



WADEM Strategic Plan 2018 -2023

**Strategic Plan originally adopted in 2012, reviewed and endorsed by the Board of Directors 24 April 2017, and revised and endorsed by the Board of Directors 23 May 2018.*

I. Mission and Vision

- a. **Mission:** The mission of WADEM is the evidence-based improvement, education, and advocacy of emergency and disaster health care and disaster risk reduction.
- b. **Vision:** WADEM will be internationally recognized as the leading organization in the development, evaluation, and dissemination of scientific evidence and best practices in emergency and disaster health care and disaster risk reduction.

II. Membership

- a. Increase the total number of members by at least 5% annually.
- b. Improve the diversity of membership including, but not limited to: organizational affiliations; geographics; demographics; and professions at all career stages.
- c. Create opportunities to improve the engagement of the membership with the activities of the organization.
- d. Improve, define, evaluate, and promote membership benefits.

III. Leadership

- a. Establish a Leadership Development Program for the cultivation and guidance of future WADEM leaders and potential discipline leaders.
- b. Align activities with the approved Strategic Plan and revise, as necessary, on a biennial basis.
- c. Organize, implement, support, and oversee the development of appropriate goals/outputs of Regional Chapters based on WHO Regional areas, or other meaningful groupings.
- d. Organize, implement, support, and oversee the development of appropriate goals/outputs of Special Interest Groups.

- e. Monitor and assure appropriate outputs from Regional Chapters and Sections and/or Special Interest Groups annually.

IV. Science and Research

- a. Advocate for the incorporation of best evidence and science into standards, best practices, policies, and procedures, as well as multi-jurisdiction legislation and regulation.
- b. Advance and promote the development of science, evidence, and ethics in disaster and emergency health specifically through, but not limited to: a biennial Congress; Consensus Conferences; regular Focus Group meetings; and the conduct of Systematic Reviews.
- c. Promote high quality disaster research using the WADEM Research Frameworks.
- d. Promote consensus on best practices in the field of disaster and emergency health care via the dissemination of standards and best practices for disaster and emergency health care.
- e. Promote communications among members regarding research opportunities and networking.

V. Education and Training

- a. Provide and support education programs in emergency and disaster health care and disaster research.
- b. Provide online continuing education programs in emergency and disaster health care and disaster research.
- c. Affiliate with and support emergency and disaster health care and disaster risk-reduction education and training programs that meet identified criteria, including standards, competencies, and best practices.
- d. Participate with other professional associations, NGOs, and GOs to develop and identify criteria for education and training programs that include the known standards and best practices for emergency and disaster health care and disaster risk reduction.
- e. Encourage active membership participation in the educational programs of each biennial Congress.

VI. Funding

- a. Establish priorities and secure financial resources to support the activities of WADEM to include maintenance of administrative staff at a competitive level.
- b. Build and preserve a financial reserve of 100% of operating costs for 18 months.
- c. Adhere to a two-year budget.
- d. Invest at least 50% of the financial reserve in a safe, revenue-generating investment program.
- e. Establish a separate Congress account with sufficient seed money to support and be used for Congress-related expenses.
- f. Establish a sustainable, discounted membership program for individuals from low-middle income countries.
- g. Establish a Projects/Programs Committee to review proposals and allocate funds biennially.

VII. Collaboration

- a. Establish a program to build partnerships with other organizations with an interest in emergency and disaster health care and disaster risk reduction.
- b. Collaborate with and engage in regular consultations with other stakeholders in advancing the field of international emergency and disaster health care and disaster risk reduction including, but not limited to: United Nations agencies; International Red Cross/Red Crescent; IGOs; and NGOs.
- c. Initiate and lead regular consensus meetings, in collaboration with other stakeholders, to advance knowledge of emergency and disaster health care and disaster risk reduction.
- d. Join with other organizations to promote improved healthcare responses to emergencies and disasters and improve disaster risk reduction.
- e. Officially participate in conferences/congresses provided by other emergency and disaster health care organizations.

VIII. Publications/Communications

a. *Prehospital and Disaster Medicine (PDM)*

1. Obtain an Impact Factor.
2. Achieve first quartile in Scopus Journal Rankings.
3. Decrease the editorial decision-to-publish time to 45 days.
4. Actively recruit manuscripts that present relevant guidelines and systematic reviews of the literature.
5. Continue to increase the quality of articles published.

b. Other Publications

1. Create and publish Position Papers of essential recommendations, protocols, and practices based on available evidence in emergency and disaster health care and disaster risk-reduction issues.
2. Publish outputs of Congress presentations, Focus Groups, Consensus meetings, and Systematic Reviews.
3. Seek affiliations and collaborations with, but not limited to: United Nations agencies; International Red Cross/Red Crescent; IGOs; NGOs; and academic and research centers to create and publish the above.

c. Social Media

1. Develop and implement a WADEM marketing campaign.
2. Increase WADEM presence on various social media channels.

IX. Administrative

- a. Ensure sufficient and effective staff to facilitate and implement the work of the organization.

- b.** Secure and allocate administrative resources, approve and assure clarity of assignments, and monitor their timely completion.
- c.** Promote the elicitation of proposals and projects from the membership and partnerships.
- d.** Review, evaluate, and amend WADEM's organizational structure, as needed.
- e.** Review and evaluate the performance and outputs of the Board of Directors, Elected Officers, Task Forces, and Committees on an annual basis.