



CALIFORNIA BOARD OF  
**NATUROPATHIC  
MEDICINE**

**California Board of Naturopathic Medicine**  
**Strategic Planning**  
Objectives Worksheet

Planning Session:  
Thursday, June 27, 2024



## Instructions

As we get ready for the Strategic Planning Session, take a moment to think about what you would like to see the Board work on over the next few years.

Consider the following:

- Review of the Environmental Scan Report
- Items outlined in Sunset Review
- Experience and previously identified needs

## Determine Issues/Areas for Improvement and Brainstorm Solutions

What issues/areas for improvements come to mind for the following strategic goal areas? Record issues/areas for improvement and identify solutions on the attached worksheets.

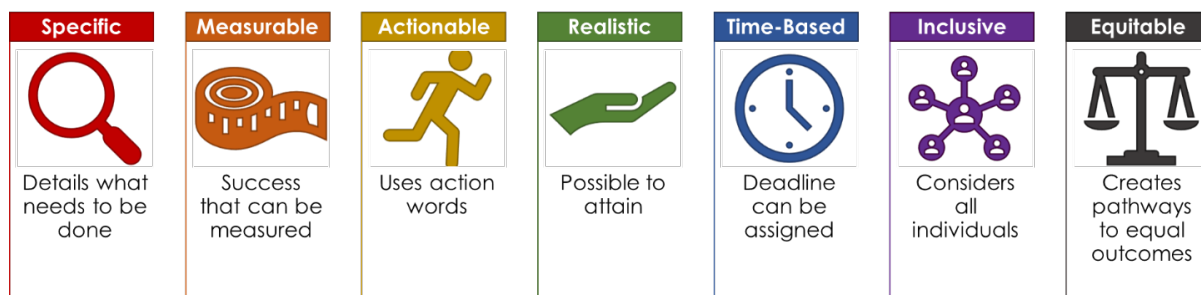
1. Licensing
2. Continuing Education\*
3. Enforcement
4. Laws and Regulation
5. Board Administration
6. Stakeholder Outreach\*\*

\*Continuing Education goal area was established and adopted by the Board on March 28, 2024. Find relevant summaries and trends in the "Licensing" goal area of the environmental scan report.

\*\*The Board renamed the goal area of "Outreach and Communication," to "Stakeholder Outreach." This was adopted on March 28, 2024. Find relevant summaries and trends in the "Outreach and Education," goal area of the environmental scan report.

## SMARTIE Methodology

For more effective objectives, consider the SMARTIE methodology when coming up with solutions to issues/areas for improvement:



## Goal: Licensing

The Board establishes and promotes licensing standards to protect consumers and allow reasonable access to naturopathic medicine.

Issue/Area for Improvement	Solution(s)

Please take a moment to review the weakness summaries on Environmental Scan pages 8 through 9, external environment summaries on page 26, and the Diversity, Equity, and Inclusion (DEI) summaries on pages 32 through 40. Weaknesses are summarized below, and DEI is summarized on the last page of this workbook for your convenience.

### Summary of Weaknesses

- Access to the Board, including access via email and phone.
- Communication.
  - Lack of clarity and updates on regulations.
- Scope of practice limited.

## Goal: Continuing Education

The Board reviews and approves continuing education standards to promote excellence in the practice of naturopathic medicine and public safety.

Issue/Area for Improvement	Solution(s)

The Continuing Education goal area was added during Mission, Vision, Values, and Goals Workshop on March 28, 2024. Please take a moment to review the licensing weakness summaries on Environmental Scan pages 8 through 9, external environment summaries on page 26, and the Diversity, Equity, and Inclusion (DEI) summaries on pages 32 through 40. Licensing weaknesses are summarized below, and DEI is summarized on the last page of this workbook for your convenience.

### Summary of Weaknesses

- Access to the Board, including access via email and phone.
- Communication.
  - Lack of clarity and updates on regulations.
- Scope of practice limited.

# Goal: Enforcement

The Board prevents, reduces, or remediates unlawful or unsafe activities by licensed and unlicensed individuals that violate the practice act and pose a threat to the health, safety, or welfare of the public.

Issue/Area for Improvement	Solution(s)

Please take a moment to review the weakness summaries on Environmental Scan page 13, external environment summaries on page 26, and the Diversity, Equity, and Inclusion (DEI) summaries on pages 32 through 40. Weaknesses are summarized below, and DEI is summarized on the last page of this workbook for your convenience.

### Summary of Weaknesses

- Case organization and management.
- Communication of Board activities.
- Resources limited.
- Unlicensed activity.

# Goal: Laws and Regulation

The Board reviews, amends, and creates laws and clarifying regulations to support its mandates and mission of consumer protection.

Issue/Area for Improvement	Solution(s)

Please take a moment to review the weakness summaries on Environmental Scan page 16, external environment summaries on page 26, and the Diversity, Equity, and Inclusion (DEI) summaries on pages 32 through 40. Weaknesses are summarized below, and DEI is summarized on the last page of this workbook for your convenience.

### Summary of Weaknesses

- Clarity in regulations and the process to clarify regulations.
- Communication and lack of updates.
- Efforts not producing results.
- Scope of practice limited.

# Goal: Board Administration

The Board efficiently utilizes its resources and personnel through effective leadership to provide excellent customer service and consumer protection.

Issue/Area for Improvement	Solution(s)

Please take a moment to review the weakness summaries on Environmental Scan page 20, external environment summaries on page 26, and the Diversity, Equity, and Inclusion (DEI) summaries on pages 32 through 40. Weaknesses are summarized below, and DEI is summarized on the last page of this workbook for your convenience.

### Summary of Weaknesses

- Access to the Board.
- Resources lacking, including staff.

# Goal: Stakeholder Outreach

The Board educates and engages stakeholders about the safe practice and regulation of naturopathic medicine.

Issue/Area for Improvement	Solution(s)

Please take a moment to review the weakness summaries on Environmental Scan page 23, external environment summaries on page 26, and the Diversity, Equity, and Inclusion (DEI) summaries on pages 32 through 40. Weaknesses are summarized below, and DEI is summarized on the last page of this workbook for your convenience.

### Summary of Weaknesses

- Communication and lack of updates.
- Outreach lacking.
- Survey data and results not communicated to the public.
- Outreach to other healing art boards.



# DEI Summary

## Different Perspectives About Ideas and Priorities

- Reach out to and survey doctors/licensees.
- Work with other boards, including those out of state and mid-level practitioner boards.

## Unnecessary Requirements or Barriers to Licensure

- Continuing education, including requirement clarity, restrictiveness, and excessiveness.
- Costs, including education, licensure, and reinstatement of licensure.
- Pharmacy hour requirements and the limited availability of pharmacy continuing education.
- Scope of practice limitations.

## Outreach and Connection to All Californians

- Attend community events and educational conferences.
- Be inclusive of geographical differences.
- Connect with schools, including accredited schools, junior colleges, and high schools.
- Meet people's needs and be inclusive of cultural backgrounds and lived experiences.

## Furthering Equal Access to Opportunities

- Apprenticeships and mentorships.
- Educational and training opportunities.
- Residencies, including opportunities for financially supported residencies.
- Inform stakeholders, including schools from secondary to colleges, about the profession.



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