



2022-2027

Strategic Plan

Purpose, Mission, and Core Values

Purpose

To help governments, communities, and partners make trusted, evidence-informed decisions for the citizens' benefit.

Mission

We support evidence-informed decision-making in New Brunswick and beyond by providing services and products that ensure protected administrative data can be safely accessed and used by our researchers, governments, communities, and partners.

Core Values

Privacy and Security

We protect the privacy of personal information through compliance with and application of best practices and safeguards throughout the entire data life cycle.

Excellence in Service Delivery

We provide high quality and effective services and products in a timely and professional manner. We continually seek ways to innovate, increase efficiency and accountability, and be more effective.

Partnerships

We nurture our partnerships and elicit engagement with and feedback from staff, citizens, and partners across all sectors to identify priorities and improve our services and products.

Teamwork

We work collaboratively, foster open, honest communications, and develop and maintain productive working relationships based on mutual respect and continuous learning and improvement.

Wellness

We foster a culture that invests in our team's diversity, inclusivity, and well-being and encourages a work-life balance.

5-Year Vision

Actions

Over the next 5 years, NB-IRDT will strive to be a sustainable and innovative institute recognized for its impact in supporting evidence-informed decision-making.

This means our Institute will

- Increase optimization of data access and process quality
- Foster cohesive, efficient, and supportive operations
- Continuously improve our outreach approach
- Expand our research agenda and network

Strategic Priority Areas

We have chosen to focus on four strategic priority areas to address identified obstacles and put the Institute on a path to reach our 5-year vision.

1. **Developing staff and sharing knowledge with others**

- Enabling employee development
- Creating innovative opportunities for capacity development

2. **Creating efficiencies through continuous improvement**

- Improving transparency of research progress
- Improving project management strategies
- Establishing and improving internal policies and procedures

3. **Focusing on opportunities for growth and sustainability**

- Establishing and improving physical and technical components
- Fostering financial sustainability
- Establishing innovative research opportunities with partners

4. **Supporting collaborations and partnerships**

- Improving internal and external communications and connections
- Creating collaborative environments
- Cultivating an internal culture that supports teamwork and wellness

Implementation

The operational plan will include goals, actions, measures, timelines, and responsibilities for each strategy looking forward to 2 years while focusing on detailed actions in 6-month intervals at a time.

The operational plan will remain intentionally evergreen to allow for review and adjustment in a timely manner as progress is made. It will be maintained in a shared folder where leads can access, update and review throughout the year.