

Federation of Medical
Women of Canada

Strategic Plan



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Women of Canada

Fédération des femmes
médecins du Canada



Dear Members,

I am honoured and excited to be sharing with you our new strategic plan. Over the past year, we have been able to reflect on our past one hundred years and where we, as a federation, hope to go in the coming years. This process has allowed us to seek the valuable input of board members, past presidents and key stakeholders in reviewing the current landscape and laying the path for our future.

We are excited to have updated our mission statement to reflect our modern view of women in medicine. We value courage, empowerment, inclusivity, equity, intersectionality, collaboration and being an advocate. We will be focusing on strengthening our organization, enhancing our influence and impact and ensuring fiscal health.

As we move ahead, I know that we can continue to do the important work of our founding members who recognized that they could make a difference to women in medicine and to patients by forming the Federation of Medical Women of Canada one hundred years ago.

In this ever-changing world, we remain committed to advocating and promoting the health and well-being of women and girls. We remain focused on continuing to support women in medicine, no matter what stage they are in of their careers, through connection, mentorship and advocating for equity within our profession. We are confident that this strategic plan will set us up for an effective and purposeful future.

Kimberly Williams,
MD, MSc, FRCPC
2023-2024 President



Mission

The Federation of Medical Women of Canada (FMWC) is a national organization committed to the professional, social and personal advancement of women physicians and trainees and to the promotion of the well-being of women both in the medical profession and in society at large.



Vision

The vision of the Federation is that Canadian medical women are upheld/empowered professionally and personally and viewed as the preeminent advocates for women's evolving health and well-being.



Values

- | | |
|-------------|-------------------|
| Courage | Intersectionality |
| Empowerment | Collaboration |
| Inclusivity | Advocate |
| Equity | |

Strategic Directions and Objectives



1.

Strengthen the organization by enhancing the value and expanding membership:

- Enhance alignment, communication and coordination between the national office and branches
- Improve the member value proposition through activities such as networking and mentorship
- Develop and implement a multimedia promotional campaign
- Actively recruit and retain students, residents and early career physicians; and encourage past members to reactivate their membership
- Acknowledge and advance diverse representation
- Create opportunities for professional development, connection, mentorship and sponsorship

2.

Enhance our influence and impact:

- Strengthen advocacy efforts to promote women's health and gender equity in areas including prevention, acute care and chronic disease management including, but not limited to the following:
 - Immunization
 - Bone health
 - Comprehensive sexual and reproductive health and rights
 - Body autonomy
 - Gender based violence
 - Cardiovascular health
 - Common cancers in women
 - Cumulative burden of environmental stressors
 - Women, peace and security
- Advocate and empower women in medicine to achieve professional, social and personal advancement
- Position FMWC as a leader on women in medicine as it relates to health workforce planning and management

3.

Ensure fiscal health:

- Diversify revenue sources beyond membership
- Invest in organizational capacity

FMWC.CA



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