



MEETING SD 87-20-25

STANDING COMMITTEE ON SOCIAL DEVELOPMENT

**THURSDAY DECEMBER 4, 2025
DET'ANCHOGH KÛÉ - EAGLE ROOM
7:00 PM**

AGENDA

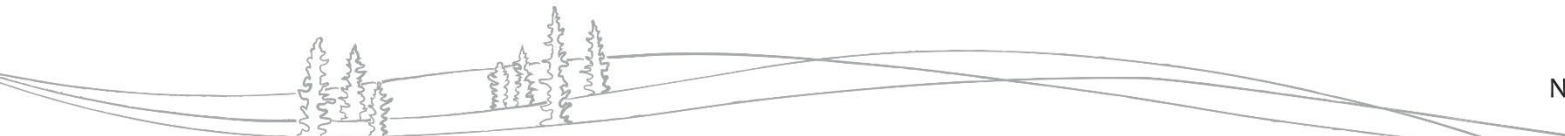
1. Call to Order
2. Prayer/reflection
3. Review and Adoption of Agenda
4. Declarations of Conflict of Interest
5. Public Matters
 - a) Public Briefing with Premier Simpson and HSS Minister Semmler - Healthcare System Sustainability Unit & Consolidated Workplan
6. In Camera Matters
 - a) Debrief
 - b) Confidential correspondence
 - i. SCOSD correspondence to ECE Minister
 - c) SCOSD Workplan
7. New Business
 - a)
8. Date and Time of Next Meeting:
 - a) Friday December 5, 2025 at 8am
9. Adjournment



Health and Social Services Update

Departments of Health and Social Services and Executive and Indigenous Affairs and
the Northwest Territories Health and Social Services Authority

[Click to edit Date](#)



Government of
Northwest Territories

Overview

- Introduction
- Key Updates
 - Department Health and Social Services
 - NTHSSA
 - Healthcare System Sustainability (HCSS) Unit
- Conclusion

