



## LEADERSHIP MESSAGE

We are thrilled to introduce the Baycrest Academy for Research and Education's strategic plan for 2024-2029, supporting our vision of a world where every older person lives with purpose, fulfillment, and dignity. This is more than a plan-it's a pledge to drive meaningful change for people and communities across Canada and around the world.

Guided by our mission to revolutionize aging and brain health, we will focus on three core goals. First, we will use our world-class expertise to implement innovative approaches to aging and brain health. Second, we will create tools, products, and services to improve the experience of aging for communities worldwide. Finally, we will embrace our culture of inquiry and collaboration to foster diverse talent and ensure impact and long-term, sustainable growth.

To achieve these goals, we will leverage our leadership in the new field of predictive neuroscience for precision aging, a holistic approach that considers the brain in connection with the rest of the body, society, and the environment to create personalized approaches to optimize aging. By advancing discovery and knowledge through our world-class expertise in research and education, we will improve the aging journey and enhance dementia prevention, detection and diagnostics, treatment and therapeutics, and care. We will also prepare individuals, families, communities, healthcare professionals, and the healthcare system to care for our aging population.

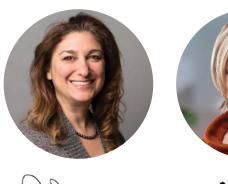
We will continue to share our knowledge widely and advocate with various stakeholders, ensuring the critical work we do has the most significant possible impact, through the development of innovative products, effective services, and policies. We remain committed to furthering open science and inclusion, diversity, equity, and accessibility (IDEA) and to sharing our research and education in a way that benefits as many people as possible.

This ambitious plan is only possible with the dedication of our wonderful team of researchers, educators, staff, students, trainees, and volunteers. Of course, we can't forget the invaluable contributions of our board

members, donors, funders, and partners who support our work in Ontario, Canada, and worldwide.

We are united in our vision, mission, and values, and we are grateful for the collective effort that has brought this plan to life.

As we embark on this journey, we invite you to join us in reshaping the future of aging and brain health. Together, we can create a better world for older adults everywhere.







#### Dr. Allison Sekuler

President & Chief Scientist, Baycrest Academy for Research and Education Sandra A. Rotman Chair in Cognitive Neuroscience, Rotman Research Institute, Baycrest Academy for Research and Education. and University of Toronto President & Chief Scientist, Centre for Aging + Brain Health Innovation, powered by Baycrest

## Dr. Sara Diamond Chair of the Board,

Baycrest Academy for Research and Education President Emerita and University Research Chair, OCAD University, C.M., O.Ont., R.C.A., ICD.D Thought Leader, Lord Cultural Resources

# BARE by the Numbers

\$32.9 M

**TOTAL FUNDING SPENT** 

**NEW GRANTS AND PROJECTS** 

## **CENTRE FOR EDUCATION**

STUDENT **LEARNERS**  166

STAFF ACADEMIC **APPOINTMENTS** 

**STAFF** 



89

**OF STUDENTS RECOMMENDED BAYCREST AS A PLACEMENT** 

78K+

**Hours Spent** Learning

Library Literature Searches

4,089

Visits to Library Homepage



Academic **Partnerships** 

357

Tele-Education **Events** 

237

Clinical Teaching Rounds

120

Continuing **Education Events** 

**Conference Presentations** & Publications

**Ontario Centre** for Learning, Research and Innovation (CLRI) in Long-Term Care at Baycrest:

9,185 Team Members.

Students, and Clinicians Trained

Long-Term Care Homes Reached

**Educational Events** Offered, Including Face-to-Face Workshops and Virtual Rounds

# \$27.5 M

**NEW GRANT AND PROJECT FUNDING AWARDED OVER MULTIPLE YEARS** 



## **ROTMAN RESEARCH INSTITUTE**

26 **SCIENTISTS**  125 **TRAINEES** 

RESEARCH-INTENSIVE
HOSPITAL IN CANADA FOR
THIRD YEAR IN A ROW THIRD YEAR IN A ROW

43 **RESEARCH STAFF** 



**SCIENTIFIC ASSOCIATES** 





**ADMINISTRATIVE** AND SUPPORT STAFF



**CLINICIAN ASSOCIATES** 

20K+ **Active Research Participants** 



International **Partnerships** 

Ongoing **Studies** 

Canada Research Chairs, including a Canada 150 Research Chair

Endowed **Research Chairs**  100+ Outreach Events





## **Strategic Goals**

Use our world class expertise to implement innovative approaches to aging and brain health

- Generate transformative knowledge and apply predictive neuroscience for precision aging for dementia prevention, detection, treatment, and care
- Drive synergy and dynamic collaboration across foundational, applied, and clinical research while championing the principles of open science
- Leverage our excellence in cognitive neuroscience to advance educational research and develop the next generation of researchers, clinicians, and educators

Create tools, products, and services to improve the experience of aging for communities worldwide

- Incorporate and reinforce the strengths, rights, and lived experiences of older persons through all our programs, services, and initiatives
- Translate research into practical tools, services, and programs that directly benefit older persons
- Mobilize new discoveries and actively support the implementation and adoption of evidence-based practices and influence policies

**Embed foundational** systems to ensure impact and long-term, sustainable growth

- Create a culture of ideation, inquiry, collaboration, and continuous learning within and beyond the Academy
- Ensure recruitment and support of diverse, multidisciplinary talent
- Stabilize and grow revenue by optimizing existing and identifying new revenue streams

## **Values**

**INCLUSIVE:** We promise a workplace culture that welcomes and appreciates everyone equally and without discrimination or judgement.

**COLLABORATIVE:** We focus on teamwork and nurture the cooperation of internal and external partners to maximize our collective strengths.

**AMBITIOUS:** We are driven by relentless curiosity and an imperative to challenge the status quo by making bold choices, learning from failure, and celebrating success.

**RESPECTFUL:** We treat everyone with compassion, professionalism, and kindness, and believe each person is unique with intrinsic dignity and worth.

**EXCELLENT:** We are committed to excellence in everything that we do by fostering a culture of continuous improvement.



## Strategic Drivers

#### **EXCELLENCE AND IMPACT**

We strive for the highest standards in research, education, and practice, continuously pursuing innovation and improvement to create meaningful, positive change in the lives of older individuals and communities.

### **BOLDNESS, CREATIVITY, AND ADAPTABILITY**

We cultivate a daring mindset, embracing risks and imaginative thinking to rapidly integrate new information to drive advancements in aging and brain health research and education.

### INTEGRITY, EMPOWERMENT, **AND SERVICE**

We uphold the highest ethical **standards**, prioritize empathy and understanding, and commit to enhancing the lives of older adults, caregivers, and communities through research, education, and policy advocacy.

### **COLLABORATION AND GLOBAL CITIZENSHIP**

We encourage teamwork and partnerships across disciplines and borders, recognizing the interconnectedness of our world and our responsibility to address pressing social, economic, and environmental issues.

#### **DIVERSITY, EQUITY, AND INCLUSION**

We foster an environment that embraces and celebrates the unique perspectives and contributions of individuals from all backgrounds, actively working against racism and promoting accessibility to ensure equity in opportunities and resources for all.

**Thank you** to all our generous funders for supporting BARE's critical work in research, education, and knowledge mobilization. We also thank the Baycrest Foundation for its continued support. To donate, please visit **baycrest.org**.

# BAYCREST ACADEMY FOR RESEARCH AND EDUCATION

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