



BACKGROUND TO THE NORTH BAY INDIGENOUS HUB

This exciting new venture is a collaboration between two Indigenous-led planning groups that had been working separately for a number of years to develop programs and services for primary care and for early childhood development and learning.

- In early 2017, the North Bay Indigenous Working Group (IWG), in collaboration with the District of Nipissing Social Services Administration Board obtained funding from the Ministry of Education to conduct research which supported the establishment of an Indigenous Child Care and EarlyON Centre to serve Nipissing District. The report from that project supported the Journey Together application which was approved in early 2018 and the project was awarded funding from the Ministry of Infrastructure to redevelop the Dr. MacDougall Public School, located at 1040 Brookes St., North Bay, Ontario to house the Childcare and Early ON programs. The project architect is Nathan Jensen, Mitchell Jensen Architects, North Bay ON.
- Meanwhile, in September 2017 a Planning Group with representatives from Dokis First Nation, Nipissing First Nation, Temagami First Nation and the North Bay Indigenous Friendship Centre submitted a joint proposal for funding of an Indigenous Interprofessional Primary Care Team (IIPCT) to serve the Nipissing/Temiskaming Sub-Region of the North East Local Health Integration Network. Funding for that project was awarded by the Ministry of Health and Long Term Care in early 2018.
- In the summer of 2018, the IIPCT Planning Group identified that the Dr. MacDougall School was the best available location for the new primary care team.
- Since funding for both projects required Indigenous governance and leadership, the option to establish a single agency to govern, lead and deliver all three programs (the Day Care, the EarlyON Centre and the Primary Care Team) was discussed by the two groups separately and then together. In mid-September 2018, the two groups decided to proceed jointly with the first in Ontario, North Bay Indigenous Hub incorporation process, selecting the first Board of Directors and hiring the inaugural Executive Director.

LATEST UPDATES

November 2018 – February 2019 Accomplishments

Board Selection

Each of the 4 founding partners appointed 2 Member Delegates (one for Health and one for Early Childhood Development and Learning) to select the inaugural board from amongst the individuals who responded to an Expression of Interest process in the Fall of 2018. Seven members have been appointed as of late January 2019. The first of two planned orientation sessions was held in North Bay on February 19, 2019. The first official board meeting will take place once the incorporation process is completed.

Application for Incorporation of the North Bay Indigenous Hub

The necessary application for incorporation within the Province of Ontario, including the initial bylaws, was prepared with assistance from legal counsel and sent to the Ministry of Consumer Services by courier Feb. 22, 2019. A formal name search was undertaken to confirm that the name “North Bay Indigenous Hub” was available for use. This is a temporary name, and a process for choosing a permanent name will occur later this year.

Recruitment of the Executive Director

The inaugural Executive Director, Laureen Linklater-Pizzale, began her employment on February 25, 2019.

Completion and Submission of the Business and Operational Plan for the Primary Care Team

Extensive work occurred during the late Summer and Fall of 2018 to develop the required documentation for the Ministry of Health related to the Primary Care Team programs and services. The proposed plan content was presented to the community on October 18, 2018 and submitted to the Ministry of Health and Long Term Care on December 11, 2018. A productive call was held with on February 4, 2019 with the new Senior Program Consultant Ministry contact or the Primary Care branch, along with the MOHLTC Manager of the Indigenous Midwifery Program.

Redevelopment Project for the Permanent Site

The North Bay Indigenous Interprofessional Primary Care Team (NBIIPCT) Planning Group welcomed the opportunity to form part of an Indigenous Hub co-locating with new Indigenous Early ON and Daycare. The NBIIPCT will occupy the 2nd floor of the former Dr. MacDougall Public School located at 1040 Brookes St. North Bay. In partnership with the District of Nipissing Social Services Administration Board, the NBIIPCT has committed operating dollars to the District of Nipissing Social Services Administration Board for lease holder improvements. As the owner and landlord of this building, the District of Nipissing Social Services Administration Board is leading the capital project for the necessary renovations.

The project tender led by Mitchell Jensen Architects was issued the week of December 10, 2018 and closed January 17, 2019. In the meantime, demolition of interior walls, ceilings, floorings and mechanical/electrical systems no longer required was undertaken. The project contract has recently been awarded to Venasse Construction and pre-construction meetings started on February 25, 2019.

Setting up the Interim Site

A one-year lease commencing January 2019, has been signed for temporary space at the District of Nipissing Social Services Administration Board office site located at 133 Main St. West, Suite 202., North Bay. As of mid-March, the location continues to be set-up with temporary furnishings. Required clinical equipment, phones and information technology infrastructure to support the use of the Electronic Medical Record system is being set up for use at this site, and will be moved to the permanent site once it is ready. Services will be offered once core staff are recruited.

WHAT'S NEXT

March – April Planned Activities

Executive Director On-Boarding

Since her commencement as Executive Director, Laureen continues to receive orientation. She is familiarizing herself with the history of the Hub, updating the workplan, meeting with partners and support staff and addressing top priorities.

Recruitment of other Health Care Providers and Starting to Plan Primary Care Services

The partnership with K'Tigaaning Midwives will be formalized through a service agreement. Service planning will begin and an Indigenous midwife will be recruited with their support. Recruitment of the Data Analyst Administrator is underway. The re-posting of the Traditional Healing Coordinator position closes March 22, 2019 and this posting was circulated more broadly. The RN Care Coordinator, receptionists, and the Nurse Practitioners will be recruited next and start to work out of the temporary location, as well as starting to provide some services in the outlying First Nations communities.

