



2023 OHT Impact Fellows Program

Please complete this form to indicate your OHT's interest in hosting an Impact Fellow.

Interested OHTs are encouraged to [reach out to program staff](#) early on to discuss potential ideas. OHTs may submit more than one project idea in their EOI, but may only host one Impact Fellow at a time.

Please note that submitting an EOI does not guarantee that the OHT will be matched with a fellow. The Program Team will follow-up with OHTs once Expressions of Interest are submitted to confirm necessary details before sharing these with potential applicants via the program website.

1. OHT Name	Great River Ontario Health Team
OHT Location	Eastern Ontario representing the following area: City of Cornwall, Stormont, Dundas & Glengarry counties, Akwesasne and parts of rural Southeast Ottawa and Russell Township.
OHT Website (if applicable)	www.groht.ca (temporary website using Caredove platform until permanent website can be launched)
2. OHT Primary Contact	Diane Plourde
Primary Contact Email	d.plourde@cscestrie.on.ca
Are you willing to be contacted by prospective Fellows to discuss projects?	<input checked="" type="radio"/> Yes
3. Host Mentor	Cholly Boland
Host Position / Title	Steering Committee Member/CEO of Winchester District Memorial Hospital, Centre of Excellence for Rural Health and Education and Dundas Manor Long-Term Care Home

4. OHT Priority Areas

Our OHT's two priority areas:

- Frail Older Adults with Complex Care Needs
- Mental Health & Addictions (MHA)

Three project teams are in the process of being launched:

1. Supporting and building capacity with primary care providers (cancer screening, health human resources)
2. Supporting frail older adults and addressing complex care needs including chronic disease
3. Improving access to MHA supports

It is anticipated that several work groups will be established once specific priority projects are identified. Their work will be supported by our co-design expert and system transformation support tables.

5. OHT Goals

A priority goal that our OHT would like to achieve is to ensure that all transformational change projects be undertaken using the quadruple aim principles driven by the integration of equity to respond to our diverse communities and ensure equitable allocation of health care.

Applying an equity lens when undertaking a quality improvement project centers the experiences of vulnerable populations. This can be established by developing an equity, diversity and inclusion framework which identifies and addresses the impact of anti-indigeneity and anti-racism. This is of great importance given our proximity to Akwesasne and the recent arrival of asylum seekers.

6. Proposed Projects

Although considered a specific initiative, the EDI project will have an impact on all the work of the OHT. To accomplish the overall goal of working towards equitable health care system transformation, we anticipate the Fellow will actively participate in the development of an equity, diversity and inclusion framework that addresses the impact of anti-indigeneity and anti-racism with the following objectives and deliverables:

- Set up system and supports to collect, analyse, and use equity data related to our OHT's population demographics (race/ethnicity, socio-economic status, gender identity, language, age, etc.) to report findings and inform future decisions. There is very limited data on our current population demographics.
- In collaboration with our project teams, identify measures of disparities for different health outcomes and social determinants of health and note marked differences that would identify equity deserving groups that could benefit from better access or targeted interventions (including rurality challenges).
- Develop a plan to advance indigenous health equity by recognizing the need for strong relationships with Indigenous leadership from the Akwesasne community and engaging key voices to ensure that all OHT projects reflect and address the needs of Indigenous peoples.
- In collaboration with the Communication and Community Engagement Table, establish relevant equity deserving groups based on socio-demographics data collected and plan targeted consultations (francophone community, marginalized groups and various ethnic populations).
- Conduct a review and inform recommendations to address potential discriminatory practices and recommend procedures for quality improvement. Using current OHT resources, develop a mechanism to obtain feedback and ideas from staff and priority populations in the design, delivery and evaluation of equitable programs and services.
- In collaboration with the Quality, Evaluation and Education Table, select health equity goals and determine metrics for evaluation and measurement of outcomes over time with respect to all established projects.
- Ensure efforts to address equity, inclusion and diversity are at the highest priority for the OHT and identify clear accountability by developing a Best Practices Equity, Diversity and Inclusion Guide for all OHT partner organizations that will include how to measure and analyze current EDI efforts, attract and recruit diverse talent, eliminate bias during interviews and hiring, facilitate inclusive onboarding, establish a sense of belonging, offer equal growth opportunities, support innovation and creativity, educate employees on EDI, etc).

