

Equity, Diversity, & Inclusion

We all belong

EDI Physical Environment Review, Indigenous Recruitment and Education, EDI Experience Sharing

EDI Physical Environment Review: This project aims to create a culturally safe environment. We plan to conduct a facility review with an EDI lens to identify gaps and determine areas for improvement.

Indigenous Recruitment and Education: This initiative addresses the under-representation of Indigenous Peoples in Health Human Resources (HHR) roles at Thunder Bay Regional Health Sciences Centre and Research Institute.

EDI Experience Sharing to Build Understanding & Respect: We are creating an EDI assessment tool for managers to evaluate and improve EDI practices within their teams.

Together, these projects help us foster a more inclusive and equitable environment for patients and staff!

Patient Experience

Empathy, compassion, and respect in every encounter

Coordination and Support for Patients Who Frequently Access Hospital Services



The heart failure clinic has seen 318 referrals to date from the inception of the clinic in August 2023 to September 2024.

Patients with a primary diagnosis of heart failure (HF) are the patient population selected for this Strategic Plan initiative. In August 2023, the HF clinic established a model that connects patients who present to the hospital with heart failure to a rapid access outpatient HF clinic to optimize treatment.

Year-to-date, repeat visits for HF have decreased to 18.8%, compared to 24.2% in 2023/2024.

Next Steps:

- Plans are being developed to continue and sustain the HF Clinic.
Preparing to receive Ontario Health home monitoring platform (software and equipment) to resume remote monitoring of patients. This will further enhance care for patients with HF.

Staff Experience

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



Leadership Development

Our future success hinges on a strong workforce led by individuals who inspire, support, and motivate their teams to reach their full potential.

empowers all staff to become leaders and includes initiatives designed for all levels of leadership - from aspiring to executive.

Key achievements in our Professional Development and Leadership Community include:

Professional Development:

- Welcomed 31 new participants into cohort 3 of the "Power of Persuasion: Mastering Literacy for Humanistic Leaders" program through Humber College.
Eight leaders have completed the Rotman Healthcare Leadership program, with 13 additional leaders registered for the November session.
Introduced monthly "Management Essentials" training, providing foundational knowledge across various topics. A fantastic 259 spots have already been filled for the upcoming sessions!

Leadership Community:

- Established a quarterly forum for leaders to connect, share experiences, and learn from one another, fostering collaboration across the hospital.
77 leaders participated in the September "Leveraging Strengths" forum to discuss methods to support our teams.

Together, we are shaping the future of leadership at TBRHSC and TBRHRI. Stay tuned for more updates as we continue to grow and thrive!

Research, Innovation, & Learning

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



Researcher Staffing & Recruitment

Key initiatives underway include:

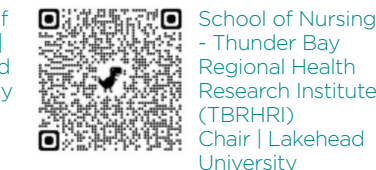
Joint Nurse Researcher Appointment with Thunder Bay Regional Health Sciences Centre and Thunder Bay Regional Health Research Institute. This appointment is one full-time, tenure track faculty appointment in the Faculty of Health and Behavioural Sciences/School of Nursing.

Lakehead University/Thunder Bay Regional Health Research Institute (LU/TBRHRI) Chair in the School of Nursing at Lakehead University and at the Thunder Bay Regional Health Sciences Centre/Thunder Bay Regional Health Research Institute. One full-time, tenure track faculty appointment in the Faculty of Health and Behavioural Sciences/School of Nursing.

The review of applications will start September 2024 and will continue until the positions are filled. Please visit www.lakeheadu.ca for further details.



School of Nursing | Lakehead University



School of Nursing - Thunder Bay Regional Health Research Institute (TBRHRI) Chair | Lakehead University

Sustainable Future

Ensuring our Healthy Future

Clinical Services Plan

Work is well underway to develop our first ever Clinical Services Plan. This plan will serve as a roadmap for our Hospital and Research Institute to better understand our patient needs now and in the future, as well as our care and academic priorities.

The key deliverables of the Clinical Services Plan include:

- 1. Agreement on the Hospital's acute and academic mandates.
2. Identification of short to medium term (3-5 year) service demand and development of high-level strategies and plans to deliver and support required care.
3. A Master Program and Master Plan that provides a 30-year outlook on required programs and services, including volume forecasts, staff requirements, and space and equipment needs.

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

Four horizontal lines for writing a response to the vision statement.