

2026 Strategic Plan Update

July 5th, 2023



Thunder Bay Regional
Health Sciences
Centre

Thunder Bay Regional
Health Research
Institute

STRATEGIC PLAN
2026

Equity, Diversity, and Inclusion (EDI) Steering Committee

Dr. Miranda Lesperance, VP Indigenous Collaboration, Equity, and Inclusion



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STRATEGIC PLAN
2026

OUR STRATEGIC DIRECTIONS



Equity, Diversity, & Inclusion

We all belong



Patient Experience

Empathy, compassion, and respect in every encounter



Staff Experience

This is where we want to work, grow and thrive



Research, Innovation, & Learning

Driven by the needs of our patients, our staff and our communities

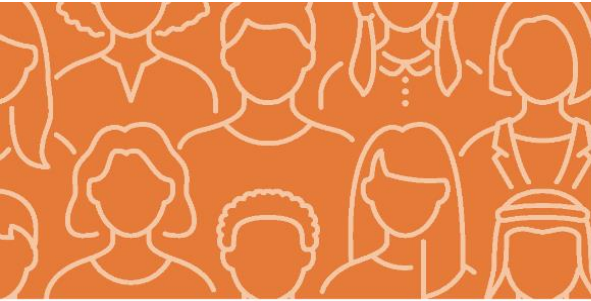


Sustainable Future

Ensuring our Healthy Future



Equity, Diversity & Inclusion



Equity, Diversity, & Inclusion

We all belong



1. Embed Equity, Diversity and Inclusion in everything we do.

OBJECTIVE

1.1 Address Indigenous and other forms of racism and discrimination that lead to inequities throughout our Hospital.

1.2 Establish partnerships that support collaboration, ongoing sharing and learning, and forge pathways for recruitment that reflect the diversity of our communities.

2. Provide a culturally safe experience for all patients and staff.

OBJECTIVE

2.1 Develop strategies to promote and enable a culturally safe environment.

STRATEGIC PLAN

2026

EDI 2026 Strategic Plan Initiatives

1. **EDI Steering Committee - underway**
2. Truth & Reconciliation Call to Action Implementation - underway
3. EDI Policy & Procedure Review - underway
4. Cultural Safety Training – underway
5. EDI Physical Environment Review – Start date Jan 1/2024
6. EDI Experience Sharing to Build Understanding & Respect - Start date July 1/2024
7. Indigenous Recruitment & Education – Start date July 1/2024



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EDI Steering Committee Update

- ✓ Created a Core Team
- ✓ Completion of an internal environmental scan
 - Previous working groups under EDI include; Pride Committee, Indigenous Health Standing Committee, Aboriginal Advisory Committee, and French Language Working Group
- ✓ Completion of external organization consultations
 - SJCG, Confederation College, Sunnybrook Health Sciences, Niagra Health, and the University of British Columbia, and Provincial EDI Network
 - Identified key initiatives and structures
- ✓ Established an overview, membership requirements, and membership criteria
- ✓ Implemented a Call for Interest for EDI Steering Committee membership submissions

Successes & Challenges

Successes	Challenges
<ul style="list-style-type: none">• Formed partnerships across organizations specifically around EDI• Forming an organizational commitment to equity, diversity and inclusion• Identifying passionate people in our organization to help implement initiatives• Gathering information from other sites• Forming an overview and criteria for EDI Steering Committee• Implementing the EDI Steering Committee Call for Interest	<ul style="list-style-type: none">• Having the resources/ lived experience to make informed decisions for EDI as a whole• Determining the scope of EDI• Determining how to engage various roles and work schedules (clinical and non-clinical)



Call for Interest

- ▶ Purpose
 - ▶ The goal of developing an Equity, Diversity, and Inclusion Steering Committee at Thunder Bay Regional Health Science Centre (TBRHSC) is to foster an organizational culture of Equity, Diversity, and Inclusion by creating and implementing an action plan that will address racism and discrimination that leads to inequities throughout our Hospital
 - ▶ The scope of the EDI Steering Committee will be inclusive of all equity-deserving groups, with a particular focus on Indigenous Peoples and those within the 2SLGBTQIA+ community.
 - ▶ This committee will aim to direct and guide an inclusive environment that promotes EDI in everything we do

Equity, Diversity, & Inclusion Steering Committee

Call for Interest

Attention all staff, professional staff, learners and volunteers

Do you want to be part of creating a foundational change in the organization?

The Equity, Diversity and Inclusion (EDI) Steering Committee is putting a call out for members. This Committee will be responsible for creating and implementing an action plan that will address racism and discrimination that leads to inequities throughout our Hospital.

To apply to become a member, please complete the [Expression of Interest form](#)



For more information, please see this [document](#)



Any questions, please reach out to Amanda Walberg at Amanda.Walberg@tbh.net

Deadline for Expression of Interest is July 21, 2023

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Next Steps

- ▶ Reviewing EDI Steering Committee applications
- ▶ Formation of the EDI Steering Committee
- ▶ Development of the EDI Steering Committee Terms of Reference and Framework
- ▶ Conduct a survey to understand what EDI means for our staff
- ▶ Conduct an internal gap analysis



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We want to hear from you!



<https://www.surveymonkey.com/r/EDI0705>



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