

TBC Strategic Plan

2022-2025

February 2022



Vision

To build a space where pregnant people, families and communities can access culturally safe birthing care.



Purpose

To achieve optimal health and wellness for the whole community through culturally-centred care, education and research that supports the practice of Aboriginal midwifery in its fullest scope, both culturally and professionally.

...at the centre of our plan is...

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Purpose:

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...surrounded by our Core Values





Our Core Values

Self Determination – All persons involved with the birth centre are recognized as doing so of their own free will. We acknowledge and remember we are all responsible to ourselves, to our families and to our community.

Equity – The birth centre is committed to establishing policy, procedure and guidelines that promote equity among all peoples.

Dignity – We aim to conduct all our relationships and interactions with the utmost dignity. This includes acting in a manner that builds trust, creating an environment free of judgment, being honest and direct in all our dealings, acknowledging power differentials, and being open to discussion.

Justice – We work to create an environment and practice that resists false narratives of history, society and health while actively addressing health disparities both in voice and in action.

TBC's Four Strategic Directions



East: Honour feedback and improve access to service

Providing access to culturally safer birthing services is the core promise we make to our clients.

We commit to:

- increasing access to birth and perinatal services for Indigenous and other prioritized communities
- seeking feedback from and being responsible guardians of our data and being transparent about what we hear from clients, family and community, and the actions we take to improve how we deliver service

South: Leading with strong governance

We will lead the organization with rigor in understanding the implications of midwifery-led care, education and research that is embedded within an Indigenous governance framework.

We are committed to:

- reviewing our governance structure & mechanisms to continue to support on-going good governance
- developing ways in which to recognize membership with/ belonging in the TBC community
- enhancing our focus on gaps in community related to our core business
- improving our communications with all

West: Strengthening community relations

TBC understands the pivotal role the community plays in our success as an organization. We are always looking to strengthen these relations.

We commit to:

- Increased engagement with prioritized communities including residents of Regent Park
- Exploring community needs and how we can make a difference
- Engaging hard to reach communities about midwifery and giving birth at the TBC
- Developing stronger and more formalized relationships with stakeholders

North: Amplifying community voices and nurturing an equitable experience

TBC was founded upon a concern for hearing the voices of those who are not heard about the barriers they encounter in accessing care.

We commit to:

- Provision of grassroots organizations with space at TBC
- Seeking opportunities to participate in knowledge translation about the Birth Centre care experience and outcomes
- Continuous improvement on data and feedback on services
- Encouraging professional development in the provision of care to IBPOC populations and prioritized communities
- Look for opportunities to support Indigenous rights, Indigenous health care and educating the health system about Indigenous ways of seeing, relating, being and doing.

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JUSTICE

EQUITY

SELF DETERMINATION

DIGNITY

Evaluation

TBC Board commits to annually reviewing our plan, operational plans and evaluating our challenges and success in fulfilling these strategic directions.