



# Strategic Plan 2015

Edmonton and area Fetal  
Alcohol Network Society  
Alcohol





## **Our Vision**

**A future free of Fetal Alcohol Spectrum Disorder.**

## **Our Mission**

**Educating and supporting communities.**

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## About EFAN

The Edmonton and area Fetal Alcohol Network Society works to enhance the capacity of our community to prevent Fetal Alcohol Spectrum Disorder (FASD) and support those impacted by an FASD through education, service delivery and advocacy.

The origins of EFAN go back to 1998 when the efforts of a number of people came together. At that time no specific services existed for people impacted by an FASD, many agencies were frustrated with their ability to meet the needs of their clients. It became obvious to staff that in order to be of service to their clients they needed to support one another.

In any community initiative champions play a central role in taking an idea and making it into something. In Edmonton they were and continue to be several champions. From its inception as the Region 6 Steering Committee to present day, EFAN has been committed to the prevention and awareness of FASD and supporting individuals and families.

## Our Values

The Society operates according to and is guided by the following values:

### Collaboration

The Society will partner through formal and informal relationships with individuals, families, and communities.

### Responsiveness

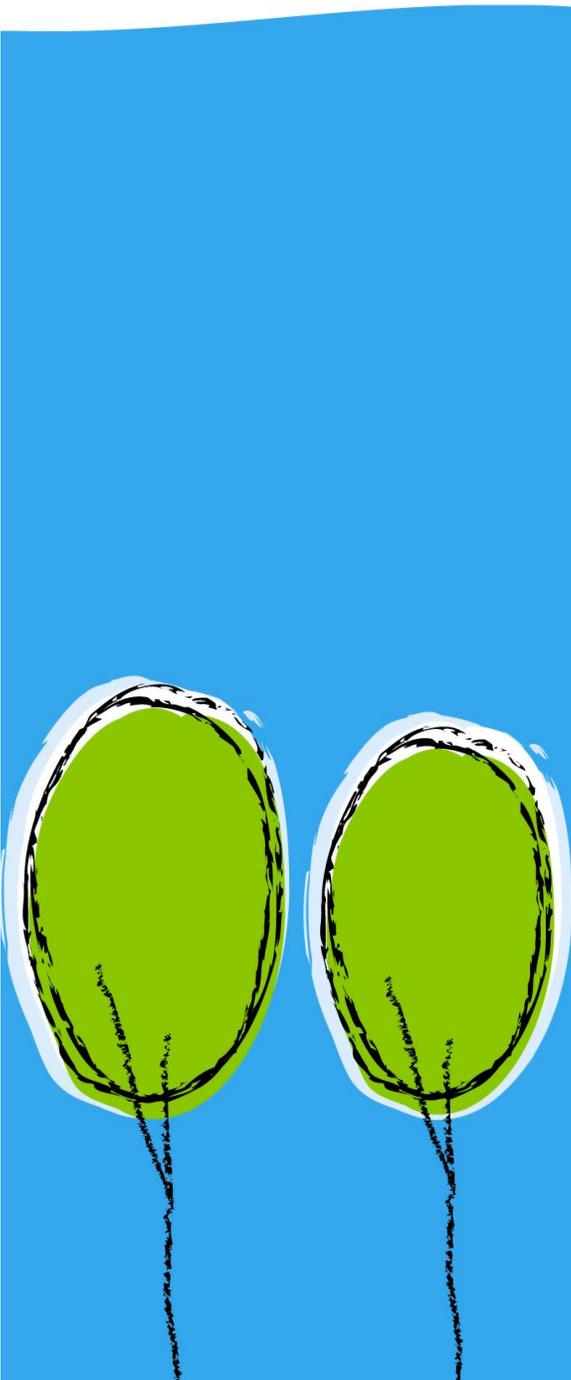
The Society inspired by the needs of the community and guided by best-practice, aims to provide lifelong, strength-based supports and services to individuals and families impacted by FASD.

### Diversity

The Society respects and is inclusive of individual differences and diversity within our communities.

### Accountability

The Society operates with a maximum level of responsibility and transparency for its actions and decisions.





## Our Goals

The Society has five goals in educating and supporting communities for a future free of FASD.

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### **1. Supports and Services**

To provide individuals, families and communities with a range of holistic supports and services that meet their needs across the lifespan.

