



SAA Local Obligations: Advance Indigenous Health Strategies and Outcomes

Year-End Reporting for 2023/24 and Workplan for 2024/25 is due back to Ontario Health by June 30, 2024

1. Date: *

6/27/2024



2. Organization Name: *

Kemptville District Hospital

3. Ontario Health Region: *

Central

East

North East

North West

Toronto

West

4. If you have an Indigenous health team (or an Equity team with a focus on Indigenous Health), please share the key contact including name and email (who will be the follow-up for any questions related to the template).

***Note:** completion of this reporting template should not only fall on an Indigenous team or Indigenous staff, but should be a collaborative effort across teams, and this reporting template should be endorsed and supported by leadership within the health service organization to ensure completion.*

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Year-End Reporting 2023/24

Indigenous Cultural Safety Training

5. What percentage of your executive level staff have completed Indigenous Cultural Safety training in 23/24? *

(note: designated executives are defined in Section 4 of the Broader Public Sector Compensation Act: <https://www.ontario.ca/laws/statute/14b13>)

100\$

6. If 100% of executive level staff did not complete the training, please provide a rationale.

N/A

Year-End Reporting 2023/24

Access to Culturally Safe Care

7. Does your organization have Traditional practice policies in place and/or dedicated Indigenous healing space or access to Elders, Traditional Healers and cultural ceremonies (e.g., a space for Indigenous patients and families to gather, healing and care from an Elder or Traditional Knowledge Keeper, smudging, etc.)? *

Select all that apply

- Dedicated Indigenous health space
- Access to Elders and Traditional Healers
- Access to cultural ceremonies
- Traditional practice policies (e.g., smudging)
- None

8. Does your organization have Indigenous Navigators, Indigenous coordinators, Indigenous discharge planners and/or other related positions? *

- Yes
- No

Year-End Reporting 2023/24

Organizational Competency

9. How did your organization promote Indigenous cultural safety in 23/24? *

Please describe

In 2023/24, Kemptville District Hospital (KDH) undertook several initiatives to promote Indigenous cultural safety within our organization:

Celebration of Indigenous Day:

Action: We celebrated June 21 as Indigenous Day by flying the Indigenous flag, demonstrating our support and solidarity with Indigenous communities. This visible gesture symbolizes our commitment to recognizing and respecting Indigenous cultures and contributions.

Land Acknowledgement:

Action: We have integrated a land acknowledgement into our meetings, recognizing the traditional territories of Indigenous peoples on which we operate. This practice serves as a reminder of our commitment to reconciliation and respect for Indigenous communities.

Cultural Competence Training:

Action: We offer the course "Cultural Competence Part 4: Indigenous Cultural Safety in Health Care (Social Determinants and Culturally Safe Care)" by Surge Learning. This course is available to all staff and covers crucial aspects of providing culturally safe care to Indigenous patients, including understanding social determinants of health and implementing culturally sensitive practices. Through these initiatives, Kemptville District Hospital has actively promoted

10. Does your organization have an Indigenous recruitment and retention plan, strategy or policy outlining the process of hiring and retaining Indigenous people? *

Yes

No

11. Does your organization have culturally safe complaints processes in place for Indigenous patients and families? *

Yes

No

12. Does your organization have Indigenous people in leadership roles (e.g., CEO, Vice President, Director, etc.) *

Yes

No

13. Does your organization have dedicated position(s) for Indigenous people within your governance structures (e.g., Board of Directors)? *

Yes

No

14. Does your organization have an internal Indigenous advisory groups or committees (e.g., Truth and Reconciliation Committee) to inform decision making and guide the Indigenous initiatives at the organization? *

Yes

No

Building Relationships and Sustainable Engagement

15. How many First Nations, Inuit, Métis and urban Indigenous communities and organizations are you collaborating with? *

0

1-5

6-10

>10

16. How does your organization work with Indigenous communities and organizations and health care system partners, including Ontario Health Teams, to ensure continuity of care for Indigenous people? *

Please describe and list Indigenous communities and organizations and health care system partners you are working with or plan to work with.

Currently, Kemptville District Hospital (KDH) does not have established partnerships with Indigenous communities and organizations or specific collaborations with Ontario Health Teams to ensure continuity of care for Indigenous people. However, we recognize the importance of these relationships and are actively seeking to build community partnerships to enhance our DEI efforts.

Formation of the DEI Committee:

Action: We are in the process of forming a DEI Committee that will include representation from Indigenous communities and organizations. This committee will play a critical role in guiding our DEI initiatives and ensuring that the voices and needs of Indigenous people are heard and addressed.

Seeking Community Partnerships:

Action: We are actively reaching out to local Indigenous communities and organizations to establish meaningful partnerships. These partnerships will help us to better understand and meet the healthcare needs of Indigenous people, ensuring culturally safe and continuous care.

Collaborating with Ontario Health Teams:

Action: We are looking to collaborate with Ontario Health Teams to align our efforts with regional priorities and initiatives. This collaboration will help us to leverage resources and expertise to improve the continuity of care for Indigenous patients within our catchment area.

