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MCH EMPLOYEE NEWSLETTER - SPECIAL EDITION - 2023





















Awards of Excellence 2023 Winners

> Hôpital de Montréal pour enfants Centre universitaire de santé McGill



PRIX D'EXCELLENCE AWARDS OF EXCELLENCE



La Fondation de l'Hôpital de Montréal pour enfants The Montreal Children's Hospital Foundation

Benefits that extend beyond Quebec's borders

ach year, The Children's celebrates excellence in pediatric care by showcasing exceptional men and women whose remarkable work has been recognized by their peers. Undoubtedly, the 2023 edition of the Awards of Excellence will be one to remember.

All the honourees you have chosen are dedicated and committed individuals who have succeeded in raising the bar for quality patient and family-centered care. They inspire us all to go the extra mile. Their compassion makes a difference not only in patients' lives but also in the lives of their colleagues. Two of our award winners have even gone on to become world-renowned in their field.

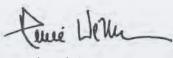
The 2023 Awards of Excellence also remind us that, on many occasions, The Children's is a driving force for innovation. From offering a certified treatment for eating disorders that has become the standard of excellence in North America to assessing and fitting children with bone-anchored hearing systems, The Children's is leading the way. Several of the Hospital's flagship programs are recognized by leading Canadian institutions.

We would like to congratulate the winners and thank every member of The Children's family who contributes to the success of our Hospital. Special thanks go to our valued sponsors: American Iron & Metal, National Bank, the McCall MacBain Foundation, Pfizer and Sun Life. Their generous and loyal support helps The Children's to find unexpected ways to heal.

Long live little brats!



hoto: Melany Bernier Photographe. Beauty care: Véronique Prud'homme



Renée Vézina

President

The Montreal Children's Hospital Foundation

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Photo: Nadia Zheng

Khata8hina

Katrin Nakashima

Chair of the Board

The Montreal Children's Hospital Foundation



Dr. Laurie Plotnick

Recipient of the National Bank Medical Award of Excellence



Photo: Pamela Lajeunesse, Medical Multimedia - MUHC

ince the age of five, Dr. Laurie Plotnick knew that she wanted to be a pediatrician. Her own experience as a fearful young patient motivated her to pursue a medical career in pediatrics in order to care for children in a meaningful way that minimized the fear, stress and distress of patients and their families. A doctor for over 25 years, Dr. Plotnick has been the director of The Children's pediatric emergency department (ED) since 2019, a department that is comprised of 135 people.

In the ED, life is hectic. When the pandemic hit, it demanded extraordinary adaptability from the team members. A true marathon of addressing and resolving many new and unpredictable challenges. Two years later, an outbreak of respiratory viruses brought the ED to over 250 percent capacity and added tremendous pressure and fatigue for personnel. Once again, the team came together and implemented wellness strategies to get through it.

"In those difficult moments, support is essential. No one person can change an entire system. It takes teamwork and the secret ingredient for success is taking care of each other."

In 2016, Dr. Plotnick led a task force within the Department of Pediatrics at McGill University to increase the number of women in leadership which has resulted in more women holding important leadership positions within the Department than ever before.

Dr. Plotnick is also an associate professor in the Department of Pediatrics and she is passionate about health professions education. As associate chair of education for the Department from 2016 to 2021, Dr. Plotnick created the Helen Karounis Agora Program, in memory of a beloved colleague, to engage retired physicians as teachers and mentors. This innovative program was recognized by the Royal College of Physicians and Surgeons of Canada.

Walking into an exam room and helping patients and their families is still what motivates Dr. Plotnick. "Having an urgent illness or injury is very stressful for



children and their families. Being able to holistically provide them with the care and support they need is why I became a doctor." She adds, "I am so honoured to receive this recognition and very thankful to the outstanding ED team I work with as well as my husband, children and family for their understanding of all the time that I spend at the Hospital." You have our profound admiration, Dr. Plotnick. Congratulations on your well-deserved Medical Award of Excellence!

A WORD FROM THE SPONSOR

As a major economic player in Quebec and Canada, the National Bank recognizes the outstanding leadership of Dr. Laurie Plotnick, medical director of The Children's Pediatric Emergency Department. Surrounded by a close-knit team, Dr. Plotnick has managed to get through the pandemic over the last years and the outbreak of respiratory viruses. Throughout her career, her commitment has positively impacted the lives of thousands of patients and their families. It is an honour to present her with the National Bank Medical Award of Excellence. Congratulations Dr. Plotnick!



