

# 2026 Strategic Plan Equity, Diversity, and Inclusion Cultural Safety Training

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

Operational Updates and Strategic Planning Meeting

Wednesday November 27<sup>th</sup> 2024



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# 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.



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# Cultural Safety Training Project Team

- ▶ Dr. Miranda Lesperance, VP Indigenous Collaboration, Equity and Inclusion
- ▶ Dawna Maria Perry, Senior Director, Nursing, Academics & Practice Excellence
- ▶ Michelle Addison, Director, Health Professions & Collaborative Practice
- ▶ Leona Kakepetum, Director, Indigenous Collaboration, Equity and Inclusion
- ▶ Adrianno Coppeti, Director, Information Systems and Application Support
- ▶ Sam Spenrath, Employee Engagement Consultant
- ▶ Amanda Walberg, Performance Improvement Consultant
- ▶ Annette Klement, Cultural Safety Educator
- ▶ Gina Fata, Cultural Communication Specialist



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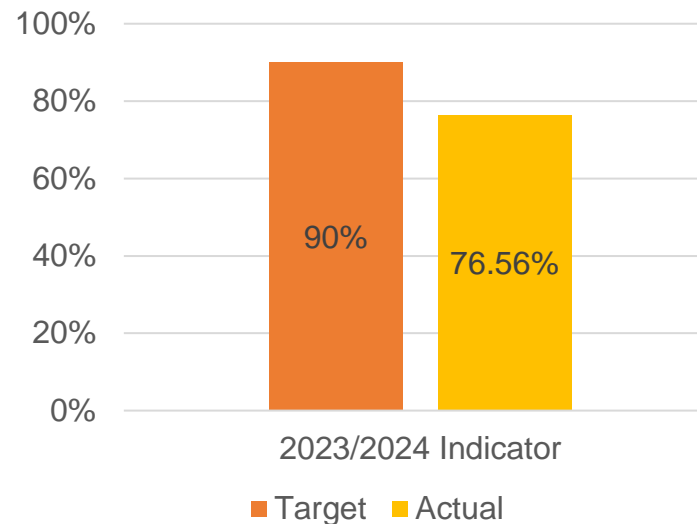
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# Wake The Giant Training

- ▶ Mandatory Indigenous Cultural e-learning training through Dual Code LMS
- ▶ Focuses on fostering a respectful and welcoming environment for Indigenous Peoples at TBRHSC
- ▶ Course to be completed by March 31, 2025
- ▶ Wake the Giant sticker is a symbol of safe spaces across the city
- ▶ Cultural Safety Training team is implementing a sticker campaign for staff who have completed training

2023/2024 Indicator: % of staff who have completed the LMS training by March 31, 2024



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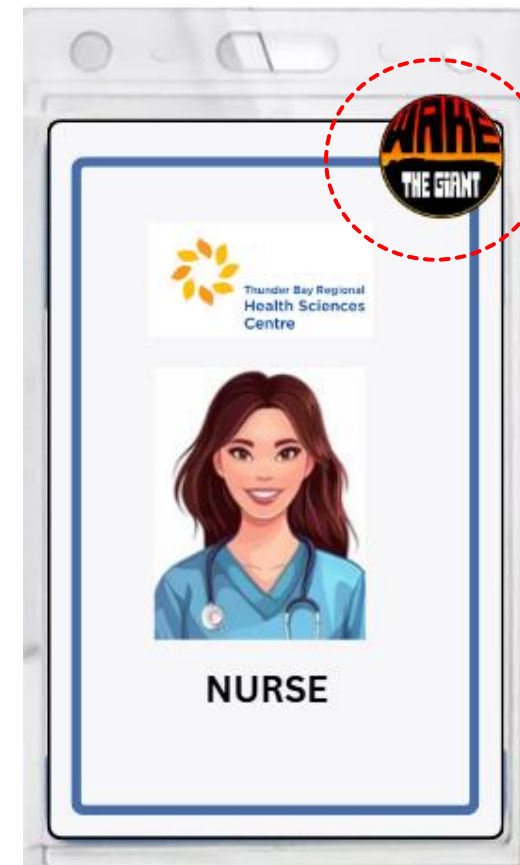


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# Wake the Giant Sticker Campaign

- ▶ Wake the Giant sticker campaign is introduced to show commitment to continuous training and improvement, and to promote completion of Wake the Giant training throughout the Hospital
- ▶ **What is the campaign?**
  - ▶ Leaders will receive a package via internal mail with instructions, a list of their staff who have completed training (as of November 10<sup>th</sup>), and stickers
  - ▶ Leaders are asked to distribute stickers to staff who have completed training to add to the top right section on their badge
  - ▶ Leaders compliance lists can also be accessed in real-time through the Dual Code LMS
  - ▶ If you need assistance in pulling your compliance list, please reach out to Sam Spenrath, HR Consultant, at [samantha.spenrath@tbh.net](mailto:samantha.spenrath@tbh.net).



