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# Strategic Plan

2024 - 2028



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**We RPN**

Registered Practical Nurses  
Association of Ontario



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Founded in 1958, WeRPN is the professional association of Registered Practical Nurses (RPNs) in Ontario.

We represent the shared interests of more than 60,000 Registered Practical Nurses who play a vital role in the province's health care system.



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# Our Mission

As the voice of RPNs in Ontario, our mission is to break down barriers, raise each other up, and collaboratively enhance the difference RPNs can make across the health system.

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# Our Vision

Together we strive for a vision where all RPNs are exceptionally prepared, strategically positioned, and recognized for their distinctive contributions to improved health outcomes and exceptional care.

# Our Care Makes A Difference

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This ethos characterizes the impact of RPNs – not just on healthcare teams and within communities, hospitals, client homes, doctors' offices and long-term care facilities, but in the hearts and experiences of those we care for every day.



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# Our Core Values

We operate according to values we hold true. They are expressions of who we are, the core principles that define our community and the compass that guides our actions in service of RPNs.

## **Proud Professional**

We are smart and knowledgeable. We hold ourselves to rigorous and rising standards. We take pride in ongoing learning and sharing our learning experiences with counterparts at home and around the world.

## **Leading the Way Together**

We believe there is tremendous opportunity to deliver even greater client care more effectively. Achieving this requires challenging norms – including the myth that anyone within the health system is more “important” than others. So even though we stand for our members, our brand is committed to providing excellent client care in collaboration with our fellow health professionals.

## **Giving RPNs a Voice**

We champion the critical role of RPNs by unifying our members, listening carefully to their needs, advocating on their behalf, and telling personal nursing stories in a way that ensures they are heard.

## **Focused on the Greater Good**

Everything we do is for the good of the patient/resident/client, the health system, and the nursing profession at large. Care always comes first.



# Our 4-Year Strategic Ambition

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In the province's dynamic healthcare landscape, WeRPN stands as a strong champion and robust force of unity - representing a thriving and diverse community of member RPNs.

Our new Strategic Plan guides us to empower RPNs and improve care by growing our community, amplifying our voices and enhancing our expertise - to shape peoples' perceptions of RPNs through evidence, innovation and impact.

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# **Our Impact Pillars**

We will deliver our strategy over the next 4 years through 6 strategic pillars, each vitalizing a distinct facet of our way forward.

- 1. Building and Engaging our Membership**
- 2. Advocating for the Shared Interests of RPNs**
- 3. Advancing the Expertise of our Profession**
- 4. Driving an Evidence-Informed Practice**
- 5. Communicating RPN Value and Identity**
- 6. Strengthening our Organization for the Future**

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# **Building and Engaging our Membership**

We are actively building and nurturing a vibrant RPN community that values WeRPN membership. Through focused recruitment, clear communication, enriched engagement, continually striving to advance Diversity, Equity, Inclusion, and Belonging, as well as regional inclusivity, we aim to expand a thriving and influential WeRPN membership, where influence grows with membership size.



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# Advocating for the Shared Interests of RPNs

We are tirelessly advocating for RPNs' recognition, respect, and influence in healthcare policies. By amplifying RPN voices, engaging members in advocacy, and championing evidence-informed solutions, we're securing a healthcare landscape where RPNs influence meaningful change and create improved health outcomes.



# 3.

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## **Advancing the Expertise of our Profession**

We are equipping RPNs with comprehensive professional practice support. We're creating new opportunities for continuous learning to optimize nursing practice, career growth, build resilience and improve well-being. Through our accessible professional practice support and dynamic educational programs, we're ensuring Ontario's RPNs are building expertise that prepares them to lead.



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# Driving an Evidence-Informed Practice

We are driving change and positioning RPNs as influential thought leaders in an evolving healthcare landscape where research and evidence are fundamental. By growing our robust research infrastructure and supporting increased RPN representation in research, our aim is to redefine RPN roles, impact, and credibility through evidence.

**5.**

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# **Communicating RPN Value and Identity**

We are growing professional pride by enhancing RPN visibility and showcasing the exceptional care that makes us unique. To build a compelling new narrative and foster a strong sense of unity, we're engaging members in expressing their collective voice to create better health outcomes. Through transparent advocacy, cohesive messaging, member involvement, and future focus, we're reshaping perceptions and amplifying the impact of all RPNs.

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# Strengthening our Organization for the Future

We are fortifying our organization for a resilient future. Collaborative leadership, financial sustainability, operational excellence, and ethical governance are our guiding principles. By building future leaders, diversifying revenue, embracing technology, and upholding ethics, WeRPN is futureproofing our impact to healthcare and the people we care for.

# Our Journey Is The Destination

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WeRPN is poised for an ambitious and transformative journey where

**Our Care Makes a Difference.**

We are united, empowered, innovative and driven by evidence to grow our impact.

Together, we are charting a new era for Ontario's RPNs, delivering exceptional care and working together for a stronger health system.