Isabelle St-Sauveur

Recipient of the Nursing Award of Excellence



Photo: Pamela Lajeunesse, Medical Multimedia - MUHC

fter obtaining her master's degree in nursing from Université de Montréal, Isabelle St-Sauveur joined The Children's in 1998 and has worked as an advanced clinical practice nurse since 1999. Her knowledge of complex care is exceptional and she is recognized as an expert in Quebec and Canada. Isabelle wears multiple hats as she works daily with three teams in the Pediatric Day Centre with very different needs: the Complex Care Service, the Day Hospital, and the Dialysis and Apheresis Unit.

Isabelle's work involves developing The Children's pediatric nursing practices and building resources and services to support home care. Over the years, Isabelle has had a direct impact on the improvement and safety of care for young patients as well as the staff's work environment. The Day Centre has become a reference for excellence across Canada.

Isabelle is reserved by nature. Her accomplishments are numerous and impressive, and her peers describe her as an indispensable resource for the team and an invaluable mentor.

In addition to participating in the round table of the Complex Pediatric Homecare Committee — Montreal Model, Isabelle partnered with other team members of the Pediatric Day Centre and initiated a collaboration between Quebec's four university hospital centres to standardize pediatric nursing practices and protocols to accelerate the implementation of home care resources. Isabelle also contributed to developing a website for

complex home care, a valuable resource for parents and healthcare professionals.

"Collaborative work allows us to question, advance and improve the care and services for our young and most vulnerable patients to optimize nursing practices."

During the COVID-19 pandemic, Isabelle played a leading role in ensuring the safety of The Children's sickest patients, their families and staff. She worked with other key team members in the development and integration of the Intermediate Complexity Coordination and Navigation (I-CCAN) Service.

Isabelle has also facilitated teaching sessions on implementing change in clinical practice in the Nurse

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Practitioner Program at McGill University's Ingram School of Nursing.

Isabelle's peers, whether on multidisciplinary teams, committees or pilot projects, are delighted that this Award of Excellence recognizes her outstanding contribution to nursing at The Children's.

A WORD FROM THE SPONSOR

The scope of Isabelle St-Sauveur's work as an advanced practice nurse extends far beyond The Children's. With other team members, Isabelle has initiated collaborations between the four pediatric university hospital centres in Quebec to standardize pediatric nursing practices and protocols, and to accelerate the implementation of resources for home care. Isabelle is an essential team asset and an invaluable mentor, which is why she was awarded the 2023 Nursing Award of Excellence by her peers. Our most sincere congratulations, Isabelle!



Suzel Julien

Recipient of the Professional Staff Award of Excellence



fter completing a bachelor's in preschool education, Suzel Julien decided to do a master's in audiology: she found her calling. She worked at The Children's Hospital of Eastern Ontario, then at the McGill University Audiology Clinic, before joining The Children's Audiology Department.

Her work involves evaluating hearing and providing support for children of all ages with hearing loss. The Audiology department works closely with Otolaryngology — Head and Neck Surgery (ENT), Neonatology, Speech-Language Pathology and Hematology-Oncology, among others. The field of audiology is evolving rapidly, which is exciting for Suzel, who readily embraces new technologies and change. She does everything she can to help young patients with hearing loss and their families.

At the start of the 2000s, electrophysiological hearing evaluations with tone pips were on the rise, and it was finally possible to measure newborns' hearing at birth. Suzel convinced the Audiology Department and Hospital management that it was important to perform these evaluations at The Children's. She completed training and became the first audiologist in Quebec to perform these evaluations.

Suzel continued refining her knowledge and sharing it with her colleagues, becoming a reference on the subject province-wide. In 2013, the Quebec government gradually implemented the Québec Newborn Hearing Screening Program, and The Children's Audiology

Department became a designated training centre for the province's audiologists participating in the program. From 2009 to 2019, Suzel lectured at Université de Montréal and offered many training programs to members of the Ordre des orthophonistes et audiologistes du Québec.

