

**Research & Ethics Committee
AGENDA**

Thursday, November 13, 2025 @ 5:30pm

Item	Description	MRP
1.0	Call to Order and Introductions	Tracey Burkhardt
2.0	Approval of the Agenda	Tracey Burkhardt
3.0	Declaration of Conflict of Interest	Tracey Burkhardt
4.0	Approval of Previous Minutes: September 18, 2025*	Tracey Burkhardt
5.0	Business Arising from the Minutes <ul style="list-style-type: none"> • Code of Ethics and Professional Conduct* 	Geri Geldart
6.0	New Business	
6.1	Standing Report to the Committee* <ul style="list-style-type: none"> • Research Activities • Operational Goals – Centre of Excellence Pillar 	Geri Geldart
6.2	Committee Work Plan - Research Priorities Discussion*	Geri Geldart
7.0	Next Meeting: February 12, 2026 @ 5:30pm	

**Denotes attachment*

Proposed Motions

1. That the minutes of September 18, 2025 be approved.



**Minutes of Meeting
Research and Ethics Committee
on September 18, 2025**

Present: Tracey Burkhardt (Chair), Marjorie Belize, Wayne Albert, Bryanna White-Aubé, Donna Curtis-Maillet, Lyne St-Pierre-Ellis, Geri Geldart (ex-officio)

Staff: Jamie Roy

1. Call to order and introductions

Tracey Burkhardt, Chair called the meeting to order at 5:30 pm.

2. Approval of agenda

The agenda was approved as presented.

3. Declarations of Conflict of Interest

Ms. Burkhardt asked the members present if there was a need to register a conflict of interest. None identified.

4. Approval of previous minutes – April 8, 2025

The minutes were approved as presented.

Motion:

It was moved by Wayne Albert and seconded by Marjorie Belzile that the minutes of April 8, 2025, be approved as presented. All in favour.

- Motion carried

5. Business arising

5.1 Code of Ethics – short form

G. Geldart presented the draft Code of Ethics and Professional Conduct – short form for review. This form was designed to succinctly address the critical elements of the longer version of the Code of Ethics and replace the longer version which is somewhat hard to follow and does not appear to be used beyond the onboarding process.

Motion:

It was moved by Lyne St-Pierre-Ellis and seconded by Donna Curtis-Maillet that the Research & Ethics Committee recommend to the Board of Directors that the long-form Code of Ethics be replaced by the amended short-form Code of Ethics. All in favour.

- Motion Carried

6. Standing Reports

6.1 Annual Work Plan 2025 - 2026

Ms. Geldart shared the Research & Ethics Committee Annual Work Plan for 2025 – 2026 which

was reviewed by the executive committee in August. The document highlights the committee's terms of reference, the mandate of the committee in relation to the Boards Strategic Plan, a summary of accomplishments for 2024 - 2025, and suggested areas of focus for 2025 – 2026. The committee supports the annual work plan as amended to include responsibility for the Centre of Excellence strategic plan pillar.

6.2 Terms of Reference Review

Ms. Geldart provided the current Terms of Reference document for members' review. The Governance & Audit committee is recommending to the Board of Directors the Research & Ethics committee include oversight responsibility for the Centre of Excellence strategic plan pillar.

6.3 CEO Report

Ms. Geldart's report was included in the meeting package. Highlights included:

- All CiRA staff contracts have been completed. The CiRA office has been closed, and an inventory of furniture and equipment has been prepared.
- The final report was submitted on the Human Rights (PHAC) project in mid-July. The University of Regina agreed to maintain the website.
- There are currently no research projects.
- We have been approached by the University of Montreal to consider being part of the proposal for a CIRH – Team Grant: Strengthening Resilient and Equitable Public Health Systems. One discussion meeting has occurred, (meeting notes were included with the package) We will most likely indicate that we are interested in participating in further discussion. No commitment has been made at this time.
- Dr George Heckman, Western University Geriatrician is applying for a planning grant to achieve consensus on research questions related to the management of heart function in long term care homes and to develop a program of research to address these. As a member of the SQLI group, we have been invited to be part of the discussion group.

