

STRATEGIC PLAN OVERVIEW

YAI's strategic plan for 2023-2026 is built around six pillars, each with its own goal.

1

OPERATING EXCELLENCE

YAI'S SYSTEMS AND PROCESSES WILL BE BEST IN CLASS.

- Reduce incidents of neglect.
- Improve compliance with policies.
- Improve communication with families.
- Through training and recruiting, ensure outstanding senior leaders.

2

ACCESS AND EXPANSION

YAI WILL CREATE NEW AND BETTER WAYS TO SUPPORT PEOPLE WITH I/DD.

- Empower aging people with I/DD to live independently in their homes and communities.
- Prepare and help adults to get jobs in the community.
- Offer young people more support outside of school.
- Support more people with I/DD and mental health diagnoses and other complex needs.
- Increase access to smart technology.
- Expand access to high-quality support from partner organizations.
- Create the best programs to support the most children and adults.

3

EMPLOYEE EXPERIENCE

YAI WILL BUILD AND RETAIN A TEAM FUELED BY PASSION, PURPOSE, AND A SHARED COMMITMENT TO QUALITY AND COLLABORATION.

- Keep our workforce strong so that we can provide the best possible services to the people we support.
- Create a great place to work for all employees.
- Help employees understand and pursue opportunities for career growth and development.
- Build a strong team of volunteers to support our program staff and help create a pipeline for career development in the I/DD field.

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DIVERSITY AND INCLUSION

YAI WILL CREATE A WORKPLACE WHERE EVERYONE FEELS WELCOME AND RESPECTED, AND WHERE EVERYONE HAS THE CHANCE TO SUCCEED.

- Create paths for promotions for women, people of color, Black, and Indigenous leaders within YAI.
- Mirror YAI's diversity in its leadership.
- Give employees and the people we support opportunities to share their cultures.

5

DEVELOPMENT AND DIVERSIFICATION

YAI WILL SEEK BROADER FINANCIAL SUPPORT, INCLUDING FUNDING FROM OUTSIDE OF NEW YORK, INTERNATIONAL CONSULTING, AND PRIVATE DONORS.

- Use our existing resources and expertise to partner with other organizations or provide management services to them.
- Get more private funding that we can use for any purpose.

6

AWARENESS AND UNDERSTANDING

YAI WILL REACH MORE PEOPLE AND RAISE ITS PROFILE.

- Inform more key stakeholders about YAI and its mission.
- Increase positive media coverage.
- Influence public policy and funding for the I/DD field.