

2026 Strategic Plan Update Equity, Diversity, and Inclusion

Dr. Miranda Lesperance, VP Indigenous Collaboration, Equity, and Inclusion
Ryan Sears, Director, Capital & Facility Services
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Prepared for: Operational Updates and Strategic Planning Meeting

Wednesday May 8, 2024



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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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EDI Physical Environment Review: Overview

Goal	<i>Provide a culturally safe experience for all patients and staff</i>
Objective	<i>Develop strategies to promote and enable a culturally safe environment</i>
Initiative	<i>Partner with Indigenous and other equity deserving groups to conduct a walkthrough of the Hospital's physical environment with an equity lens and develop a plan to prioritize, resource and address significant gaps</i>



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EDI Physical Environment Review

Current State

- ▶ Core team identified: Dr. Miranda Lesperance, Ryan Sears and Angela Kutok
- ▶ EDI Steering Committee will be consulted as needed for project guidance and prioritization
- ▶ Working with internal Purchasing Department and external EDI groups to assist in identifying potential consultant

Next Steps

- ▶ Once consultant is confirmed, they will assist with a walk-through to determine gaps, develop a plan to address the gaps, and review current capital projects to determine EDI impact
- ▶ Identify partners to collaborate with for criteria for EDI considerations in future capital projects



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Cultural Safety Training

Goal	<i>Provide a culturally safe experience for all patients and staff</i>
Objective	<i>Develop strategies to promote and enable a culturally safe environment</i>
Initiative	<i>Implement culturally safety training initiatives across the hospital to aim to fill current gaps related to EDI and move towards fostering a hospital environment that is welcoming, educated, and inclusive.</i>



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Successes

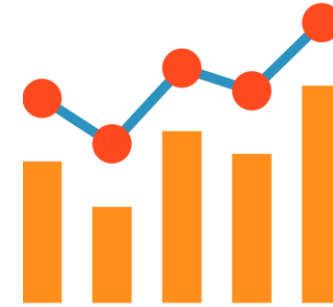
- ▶ Implementation of Repairing the Sacred Circle
 - ▶ 5 sessions completed
- ▶ 66.4% of staff completed Wake the Giant training by March 31, 2024
 - ▶ Continuous promotion for mandatory completion
 - ▶ Developing strategic communication plan
- ▶ Recruiting and development of plan for gap analysis session on May 7
- ▶ Cultural Safety Training sessions provided to over 23 departments
- ▶ Engaged staff through various operational channels (ie. OLC, Bed Rounds)
- ▶ Implementation of weekly smudging for any staff



ICEI QIP

▶ 2023/2024: Wake the Giant Training

- ▶ Indicator: % of staff who have completed the LMS training by March 31, 2024
- ▶ Goal: 90%
- ▶ Results: 66.4%



▶ 2024/2025: Repairing the Sacred Circle Training

- ▶ Indicator: % of staff who have completed in person Repairing the Sacred Circle training.
- ▶ Goal: Executive Staff – 100%, Managerial Staff – 50%, General Staff – 15%



Repairing the Sacred Circle

**Repairing the Sacred Circle
Registration Sheet**

Please note that all Repairing the Sacred Circle sessions will be held from 1:00 pm to 4:00 pm in the ICP Main room.

Full Name *

Role *


Email Address *

Date (1:00 - 4:00 PM) *

Department/ Unit *

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Sign up using this link:

▶ <https://app.smartsheet.com/b/form/a5db56b571c540038f53374ea23c4a23>

If you have any questions, please contact:
Annette Klement, Cultural Safety Educator at
extension 6937
or TBRHSC.CulturalSafetyEducator@tbh.net.