6.4 Operating Plan – Discussion with NBANH & DSD

Ms. Geldart presented an overview on a series of discussions held with the Department of Social Development, NBANH and Loch Lomond Villa. The exploratory discussion focused on areas of long term care which lack support services including:

- Recruitment of qualified and experienced leaders in long term care.
- Board leadership, recruitment and board development.
- Education given that the leadership of Beacon Clinical have suggested they do not intend to continue in their current role at the conclusion of their five year contract.

DSD acknowledged many of these points but did not make any commitments. Discussions will continue as the NBANH strategic planning progresses.

7. Next Meeting: November 13, 2025

On a motion by Marjorie Belzile, the meeting was adjourned at 6:29pm.

Tracey Burkhardt, Chair

Jennifer Vos, Recorder

INTEGRITY AND TRANSPARENCY

- We provide accurate and complete information when responding to reasonable requests.
- We maintain complete and accurate documentation and financial records and follow retention standards.
- We use organizational resources responsibly, for their intended purposes and not for personal use.
- Purchasing decisions reflect value for money and avoid conflict of interest.
- We ensure expenses are reasonable and follow corporate policy. We avoid excessive entertainment costs when conducting business.
- We avoid conflicts of interest and disclose any potential conflicts promptly.
- We do not participate in decisions that could financially benefit ourselves or family members.
- We never accept loans or bequests from residents. We may accept only nominal gifts from residents or families.
- We protect all corporate assets including intellectual property.
- We do not allow outside activity to interfere with job performance.
- We do not engage in any form of political activity during working hours or on the premises of York Care Centre.

The policies referenced in this document can be found in the YCC Policies and Procedures Folder on any YCC computer desktop.

Code of Ethics and Professional Conduct



A Message from our Board of Directors

The reputation of our organization is shaped by our actions, choices, and decisions each day.

Together we must:

- Work in the best interests of our residents and clients
- Act fairly and objectively
- Recognize and address conflicts of interest
- Exercise our best judgment
- Protect the confidentiality of the information entrusted to us
- Come forward if we see something that we think is not in the best interests of the people we serve or our organization, and
- Have the courage to stand up for what is right

This code is mandatory and applies to all board members, employees, students and volunteers of the York Care Group of Companies.

RESPECT AND DIGNITY

- We treat everyone with equal dignity regardless of race, colour, national origin, religion, age, marital status, gender, sexual orientation, disability, social condition, or political belief.
- We uphold human rights principles in all interactions.
- We promote safety, competence, care, respect, recognition and inclusion in our workplace.
- We maintain professional boundaries with staff, residents, clients and their families. Interactions of a sexual nature between staff and residents are strictly prohibited.
- We are committed to providing an environment free of harassment.

CONFIDENTIALITY AND PRIVACY

- We protect confidential information, personal and non-personal, obtained through our work.
- We collect, use, and disclose personal information in compliance with PHIPAA and PIPEDA.
- We share confidential information on a “need-to-know” basis.
- We report serious misconduct in confidence. Employees are protected when speaking up about unethical or illegal activities.

PROFESSIONALISM

- We demonstrate a strong work ethic. We demonstrate honesty regarding working hours and maintain focus while at work.
- We maintain a drug and alcohol-free workplace and prohibit working under the influence of drugs or alcohol.
- We represent York Care Centre positively in public communications.
- We are familiar with and comply with all applicable laws, regulations and organizational policies.
- We follow established policies for procurement, hiring, and financial management.



REPORT TO THE RESEARCH & ETHICS COMMITTEE

November 7th, 2025

The purpose of this report is to apprise the Board's Research and Ethics Committee of key activities within each quarter of the fiscal year, including an update on key performance indicators and the strategic plan's research pillar. Accordingly, the Committee receives four reports per year with content from the following senior leaders.

