**Terra Nullius** - Latin term “empty & uninhabited land”

- Policy and legislation to remove First Nations people from the land
- Policy and legislation designed to “Kill the Indian in the child”

**Since time immemorial**
“While Indigenous children were being mistreated in residential schools by being told they were heathen, savages and pagans and inferior people -- that same message was being delivered in the public schools of this country.”

Justice Murray Sinclair
Harmful Encounters In Health Care

We remember

We experience

Many of us have examples from our own lives when:

- Our concerns are discounted
- Assumptions are made about our behaviour
- We are blamed or belittled
- Our cultural health practices are sidelined
- Our rights are undermined
Definitions

Racism

• Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior

Institutional racism or systemic racism

• Racism embedded into political and social institutions, leading to ‘hardwired’ discrimination, deliberately or indirectly, against certain groups of people which limits their rights.
Definitions

Cultural Humility

• Cultural humility is a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another’s experience.

Cultural Safety

• Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the healthcare system. It results in an environment free of racism and discrimination, where people feel safe when receiving health care.
Creating a Climate for Change

- Creating a Climate for Change Resource Booklet
- Partner Declarations of Cultural Safety and Humility
- FNHA’s Policy Statement on Cultural Safety and Humility
- Key Drivers and Ideas for Change
- #itstartswithme Campaign
- 10+ Cultural Safety and Cultural Humility Webinars
- Website: http://www.fnha.ca/wellness/cultural-humility

DECLARATION of COMMITMENT

CREATE A CLIMATE FOR CHANGE  ENGAGE & ENABLE STAKEHOLDERS  IMPLEMENT & SUSTAIN CHANGE
Hardwiring Cultural Safety & Humility into Health Services in BC

With accountability to First Nations

- Ministry of Health
- Ministry of Mental Health & Addictions
- First Nations Health Authority
- 5 Regional Health Authorities
- 1 Provincial Health Services Authority
- 20+Regulatory Bodies and Colleges
- Health system partners
- Health Canada/Public Health Agency of Canada/Indigenous Services Canada

- Health System Associations
- Academic Institutions

And we will know that we’ve achieved cultural safety when the voice of the people receiving our services tells us we have. – FNHA’s vision for Cultural Safety & Humility
Core Concepts: Cultural Safety & Humility

**Racism:** prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.

**Institutional or systemic racism:** racism embedded into political and social institutions, leading to ‘hardwired’ discrimination, deliberately or indirectly, against certain groups of people which limits their rights.

**Cultural Humility:** A life-long process of self-reflection & self-critique to understand personal biases & to develop & maintain mutually respectful partnerships based on mutual trust.
Declaration of Commitment: Cultural Safety and Humility in Health Services for First Nations and Aboriginal People in BC

- Cultural Competency: something that we strive for.
- Cultural Safety: space created by an open heart and open mind.
- Cultural Humility: the only way we get there.

What Is Cultural Humility?

"I believe you understand what you think I said, but I’m not sure you realize that what you heard is not what I meant.”

- Unknown, written on a blackboard in the Band Hall of the Weagamow Lake Reserve, 380 air miles north of Thunder Bay, Ontario.
Cultural Safety & Humility: Walking the Walk

- Team Wellness
- R&R
- Learning/Education
- Recognition and Celebration
- Best Practice
- Systems Leadership
Healing: Body, Mind, Spirit

Finding One’s Inner Self

Where do I come from?
Where am I going?
Why am I here?
Who am I?
Thank you

www.fnha.ca