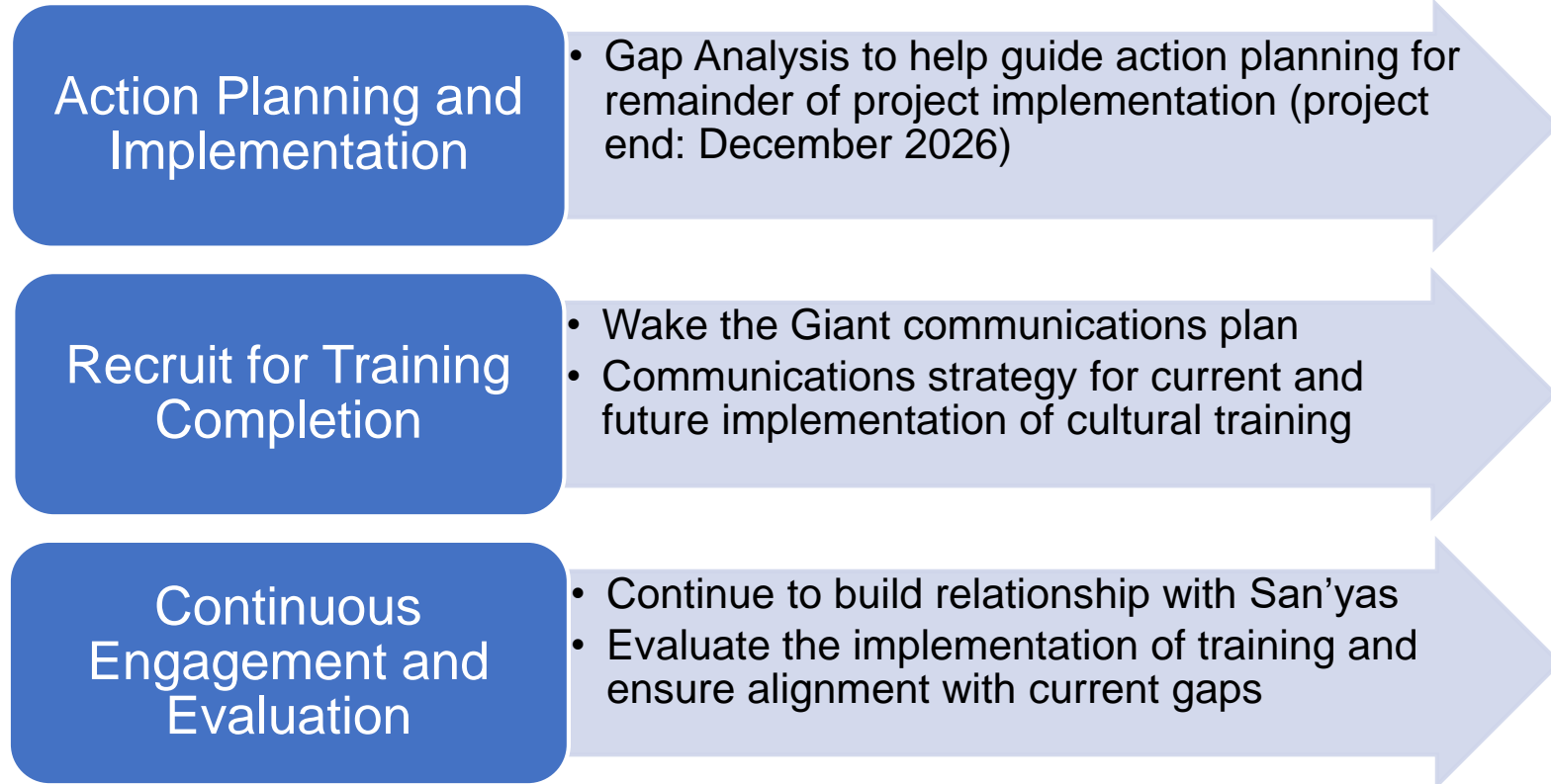


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Next Steps



Thank you!

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For any training recommendations/ information sharing please reach out to: TBRHSC.CulturalSafetyEducator@tbh.net



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