17. What are your organization's strengths in building relationships and collaborating with First Nations, Inuit, Métis and urban Indigenous communities and organizations in your catchment area? *

Please describe

Kemptville District Hospital (KDH) is committed to fostering strong relationships and collaborating effectively with First Nations, Inuit, Métis, and urban Indigenous communities. Here are some of our organizational strengths that support this commitment:

Commitment to Inclusivity and Equity:

Strength: KDH has a strong commitment to inclusivity and equity, which is foundational in building trust and respectful relationships with Indigenous communities. Our ongoing efforts to promote diversity and anti-racism reflect our dedication to creating a welcoming environment for all.

Cultural Competence Training:

Strength: We provide comprehensive cultural competence training for our staff, including specific courses on Indigenous cultural safety. This training equips our team with the knowledge and skills necessary to understand and respect the unique cultural contexts of Indigenous peoples, enhancing our ability to build meaningful connections.

Land Acknowledgement Practices:

Strength: Our practice of incorporating land acknowledgements into meetings and events demonstrates our respect for Indigenous territories and our recognition of the historical and ongoing contributions of Indigenous peoples. This practice sets a tone of respect and acknowledgment in our interactions with Indigenous communities.

Celebration of Indigenous Day:

Strength: By celebrating Indigenous Day and flying the Indigenous flag, we publicly demonstrate our support and solidarity with Indigenous communities. These actions highlight our recognition of Indigenous cultures and contribute to building trust and rapport with Indigenous partners.

Formation of the DEI Committee:

Strength: The formation of our DEI Committee, which will include representatives from Indigenous communities, ensures that we have a structured approach to integrating Indigenous perspectives into our decision-making processes. This committee will serve as a platform for continuous dialogue and collaboration with Indigenous partners.

Proactive Community Engagement:

Strength: KDH is actively seeking partnerships with local Indigenous communities and organizations. Our proactive approach to community engagement is aimed at understanding the specific needs and priorities of Indigenous peoples, which is

18. Is your organization experiencing any gaps or challenges in building relationships and collaborating with First Nations, Inuit, Métis and urban Indigenous communities and organizations in your catchment area? *

Please describe

Not at this time.

19. Does your organization work with established or existing external local Indigenous health advisory groups, committees or tables? *

Yes

No

20. Is there anything else you would like to share that your organization is working on or leading to improve Indigenous health outcomes?

List any additional deliverables, activities and outcomes related to access to culturally safe care, building relationships or sustainable engagement with First Nations, Inuit, Métis and urban Indigenous communities and organizations.

No

Workplan for 2024/2025 (June 2024)

Indigenous Cultural Safety Training

21. What is your organization's commitment to implementing Indigenous Cultural Safety training to executive level, management, administrative and front line staff

in 24/25? *

Please describe

Kemptville District Hospital (KDH) is committed to comprehensive Indigenous Cultural Safety training for all staff levels in 2024/25:

Executive Level: All executive staff will complete Indigenous Cultural Safety training to integrate these principles into our policies and leadership strategies.

Management and Administrative Staff: Mandatory training for management and administrative staff will enhance their ability to foster culturally safe environments.

Frontline Staff: Comprehensive training for frontline staff will focus on providing culturally sensitive care and understanding the unique needs of Indigenous patients.

Ongoing Education: We will offer ongoing education, including refresher courses and workshops, to reinforce cultural safety principles.

Monitoring and Evaluation: We will monitor and evaluate the effectiveness of our training programs, using feedback to ensure continuous improvement.

These commitments aim to create a respectful and inclusive healthcare environment for Indigenous patients, staff, and community members.

Workplan for 2024/2025 (June 2024)

Access to Cultural Safety

22. How is your organization planning to address anti-Indigenous racism and discrimination in 24/25? *

Please describe

Kemptville District Hospital (KDH) is committed to addressing anti-Indigenous racism and discrimination through the following initiatives in 2024/25:

Comprehensive Training Programs:

Action: Implement anti-Indigenous racism training for all staff levels, including executive, management, administrative, and frontline staff. This training will focus on recognizing, addressing, and preventing anti-Indigenous racism and discrimination in the healthcare setting.

Formation of the DEI Committee:

Action: Establish a Diversity, Equity, and Inclusion (DEI) Committee with representation from Indigenous communities. The committee will guide our efforts to create policies and practices that promote equity and inclusion and address instances of racism and discrimination.

Supportive Environment:

Action: Foster a supportive environment for Indigenous staff and patients by providing access to culturally safe spaces and resources. We will also promote awareness and understanding of Indigenous cultures and histories among all staff members.

