



# RECRUITMENT & RETENTION IN HOSPITALS CANADA

VIRTUAL CONFERENCE

Wednesday, March 29, 2023 & Thursday March 30, 2023

## DAY 1 | Wednesday, March 29, 2023

|                           |  |
|---------------------------|--|
| 10:30 am - 10:45 am (EST) | <b>Welcome and Opening Remarks</b><br>Christine Bonatsos<br>Director, Human Resources   Misericordia Health Centre   |
| 10:45 am - 11:30 am (EST) | <b>Health Workforce in Canada: In Focus</b><br>Dr. Deborah Cohen<br>Director, Pharmaceuticals and Health Workforce Information Services   Canadian Institute for Health Information (CIHI)   |
| 11:30 am - 12:15 pm (EST) | <b>Repairing the Employer Brand of the Medical Profession</b><br>Stacy Parker<br>Co-Founder & Managing Director   Blu Ivy Group Inc.   |
| 12:15 pm - 1:00 pm (EST)  | <b>Screen Break</b>  |
| 1:00 pm - 1:45 pm (EST)   | <b>Culturally Safe Spaces in Healthcare Workplaces: A Key to Recruitment and Retention</b><br>Dionne Sinclair<br>Vice President Clinical Operations & Chief Nursing Executive   Centre for Addiction and Mental Health   |
| 1:45 pm - 2:30 pm (EST)   | <b>Being an Employer of Choice for Indigenous Health Workers</b><br>Carrie Lamb<br>Leader, Indigenous Recruitment & Retention   Fraser Health Authority<br>Member Board of Directors   Vancouver Native Housing Society  |
| 2:30 pm - 2:45 pm (EST)   | <b>Screen Break</b>  |
| 2:45 pm - 3:45 pm (EST)   | <b>Recruiting and Retaining Internationally Educated Healthcare Workers</b><br>Christine Kouri<br>Manager Health Equity and Diversity   Children's Hospital of Eastern Ontario<br>Manager   National Newcomer Navigation Network<br>Kellie Crnic<br>Senior Practise Specialist   Ornge |
| 3:45 pm                   | <b>Wrap Up of Day 1</b><br>Christine Bonatsos<br>Director, Human Resources   Misericordia Health Centre  |



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## DAY 2 | Thursday, March 30, 2023

|                           |   |
|---------------------------|---|
| 10:30 am - 10:45 am (EST) | <b>Welcome and Opening Remarks</b><br>Christine Bonatsos<br>Director, Human Resources   Misericordia Health Centre  |
| 10:45 am - 11:45 am (EST) | <b>Recruitment and Retention: Two Sides of the Same Coin</b><br>Linda Silas<br>President   Canadian Federation of Nurses Union<br>Tim Guest<br>CEO   Canadian Nurses Association  |
| 11:45 am - 12:30 pm (EST) | <b>Screen Break</b>   |
| 12:30 pm - 1:00 pm (EST)  | <b>CASE STUDY   Health Human Resources Planning in Nova Scotia: Recruiting and Retaining Talent in the Pediatric Emergency Department</b><br>Dr. Annette Elliott Rose - Vice President Clinical Care Strategy & Chief Nurse Executive   IWK Health Centre; Provincial HHR Initiative Lead<br>LeeAnn Larocque - Director, Children's Surgical, Emergency & Rehabilitation Services   IWK Health Centre<br>Steve Ashton - Vice President, People & Organization Development   IWK Health Centre |
| 1:00 pm - 1:30 pm (EST)   | <b>CASE STUDY   Clinical Nurse Extern Program at London Health Sciences Centre</b><br>Michelle Basacco<br>Professional Practice Manager, Enhanced Clinical Extern Nursing Program   London Health Sciences Centre   |
| 1:30 pm - 1:45 pm (EST)   | <b>Screen Break</b>   |
| 1:45 pm - 2:15 pm (EST)   | <b>CASE STUDY   Retired RN Mentorship Program at Horizon Health Network</b><br>Susanne Priest<br>Director of Nursing Retention Model of Care   Horizon Health Network   |
| 2:15 pm - 2:45 pm (EST)   | <b>Recruitment and Retention Strategies at St. Joseph's Healthcare Hamilton</b><br>Carrie Fletcher - Vice President, People Culture & Diversity   St. Joseph's Healthcare Hamilton<br>Saumya Gautam - Director, Organizational Development, Equity, Diversity & Inclusion, Healthcare Worker Wellness   St. Joseph's Healthcare Hamilton<br>Sean Sergi - Director, HR Services   St. Joseph's Healthcare Hamilton   |
| 2:45 pm - 3:45 pm (EST)   | <b>Reflections and Facilitated Discussion</b><br>Janice Hendrick<br>Chief Connection Officer   Both-And Consulting  |
| 3:45 pm (EST)             | <b>Closing Remarks</b><br>Christine Bonatsos<br>Director, Human Resources   Misericordia Health Centre  |