

# Human Genetics Society of Australasia

Strategic Plan 2023 - 2026



Human Genetics Society of Australasia

...making sense of your genes

# Welcome



It is a pleasure to present the 2023-2026 HGSA Strategic Plan, which will serve as a guide for our Society over the next 3 years. The plan was developed by HGSA Council members, secretariat leaders, industry and consumer representatives ensuring a range of perspectives and experiences are represented.

Our vision is equitable access to excellence in genetic healthcare for all. The four goals in the plan offer us a clear direction as we deliver value to members through leadership, advocacy, regulatory processes and educational opportunities.

A key focus in this plan is to embed inclusivity and cultural safety across the society through education and training.

**Dr Alison McEwen, President**



We are proud to present the second HGSA strategic plan, building on our inaugural plan covering 2020-2022.

We have deliberately set a slightly longer timeframe in this document which will guide our activities over the next 3 years.

It comes into effect at an important point in the history of our Society as we complete the move to modernise our governance structure and seek charitable status.

I would like to thank our Chief Operations Officer, Lauren Hunt, the members of HGSA Council and stakeholder representatives from industry and community who have brought this plan into focus.

**Dr Kevin Carpenter CEO**

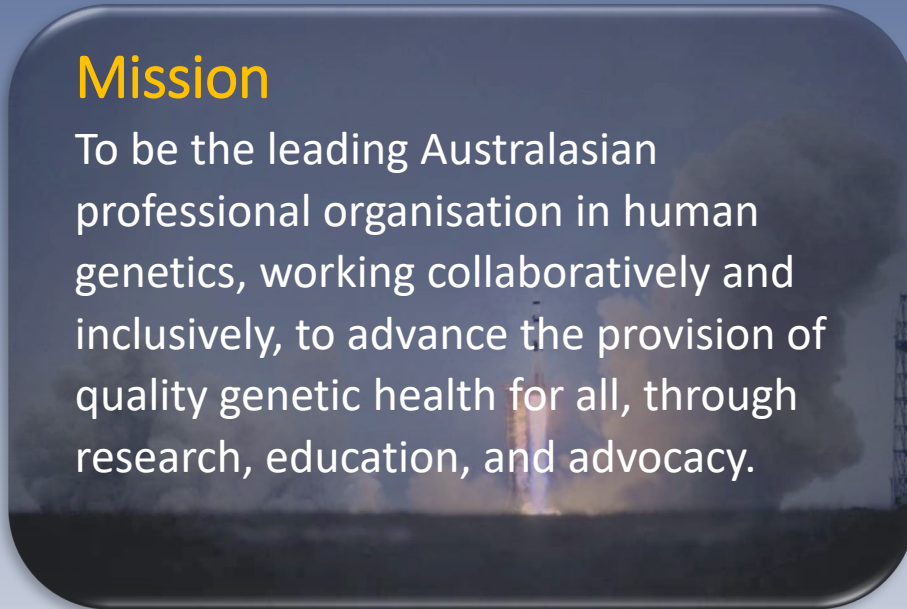
## Vision

Equitable access to excellence in genetic health care across the lifespan.



## Mission

To be the leading Australasian professional organisation in human genetics, working collaboratively and inclusively, to advance the provision of quality genetic health for all, through research, education, and advocacy.



## Pillars

- Professional Excellence
- Genetic health sector leadership
- Inclusive and culturally safe



## Goal 1 - Deliver membership care, growth and engagement

Promote membership growth and engagement through high quality, inclusive, and relevant services & practices. Ensure members feel welcome, confident, are actively engaged and are benefiting from their membership.



## Strategy and actions - Goal 1

### **Goal 1.1: Expand inclusion of student members to foster early and lifelong involvement in the society.**

Action 1: Present proposal for free membership for Students in human genetics related degrees.

Action 2: Identify relevant university courses and invite students via course coordinators.

Action 3: Provide detailed information on website and within a policy which is available to the public.

Action 4: Consider creation of specific student positions on key committees.

Action 5: Consider development of forums specific to student members.

### **Goal 1.2: Implement an early-career mentorship programme for members to support professional development and personal wellbeing.**

Action 1: Review ASGC mentoring programme and consider expansion throughout HGSA. Explore options for creation of formal mentoring events and connections through the website.

