SOCIETY FOR ADOLESCENT HEALTH AND MEDICINE

SAHM Aspirational Plan

Approved in January 2024

Advocacy Strategy: Lead the advancement of legislation, policies, and practices that improve adolescent and young adult (AYA) health, well-being, safety, and health equity in the USA and globally.

GOALS	OBJECTIVES
1. Proactively and responsively advocate for innovative and effective policy, legislation, and practices, and increase advocacy activities and engagement with policymakers at local, regional, national, and global levels.	**A.** Determine advocacy priorities of SAHM members, adolescents, and young adults to improve AYA health, safety, and well-being and promote health equity in the USA and globally.
	B. Define and implement an effective infrastructure to support continual proactive SAHM advocacy to promote efficient, innovative, and equitable laws, policies, and practices.
	C. Develop a strategy to increase effectiveness of SAHM advocacy including engagement with policymakers.
2. Collaborate in advocacy work with state, regional, national, and global organizations.	**A.** Establish formal relationships to work on advocacy issues in close alignment with external US-based organizations and non-US-based or global organizations and seek opportunities for collaboration on advocacy with additional US-based and global organizations.
3. Promote multisectoral and interdisciplinary AYA health efforts and youth engagement.	**A.** Work on advocacy issues in close alignment with multisectoral or interdisciplinary organizations and with members of the SAHM youth engagement committee, and work with AYAs who are part of SAHM youth engagement efforts and other organizations, to implement these goals and actions.

Clinical Strategy: Advance health care and health care systems that focus on and optimize AYA health, well-being, and health equity in the USA and globally.

GOALS	OBJECTIVES
1. Advance exceptional (high quality, effective, equitable, evidence-based, inclusive, culturally responsive, trauma informed) health care and health care systems.	A. Ensure SAHM is the preeminent resource for AYA clinical care and systems: develop and implement a strategy to compile and increase access to high-quality clinical resources/guidance for provision of exceptional AYA health care and design of exceptional health care systems.
	B. Promote use of "exceptional" principles for AYA health: design and implement a strategy to encourage and support the utilization of AYA care principles and models of care across various settings and systems.
2. Promote multidisciplinary and interdisciplinary innovations in health care and health care systems.	A. Create a multidisciplinary taskforce for interdisciplinary solution-building: develop a multidisciplinary taskforce with organizations representing different disciplines in AYA care to review best practices, build innovative solutions, and promote interdisciplinary care.
3. Promote the integration of structural competencies to transform the health care system serving AYA to a model that addresses social determinants of health and social injustices as root causes of health inequities.	A. Develop and implement a strategy to promote health equity and social justice for AYA in health care and health care systems.
	B. Develop and promote health care and system change that incentivizes addressing social determinants of health.

Education Strategy: Grow and support a global workforce of diverse, multidisciplinary healthcare professionals who care for AYA through clinical, teaching, research, and advocacy education.

GOALS	OBJECTIVES
1. Substantially increase the number of diverse AYA health and medicine professionals to reflect the cultural diversity of the global AYA population.	**A.** Create a comprehensive strategy at all education levels to increase awareness of, interest in, and recruitment to adolescent health and medicine careers among young people from diverse cultural backgrounds.
	B. Bolster interest in adolescent specialty care pathways across all disciplines using a marketing and branding approach that targets young people from diverse cultural backgrounds.
	C. Create and implement advocacy strategies to increase the number of AYA health and medicine professionals from diverse cultural backgrounds.
2. Increase and sustain the competence of a diverse, multidisciplinary AYA healthcare professional workforce that meets the needs of the diverse global AYA population.	**A.** Advocate for required inclusion of competency-based adolescent health training across healthcare profession disciplines and specialties to augment workforce capacity and support.
	B. Develop sustained educational collaborations with multidisciplinary national and international organizations that address AYA health.
	C. Broaden use of SAHM educational offerings by diverse multidisciplinary non-SAHM members, including increased attendance at the annual SAHM meeting.
3. Implement innovative, collaborative educational strategies to promote culturally responsive, multi-, and interdisciplinary competency-based training for health care professionals who care for AYA.	**A.** Use needs assessment data to develop a culturally responsive comprehensive multi- and interdisciplinary education strategy for SAHM.
	B. Use needs assessment data to determine best practices for dissemination of culturally responsive multi- and interdisciplinary AYA health education to those who care for AYAs.
	C. Facilitate the development of key guidance and resources for education in culturally responsive multi- and interdisciplinary adolescent health care based on identified gaps
	D. Develop and maintain a hub of up-to-date, evidence-based, culturally responsive, multidisciplinary, online AYA healthcare educational materials.

