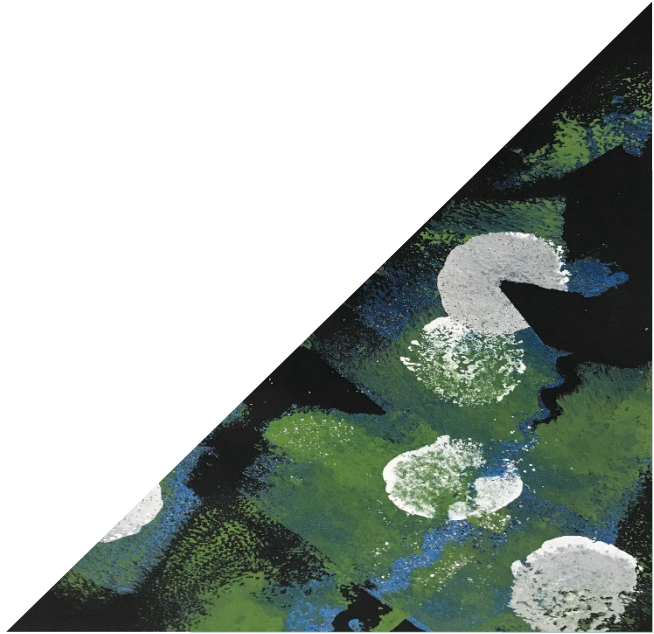




# Trinity Village

by Lutheran Homes Kitchener - Waterloo

## **Health Equity Plan 2024-2025**



# Trinity Village

by Lutheran Homes Kitchener - Waterloo

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## ABOUT US

Trinity Village has been serving our senior community since 1972. We are a not-for-profit, charitable organization owned and operated by Lutheran Homes Kitchener - Waterloo , a ministry of the Eastern Synod of the Evangelical Lutheran Church in Canada. Comprising the Terraces, the Studios, the Care Centre, and an Adult Day Program—Trinity Village is designed to offer independent, progressive stages of living and specialized care.



Trinity Village is a continuum of care site using technology with a purpose to serve. We are motivated by a purpose: To be an asset to the community.

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## MISSION

A Caring Community Which Values and Fosters the  
Worth and Lifestyle of All.

## VISION

Trinity Village, a faith-based organization, will be a community  
leader in “Continuum of Care” services.

## VALUES

### **People**

We are a team of compassionate care partners valuing  
the well-being of residents, clients, and staff.

### **Integrity**

We practice honest, ethical leadership, through  
transparency, and accountability.

### **Excellence**

We strive for the continuous improvement of services through  
partnerships, best practices, research, and innovative technology.

### **Stewardship**

We take responsibility for our infrastructure, land, and  
environmental footprint.

The Mission, Vision, and Values lettering features elder art from our Opening Minds through Art (OMA) program.

## HEALTH EQUITY STRATEGIC PRIORITY #1

To gather the health needs of those we serve and those who serve.

To achieve:

- ✳ To complete initial and ongoing assessments and surveys to ensure the safety of those served and those who serve.
- ✳ Participate in community culture education and events to understand the root causes of inequity and assist in achieving equity.
- ✳ Continue to gather information on Indigenous Cultural Awareness and Safety Training.

## HEALTH EQUITY STRATEGIC PRIORITY #2

To share health needs learnings and acquire feedback with our stakeholders.

To achieve:

- ✳ Allow for opportunities to share and provide feedback to stakeholders via the following avenues:
  - Resident Meetings, Town Halls
  - Annual Mandatory Staff Meeting
  - Website, myPortal

## HEALTH EQUITY STRATEGIC PRIORITY #3

To integrate health needs learnings of those we serve and those who serve and put into practice.

To achieve:

- ✳ Update applicable policies to include required practices
- ✳ Update handbooks to inform of required practices
- ✳ Annual Report

## KEY FACTORS

- ✳ **Communication**
  - Share lessons learned and incorporate the evaluation of Equity review within the Annual Continuous Quality Improvement process, which builds the Strategic plan and annual goals.
- ✳ **Human Resources**
  - Learn from people's experiences and share their stories to build empathy.

# Trinity Village

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## IN SUMMARY

We acknowledge that everyone is equal and has different needs, provided they do not cause harm to themselves or others. We aim to create a safe environment for those we serve and those who serve. Our continuous quality improvement process supports equity by learning from the past to help today and support the future.



## **APPENDIX A: SAA Local Obligations: Advance Indigenous Health Strategies and Outcomes**



SAA Local  
Obligations\_Advance

# Trinity Village

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## APPENDIX B: Trinity Village Chosen Philosophy of Care – The Eden Alternative



### Principle One

- ✳ Loneliness, helplessness, and boredom are painful and destructive to our health and wellbeing.

