



CENTRE FOR AUTISM SERVICES ALBERTA – STRATEGIC MAP 2023-28

OUR VISION & PURPOSE: The Centre’s vision is to support individuals with autism in leading meaningful, engaged lives; our purpose is to empower autistic people and their families to thrive.

	PRIORITIES	OBJECTIVES	DESIRED RESULTS	
1	Involvement of autistic people in CFASA	1.1 Increase the employment opportunities of autistic individuals in CFASA 1.2 Engage autistic individuals as role models and leaders in CFASA	<ul style="list-style-type: none"> Autistic individuals are involved in all aspects of the organization and have influence over programming Autistic individuals are recognized for their contributions to the community 	
2	Enhanced supports for adults with autism	2.1 Develop a charter school for 18 to 20-year-old autistic individuals 2.2 Provide holistic supports to autistic adults including staffing for housing, social connections, and adult-focused programming	<ul style="list-style-type: none"> Improved independence and autonomy of autistic adults Improved well-being for autistic adults Improved sense of belonging for autistic adults 	
3	Workforce participation of autistic people	3.1 Support job readiness and provide ongoing vocational support to autistic individuals 3.2 Facilitate autistic-led social enterprise	<ul style="list-style-type: none"> Improved participation of autistic individuals in the job market Improved independence and autonomy of autistic adults 	
4	Organizational effectiveness & impact	4.1 Instil a paradigm of neuro-affirming practices across all programs and services 4.2 Improve responsiveness of services to autistic individuals and their families 4.3 improve internal capacity, including leveraging technology	<ul style="list-style-type: none"> Improved well-being of autistic individuals and their families Improved effectiveness of programs 	
5	Marketing & communications	5.1 Develop a communications strategy to tell the story of CFASA and to communicate our vision, mission and our values 5.2 Update the website to improve functionality	<ul style="list-style-type: none"> Increased public understanding of autism and reduced stigma CFASA is a recognized resource for autistic individuals and families seeking support 	
6	Outreach & community engagement	6.1 Expand outreach to new communities (cultural and geographic) 6.2 Seek new partnerships to widen the circle of support for autistic individuals 6.3 Increase the programmatic offerings in Calgary	<ul style="list-style-type: none"> Expanded partnerships and funding opportunities Increased reach of CFASA of programs and services across Alberta 	

OUR VALUES

Collaboration - We build authentic relationships | **People Focused** – We seek to understand each person’s specific context, dreams, and goal to promote their achievement
Autistic Voice and Choice – Our services reflect what is important to autistic people | **Continuous Improvement** – If better is possible, we do it.

KEY DRIVERS & ASSUMPTIONS

Alberta is experiencing demographic changes driven by an aging population and increased immigration	There are growing societal concerns around diversity, equity and inclusion.	Neurodiversity is gaining increased recognition	Social media, misinformation, and polarization is challenging medical expertise	Rising costs, challenges with housing affordability, and growing debt loads are creating economic pressures on families	Caregiver burnout and mental issues are concerns given the complexity of the operating landscape	The provincial government is focused on creating pathways to employment in response to labour shortages	Innovations in automation, AI, and virtual technology are transforming service delivery
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