Since the creation of the Bone Anchored Hearing System Program by the Ministère de la Santé et des Services sociaux, Suzel has made every effort to ensure that children with hearing loss and their families have quick access to it. The Children's is also proud to have been the first pediatric hospital in Canada to evaluate and equip children with these specialized hearing aids.

"I've never stopped learning, striving to improve and sharing my knowledge to find the best solutions possible for our young patients and give them access to state-of-the-art technologies."

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When reminded of her accomplishments, Suzel says, "I couldn't have done any of it without the support of the wonderful teams in The Children's Audiology and ENT departments." Suzel, your openness, hard work, and generosity are commendable, and the reason your peers awarded you the Professional Staff Award of Excellence. Our heartfelt congratulations!

A WORD FROM THE SPONSOR

Throughout her career as an audiologist, Suzel Julien has worked to expand her knowledge and share what she has learned. As the first audiologist in Quebec to perform electrophysiological assessments using tone pips, Suzel has become a provincial reference on the technique and trained several cohorts of audiologists in Quebec. Her expertise has made The Children's Audiology Department and the Hospital stand out in this field. Her contribution to making the most advanced technologies accessible and to offering the most personalized support to deaf patients and their families is exceptional. Thank you, Suzel. Congratulations and happy retirement!



Dr. Geneviève Bernard

Recipient of the Pfizer Research Award of Excellence



Photo: Pamela Lajeunesse, Medical Multimedia - MUHC

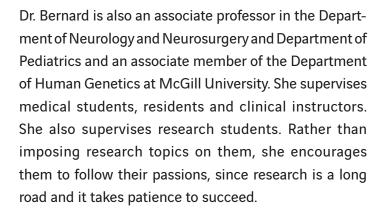
s a teenager, Geneviève Bernard was a life-guard and swimming instructor; she's always loved helping people. When her grandmother had a heart attack, she became interested in medicine and in time, thought about working with Doctors Without Borders. It was after completing a combined medical degree and master's of neuroscience at Université de Montréal that she started her residency in pediatric neurology at McGill University. Geneviève discovered her passion for neuro-genetics, but in particular, for leukodystrophies, neuro-degenerative diseases which occur in children for which, unfortunately, there is no cure.

Her experience meeting very sick patients and their families made her realize that she wanted to combine her clinical practice with her research to have a greater impact on patients. After her residency, while she was looking to identify new leukodystrophy genes, she discovered the first gene in what is called RNA polymerase III-related hypomyelinating leukodystrophy. After publishing her findings, patients from all over the world were gradually added to a databank, making Dr. Bernard an international reference in this field.

In 2011, she created the MyeliNeuroGene research group, which seeks to find new treatments and pave the way for therapeutic trials such as gene therapy. Working with a multidisciplinary team, Dr. Bernard can make accurate diagnoses and provide cutting-edge

supportive care to improve her patients' quality of life in the clinic and develop targeted therapies in the lab.

"Research is like a work of art. You have an idea, draw a sketch, and things fall into place and evolve. It takes time, but in the end, you have something tangible you can share."





What makes her most proud? Her three children, ages 11, 14 and 17, one of whom suffers from a rare disease. "Our children make us better," she adds. And when Dr. Bernard sees her research students' enthusiasm, knowing they've found their path and will succeed, she knows she's helping to create change. This Award of Excellence underlines her exceptional contribution to the study, understanding and treatment of pediatric neurogenerative diseases. Our heartfelt congratulations!

A WORD FROM THE SPONSOR

Pfizer Canada is the Canadian subsidiary of Pfizer Inc, one of the world's foremost biopharmaceutical companies. We recognize the outstanding contribution of Dr. Geneviève Bernard, whose research into pediatric hypomyelinating leukodystrophies has become an international benchmark. Her work from the lab to the bedside significantly improves her patients and their families' quality of life. Pfizer proudly presents Dr. Bernard with the Pfizer Research Award of Excellence. Congratulations, Dr. Bernard!



Sophie Maranda

Recipient of the Administrative, Clinical and Technical Support Staff Award of Excellence



ince 2002, Sophie Maranda has been the assistant chief of Respiratory Therapy in the Department of Pediatric Anesthesia at The Children's. For Sophie, pediatric anesthesia is a fascinating field of practice because of the diversity and complexity of the conditions of young patients, who range in age from birth to adolescence. If there's one thing this seasoned respiratory therapist has learned over the years, it's that you have to feel you're in your own element and have the calling and the passion.

