

Strategic Plan 2024–2027

THUNDER BAY DISTRICT HEALTH UNIT



Thunder Bay District
Health Unit



Land Acknowledgment

We respectfully acknowledge that Thunder Bay District Health Unit operates on the traditional lands of First Nations within the Robinson-Superior Treaty of 1850, Treaty 9, and Treaty 3 areas. This land is the homeland of the Anishnaabe, who have cared for it since time immemorial. We also acknowledge the contribution the Métis have had in these areas.

Photo: Aguasabon Falls & Gorge, Terrace Bay
Credit: Alida Grelowski

Cover Page Photo: Sleeping Giant Provincial Park





About Us

Thunder Bay District Health Unit (TBDHU) is one of over 30 public health units in Ontario. We are a non-profit agency funded jointly by the provincial government and the municipalities we serve.

As a progressive public health agency, TBDHU is committed to improving health and reducing health inequities through evidence-informed practice. In response to the health needs of communities, we:

- provide health information and prevention-related services to people of all ages
- advocate for healthy public policies to create and improve supportive environments for everyone
- protect health by investigating reportable diseases and
- uphold regulations that apply to public health

Thunder Bay District Health Unit covers a large geographic area of 230,000+ square kilometres with 153,000 residents. This includes 15 municipalities, 25 First Nations, and unorganized communities and areas across Thunder Bay District. Our main office is in Thunder Bay with branch offices in Geraldton, Marathon, Red Rock, and Terrace Bay.

Photo: Sleeping Giant
Credit: Dr. Janet DeMille





Vision

Healthier communities,
stronger together.



Mission

Working together to promote, protect, and achieve healthier communities and reduce health inequities through high quality public health programs and services.

Photo: Thunder Bay Lighthouse

Values

The following values represent core commitments that guide our day-to-day practice both internally and externally with partners and the communities that we serve.

● Excellence

We strive for excellence through evidence-informed practice and by embracing a culture of innovation and continuous learning.

● Commitment

We are passionate and dedicated in our work with clients and partners to reduce health inequities and achieve healthier communities.

● Inclusion

We prioritize dignity and respect for all and we work collaboratively with a diverse network to provide culturally safer services and settings.

● Transparency

We are accountable and communicate openly in meeting the public health needs across the District of Thunder Bay.



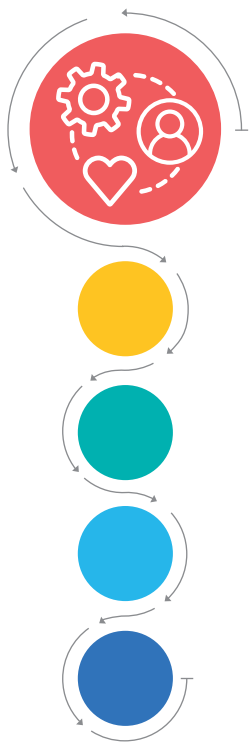


Strategic Priorities

Our strategic priorities reflect internal and external actions that will advance our organizational mission and vision. Specific goals have been identified for each priority.



Photo: Sunrise at Mackenzie Point Conservation Area



Thriving Workforce

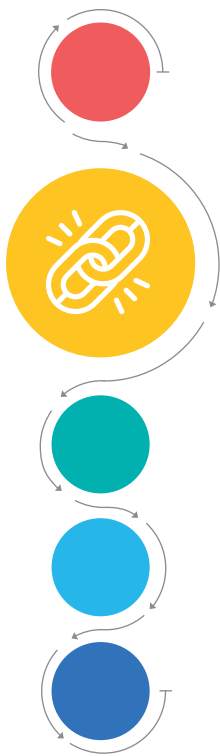
We will prioritize a thriving workforce through staff well-being, connectedness, and capacity building.

Goals:

- Strengthen communication and collaboration across our diverse organization
- Invest in and support staff development
- Enhance our work environment to support staff well-being

Photo: Ouimet Canyon Provincial Park, Pass Lake





Organizational Resilience

We will proactively align our organizational processes and resources to remain sustainable and responsive to meet the changing needs of the communities that we serve.

Goals:

- Advocate for and seek out public health investments
- Enhance organizational practices, tools, and resources to support staff
- Enhance and integrate risk management approaches and processes at all levels of the organization
- Strengthen emergency management, building on the past to be responsive in the future

Photo: View of Marathon
Credit: Lindsay Hogue





Communities and People

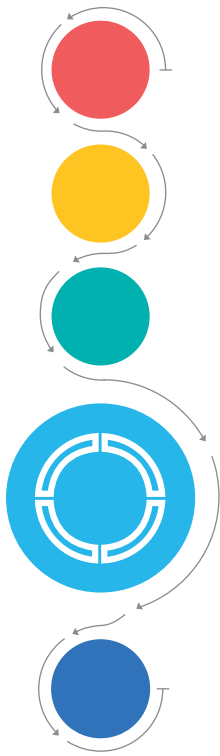
We will deliver meaningful and impactful programs and services that meet the needs of the communities we serve

Goals:

- Enhance upstream program and service delivery in line with the updated Ontario Public Health Standards
- Increase capacity to identify and respond to local public health priorities
- Strengthen program planning and reporting to support effective practice and accountability
- Enhance external communication and promotion of public health and our programs and services

Photo: Dock Street, Thunder Bay





Truth and Reconciliation

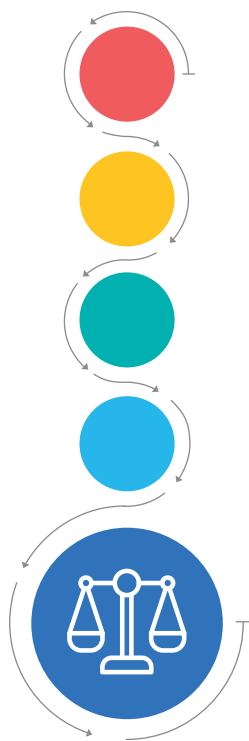
We will continue work to become a culturally safer organization.

Goals:

- Strive for culturally safer spaces and practices across the organization
- Develop a strategy to acknowledge and support truth and reconciliation
- Strengthen engagement with Indigenous communities and organizations

Photo: Anemki Wajiw (Thunder Mountain, also called Mount McKay)





Health Equity

We will increase organizational capacity for health equity action.

Goals:

- Strengthen population health assessment and communication on the determinants of health and health inequities
- Increase staff competency for more inclusive practice
- Strengthen organizational structures to support equity-focused approaches
- Inform public health planning and approaches by those disproportionately impacted by health inequities

Photo: The Sea Lion, Lake Superior



Strategic Plan Accountability

The Thunder Bay District Health Unit's 2024-2027 Strategic Plan will guide the work of programs, services, and initiatives of the organization. TBDHU will report on progress made towards achieving its mission and vision, demonstrating its actions, and advancing strategic priorities through an accountability plan.

Photo: Aurora Borealis (Northern Lights) at Mackenzie Point Conservation Area