Senior Leaders

Geri Geldart, President and CEO
Jamie Roy, Vice President, Care Services & Quality

Key Areas of Reporting

Research Services
Ethics

Research Updates

1. Current Research Projects

None

2. Funding Opportunities

a. CIHR – Team Grant: Strengthening Resilient and Equitable Public Health Systems – The team who led the VR for Rehab project are now considering a funding opportunity through CIHR focused on tele rehab within the public health sector (broadly defined). As past partners we have been asked to consider being part of the proposal. We have indicated that we are interested in maintaining contact with the research team and potentially participating as a collaborator, but have not committed until the proposal is more fully developed. The research team submitted an initial letter of interest to CIHR. The project title is “Leveraging Rapidly Evolving Virtual Care in Rehabilitation (REVir): A systems-thinking approach to adapt to emergencies and evolving public health priorities”. We received notification in October that the team is now starting the full application process that is due January 14, 2026. They will be sending a more advanced research proposal in the upcoming weeks and will schedule a discussion meeting. They will be asking for us to confirm our role in the project and any specific requirements we may have regarding documentation, etc.

- **Current status** – *Awaiting the research proposal to consider if it is relevant to our research priorities. If so, will prepare an approval document for the committee’s consideration.*

b. Heart Function in Long Term Care: Dr. George Heckman, a Geriatrician at Western University, is submitting an application for a planning grant to bring together Canadian patients and care partners, researchers, clinicians, and knowledge users to achieve consensus on research questions related to the management of HF in LTC homes and develop a program of research to address these. As a member of the SQLI group, we were invited to be included in the discussion group.

- **Current status** – *No change since last report. Awaiting the funding decision.*

Operational Goals – Centre of Excellence Pillar

1. Leader in Aging Care

a. Host a Region 3 Support Service Managers Forum

- initial needs survey conducted. Session is likely to be held in Q4 25/26 or Q1 26/26

b. Explore the possible elements of the Centre of Excellence role with NBANH and Region 3 Administrators

- No further discussions have occurred with NBANH or Loch Lomond Villa. NBANH is currently engaged in a strategic planning process which may add to the understanding of the sector needs and the potential role for YCC. This topic is also on the agenda for the upcoming meeting of the Region 3 Administrators.
- An area of risk has been identified. In the past YCC organized an annual long term care conference. The conference included the Excellence in Aging Award. The CIRA team eventually took over this event, transitioning it to a research symposium and maintain the Excellence in Aging Award. With the suspension of activities in CIRA, a symposium was not held. Resuming this event was identified as a potential element of the Centre of Excellence model. In October, Beacon Clinical Group, a private education and consulting firm, reached out expressing interest in offering an annual long-term care conference. Many of the staff of Beacon Clinical Group were participants in the early conferences. They have suggested that they might include the Excellence in Aging Award “as a nod” to York Care Centre. I initially thought they were suggesting a collaboration opportunity for the conference, but that does not seem to be their intent. We are not in a position, given current resources, to offer a large conference, but it would represent the loss of a role which we have held for several years. We will need to determine our approach. Options include:
 1. Determine if offering a long term care conference is part of our vision for the Centre of Excellence.
 2. Determine if we have the resources to organize such an event.
 3. Explore any collaboration opportunities that might exist with Beacon Clinical Group.

2. High Standard of Care and Support

a. With the financial support of the York Care Foundation, refurbish Tower 2 to incorporate evidence-based design features for an advanced dementia unit

- The fundraising project is nearly complete – awaiting final announcement from the YCF
- The balconies have been refurbished improving accessibility and incorporating several sensory elements which promote relaxation and reminiscence.

b. Expand the Nursing Home Without Walls

- Program expansion underway to increase range of services and the service area.

3. Employer of Choice

a. Examine the feasibility / requirements for recognition as a top employer

- We are continuing to review the possible programs for such recognition. Expect a recommendation in Q3.

BRIEFING NOTE

To: Members – Research and Ethics Committee

From: Geri Geldart, President and CEO

Date: October 29, 2025

RE: Research Priorities

A. Purpose

This briefing note presents proposed research priorities for York Care Centre for the 2025-2030 strategic planning period. The purpose is to establish clear research focus areas that align with our organizational mission and strategic objectives, ensuring that research activities contribute meaningfully to improved quality of life for residents and enhanced workplace conditions for staff.