### Principle Two

- ✳ A caring, inclusive, and vibrant community enables all of us, regardless of age or ability, to experience wellbeing.

### Principle Three

- ✳ We thrive when we have easy access to the companionship we desire. This is the antidote to loneliness.

### Principle Four

- ✳ We thrive when we have Purpose and the opportunity to give, as well as receive. This is the antidote to helplessness.

### Principle Five

- ✳ We thrive when we have variety, spontaneity, and unexpected happenings in our lives. This is the antidote to boredom.

### Principle Six

- ✳ Meaningless activity corrodes the human spirit. Meaning is unique to each of us and is essential to health and wellbeing.

### Principle Seven

- ✳ We are more than our medical diagnoses. Medical treatment should support and empower us to experience a life worth living.

### Principle Eight

- ✳ Decision-making must involve those most impacted by the decision. Empowerment activates choice, autonomy, and influence.

### Principle Nine

- ✳ Building a collaborative and resilient culture is a never-ending process. We need to keep learning, developing, and adapting.

### Principle Ten

- ✳ Wise leadership is the key to meaningful and lasting change. For it, there can be no substitute.

## APPENDIX C: 7 Domains of Well-Being

"A contented state of being" - The path to a life worth living

### Identity

✳ Being well-known; having personhood; individuality; having a history.

### Growth

✳ Development, enrichment, expanding, and evolving.

### Autonomy

✳ Liberty; self-determination; choice; freedom.

### Security

✳ Freedom from doubt, anxiety, or fear; safety; privacy; dignity; respect.

### Connectedness

✳ Belonging; engaged; involved; connected to time, place, and nature.

### Meaning

✳ Significance; heart; hope; value; purpose; sacredness.