"In the operating room (OR), you have to be able to adjust and react quickly," says Sophie. "You have to like challenges. It's important to develop expertise to maximize each team member's potential." It's why Sophie has always emphasized helping each other, support and training. Acting as a true coach, she ensures that everyone feels good at work and has a sense of belonging on the team.

In particularly challenging times, when faced with a staffing shortage and the need to switch to a rotating schedule on weekends, Sophie led by example by working overtime, knowing it was important to show support to the other team members. She is the quiet force in the department — the one everyone can always count on.

"I always try to strike a balance between my clinical work and my administrative duties. To me, it's the best of both worlds."

In 2015, during the move to the new Hospital site, Sophie was heavily involved in organizing the OR and non-OR areas to ensure their functionality. Sophie also worked closely with the pharmacy to transition to the new anesthesia carts.

Succession planning and training of students and new respiratory therapists is part of her job, and she works in collaboration with other team members to achieve this goal. She finds it very rewarding to be able to develop and communicate her passion in a multidisciplinary la fondation de l'hôpital de montréal pour enfants the montreal children's hospital foundation



and multicultural context. This interaction with people is so important to her. And it is just as valuable for the patients, their families, and the members of the teams from all disciplines who are fortunate enough to work with her!

A WORD FROM THE SPONSOR

Sophie Maranda, assistant chief of Respiratory Therapy in the Department of Pediatric Anesthesia at The Children's, lives in the moment. In the operating room, she knows the importance of being able to adjust and react quickly. Outside the OR, Sophie ensures everyone on the team feels good and has a sense of belonging. Day to day, she looks for ways to improve the quality of care and help her team through mutual aid, support and training. That is why The Montreal Children's Hospital Foundation is pleased to present her with the Award of Excellence in Administrative, Clinical and Technical Support. Congratulations, Sophie!



Eating Disorder Program Team

Recipient of the American Iron & Metal Teamwork Award of Excellence



Back row: Sally Cooke, Dr. Alon Coret, Lara Mallo, Dr. Suzanne MacDonald, Peggy Alcindor, Sue Mylonopoulos and Dr. David Martens. Front row: Patricia Hammes, Dr. Jason Bond, Emma Kruger, Dr. Holly Agostino, Dr. Maya Leitner, Shari Segal and Dr. Giosi Di Meglio. (Photo: Pamela Lajeunesse, Medical Multimedia — MUHC)

*Missing from photo: Dr. Julius Erdstein and Catherine Serra Poirier.

r. Holly Agostino runs The Children's eating disorder program. She leads an incredible multidisciplinary team made up of 16 members from various backgrounds: nursing, nutrition, social services, psychology, psychiatry and adolescent medicine. Day after day, they offer their expertise and focused care, going above and beyond to better understand eating disorders and ensure their approach is tailored to youth and their families.

In 2016, The Children's became the first hospital in Quebec to offer Family-Based Therapy. The innovative program positions parents as an integral part of the care team and has become the standard of excellence for treating adolescent eating disorders in North America. The team also offers an exclusive program to help patients and their families deal with the difficult emotions that often accompany treatment for eating disorders.

In December 2021, the prestigious medical journal JAMA Network Open published a study led by Dr. Agostino on the impact of COVID-19 on anorexia nervosa among youth in Canada, confirming that emergency room visits for eating disorders had doubled and that hospitalizations tripled across the country during the pandemic.



From two to three patients requiring hospitalization pre-pandemic, the team found themselves managing 11 to 12 hospitalizations at once. Eating disorders are a chronic condition and healing can take several years.

seen in the program, the team created information sessions to teach doctors about caring for patients with eating disorders, the risk factors and psychotherapeutic approaches.

"It's long-term work and each member of the team plays a key role. We trust each other and we know that together, we can change the lives of adolescents for the better"

This year, the eating disorder program team received the prestigious 2023 Canadian Impact Award from the Children's Miracle Network Hospitals, which raises funds for Canadian pediatric hospitals and seeks to highlight projects that have a significant impact on the health and well-being of children — another wonderful acknowledgment of this devoted team. Congratulations to everyone!

