well-being.

Key Activities

Work with the State Medical Board of Ohio, Ohio Veterinary Medical Licensing Board, Ohio Vision Professionals Board, Ohio State Chiropractic Board, and Ohio State Dental board to improve policies and modernize impairment rules to allow for more access for licensees to receive quality treatment and long term monitoring in lieu of disciplinary action.

Work with all other regulatory boards to develop and implement statutes and rules that allow all healthcare professionals to access safe haven programs.

Once all regulatory boards create a program for their licensees to access treatment and monitoring without fear of discipline, continue enhancing programs to ensure all programs are more similar than different.

AWARENESS



Advance an outreach and awareness campaign to better inform hospitals, employers, regulatory boards, professional associations and others about:

- OhioPHP services
- Importance of access to quality care
- Substance Use or Mental Health Disorders
- Healthcare Professionals Well-being

Key Activities

Develop a comprehensive awareness campaign that allows for the continued promotion of OhioPHP services and any new programs to ensure all healthcare professionals and employers are aware of OhioPHP and our confidential programs.

Continue to further develop Education Programs by creating additional content regarding OhioPHP services, the stigma of mental health and addiction, how healthcare professionals can seek help confidentially, burnout, and other topics that may arise that directly impacts the organization's mission and vision.

Raise awareness through education and an awareness campaign with regulatory boards, associations, employers, and healthcare professionals about the importance of access to quality, comprehensive and appropriate care for mental health or substance use disorders.

ADVOCACY



Develop strategies to advocate for improved access to quality care, supportive and safe environments for healthcare professionals and to remove stigma and barriers preventing people from seeking help for burnout, mental health or substance use disorders.

Key Activities

Continue to improve government relations efforts in order to further promote the disease model of addiction and reduce the stigma related to seeking help for mental health and substance use disorders.

Work with internal and external stakeholders to host conversations regarding regulatory board practices and how to promote national best practices regarding initial licensure and renewal applications in order to reduce barriers in individuals seeking help.

Work with government agencies, employers, insurers, and other key stakeholders to ensure *equitable* access to *quality* care for mental health or substance use disorders.

Educate and advocate with employers to update employment policies that align with access of confidential services to remove any potential barriers for healthcare professionals to seek help.

Partner with key stakeholders to identify potential research opportunities regarding the impact of quality monitoring services on mental health and substance use disorder outcomes.

DIVERSITY & INCLUSION



Identify strategies for development and recruitment of a diverse Board of Directors including but not limited to race, gender, sexual orientation, and profession to ensure that a wider variety of healthcare professionals have input in OhioPHP programs and services.

Key Activities

Develop an Ad Hoc committee dedicated to creating a strategy for the recruitment of a diverse Board of Directors and a plan for how to incorporate new license types as new programs are developed within the organization.

Identify key strategies like the Ambassador Program, Junior Board, or Advisory Board as avenues for recruitment and development of strong board members.

Continue to improve the Board orientation process and ongoing education to Board Members to ensure all members have knowledge of nonprofit best practices and can adequately lead the organization to achieve its goals.

Recruit a diverse Board of Directors that can effectively guide the organization and ensure OhioPHP's financial stability in order to continue serving Ohio's healthcare professionals.