### **2. Information and Education**

To provide access to information and resources while developing and delivering evidence-based education and training opportunities to the community.

### **3. Building Relationships**

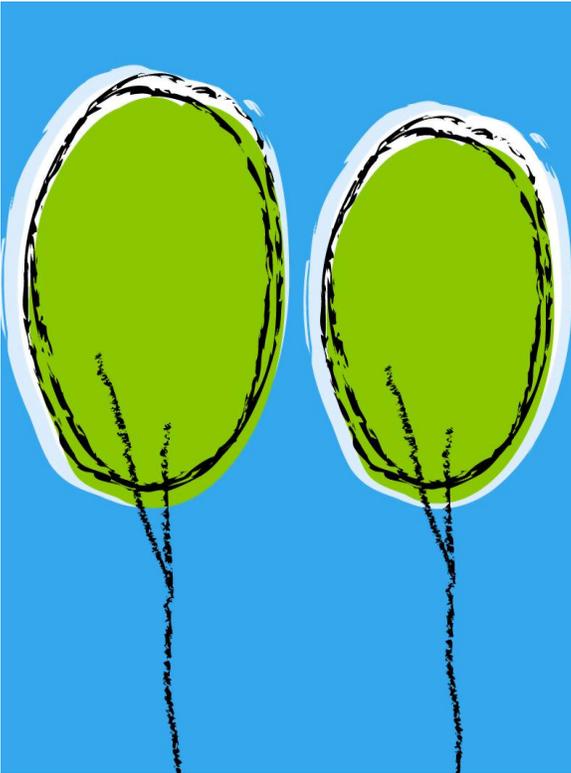
To nurture and maintain connections and partnerships with communities, agencies and all levels of government.

### **4. Advocacy**

To help create a voice for and with people impacted by an FASD.

### **5. Research**

To inform, participate and disseminate research and contribute to the development of best-practice interventions.



**What are the changes, benefits and learning that happen as a result of our work?**

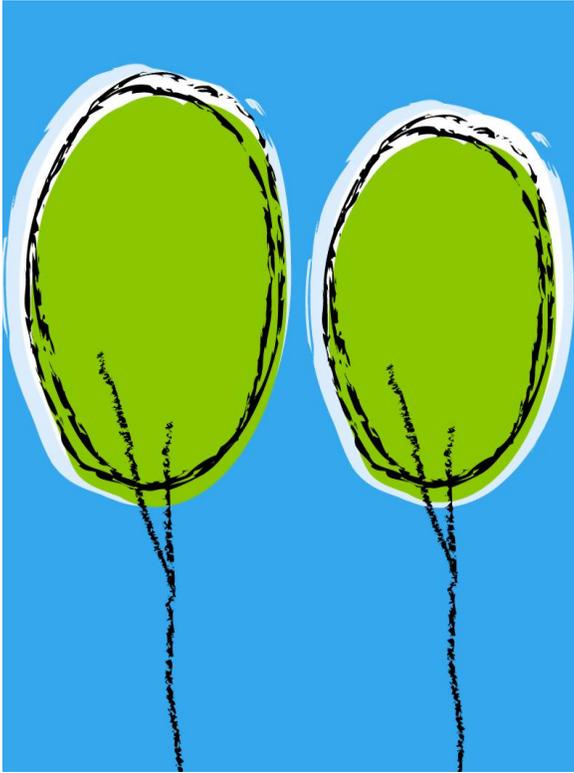
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## **1. Supports and Services**

To provide individuals, families and communities with a range of holistic supports and services that meet their needs across the lifespan.

### **Outcomes:**

1. Individuals, families and communities affected by FASD have coordinated access to supports and services that meet their needs. These include access to supports for individuals and caregivers, assessment and diagnosis services and prevention supports.
2. Individuals, families and communities have knowledge of and access community resources.
3. Individuals, families and communities have knowledge about FASD.
4. Individuals, families and communities experience an increase in well-being.
5. Individuals and families experience a decrease level of stress and in increased ability to cope.
6. Interdisciplinary teams collaborate in informed approaches.
7. Clients are satisfied with their program involvement.