Initial Training on the Electronic Medical Record

The Electronic Medical Record (EMR) training will take place on March 27-29, 2019 at K'Tigaaning Midwives for the Midwives and the Executive Director.

Board Orientation Session #2

This will be held April 5th (evening) and April 6th. A portion of the time will be spent in a cultural training session, as the Board agreed during its initial session that it would be valuable to have a facilitator to support the Board in the development of definitions of cultural competency and cultural safety that will be foundational to all the policies and program and service delivery, as well as the development of the strategic vision, mission and plan.

OTHER GENERAL INFORMATION

WHO can use the services that will be available?

All services will be available to First Nations, Inuit and Metis Peoples, without distinction of status, non-status or residence.

Primary Health Care

The Primary Care Team will serve the Nipissing – Temiskaming Sub-Region of the NE LHIN. Once fully operational, the team will be able to serve up to 5,500 individuals from birth to seniors. If you currently don't have a primary care provider or are currently attached to a primary care provider but seeking to transition to culturally competent and safe care or seeking traditional health supports, the team will be available to you.

Early Childhood Development and Learning Services

The Day Care and EarlyON Centre will be available to individuals who live or work in Nipissing District.

How will we know WHEN services are available?

Primary Health Care

Once the first few staff are hired and are up and running in the interim location, there will be a public launch and announcement telling people how to access the services that will be available there during 2019 before the permanent site is operational.

Early Childhood Development and Learning Services

Early Childhood Development and Learning Services will be available at the permanent site once it is available for occupancy late Fall 2019.

WHAT services are being planned?

Primary Health Care

The new programs and services are expected to focus on improving access to traditional and culturally safe care, enhance access to mental health and addiction programming, and expand maternal and child services, chronic disease management (e.g., diabetes, heart disease, arthritis) and local access to a range of primary care services such as adult wellness check-ups, cancer screening, primary end-of-life and care coordination and navigation.

Early Childhood Development and Learning Services

There will be 87 Child Care spaces (15 toddlers, 32 preschoolers and 30 school age children), plus 10 infant spaces.

The EarlyON Centre will provide core services mandated by the Ministry of Education 1) engaging parents and caregivers (e.g. child development, parenting, nutrition, play and inquiry-based learning, pre-and-postnatal support programs, outreach activities); 2) supporting early learning and development (e.g. drop-in programs, building responsive adult/child relationships, encourage exploration, play and inquiry); and 3) making connections to other family services (e.g. responding to parent and caregiver concerns about child development, supporting parents and caregivers to seek additional supports, connections with specialized community services, etc.).

How will the new services affect services and strategies already available e.g., Health and day care services provided by the First Nations Health Centres and the NBIFC; Aboriginal Cancer Strategy; First Nations Mental Wellness Framework etc.?

The intent is to improve service coordination and collaboration across municipal, Indigenous, provincial and/or federally funded health and early child development or learning services for the Indigenous population. The new services are meant to complement not duplicate existing services and to fill existing gaps in the service continuum for the Indigenous population.

How will Indigenous approaches be incorporated into the programs and services?

Primary Health Care

All programming will incorporate traditional approaches to healing and wellness, incorporating a focus on hope, meaning, purpose and belonging and/or include the traditional healer role in some manner.

Everyone hired will need to understand and fully support Indigenous approaches to health service provision. To ensure a strong focus on this, recruitment of the Traditional Services Coordinator is a top priority, and that person will have input in the hiring of all other team members. All staff will be required to successfully complete cultural competency training and demonstrate applicability of culturally safe practice will be assessed at performance reviews. The goal is to hire some staff who are fluent in an Indigenous language.

Early Childhood Development and Learning Services

The child care and Early ON will reflect Indigenous approaches to child care and families by offering safe, friendly programs which will incorporate Language, Traditional teachings, Elder visits, and will support them emotionally, spiritually, physically and intellectually while promoting positive self identity.

The permanent site has generous outdoor space available that can be used by all programs for activities such as gardening (medicines etc.) and story telling.

How will the Primary Care Team ensure the Quality of Traditional Services?

Traditional healing practices and processes will be encouraged and fostered within all health programs and services offered through the North Bay Indigenous Hub. The diversity of traditional practices will be respected and the Traditional Services Coordinator will support the traditional healers to carry out their services in accordance with local Indigenous cultural practices. A respectful place for traditional services to operate has been included in the planning for the renovations to the former Dr. MacDougall Public School.

All services will be documented in the appropriate medical records as per the Primary Care Team's policies and procedures. The Coordinator will also develop Policies and Protocols (e.g., for the preparation, storage and handling of traditional medicines, the role of the Traditional Healer and Traditional Helper, and a Code of Conduct for Traditional Healers) to guide service provision, and serve as a resource person for the community, board, staff and volunteers. Client satisfaction with traditional services will be regularly evaluated as part of the quality monitoring processes that will be put in place by the Primary Care Team.

FOR MORE INFORMATION OR TO PROVIDE INPUT TO THE PLANNING GROUP, CONTACT:

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This document will be updated regularly, so please check back from time to time for the most current information.