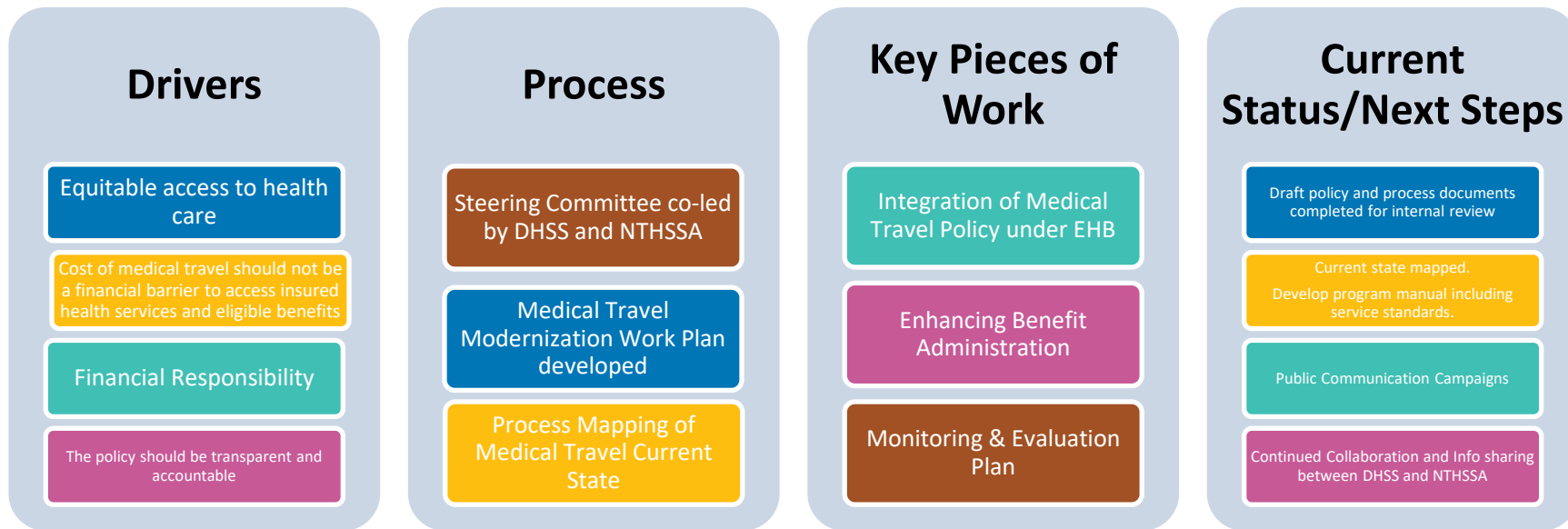


DHSS – Key Priorities

1. Medical Travel Modernization
2. Small Community Model of Care
3. Cultural Safety

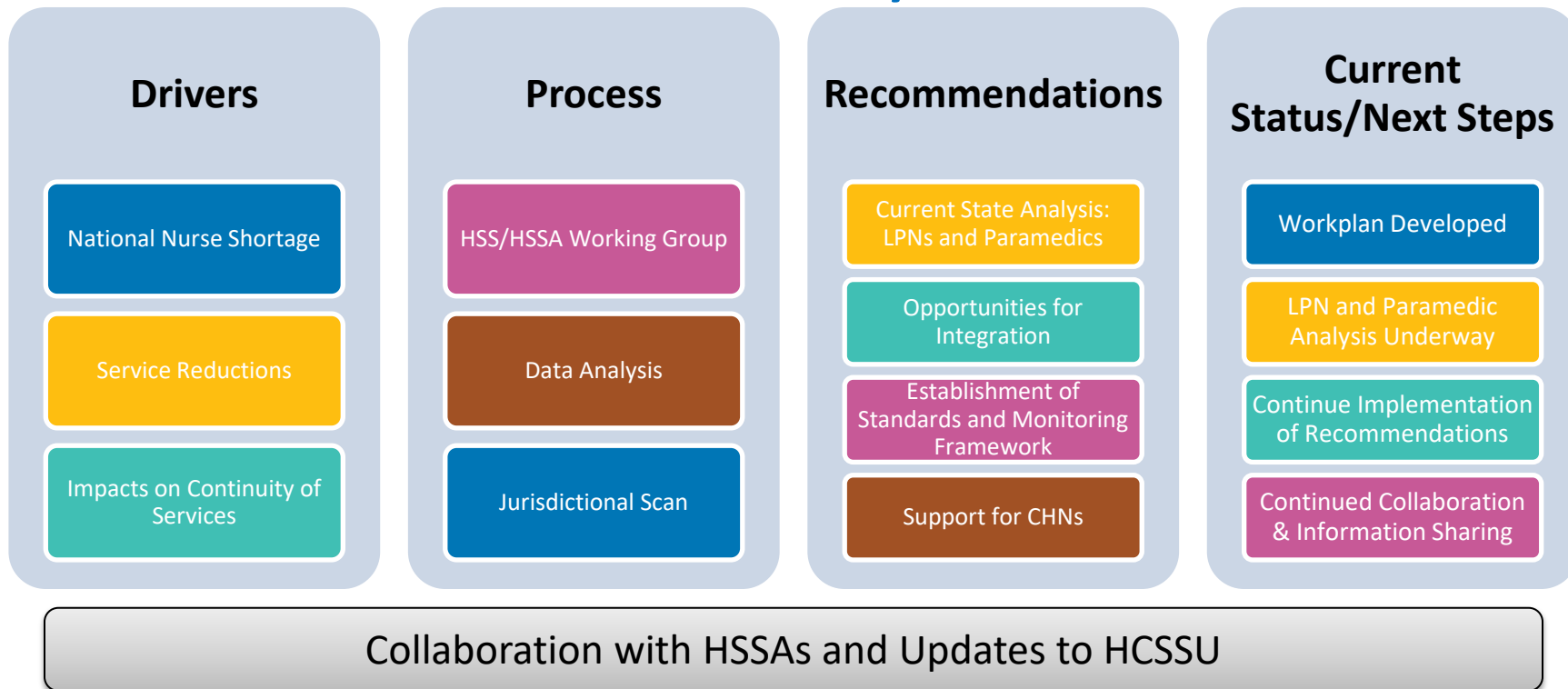


DHSS – Medical Travel Modernization



Collaboration with HSSAs and Updates to HCSSU

DHSS – Small Community Model of Care



DHSS – Cultural Safety

Drivers:

A need to address the root causes of trauma, including colonization and systemic racism

Responsibility to provide safer, more equitable care for Indigenous residents

Responsibility to strengthen cultural understanding among frontline staff and leaders

Process:

The Cultural Safety and Anti-Racism division is focused on cultural safety, health equity and anti-racism.

Regular engagement with Indigenous Advisory Body

Ongoing engagement with program areas across the HSS system

Key Pieces of Work

Delivering Cultural Safety and Anti-Racism Training

Engaging with Indigenous Governments

Reviewing and Advising on System-Wide Practices

Current Status/Next Steps

Partnership with the Centre for Equity and Inclusion to support Anti-racism Facilitation training and Anti-Racism training for senior management

Re-design of Cultural Safety Training has been piloted, and feedback is being incorporated.

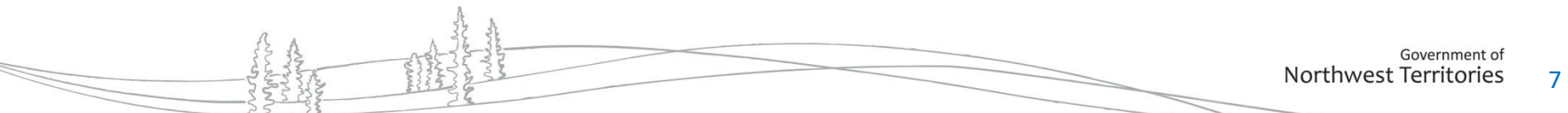
Updating the CSAR Equity Tool

Support CCI with Planning and facilitation of a Traditional Healing Gathering

Senior Managers and HCSSU were invited to partake in the Anti-Racism Executive Training

NTHSSA – Key Priority Areas

- The Public Administrator, with the Regional Wellness Council Chairs identified 3 priorities to guide work across the NTHSSA for 2025. These are:
 1. Improving Access to Care
 2. Cultural Safety and Anti-Racism
 3. Changing the Organizational Culture through Celebrating Successes and Innovation



NTHSSA – Improving Access to Care

- This work is about **identifying opportunities to improve access**.
- Work is focused on **prioritizing culturally safe patient-centred care, delivered as close to home as possible**.
- Patient Journey Mapping Project is currently underway.
 - This project is currently ongoing in the Dehcho Region.
 - It is collaborative work between NTHSSA and DHSS.
 - This work aligns with goals outlined under the Primary Health Care Reform (PHCR) initiative and is intended to support future state planning for small communities' access to health services.



NTHSSA – Cultural Safety and Anti-Racism

- This work is about **creating equity and a culturally safe and anti-racist environment for the Indigenous patient/client** across all regions and in all facilities that offer health and social services programs and services.
- This work requires ongoing education, reflection and commitment throughout to move towards this.
- Work led by the Primary Health Care Reform (PHCR) team, which is led by the CCI team at DHSS but supported by teams across the NTHSSA, is supporting much of this work. Some actions include:
 - Weekly meetings to discuss status of ongoing projects.
 - Recent tour with staff from DHSS and NTHSSA to explore existing practices for Indigenous patient care in other parts of Canada.
 - Patient surveys to understand experience.
 - Meetings with stakeholders and targeted engagement sessions with Indigenous communities and Indigenous leaders.
 - Evaluation of the Ft. Good Hope ICT pilot project (currently underway)



NTHSSA – Cultural Safety and Anti-Racism (Continued)