B. Background

As part of our 2025-2030 strategic plan, York Care Centre has committed to becoming a centre of excellence in long-term care. A critical component of this commitment is engaging in research that is purposeful, mission-driven, and resident-centered. Historically, many long-term care organizations have pursued research opportunities based primarily on funding availability rather than strategic alignment. This approach can lead to fragmented research efforts that may not address the most pressing needs of residents and staff. By establishing clear research priorities in advance, York Care Centre can communicate our priorities to potential researchers, and ensure that our research activities are intentional, aligned with our values, and designed to generate actionable insights that improve care delivery and organizational performance.

The Senior Leadership Team has identified a range of potential priority areas for consideration by the Research and Ethics Committee.

C. Rationale for Establishing Research Priorities

Setting research priorities offers several key benefits:

- **Strategic Alignment:** Ensures research activities directly support our strategic objectives of becoming a residence of choice, employer of choice, and centre of excellence.
- **Resource Stewardship:** Enables more effective allocation of staff time, financial resources, and organizational capacity toward research that matters most.
- **Mission Focus:** Maintains focus on research that directly improves quality of life for residents and quality of work life for staff, rather than pursuing funding for its own sake.
- **Evidence-Based Practice:** Positions York Care Centre to contribute to the body of evidence that shapes best practices in long-term care and assisted living.
- **Sector Leadership:** Establishes York Care Centre as a thought leader in areas critical to the future of long-term care in New Brunswick and beyond.

D. Proposed Research Priorities

The following research priorities have been identified based on their potential impact on resident quality of life, staff well-being, operational excellence, and alignment with emerging trends in long-term care. These priorities are organized into three categories: Resident-Centered Research, Workforce-Centered Research, and Organizational Excellence Research.

RESIDENT-CENTERED RESEARCH PRIORITIES

1. Social Engagement and Social Isolation

Rationale: Social isolation and loneliness are significant concerns for residents in long-term care and assisted living environments, with documented impacts on physical health, cognitive function, and emotional well-being. Research in this area could explore:

- Effectiveness of intergenerational programming and community connection initiatives
- Impact of structured social activities versus organic relationship-building opportunities
- Role of technology in maintaining family and community connections
- Barriers to social participation for residents with cognitive or physical limitations

Relevance to York Care Centre: With over 300 residents across levels of care and our community programs including the Adult Day Program and Nursing Home Without Walls, York Care Centre has unique opportunities to study innovative approaches to combating social isolation and promoting meaningful engagement.

2. Dining Experience and Nutritional Care

Rationale: The dining experience encompasses far more than nutrition; it represents a fundamental aspect of quality of life, dignity, and social connection. Research could examine:

- Impact of dining environment modifications on resident satisfaction and food intake
- Effectiveness of person-centered menu planning and choice in maintaining nutritional status
- Role of dining as a social activity and its impact on resident well-being

Relevance to York Care Centre: York Care Centre can contribute important insights into how dining experiences can be optimized for different levels of care and resident preferences.

3. Technology for Care Delivery

Rationale: Technology has the potential to enhance care quality, improve safety, and support resident independence, but implementation must be thoughtful and evidence-based. Research areas include:

- Effectiveness of monitoring technologies in preventing falls and other adverse events
- Role of assistive technology in supporting resident independence and dignity
- Role of artificial intelligence in care delivery
- Staff and resident acceptance and adaptation to new technologies

Relevance to York Care Centre: With ongoing technology implementations, including nurse call system upgrades, and a commitment to innovation, York Care Centre is well-positioned to study both the benefits and challenges of technology adoption in long-term care settings.