**What are the changes, benefits and learning that happen as a result of our work?**

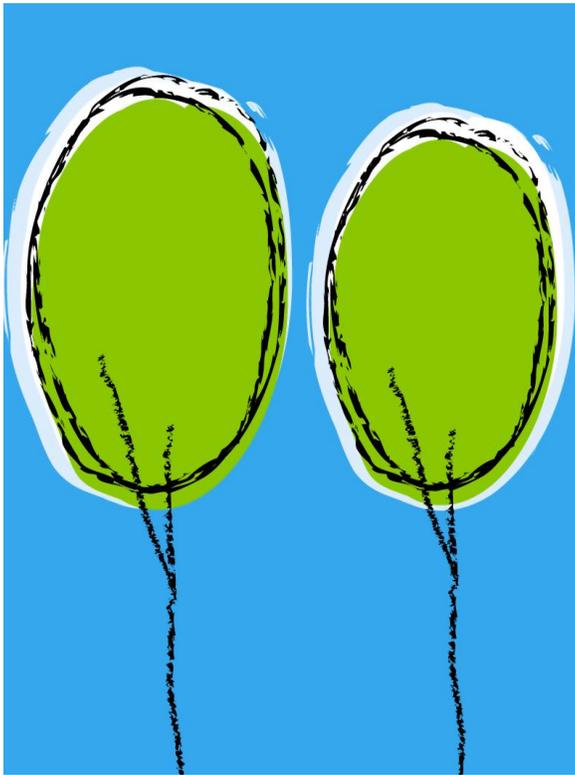
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## **2. Information and Education**

To provide access to information and resources while developing and delivering evidence-based education and training opportunities to the community.

### **Outcomes:**

1. The community has an increased knowledge about the effects of alcohol use in pregnancy.
2. The community has an increased understanding of FASD that includes caring for and supporting individuals with FASD.
3. There is a change in attitude/stigma attached to FASD.
4. A full range of resources (electronic and print) is available.
5. Service providers and programs integrate knowledge of FASD into their practices.
6. Service providers have the abilities to provide effective and holistic supports to individuals, families and communities impacted by FASD.
7. Government and service providers have an increased capacity to identify individuals with FASD, understand the unique needs and deliver and/or refer to appropriate services.



**What are the changes, benefits and learning that happen as a result of our work?**

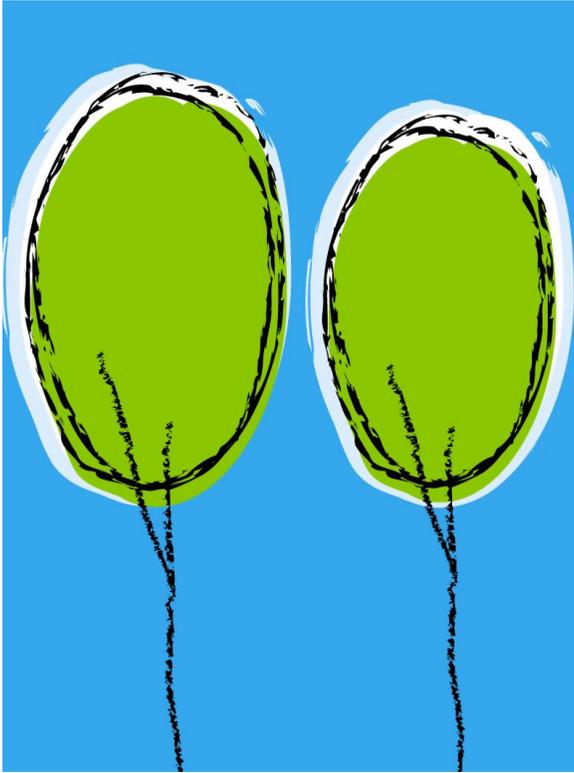
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### **3. Building Relationships**

To nurture and maintain connections and partnerships with communities, agencies and all levels of government

## **Outcomes:**

1. New relationships and partnerships are expanded.
2. Existing relationships and partnerships are strengthened.
3. Mechanisms are in place to facilitate and encourage stakeholder and community engagement.
4. Effective lines of communication with stakeholders and policy makers are in place.
5. The profile of the Network at local, provincial, national and international levels is strong.
6. An increased number of initiatives, programs and service agencies are working to prevent FASD and support individuals and families impacted by FASD.