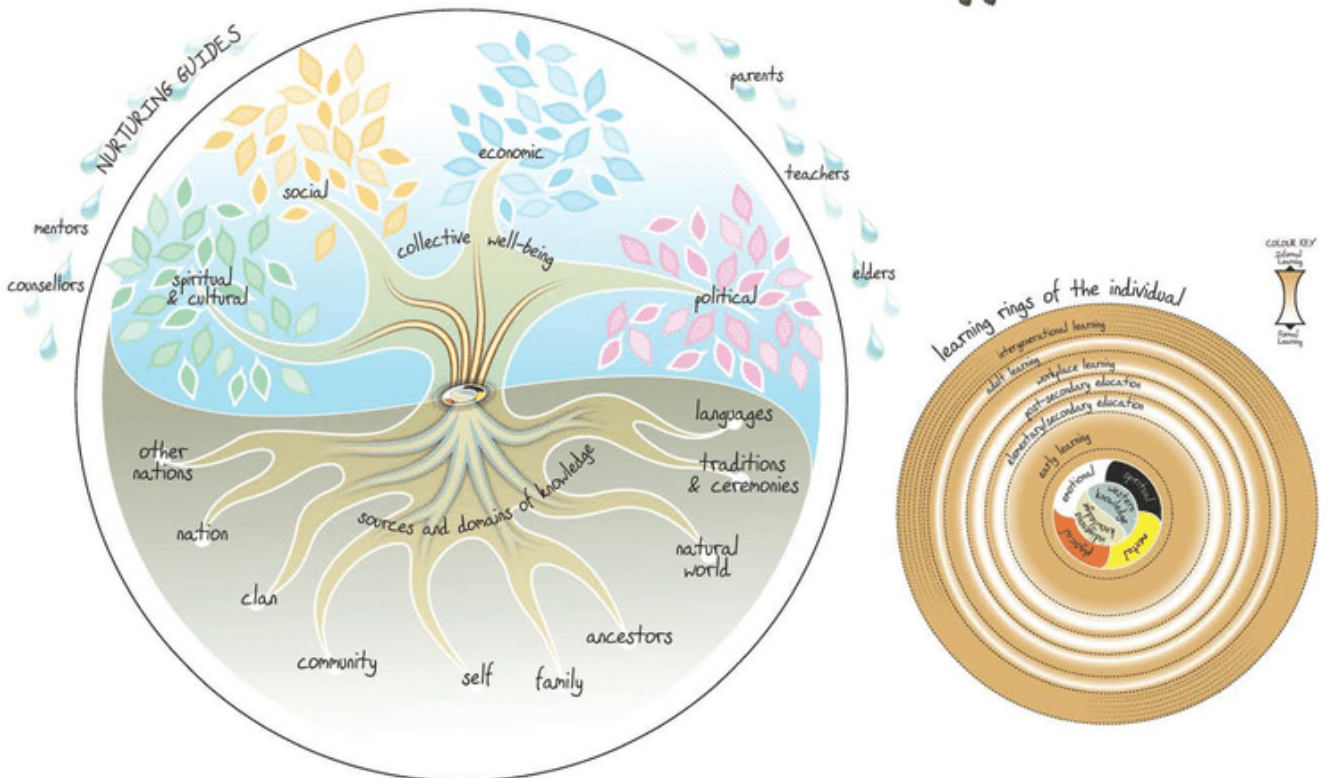
### Joy

✳ Happiness; pleasure; delight; contentment; enjoyment

## APPENDIX D: First Nations Holistic Lifelong Learning Model

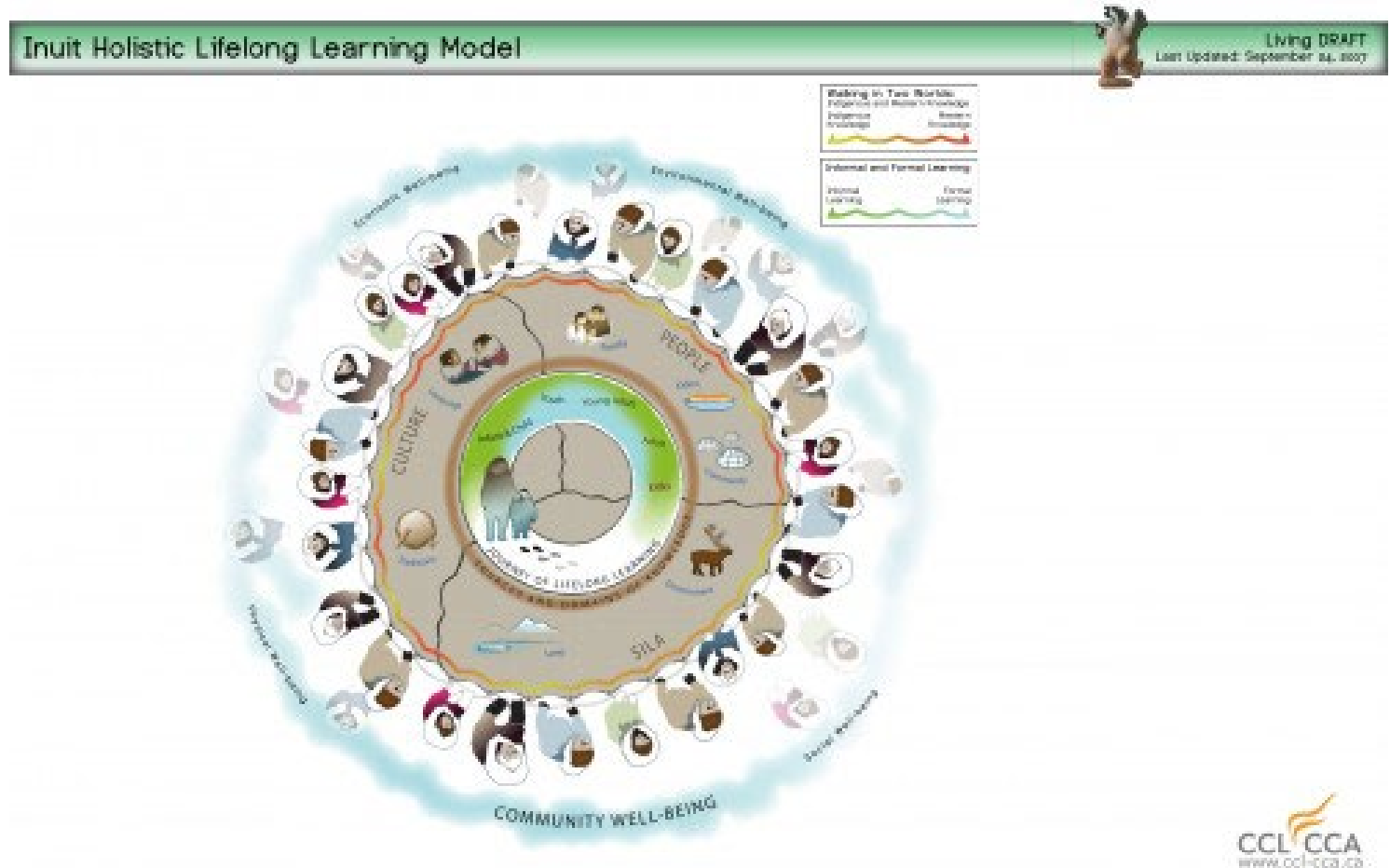
### First Nations Holistic Lifelong Learning Model