Demand is so high that wait times for assessment have increased significantly. Knowing that community doctors care for these patients while they wait to be

A WORD FROM THE SPONSOR

As a major player in the recycling of metals in North America, American Iron & Metal has developed a culture of innovation, excellence and diversity. AIM recognizes the outstanding contribution of The Children's multidisciplinary eating disorder team to the health and well-being of young people and their families. Their certified Family-Based Therapy has become the gold standard in the treatment of adolescent eating disorders in North America. We are therefore honoured to present them with the American Iron & Metal Teamwork Award of Excellence. Congratulations!



Dr. Sherif Emil

Recipient of the Award of Excellence for Leadership



Photo: Pamela Lajeunesse, Medical Multimedia - MUHC

"To cure sometimes, to relieve often, to comfort always."

r. Sherif Emil, director of the Harvey E. Beardmore Division of Pediatric Surgery, is the recipient of the Award of Excellence for Leadership for his outstanding contributions to the advancement of pediatric surgery, dedication to teaching and research, and exemplary devotion to his patients and their families

"Dr. Emil is a pioneer. His vision, energy and advocacy have led to the creation and implementation of a number of flagship programs at The Children's, such as the Chest Wall Anomaly Centre and the Parental Presence at Induction (PPI) program, which allows a parent to accompany their child into the operating room for the first steps of anesthesia, as well as innumerable educational programs that resonate around the world," says colleague Dr. Pramod Puligandla.

"Throughout my surgical fellowship, I have worked closely with Dr. Emil. We have shared the happiness of surgical successes and the grief of complications. I can say Dr. Emil is one of the most exceptional physicians I have had the opportunity to meet," says colleague Dr. Hussein Wissanji.

Despite a heavy workload, colleagues say that Dr. Emil takes the time to call each of his patients who have had day surgery to make sure they are okay. He also dedicates time each year to caring for the most vulnerable children as well as building surgical capacity in low-income countries.

"Dr. Sherif Emil is an outstanding person, physician and surgeon who cares about his patients, colleagues and the Hospital. He is a true ambassador for The Children's and its Foundation here in Ouebec and around the world," says Dr. Jean-Martin Laberge.

"We often equate leadership with position, status, title and authority. To me, what leaders do in private truly defines them. How they treat their patients, colleagues and teams when no one is looking. Whom they advocate for. What values they refuse to compromise. A leader should plan carefully but take risks, celebrate success but admit failure, and exude confidence but show vulnerability. Most of all, a leader should inspire common purpose and common vision as the foundation for going

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far together, rather than going fast alone," says Dr. Emil. "Receiving the Award of Excellence for Leadership is an honour in my personal and professional life."

Dr. Emil, thank you for everything you've done to help improve and save the lives of children in Quebec and throughout the world.

A WORD FROM THE SPONSOR

Dr. Sherif Emil is an internationally renowned expert in pediatric general and thoracic surgery and holds the Mirella and Lino Saputo Foundation Chair in Pediatric Surgical Education and Patient and Family-Centered Care. For his exemplary bedside practices, dedication to education and research, and commitment to humanitarian missions aboard the Mercy Ships, The Montreal Children's Hospital Foundation is very privileged to present Dr. Sherif Emil with the Award of Excellence for Leadership, a well-deserved honour. Congratulations, Dr. Emil!



The Honourable L. Yves Fortier pc, cc, oq, qc, ade., lld

Recipient of the Sun Life Community Leadership and Volunteer Award of Excellence



etween Montreal, Toronto and London, Yves Fortier's arbitration and mediation practice has taken him to the United Nations Security Council in New York, the Permanent Court of Arbitration in The Hague, Netherlands, and the presidency of the prestigious London Court of International Arbitration. If a person could sum up his impressive international career with three words, they could say that Me Fortier personifies the Olympic Games motto: Citius, Altius, Fortius - Faster, Higher, Stronger.

Me Fortier has held numerous board chairmanships, examples of which include Alcan and Hudson's Bay, and has served as Canada's Ambassador and Permanent Representative to the United Nations, and as a member of the Privy Council of Canada. He is a Companion of the Order of Canada and Officer of the National Order of Quebec. Currently, Me Fortier assumes the role of Honourary President of the Campaign Cabinet to help The Children's find Unexpected Ways to Heal.