4. Resident Health and Safety

Rationale: Ensuring resident safety while maintaining quality of life and autonomy is an important component of long-term care. Research could focus on:

- Fall prevention strategies that balance safety with resident mobility and independence
- Chronic health condition management in long-term care
- Infection prevention and control practices and their impact on resident outcomes
- Medication management approaches and polypharmacy reduction strategies
- Environmental design features that promote both safety and well-being

Relevance to York Care Centre: With a commitment to quality improvement, York Care Centre can contribute to evidence-based practices that enhance resident safety without compromising dignity or autonomy.

5. Dementia Care and Cognitive Support

Rationale: With the majority of long-term care residents experiencing some form of cognitive impairment, research in dementia care is critically important. Areas of investigation could include:

- Non-pharmacological interventions for responsive behaviors
- Environmental design strategies that support wayfinding and reduce agitation
- Person-centered approaches to maintaining identity and engagement
- Family education and support programs

Relevance to York Care Centre: With Birch Grove and Tower 2 designated for dementia care, York Care Centre has a significant opportunity to study the impact of specialized environments and care approaches on residents with cognitive impairment and their families.

WORKFORCE-CENTERED RESEARCH PRIORITIES

1. Employee Engagement and Organizational Culture

Rationale: Staff engagement directly impacts resident care quality, retention, and organizational sustainability. Research could explore:

- Meaning and expression of appreciation and recognition in long-term care settings
- Impact of staff participation in decision-making on job satisfaction and retention
- Factors contributing to feeling valued and respected in the workplace
- Strategies for identifying and addressing workplace toxicity

Relevance to York Care Centre: As an employer of approximately 300 staff members with a commitment to becoming an employer of choice, York Care Centre can contribute important insights into what drives engagement and satisfaction in the long-term care workforce.

2. Workplace Health and Safety

Rationale: Long-term care workers face significant occupational health risks, and addressing these risks is essential for both staff well-being and quality care delivery. Research areas include:

- Musculoskeletal injury prevention strategies and their effectiveness
- Effectiveness of mechanical lift and transfer equipment in reducing injury
- Mental health and stress management support for frontline care staff

Relevance to York Care Centre: With a strong commitment to staff well-being and ongoing efforts to improve workplace safety, York Care Centre can contribute to evidence-based practices that protect workers while maintaining quality resident care.

ORGANIZATIONAL EXCELLENCE RESEARCH PRIORITIES

1. Care Models and Service Delivery Innovation

Rationale: The long-term care sector is evolving rapidly, with new models of care emerging to better meet resident needs while ensuring sustainability. Research areas include:

- Effectiveness of different care models (e.g., household model, person-centered care) on resident and staff outcomes
- Integration of community-based services with residential care
- Transitions between levels of care and their impact on residents and families
- Innovative approaches to supporting aging in place

Relevance to York Care Centre: With a comprehensive campus of care including long-term care, independent living, assisted living, and community programs, York Care Centre is uniquely positioned to study integrated care delivery and transitions across the continuum.

2. Quality Measurement and Improvement

Rationale: Meaningful quality measurement is essential for continuous improvement, but current metrics may not fully capture what matters most to residents and families. Research could focus on:

- Development and validation of resident-centered quality indicators
- Relationship between various quality metrics and resident quality of life
- Effective strategies for engaging staff in quality improvement initiatives
- Use of data and analytics to drive continuous improvement

Relevance to York Care Centre: As an organization committed to becoming a centre of excellence, York Care Centre can contribute to developing more meaningful quality measures and improvement strategies that reflect the priorities of residents, families, and staff.

E. Recommendations

The Research and Ethics Committee is asked to:

- Review and consider the proposed research priorities outlined in this briefing note
- Provide feedback on the relevance of each priority area, with a view to including only those of most importance to YCC and the greatest benefit for residents and staff.
- Consider whether additional priority areas should be included

F. Next Steps

Following Committee discussion and feedback, the revised research priorities will be:

- Recommended to the Board of Directors
- Finalized and documented as part of York Care Centre's strategic plan
- Incorporated into organizational communications to build awareness of York Care Centre's research focus and potential
- Used as the basis for a marketing strategy to garner interest from potential partners (academic partners, research organizations)
- Used to evaluate incoming research opportunities