Professional Development Strategy: Serve as the leading organization for professional development opportunities for diverse AYA health and medicine professionals.

GOALS	OBJECTIVES
1. Develop, promote, facilitate, and implement networking, collaboration, and career development opportunities that incorporate values of equity, diversity, and inclusivity for diverse interdisciplinary AYA health and medicine professionals and others who serve AYA.	**A.** Implement academic and professional **networking opportunities** that incorporate values of equity, diversity, and inclusivity. ○ Develop networking listservs (e.g., SIGs, committees, academic leader groups). ○ Create networking opportunities through regional chapters and young professional networking groups. ○ Provide formal networking opportunities at annual meetings and throughout the year (virtually), within SAHM and with other AYA-serving societies and organizations.
	B. Implement **collaboration opportunities** that incorporate values of equity, diversity, and inclusivity. ○ Increase engagement in committees and collaboration within and across committees. ○ Provide infrastructure to increase research, clinical, and educational collaborations. ○ Promote fellowship professional development (e.g., exchanges, rotations).
	C. Implement **career development opportunities** that incorporate values of equity, diversity, and inclusivity. ○ Enhance formal mentorship and sponsorship programs. ○ Develop membership and succession planning expectations for committees to ensure representation of junior and diverse members. ○ Integrate career development training and opportunities throughout the year including leadership development. ○ Build capacity to integrate youth into clinical, research, educational programs.

RESEARCH STRATEGY: Advance the development, translation, and dissemination of research that has a measurable impact on AYA health outcomes and systems.

GOALS	OBJECTIVES
1. Advance the development, translation, and dissemination of research that promotes AYA health equity and social justice.	**A.** Partner with key stakeholder organizations to develop pathways to translate and operationalize research findings for AYA policy, advocacy, and the activities of youth-serving community organizations.
	B. Increase capacity for members to engage in active dissemination of research findings, including in international settings.
	C. Using an implementation science lens, increase capacity of members in translating evidence-based programming into novel settings, including international settings.
	D. Develop AYA, caregiver, and community facing tools for the dissemination of adolescent health research findings.
	E. Promote research that examines the underlying mechanisms for AYA health disparities and identifies evidence-based approaches to reduce unequal burden of disease on minoritized and socially disadvantaged AYA populations.
2. Provide research training, collaboration opportunities, and professional development resources.	**A.** Develop and codify standing research training and professional development programming for the annual meeting, including activities focusing on community and youth-engaged adolescent health.
	B. Develop a resource library of existing training and methodologic resources for AYA health research.
	C. Create at least one programmatic activity to support collaborative AYA health research across countries when applicable, and disciplines such as medicine, nursing, psychology, social work, and basic science.

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RESEARCH STRATEGY – *continued*

GOALS	OBJECTIVES
3. Advocate for funding for AYA health research that generates adolescent- and young-adult specific data on health outcomes, well-being, and measures of health equity and social justice.	**A.** Support the existing SAHM Research Committee in generating a list of priority areas for which additional research is needed.
	B. Partner with key funders *(foundations, federal, and/or international funders)* to develop requests for applications for AYA, community-informed research that generates specific data on health outcomes, well-being and measures of health equity and social justice.