Monitoring and Accountability:

Action: Establish mechanisms to monitor progress and hold the organization accountable for addressing anti-Indigenous racism. This includes regular assessments of our initiatives' effectiveness and transparent reporting on

23. What kind of Indigenous cultural safety initiatives is your organization planning, and what steps are you taking to improve Indigenous cultural safety in 24/25? *

Please describe

Kemptville District Hospital (KDH) is dedicated to improving Indigenous cultural safety through a variety of initiatives in 2024/25. Our planned actions include:

Comprehensive Indigenous Cultural Safety Training:

Initiative: Implement Indigenous cultural safety training for all staff levels, including executive, management, administrative, and frontline staff.

Steps: Partner with recognized training providers such as Surge Learning to offer courses like "Cultural Competence Part 4: Indigenous Cultural Safety in Health Care." Ensure completion and application of training principles across the organization.

Formation of the DEI Committee:

Initiative: Establish a Diversity, Equity, and Inclusion (DEI) Committee that includes representatives from Indigenous communities.

Steps: Recruit Indigenous members to join the DEI Committee, ensuring their perspectives are integral to our policy-making and organizational strategies.

Enhanced Cultural Awareness and Celebrations:

Initiative: Promote awareness and understanding of Indigenous cultures through celebrations and educational events.

Steps: Celebrate Indigenous Day on June 21 by flying the Indigenous flag and organizing educational activities. Incorporate land acknowledgements into meetings and events to recognize traditional territories.

Monitoring and Accountability:

Initiative: Establish mechanisms to track and evaluate the effectiveness of our cultural safety initiatives.

Steps: Develop metrics for assessing cultural safety improvements, gather feedback from Indigenous patients and staff, and publicly report on progress to maintain transparency and accountability.

Through these initiatives and steps, Kemptville District Hospital aims to foster a

Workplan for 2024/2025 (June 2024)

Organizational Competency

24. If your organization does not have specific Indigenous roles, what are your plans to create these positions? *

Please describe

Kemptville District Hospital (KDH) is committed to enhancing Indigenous cultural safety and inclusivity by introducing an Indigenous community partner on our Diversity, Equity, and Inclusion (DEI) Committee. This partner will play a vital role in guiding our DEI initiatives, ensuring that the perspectives and needs of Indigenous communities are fully integrated into our policies and practices. By involving an Indigenous community partner, we aim to foster a more inclusive environment, improve cultural competence among staff, and ensure that our healthcare services are culturally safe and responsive to the needs of Indigenous peoples. This collaboration will help us build stronger relationships with

25. Does your organization have an Indigenous recruitment and retention plan outlining the process of hiring and retaining Indigenous people? *

Please describe

No

Workplan for 2024/2025 (June 2024)

Building Relationships and Sustainable Engagement

26. What is your organization's commitment to building meaningful and collaborative relationships with First Nations, Inuit, Métis and urban Indigenous peoples, communities and organizations and/or established local Indigenous health advisory groups, committees or tables? *

Please describe

Kemptville District Hospital (KDH) is committed to fostering meaningful and collaborative relationships with First Nations, Inuit, Métis, and urban Indigenous peoples, communities, and organizations. Our commitment includes:

Inclusion in Decision-Making:

Action: We ensure Indigenous representation in our decision-making processes by including Indigenous community partners on our Diversity, Equity, and Inclusion (DEI) Committee.

Steps: Collaborate with Indigenous community partners to guide our DEI initiatives, ensuring their perspectives and needs are fully integrated into our policies and practices.

Cultural Competency Training:

Action: We provide ongoing cultural competency training for our staff to enhance their understanding and respect for Indigenous cultures.

Steps: Implement mandatory training programs focused on Indigenous cultural safety and awareness, promoting an inclusive and culturally sensitive environment.

Celebration and Recognition:

Action: We celebrate and recognize Indigenous cultures and contributions through various events and activities.

Steps: Organize events such as Indigenous Day celebrations and incorporate land acknowledgements into our meetings and events to honor Indigenous territories

27. What are existing service gaps Indigenous partners, communities and organizations have identified, and how are you working to address them? *

Please describe and note any strengths and/or challenges

Currently, Kemptville District Hospital (KDH) does not have comprehensive information on all the specific service gaps identified by Indigenous partners, communities, and organizations. However, we recognize the importance of understanding and addressing these gaps to improve our services.

Commitment to Understanding and Addressing Service Gaps:

Action: We are addressing this through the inclusion of Indigenous community partners on our Diversity, Equity, and Inclusion (DEI) Committee. This representation will help us gain insights into the unique needs and service gaps experienced by Indigenous communities.

Steps: By actively engaging with Indigenous representatives on the DEI Committee, we aim to identify and prioritize service gaps. Their input will guide the development and implementation of culturally appropriate and effective solutions.

Through this approach, Kemptville District Hospital is committed to continuously

28. Is there anything else you would like to share that your organization is planning in 24/25 to improve Indigenous health outcomes?

List any additional planned deliverables, activities and outcomes related to access to culturally safe care, building relationships or sustainable engagement with First Nations, Inuit, Métis and urban Indigenous communities and organizations.

N/A

User Feedback

29. How would you rate your overall experience with this form?



30. Do you have any additional comments or feedback about your experience with this form?

N/A



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