**What are the changes, benefits and learning that happen as a result of our work?**

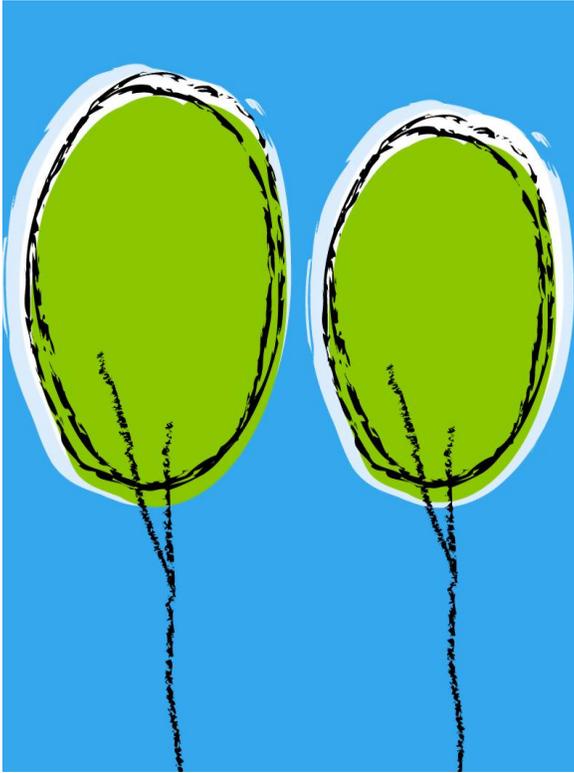
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#### **4. Advocacy**

To help create a voice for and with people impacted by an FASD.

### **Outcomes:**

1. FASD is recognized as a public health matter that impacts all public sectors and broad policy.
2. FASD is recognized as a community issue that requires a community response.
3. FASD is recognized as a disability that requires specific supports and services that are best practice and evidence based.



**What are the changes, benefits and learning that happen as a result of our work?**

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## **5. Research**

To inform, participate and disseminate research and contribute to the development of best-practice interventions.

### **Outcomes:**

1. The Society activities are evaluated.
2. Research findings, including those from monitoring and evaluation systems, are used to inform Society strategic planning, services and programs.
3. Stakeholders and the community have knowledge of and access to research and leading practice.

# Strategies

## Supports and Services

- ✓ Survey individuals, families and communities to determine current needs and gaps for persons impacted by FASD.
- ✓ Develop and implement a feedback process on client experiences.
- ✓ Continue to offer referral support and links to community services through the Network Coordinator.
- ✓ Continue to provide funding for supports for individuals and caregivers, assessment and diagnostic services and prevention supports.
- ✓ Provide case management consultations when requested.

## Information and Education

- ✓ Survey the community to determine education and training needs.
- ✓ Make available a directory of FASD specific supports and services.
- ✓ With community partners develop and deliver targeted education and training sessions to all sectors of the population.
- ✓ Evaluate effectiveness of training and education opportunities and refine based on results.
- ✓ Host targeted community initiatives/events to raise awareness of FASD information and prevention.
- ✓ Develop information and education resources that can be cross-purposed across media platforms.
- ✓ Develop and maintain a database of resources.
- ✓ Develop and maintain the Society website and social media sites.

# Strategies

## Building Relationships

- ✓ Develop a communication strategy that aims to disseminate information and provide opportunities that facilitate relationship building. This will include an FASD Frontline Newsletter, monthly Society meetings, and continued improvement to website and social media design.
- ✓ Host yearly an interagency resource fair.
- ✓ Participate in and present at key events and conferences.
- ✓ Provide avenues to create new and formalize existing partnerships.
- ✓ Promote FASD awareness and prevention by engaging with all levels of government and the community.

## Advocacy

- ✓ Consult with municipal, provincial and federal governments on issues related to FASD.
- ✓ Consult with stakeholders to enable individuals and families impacted by FASD to contribute to Society planning.
- ✓ Establish targeted advisory groups of individuals and families impacted by FASD to inform and guide Society strategies.
- ✓ Develop an advocacy tool for individuals and families impacted by FASD that will empower their communication of needs to government and service agencies.
- ✓ In collaboration with stakeholders develop policy papers on issues related to FASD and the prevention of FASD.

## Strategies

### Research

- ✓ Apply appropriate evaluation tools to assess effectiveness of Society funded supports and services.
- ✓ Monitor current provincial, national and international resources and information, including research, and distribute broadly via communication channels.
- ✓ Respond where necessary to provincial, national and international resources and information.
- ✓ Provide forums where valid research is presented and the impacts on best practice are discussed.
- ✓ Participate and contribute to research initiatives.



EFAN