- Other efforts by the NTHSSA and partners to support cultural safety and changing the organization culture include :
 - The People Strategy
 - Builds on previous workforce planning efforts across the HSS System
 - Next steps include a work plan to guide implementation
 - Targeted release for December 2025
 - Cultural Safety Design Collaborative Team Report: Honouring the Voices of Indigenous Peoples
 - Demonstrates NWT HSS System's commitment to creating a healthcare system that is inclusive, equitable, and grounded in the principles of cultural safety.
 - The report identifies 13 Actions for Change to improve the healthcare experience of Indigenous residents.
 - NTHSSA and DHSS are developing a Working Group to review the recommendations for acceptance and implementation.



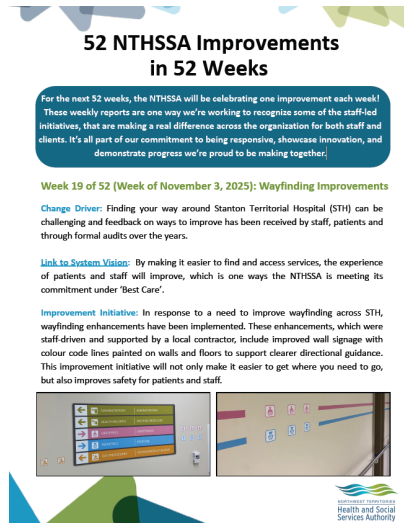
NTHSSA – Changing the Organizational Culture through Celebrating Successes and Innovation

- This work is about **celebrating wins and improvements across the organization and creating opportunities for innovation and creativity.**
- It is also about **acknowledging both successes and challenges as essential parts of progress.**
- It supports fostering a culture where staff feel confident taking ownership of their contributions, however small, and are encouraged to share and celebrate their impact.
- It is not about minimizing problems; it is in fact about seeking them out and working toward solutions and improvements.



NTHSSA – Changing the Organizational Culture through Celebrating Successes and Innovation (Continued)

- Some ways we are showcasing efforts in this area includes, but is not limited to:
 1. Enhanced social media
 2. Leveraging existing tools like news releases or internal information sharing platforms to engage directly with staff
 3. And a weekly 1-pager, '52 in 52' that highlights staff-led improvement initiatives



HCSS Unit – Key Priority Areas

1. Preliminary Analysis completed to understand current inventory of programs and services. Seven (7) priority areas identified for further analysis
 - i. Supportive Living – In Progress
 - ii. Bed-based Addictions Treatment – In Progress
 - iii. Long-term Care – In Progress
 - iv. Out-of-Home Care (Foster Care) – In progress
 - v. Physician Services – On Deck
 - vi. OOT Hospitals/Physicians – On Deck
 - vii. Medical Travel – On Deck
2. Recommendations to define insured and core services – 2027-28 Business Planning Cycle
3. Continuous Improvement Framework – not yet started



HCSS Unit – Defining Core and Insured Services

Operational Assessment



Current Delivery

Authority
Legislation or policy changes
Funding/Cost Drivers
Utilization rates
Standards of Care



Jurisdictional Scan

Delivery approaches
Best/emerging practices
Funding models



Sustainability Assessment



Future needs

Projected service demand
Demographic changes
Emerging practices



Sustainability Options

Efficient process/practices
Policy parameters
Move closer to home
Budget reprofiling
Income testing
Private Sector
Technological advances
Other



Defining Core



Core Service Recommendations

Create awareness
Acceptance of recommendations
Implementation of transformative changes
Measuring sustainability

Engagement with HSS system leadership and front-line staff

HCSS Unit – Next Steps

- Data analysis staged across the 7 priority areas
 - Engagement with DHSS, HSSAs and other stakeholders
 - Program/service utilization and financial data
 - Population projections
 - Best practices in other jurisdictions
 - Legislation, policy, standards, procedures
- Close information gaps and answer remaining monitoring and evaluation questions
- Monthly meetings to coordinate/collaborate



Thank you