Project Summary

Our OHT has a unique population encompassing a large rural area with representation from indigenous and francophone populations and the recent arrival of approximately 800 newcomer asylum seekers. As a result, our population's diversity has been rapidly changing and it is important that we obtain a better understanding of our community's health care needs.

Our project seeks to develop a comprehensive Equity, Diversity and Inclusion Framework that will be used as a foundational tool to support our OHT's system transformation work. The EDI Framework will seek to embed diversity in the design and delivery of care and support action to address perceived or actual barriers to individuals accessing equitable and quality health care. This will be achieved by collecting and analyzing relevant data, engaging with our various marginalized populations, selecting appropriate health equity goals, determining proper metrics for evaluation, and making EDI education/supports available to our OHT partner organizations.

7. Desired Competencies

It is important that the fellow have EDI experience and knowledge on how to best integrate EDI as part of the OHT's value system. The fellow should also possess several of the following competencies to successfully guide us through the meaningful development of an EDI Framework that addresses the needs of our community and organizational partners:

- Ability to actively engage in the identification and use of health-related data to support planning.
- Strong understanding of population health and health equity.
- Experience working with diverse populations, ideally including indigenous and francophone populations.
- Experience using quality improvement methodologies using an equity lens in a health care setting.
- Understanding of the social determinants of health.
- Training and/or relevant professional experience in stakeholder engagement.

The following general attributes will also serve the fellow well in working on this project:

- Ability to work independently and collaboratively in a team environment.
- Committed to identifying and respecting the needs of communities related to rurality, equity, diversity, inclusivity and indigeneity.
- Detail oriented, accurate and organized.
- Ability to multi-task, persevere and meet deadlines while understanding providers' time constraints for participation in projects.

Does your OHT Require a Fellow with Bilingual Proficiency?

Bilingual preferred but not required

8. OHT Environment

As a Cohort 3 OHT, we are just about to embark on our transformational projects. We have also recently launched our call for expressions of interest for an Equity, Diversity and Inclusion System Transformation Support Table. The timing for a fellow would be ideal given that the EDI Table would just be getting established, reviewing its terms of reference and setting its priorities.

The fellow would work as a member of the EDI Table and attend all meetings. It is hoped that the fellow could become a co-lead along with another partner member to help guide the work, develop and monitor the work plan. The fellow would also work closely with the Engagement and Population Health Specialist to support the EDI Table's work and establish and/or facilitate necessary community connections. In addition to regular meetings with the Host Mentor, the fellow would also be invited to participate in the backbone support team's weekly touch base meetings, the Collaboration Council meetings and would also be supported by the Executive Transformation Lead.

We believe that there is adequate work to fully engage a fellow for the duration of the program and could seamlessly integrate them within our OHT, our EDI Table and as a resource to the backbone support team.

Preferred Work Arrangement for Fellow

Flexible depending on candidate needs

9. Opportunities for Professional Growth and Development

Our OHT can offer a fellow several opportunities for professional growth and development including the following:

- Offering an enriching experience to further a fellow's work with aboriginal populations by assisting our OHT in engaging with the Akwesasne community.
- Increasing a fellow's experience in working with marginalized and visible minorities including how to engage our community's asylum seekers to better reflect their health care needs.
- Developing an EDI Framework that is reflective of our OHT's population which will ensure an equity lens is applied to all transformation projects resulting in increased EDI expertise.
- Furthering a fellow's data analysis and evaluation skills.
- Liaising and making connections with health care leaders from a variety of sectors.

10. Additional Information

Please see attached information:

- List of OHT Partner Members
- Great River OHT's Vision, Guiding Principles and Values
- Our draft EDI table Terms of References
- Our Collaborative Structure

File Upload



Collaborative Structure-Revis... .pdf



EDI Table ToR - Feb 17 2023.docx



List of OHT Partner Members.docx



Vision, Guiding Principles a... .docx