### **Goal 1.3: Increase membership engagement to expand the value proposition of membership and personal investment in the society.**

Action 1: Draft a weekly member profile section in the newsletter. Consider introducing the Executive / Council and other members.

## Strategy and actions - Goal 1 continued

### **Goal 1.4: Expand inclusion of community support group memberships to ensure consumer stakeholder involvement.**

Action 1: Actively promote discounted membership rate for not-for-profit support groups.

Action 2: Explore options for involvement of community group members in the Society.

### **Goal 1.5: Support members in making volunteer contributions to HGSA committees.**

Action 1: Review all volunteer positions within HGSA committees.

Action 2: Identify opportunities to encourage committee participation through innovative rewards.

## Goal 2 - Provide expert leadership, advice and advocacy

To work collaboratively with stakeholders to influence and advocate for quality genetic health for all.



## Strategy and actions - Goal 2

### **Goal 2.1: Identify appropriate umbrella organisations for consumer groups and develop engagement strategies to enhance our capability to advocate with partners.**

Action 1: Establish an engagement working group to identify groups and point of contact for each group.

Action 2: Develop engagement strategies based on size, reach and needs of each group.

Action 3: Consider creation of specific consumer positions on key committees.

### **Goal 2.2: Enable appropriate media training for Secretariat, Executive and members to ensure effective messaging and maximising opportunities for advocacy.**

Action 1: Develop guidance to ensure appropriately skilled individuals representing HGSA in media engagement.

Action 2: Create an email address [media@hgsa.org.au](mailto:media@hgsa.org.au) in the website contact details.

Action 3: Consider specifically written content announcing HGSA events and publication of policy or position statements on Twitter and other social media with journalists tags.



## Strategy and actions - Goal 2 continued

### **Goal 2.3: Develop relationships with key individuals in Federal and State health departments to ensure a channel of communication with Governments.**

Action 1: Identify key positions and the individuals currently holding them.

Action 2: Send invitations to join ASM and other appropriate HGSA events.

### **Goal 2.4: Continue to develop policies and recommendations that support excellence in genomic service delivery and practice.**

Action 1: Complete revision of Clinical Services Framework.

Action 2: Work collaboratively with other professional bodies to develop and review position statements on matters of common interest.

### **Goal 2.5: Support development of resources to enhance genetic health literacy amongst consumers to minimise genetic health inequity.**

Action 1: Actively participate in the development of consumer resources with partner organisations.

Action 2: Maintain links to consumer resources on the HGSA website.

Action 3: Explore the possibility of an annual consumer event to promote genetic literacy.

### Goal 3 - Promoting inclusivity and cultural safety across the Society.

To ensure cultural awareness, sensitivity and competency across our membership to ensure ethical application of genomics for all.



## Strategy and actions - Goal 3

### **Goal 3.1: Promote cultural safety training across the Society to ensure appropriate knowledge.**

Action 1: HGSA leadership and Secretariat to undertake cultural safety training course.

Action 2: HGSA to encourage all members to seek cultural safety training through their workplace or local community.

Action 3: Work with all discipline groups within the society to design cultural safety training that it is relevant for members in Australia and Aotearoa New Zealand.

Action 4: Work with the Boards of Censors to reflect the value of cultural safety training in the competencies for the discipline groups.

**Goal 4 – Ensuring the quality of Australasian genetic professionals through provision of educational opportunities and regulation of practices.**

**To provide frameworks and resources to encourage a culture of continuous learning and development for HGSA members and support professional recognition.**



## Strategy and actions - Goal 4

### **Goal 4.1: Support the certification of members to promote the value of continuing professional development (CPD).**

Action 1: Work with SIGs and branches to provide practical and logistical support for regular CPD events, and with the Boards of Censors to support certification.

Action 2: Promote and support the certification of laboratory scientist members through CMLS.

### **Goal 4.2: Continue to advocate for the professional issues affecting our members.**

Action 1: Continue to work on increased equity of access to genetic consultations and testing.

Action 2: Advocate for the protected titles for genetic health professionals.

### **Goal 4.3: Establishment of HGSA Foundation to benefit health and education objectives.**

Action 1: Complete constitutional amendments.

Action 2: Seek charitable status.

Action 4: Develop business case for establishing HGSA Foundation with defined terms of reference.