Top right corner,  
without covering  
photo or name

# Wake the Giant Sticker Campaign Booth

- ▶ Wake the Giant Sticker Campaign will include a booth at the bottom of the grand staircase on:
  - ▶ Thursday November 28<sup>th</sup> 9:30 – 10:30 AM
  - ▶ Friday November 29<sup>th</sup> 5:00 – 6:00 PM
- ▶ Stickers can be picked up at the booth with proof of compliance
- ▶ Show off your sticker and receive a Bubly sparkling water and a granola bar!



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# Repairing the Sacred Circle

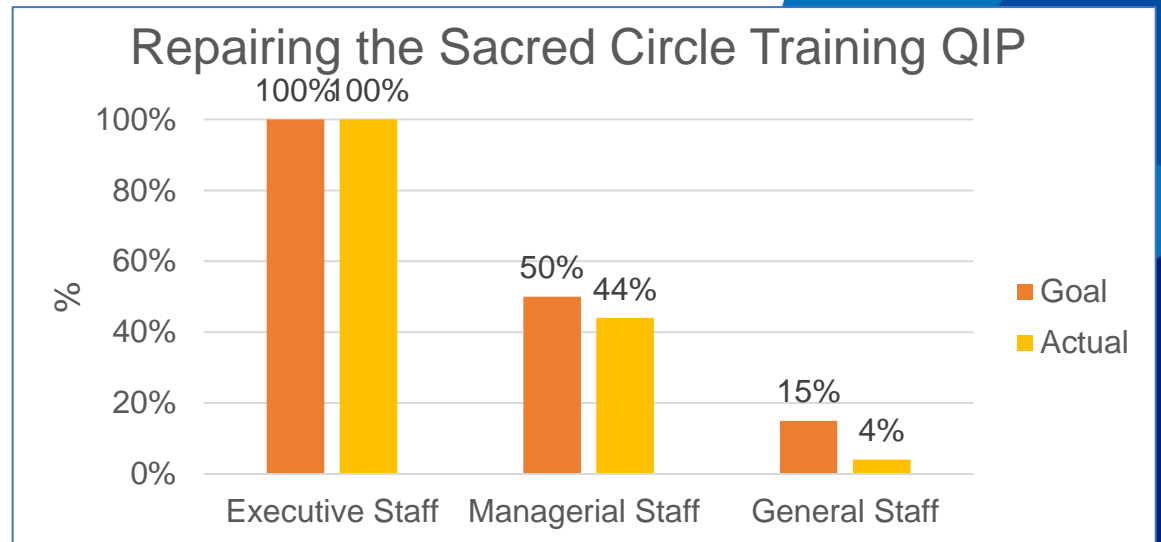
- ▶ Repairing the Sacred Circle is an Indigenous Cultural Awareness and Education primer offered in-person at TBRHSC, led by an Indigenous facilitator, a non-Indigenous facilitator, and an Elder or Knowledge Keeper
- ▶ This is a reflective pathway for cross-cultural discussion and an entry point to create the necessary change for awareness and inclusiveness within TBRHSC



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2024/2025 Indicator: % of staff who have completed Repairing the Sacred Circle session



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# Repairing the Sacred Circle Evening Shift

- ▶ With the aim to reach shift workers with limited ability to leave their job for a 3 hour session, we will be piloting a Repairing the Sacred Circle Evening Shift
- ▶ When: Wednesday November 27<sup>th</sup> 4:30 – 7:30 PM – **TODAY!**
- ▶ Where: ICP Main (Rm 2178)
- ▶ *Dinner will be provided to those who attend*
- ▶ Sign up using the Smartsheet Form found here (and sent out following this meeting) for future sessions:
- ▶ <https://app.smartsheet.com/b/form/a5db56b571c540038f53374ea23c4a23>



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# Sign Up your Department!

- ▶ Managers can coordinate group sessions for their staff to provide dedicated time to complete this training together as a department.
- ▶ This aligns with the hospitals professional development plans, providing staff with opportunity to learn and grow.
- ▶ This can be coordinated with Annette at [TBRHSC.CulturalSafetyEducator@tbh.net](mailto:TBRHSC.CulturalSafetyEducator@tbh.net)
- ▶ Individual sign up can be done using the Smartsheet Form found here (and sent out following this meeting):
- ▶ <https://app.smartsheet.com/b/form/a5db56b571c540038f53374ea23c4a23>



Thank you!

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For any questions, training recommendations/ information sharing please reach out to: [TBRHSC.CulturalSafetyEducator@tbh.net](mailto:TBRHSC.CulturalSafetyEducator@tbh.net)



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