



Equity, Diversity, & Inclusion
We all belong



Cultural Safety Training

Repairing the Sacred Circle: Repairing the Sacred Circle, an in-person

Indigenous Cultural Awareness and Education Primer, has now been offered at our Hospital for six months. Within this time, 100% of Executive staff, 36% of Managerial staff, and 3% of general staff have been trained, approaching our organizational goals for 2024/45.

Alongside Repairing the Sacred Circle, Wake the Giant is a mandatory Indigenous cultural safety training offered on our Hospitals LMS site. Our organization has set a goal of 90% of staff completed by end of March 2025, in which we currently sit at 70%. Reminder to staff to complete training on the LMS site.

Patient Experience

Empathy, compassion, and respect in every encounter



Focus on Quality

The Falls Prevention Committee was re-established in September 2023 with a primary focus on reducing falls and associated injuries in the hospital setting. A key initiative this quarter has been the campaign titled, “When meals are on the way, make room for the tray,” which involved all hospital disciplines; including nursing, support services, allied health, and patients and families. The goal is to ensure that overbed tables are cleared and accessible prior to meal delivery times, addressing a significant cause of patient falls. Additionally, slip-resistant socks have been made available and “Falling Star” protocols, which indicate that a patient is at risk of falling, have been integrated into bedside communication whiteboards to further improve patient safety.

Seamless Transitions

The Seamless Transitions project continues to enhance patient flow activities through the successful implementation of the Surgical Short Stay Unit and the Advisory Board’s Discharge Toolkit. The Surgical Short Stay Unit has been implemented to facilitate early morning, safe discharges for surgical patients with an Expected Length of Stay (ELoS) less than 48 hours, but up to 72 hours when beds are available. The Discharge Toolkit has been implemented to help address common discharge delays in the acute setting through the early identification of patient need, proactive prediction of post-discharge destination, and active discharge planning intervention and management earlier in the patient stay.

Staff Experience

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



Leadership Development

The new Leadership Orientation and Onboarding Program (LOOP) has been designed to support new leaders as they integrate into TBRHSC’s Leadership Team. Stepping into a new leadership position can be both exhilarating and challenging. LOOP has been carefully crafted to provide new leaders with the necessary tools and information to thrive in their new role. The Leader Peer Mentorship Program is another new initiative within the LOOP program. This program aims to connect new leaders with seasoned professionals to foster growth and development within our leadership community, and will play a vital role in guiding and supporting new leaders as they navigate their roles within TBRHSC. Both programs will launch in Fall 2024.

Healthy Workplace

We are excited to confirm that after extensive engagement and consultation with front line staff, the “Joy in Work Framework”, developed by the Institute for Health Care Improvement, will form our Hospital’s Healthy Workplace Framework. This evidence-based framework aims to address the realities of today’s hospital environment with the goal of supporting individuals to work in a happy, healthy, and productive environment.

Our first steps will focus on the following domains of the framework:

- 1) Physical & Psychological Safety
- 2) Wellness & Resilience

Your continued input will help us to support the foundational needs of our workplace and the well-being of everyone who works, volunteers, and learns in our hospital.

Research, Innovation, & Learning

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



“Hello Innovation” – Good Morning Innovation Event

The vision of the “Hello Innovation” events is to create opportunities for collaboration, highlight and celebrate innovation amongst staff, and promote a culture of innovative thinking for all staff at the Hospital and Research Institute.

On June 4th, the inaugural Good Morning Innovation event was held with over 70 attendees. There were nine staff presentations featured, highlighting innovative work from a variety of departments including Interprofessional Education, Nutrition and Food Services, Quality and Risk Management, and 2C. The innovations were presented in three-minute summaries of the related projects, focusing on outlining the gap that the innovation intended to fill, the specific idea they had to fill that gap, and how the innovation connects to strategic goals.

The second Good Afternoon Innovation Event was held on September 19 with a drop-in, expo-style portion included where presenters were engaged in group conversations, networking and sharing ideas.

Sustainable Future

Ensuring our Healthy Future



Digital Health

The NWO Digital Health Strategic Roadmap embraces the vision to be a leading health system - enabled by innovative digital transformation - where partners work together to achieve the best outcomes and care experience for the people of Northwestern Ontario. The roadmap has 3 key components:

Phase 1: The North West Ontario Health Record (NWOHR)

Work is underway to standardize digital solutions, interfaces and clinical equipment in pharmacy and laboratory as deployment planning of the NWOHR begins. TBRHSC is continuing to work with multiple partners, including Primary Care to build a solution that will meet the needs of the people in our region.

Phase 2: Advanced Analytics & Research

We worked with system partners through an 8-week Discovery Engagement process. The ideas from these sessions are now being developed into validation and action plans.

Phase 3: New Digital Health

The Digital Health Innovation Program Board continues to review opportunities. A proposal to look at Artificial Intelligence ambient transcribing is being developed with Northern Ontario School of Medicine University as a research project with the specific interests of the region in mind.

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