"It is my great honour to help The Children's transform and save lives. In addition to being an internationally renowned pediatric hospital with a patient and family-centered culture of innovation, it is a jewel in the crown of Quebec society of which everyone can be proud."

The Children's *Unexpected Ways to Heal* fundraising campaign aims to raise \$200 million to support research, teaching and healthcare innovation at The Children's.

Sun Life

The Montreal Children's Hospital Foundation is proud to have the support of Me Fortier. "Thanks to donations, large and small, many innovative projects to improve the care of children and adolescents can be realized," says Me Fortier. "The *Unexpected Ways to Heal* campaign is aimed at financing some twenty of these major projects."

Recognized by his peers as a model of honesty, integrity and professionalism, Me Fortier is, above all, a lawyer, one who was recognized by former Canadian Prime Minister Brian Mulroney as one of the best in Canada. Even today, Me Fortier proves that he knows how to plead his case for The Children's. Thank you for your commitment and congratulations, Me Fortier!

A WORD FROM THE SPONSOR

Sun Life is proud to support the Community Leadership and Volunteer Award of Excellence, which recognizes individuals who contribute to the health and well-being of communities. We are an organization that provides leading financial services while being focused on sustainability. We are committed to building healthy and resilient communities. It is an honour to present this award to the Honourable L. Yves Fortier whose outstanding philanthropic commitment supports innovative pediatric projects to improve the lives of sick children and their families. Thank you, Me Fortier. Congratulations!



Mila Goolab

Recipient of the McCall MacBain Foundation Nicolas W. Matossian Junior Community Award of Excellence



Photo: Nicolas Glen, Espace Média

ila was born into a family of hockey fans. She is a lively child who loves to laugh and be active. In October 2016, after having a cold, Mila became paralyzed from the neck down and could no longer breathe on her own. At only 17 months, she was admitted to The Children's and stayed for 10 weeks, six of which were in intensive care

After numerous exams and a whole battery of tests, specialists confirmed the diagnosis: Mila had idiopathic transverse myelitis, a rare disease that affects eight in 1 million people and for which there is no cure. Mila was diagnosed with the most severe form of the disease leaving her parents devastated. At The Children's, Mila has been able to receive highly specialized care that allows her to breathe on her own. Still, she is not in the clear yet. Further stays at the Hospital will follow, but her family knows that the staff's kindness will be a constant comfort to them.

Meanwhile, a specialist confirms that Mila will be able to walk again, provided she undergoes intensive daily rehabilitation. Courageous and determined, the little warrior has gone from one physical and occupational therapy session to the next, and her progress surprises everyone.

Mila has tried an intelligent walking trainer, the Levity. This innovative walker supports young patients at the waist and frees up their hands, making it easier for Mila to move around. She resumed her exercises with renewed vigour and her confidence returned.

To help his daughter recover more quickly, Mila's dad Kevin, who is also a hockey coach, came up with the idea of using a treadmill and adapting it to Mila's needs. "We wanted to do everything we could so that Mila could walk," he says. "We weren't going to give up until we'd turned over every stone."

At the beginning of the year, Mila was presented with an unexpected opportunity: the chance to accompany P.K. Subban to the Bell Centre for the Canadiens' tribute to him on January 12, 2023. It was the height of happiness: P.K. is the family idol. Mila brings her P.K. Subban doll everywhere, including every time she visits The Children's. Mila also learned a few weeks later that she was the recipient of the McCall MacBain Foundation Nicolas W. Matossian Junior Community Award of Excellence, given in recognition of her perseverance, courage and determination.



Having been treated at The Children's for six-and-ahalf years, Mila is continuing her rehabilitation in the hope, one day, of being able to take part in activities like other children. Go Mila go, you're our champion! Congratulations!

A WORD FROM THE SPONSOR

With its philanthropic commitment to education and health, the McCall MacBain Foundation dedicates itself to young people's well-being and mental health so that every child can reach their full potential and aspire to a better future. We recognize Mila's resilience and perseverance and proudly present her with the McCall MacBain Foundation Nicolas W. Matossian Junior Community Award of Excellence. Congratulations, Mila! Your determination is an inspiration to sick children all over the world.

Longue vie aux tannants

Parce qu'un enfant tannant est un enfant en santé

Long live little brats

Because a bratty kid is a healthy kid

