

# AIDS Institute

## Strategic Profile 2021-2023

### Introduction

This Strategic Profile summarizes the future direction of the New York State AIDS Institute for 2021 through 2023. It includes the following major elements of the Institute's strategic plan:

- Mission
- Vision
- Core Values
- Guiding Principles
- Strategic Map
- Priorities for 2021 - 2023

### Mission, Vision, Core Values and Guiding Principles

#### Mission

An organization's mission is a concise statement of why it exists - its reason for being. It is an enduring statement that usually remains the same for many years, providing long-term direction and continuity for the organization. The mission of the AIDS Institute follows.

The AIDS Institute is committed to eliminating new infections, improving the health and well-being of persons living with HIV, AIDS, sexually transmitted diseases and viral hepatitis, and improving LGBT and drug user health.

This mission can be concisely stated as follows: "End epidemics, fight stigma, promote health."

#### Vision

Vision articulates the long-term outcome to which the organization will make a definitive contribution. The vision of the AIDS Institute follows.

All New Yorkers enjoy health and well-being free of stigma and disease.

#### Core Values

An organization's core values describe its modus operandi - its way of doing things. Core values guide the organization's policies, practices and procedures. They shape the behavior of the people in the organization. The AIDS Institute is committed to the following core values:

- Mutual Respect: We treat all individuals with dignity, respect and compassion.
- Partnership: We value community input and collaboration with federal, state, local and community partners.
- Leadership: We embrace, empower and drive change.
- Innovation: We foster creative approaches to carrying out our mission.
- Stewardship: We strive to be creative and resourceful in planning, developing and delivering high quality services to impacted communities.
- Transparency and Accountability: We operate transparently and are accountable for all actions and decisions.
- Equality and Non-Discrimination: We believe in the principle that every individual is entitled to full and equal access to all civil, political, economic, social and cultural rights, and the understanding that no person shall be discriminated against based on race, nationality or ethnic origin, religion, political or other opinion, gender, class/caste, age, language, disability, sexual orientation, or other status.<sup>1</sup>

#### Guiding Principles

The AIDS Institute is committed to carrying out its work according to the following guiding principles:

- Focus on meeting the unique needs of populations placed at high risk and in underserved communities.
- Address the social determinants of health and promote health equity and racial justice.
- Promote comprehensive and integrated services using a trauma-informed care approach.
- Promote evidence-based and promising practices.
- Implement data-based decision making and continuous quality improvement in programming and the procurement process.
- Identify strategies and opportunities to increase interagency collaboration.
- Adapt to:

<sup>1</sup> [Core Values – Health Equity Initiatives](#)

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- The ever-changing dynamics of HIV, AIDS, sexually transmitted diseases and viral hepatitis.
- Scientific, programmatic and medical advancements as well as new approaches to service delivery.
- The evolving needs of individuals, families, communities, health and human service providers and other stakeholders.

### AIDS Institute Strategic Map: 2021-2023

The Strategic Map that will guide the AIDS Institute from 2021 through 2023 is depicted on the following page. The oval at the top of the Strategic Map depicts the **Central Challenge** that the AIDS Institute faces over the next three years:

“Prevent new infections, improve the health and well-being of persons living with HIV, STDs and HCV, and improve LGBT and drug user health.”

The central challenge is the focal point of the AIDS Institute’s Strategic Plan/Map. All efforts on the map will be devoted to meeting that challenge.

The central challenge is supported by **Strategic Priorities A through E** on the Strategic Map. These strategic priorities focus on the most important things the AIDS Institute needs to achieve in order to meet the central challenge.

The Strategic Map also includes **Cross-cutting Strategic Priorities F through J**. In strategic-map logic, cross-cutting strategic priorities:

- Are placed at the bottom of the map to show that they are foundational to the strategy
- Span the map from left to right to demonstrate that efforts to achieve the cross-cutting priorities will be embedded in efforts to carry out all other strategic priorities on the map
- No plan to implement the other priorities will be considered complete unless it includes emphasis on the cross-cutting priorities.

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**Prevent New Infections, Improve the Health and Well-being of Persons Living with HIV, STDs and HCV, and Improve LGBT and Drug User Health**



