

Equity, Diversity, and Inclusion 2026 Strategic Plan Update

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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

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1. Policy and Procedure Review & 2. Truth and Reconciliation Calls to Action



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Policy and Procedure Review - Overview

- ▶ **Project Objective;** Address Indigenous and other forms of racism and discrimination that lead to inequities throughout our Hospital

Phase 1

- Agreement with Well Living House (*Understanding and addressing Indigenous Specific Racism and Inequities at the TBRHSC*)

Phase 2

- Internal Policy and Procedure Review from a broader equity, diversity, and inclusion lens



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Policy and Procedure Review – Current State

Phase 1

- Completed 25 Interviews
- Reviewed 6 policies
- Completing internal final report and recommendations
- Final ARAH Advisory meeting completed

Phase 2

- Developed policy and procedure review process for the EDI Steering Committee and endorsed representatives on P&P Committee

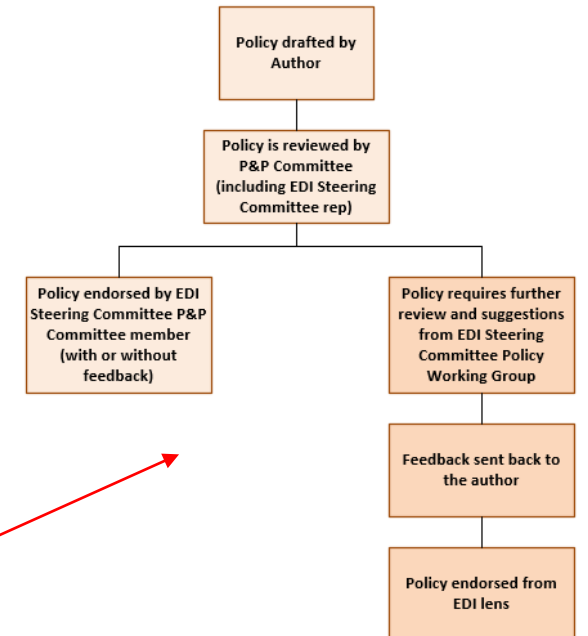
Policy and Procedure Review – Next Steps

Phase 1

- Present policy recommendations to SLC and policy authors
- Present final report and recommendations to SLC

Phase 2

- Implement policy and procedure guidelines, review process and onboard representatives onto P&P Committee



Challenges/ Mitigation Strategies

Phase	Challenges	Mitigation Strategies
One	<ul style="list-style-type: none">- Obtaining San'yas Assessment Tool	<ul style="list-style-type: none">- Develop relationship ongoing with San'yas to help update tool, and utilize at TBRHSC
Two	<ul style="list-style-type: none">- Ensuring broader EDI lens when reviewing policies and procedures	<ul style="list-style-type: none">- EDI representatives present at P&P committee- Developed EDI guidelines- Determined process when requiring further review by EDI Committee



Truth and Reconciliation Calls to Action – Overview

- ▶ Created by the Truth and Reconciliation Commission of Canada with an aim to redress the legacy of residential schools and advance the process of reconciliation
- ▶ Identifies 94 Calls to Action, directed toward several groups including various levels of government and institutions, including those in healthcare and education
- ▶ **Project Objective;** Develop strategies to promote and enable a culturally safe environment.



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Truth and
Reconciliation
Commission of Canada



Truth and Reconciliation Calls to Action – Current State

- ▶ The Core Team examined the Truth and Reconciliation Calls to Action, identifying:
 - ▶ Responses to the Calls to Action that have already been made by TBRHSC
 - ▶ Opportunities to further respond
- ▶ Promote transparency and share an **annual Indigenous Health update**, to share publically TBRHSC responses and plans in response to the Calls to Action.
- ▶ Decision to promote transparent and include **EDI reporting in the annual Strategic Plan Report**.
- ▶ Planning partnership with Health Equity Indicator Research Project to develop meaningful indicators to implement at TBRHSC, and spread across OHTs



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Truth and Reconciliation Calls to Action – Next Steps



Challenges/ Mitigation Strategies

Challenges	Mitigation Strategies
<ul style="list-style-type: none">- Development of new report and gaining organizational approvals	<ul style="list-style-type: none">- Working alongside Communications to ensure report meets organizational requirements.- Working with SLC to ensure proper process is followed.



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Thank you!



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