

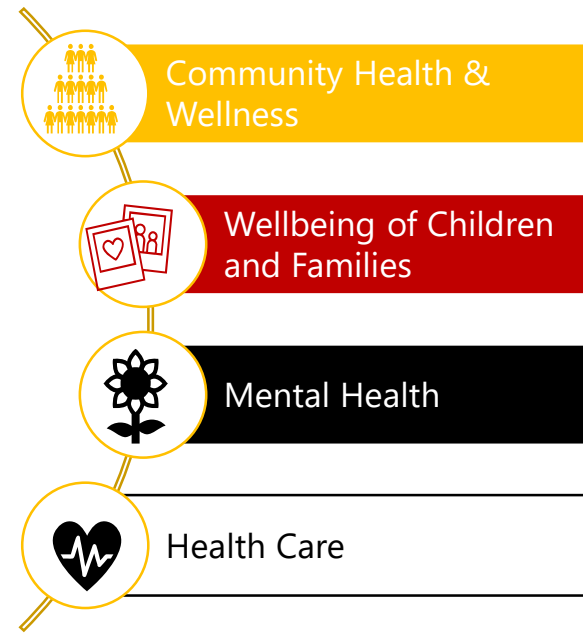
VALUES

MISSION

Dilico promotes healing and well-being of the Anishinabek people, using an integrated holistic approach in a way that honours *community* values, cultures and traditions.

VISION

In five years, Dilico will have renewed, strong connections with partnered First Nations and reliable resources to deliver a culturally grounded, comprehensive continuum of care in all communities.



Person centered services based upon **teamwork** and **grounded in customary practices**.

Quality service delivery that is **ethical, caring, compassionate, and sensitive**.

Partnerships that advance the well-being of the Anishinabek.

Role models who demonstrate **positive leadership** to our staff and communities.

An environment that creates **positive morale**.

Effective and accountable management.

CURRENT STATE

Strengths

- ✓ Professionalism, people
- ✓ Cultural practices and values
- ✓ Comprehensive, accredited programs and services
- ✓ Strong, mature organization
- ✓ Adaptable

Weaknesses

- ✓ Staff turnover, stress*
- ✓ Ability to offer competitive salaries
- Staff understanding, sensitivity, respect*
- ✓ Reputation of child welfare
- ✓ Attraction and retention
- ✓ Communication, engagement with communities
- ✓ Gaps in needed services
- ✓ Governance systems

Current State

Opportunities

- ✓ Deepening cultural foundations*
- ✓ Focus on outcomes vs compliance*
- ✓ Child Welfare Transformation
- ✓ Health transformation
- ✓ Public interest in reconciliation
- ✓ Increase understanding of Indigenous world view and experiences
- ✓ Continuum of seniors care

Threats/Pressures

- ✓ Opioid Crisis – Mental Health & Addictions*
- ✓ Child Welfare Transformation
 - System instability / fragmentation
- ✓ Competition for resources
- ✓ Changes in political leadership
- ✓ Funding instability

GOALS

Capacity and expertise to meet community needs

Strong, Active, Unified Connection with Member First Nations

Continuum of Care for Safe, Supported, Self-Reliant Families

Collaborative Advocate and Resource for Member First Nations

Key Trends

Government / Regulatory

- C92: Child Welfare Transformation – Communities interested in developing own laws
- Health Transformation
 - Funding misaligned with Indigenous programs
 - Potential impact to services in communities
- Government interest in reconciliation
 - Growing understanding of the importance action towards reconciliation

Population Needs

- Aging Population
- Opioid Crisis
 - Lack of facilities and long wait times leading to suffering and deaths
- Increasing demand for mental health and addictions services and supports
- Increased need for traditional teaching and healing

Socio Economic

- First Nation population growing while regional population declining
- Off-Reserve population is driving growth (on-reserve population declining)

Sector Trends

- Extra-territorial organizations (non-Treaty area) are creating competition in traditional Dilico area
- Other Indigenous organizations competing for funding in Dilico service areas
- Split services (funding providers) on/off-reserve
- Unstable funding, lack of system planning

COVID-19 Pandemic

- Competition for employees
- Increasing pressure on employees, mental health concerns