Living DRAFT  
Last Updated: June 6, 2007



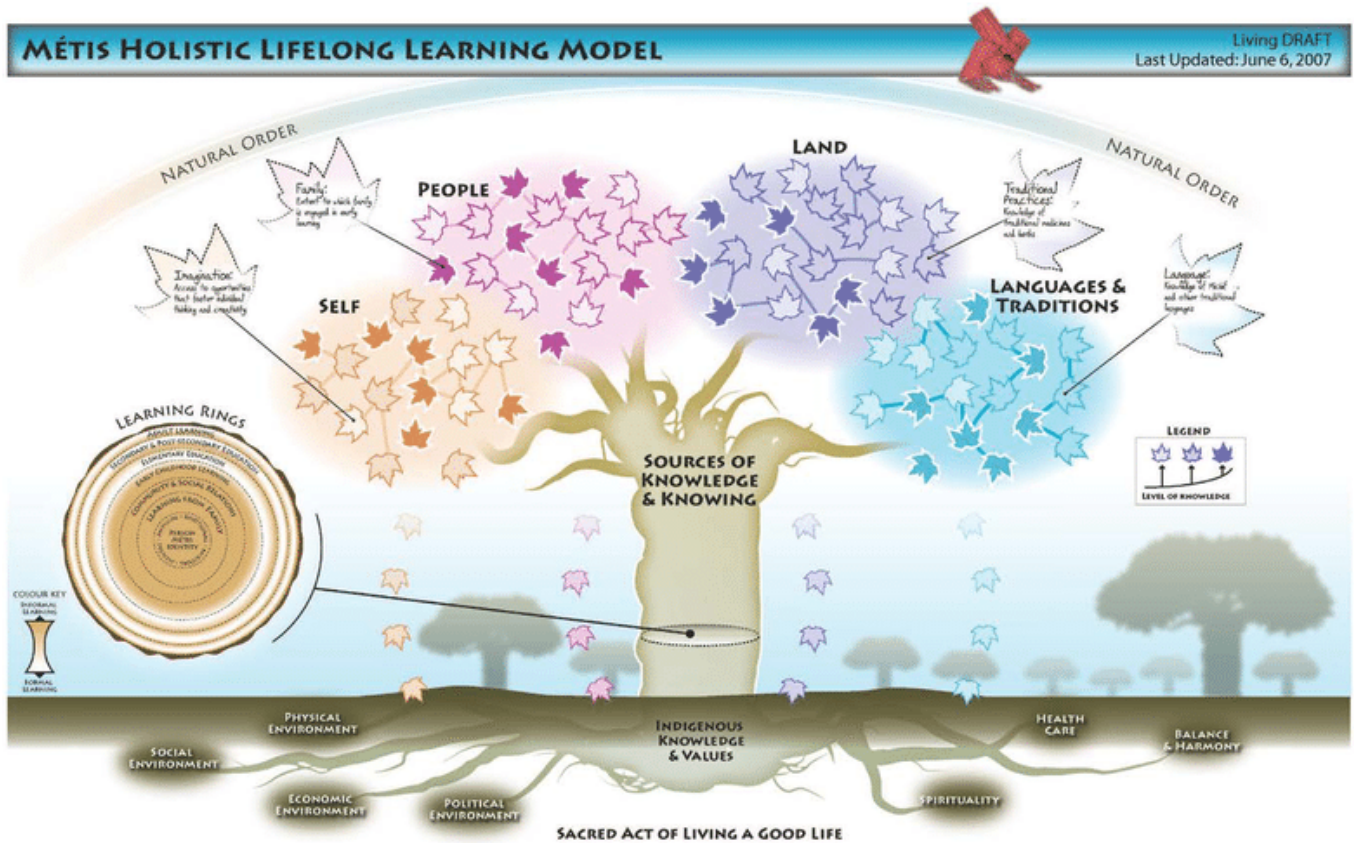
[https://firstnationspedagogy.com/CCL\\_Learning\\_Model\\_FN.pdf](https://firstnationspedagogy.com/CCL_Learning_Model_FN.pdf)

## APPENDIX E: Inuit Holistic Lifelong Learning Model



[https://firstnationspedagogy.ca/CCL Inuit Holistic Learning Model EN.pdf](https://firstnationspedagogy.ca/CCL%20Inuit%20Holistic%20Learning%20Model%20EN.pdf)

## APPENDIX F: Metis Holistic Lifelong Learning Model



[https://firstnationspedagogy.com/CCL\\_Learning\\_Model\\_MET.pdf](https://firstnationspedagogy.com/CCL_Learning_Model_MET.pdf)

## **APPENDIX G: Annishanabeg Outreach Centre**



Our vision is to be a beacon for all First People living here now and into the future.

