

Equity, Diversity, & Inclusion
We all belong



Truth and Reconciliation Calls to Action

The Project Team is designing an annual Indigenous Health Report to provide updates on how we are responding to the Truth and Reconciliation Calls to Action, and to highlight the work being done by the Indigenous Collaboration, Equity, and Inclusion portfolio. This report is set to launch this Fall and will promote transparency, accountability, and sharing of successes.

Cultural Safety Training

The Project Team is continuing the implementation of cultural safety training across the Hospital and Research Institute. Repairing the Sacred Circle is an in-person cultural training session offered to all staff on-site, and Wake the Giant cultural training is available through the Learning Management System for mandatory completion by all staff. These training sessions introduce participants to an insightful way of thinking about truth and reconciliation. They are a reflective pathway for cross-cultural discussion and an entry point to create the necessary change for awareness and inclusiveness.

Patient Experience

Empathy, compassion, and respect in every encounter



Evolution of Patient and Family Centred Care

Patient and Family Centred Care has been strengthened by Patient & Family Advisor (PFA) recruitment efforts. Over 20 new PFA applications have been received, highlighting diversity and inclusion from Indigenous persons, women, men, minorities, persons with disabilities, and 2SLGBTQIA+ individuals. Understanding diverse patient needs is essential for co-designing healthcare, and fostering an inclusive and collaborative environment. Significant progress has been made in developing a tailored co-design framework, with active involvement from the Patient and Family Advisory Council.

Focus On Quality

Quality Huddles provide a consistent platform for sharing innovative ideas related to safety and quality trends, ensuring our continuous improvement efforts stay on track. Over 30 departments (including non-clinical) have implemented these huddles and nearly 700 huddles have been held; with further plans for expansion underway. Staff involvement is actively shaping our future, driving positive change to enhance patient outcomes.

Staff Experience

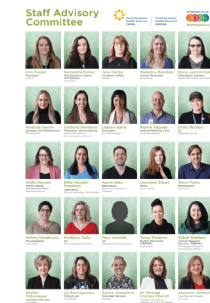
This is where we want to work, grow, and thrive

Values Based Recruitment

The Project Team has developed a guide, along with tools and templates, for leaders to support Values Based Recruitment (VBR). This innovative approach focuses on aligning individual values and behaviors with those of our organization. By integrating VBR principles into each step of our recruitment practices, we aim to not only seek individuals with the required skills and experience, but also those whose values resonate with ours. We are excited to launch this program to leaders this June, paving the way for a brighter future for our workforce.

Healthy Workplace

Renovations to the third floor of the main Hospital site (outside of the Simulation Lab) has been approved to create a Central Lounge. This space will provide a secure environment for staff to relax and rejuvenate, ultimately advancing our commitment to staff well-being. We are dedicated to enhancing the staff experience and look forward to the completion of this project later this Fall. This initiative was started by the Staff Advisory Committee and will now fit within the work of the Healthy Workplace Project of the 2026 Strategic Plan, in collaboration with Capital Planning.



Research, Innovation, & Learning

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



Research Program

The research business model, plan, and research prioritization framework are being revised to ensure TBRHSC and TBRHRI are operationally in a position to support and promote patient and community centered research in a way that is meaningful, visible and inclusive.

TBRHSC and TBRHRI are devoted to creating a platform where every patient has the chance to be a part of groundbreaking research efforts. We are forging ahead with the Permission to Contact project aimed at empowering our patients to contribute to the future of healthcare. The Project Team is diligently working on a proposal that explores how and when patients may be contacted about research opportunities.

Sustainable Future

Ensuring our Healthy Future

Sustainability & Accountability

In response to feedback from leaders regarding the budget cycle, we have launched a new and more proactive approach to budget planning. We have started planning for the 2025/26 budget, and this work will align with the development of the Accountability Framework underway.

System Partnerships

TBRHSC is working closely with the four Ontario Health Teams and St. Joseph's Care Group on the development of Integrated Clinical Pathways for Congestive Heart Failure and Chronic Obstructive Pulmonary Disorder, that will help teams deliver proactive, evidence-based care for patients with these conditions. As a key partner in the Regional Specialized Services Network, TBRHSC is providing strong clinical specialist leadership on this work, as well as project management supports.

How are you advancing our Vision of Exceptional care for every patient, every time?
