

Repairing the Sacred Circle: An Indigenous Cultural Awareness and Education Primer (3 hours)

How common is it for Indigenous clients to face discrimination and racism in healthcare? As leaders within healthcare, this is an important question to consider. Our new **Strategic Plan 26: Exceptional Care for Every Patient, Every Time**, will ensure patients and staff have a culturally safe experience at Thunder Bay Regional Health Science's Centre (TBRHSC). Repairing the Sacred Circle: An Indigenous Cultural Awareness and Education Primer will help achieve this goal.

The session will introduce participants to an insightful way of thinking about truth and reconciliation. It will be a reflective pathway for cross-cultural discussion and an entry point to create the necessary change for awareness and inclusiveness within TBRHSC. Participants will be introduced to concepts such as colonization, race, and racism, common stereotypes, etc., and how these contribute to health inequities for Indigenous Peoples within the current healthcare system.

The session will also introduce participants to Indigenous Knowledge and cultural protocols/practices such as the use of the Sharing Circle and medicines.

This session includes content and discussions of the harsh historical and current treatment experienced by Indigenous people. This content is disturbing, and we encourage everyone to prepare themselves emotionally before participating.

Learning Objectives

- Self-awareness and reflection through participation in a Sharing Circle
- Learn how these foundational concepts apply to their leadership role
- Increase knowledge on how race, stereotypes, and discrimination affect health care for Indigenous people

TBRHSC is committed to embedding Equity, Diversity and Inclusion in everything we do.

STRATEGIC PLAN
2026

Equity, Diversity, & Inclusion
We all belong

WHAT WE WILL DO
Embed Equity, Diversity, and Inclusion in everything we do.

HOW WE WILL DO IT

- Assess policies and procedures, using an equity lens.
- Create an Equity, Diversity, & Inclusion Steering Committee.
- Recruit Indigenous staff.
- Identify opportunities for education and development of Indigenous individuals.

WHAT WE WILL DO
Provide a culturally safe experience for all patients and staff.

HOW WE WILL DO IT

- Provide cultural safety and equity, diversity, and inclusion training for all staff.
- Conduct a walk-through of the Hospital's physical environment with an equity lens.
- Implement the principles of the Truth & Reconciliation Call to Action.

HOW WE WILL MEASURE IT

- Increase staff engagement in cultural safety and equity, diversity, and inclusion training.
- Increase positive patient experience survey results related to their experience, views, and beliefs being acknowledged as part of care.