Our centre is part of a network of Early Childhood and Family Centres across Ontario. The AO Early Years and Family Centre is part of a proposed innovative hub for Indigenous lead and supported programming that serves First People, as well as the general public living in the Waterloo Region.

We have partnered with Waterloo Region to deliver our services and we are funded by the province's Journey Together reconciliation initiative. Learning from the YMCA and other early years partners we are intending to reproduce common best practices while delivering life long learning opportunities and social space for families with a special emphasis on supporting those first few years of life. We will be focused on providing Indigenous lead and developed programs associated with traditional and land-based wisdoms and skills. We will be relying on the ongoing guidance of Indigenous Elders and Knowledge Keepers to deliver these programs.

Based on an asset model we are aiming our programming toward building spirit and fostering inclusive community. We are committed to engaging parents, caregivers, families and children to help develop meaningful, and lasting connections.





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## Services

We provide services geared toward healing, wellness and empowerment for Indigenous families, holistic and inclusively for First Nations, Metis, and Inuit (FNMI) in the region to learn, gather, and celebrate our shared heritage and our common challenges.

The four foundations of high-quality early learning and care outlined in How Does Learning Happen are:

-  Belonging
-  Well-being
-  Expression
-  Engagement

All of which our organization will make concerted, ongoing efforts to improve on, in each of our programs.

## APPENDIX H: Trinity Village Indigenous Education Timeline

### 2020

- ✳ September "Spirit Building Lodge."
- ✳ Day 1 Managers 10.
- ✳ Day 2 Front-line 19.
- ✳ Day 3 Front-line 15 15 front-line workers received Spirit Building as a result of the trauma of the COVID-19 outbreak to help strengthen their spirit for difficult situations – be prepared as we do not know when we will face a challenging situation.

### 2021

- ✳ Reconciliation Week "Every Child Matters – Canad Aboriginal Peoples, and REsidential Schools, They Came for the Children from The Truth and Reconciliation Commission of Canada – Every Child Matters: Reconciliation – Act:" Sept 27 – Oct 1 Residents in-person meetings and shared the information with Staff through the Staff Memo.

### 2022

- ✳ Truth and Reconciliation Week – received resources from National Centre for Truch and REconciliation – "Remembering the Children- Videos and Q & A - Residents in-person meetings and shared the information with Staff through the Staff Memo.

### 2023

- ✳ Cultural safety education done through an in-house program, including Staff and residents, and Electronically to all Staff through weekly Staff Memo.
- ✳ CO recreationist working with a program called Timeslips ([timeslips.org](https://timeslips.org)), it is a program that brings joy to elders by infusing creativity and meaning-making into care relationships. They ask beautiful questions and craft short stories or poems to share with family and friends. Wonderful iniative to connect with the youth of Grand Rapids, Yukon, by bringing them some of the beautiful questions and stories they've created.

# Trinity Village

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## 2024

- ✳ April Mandatory Education Session - 250 Staff completed "Overview Introduction to Reconciliation" by Stephon Jackson, M.A.S. CEO Anishanabeg Outreach Centre / Emotional Intelligence / Reconciliation Thought Leader / Centres of Healing / Indigenous Innovation / Homelessness / Mental Health / Addictions / Poverty to Prosperity / Indigenous Agriculture - AO Nest Education – learning management system (Invitation extended to residents).
- ✳ June - Executive, Managers, and Support Staff – Acknowledgement Training - Gauging where we are ... by Tammy Webster, B.Sc, B.A.(Hons), B.Ed, M.Ed – Indigenous Reconciliation Consultant.
- ✳ Designated medicinal Plant garden within the TV Community Gardens – Plants courtesy of AO Farm.
- ✳ Staff Languages spoken tracking software had First Nations, Metis, and Inuit languages added
- ✳ [Indigenous cultural safety training](#) information added to Staff On-boarding package and ongoing education added as a standard agenda item to the In-person Annual Mandatory Training.
- ✳ Advertise job opportunities on the Anishnabeg Outreach – Centre for Indigenous Healing; Career Portal
- ✳ MAC/MART Meeting to review "Medicinal Plants and their Use" and update applicable policy – determine overview needed to educate Staff at the next Annual Mandatory Training.

## 2025

- ✳ Mandatory Training – "Medicinal Plants and their Use."