



First Nations Health Authority
Health through wellness

First Nations Health Authority
Cultural Safety and Humility





Kwakwaka'wakw women & children



K'uuna village, Haida Gwaii



Coast Salish basketmaker



Kwakwaka'wakw & Tla-o-qui-aht men in regalia

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”

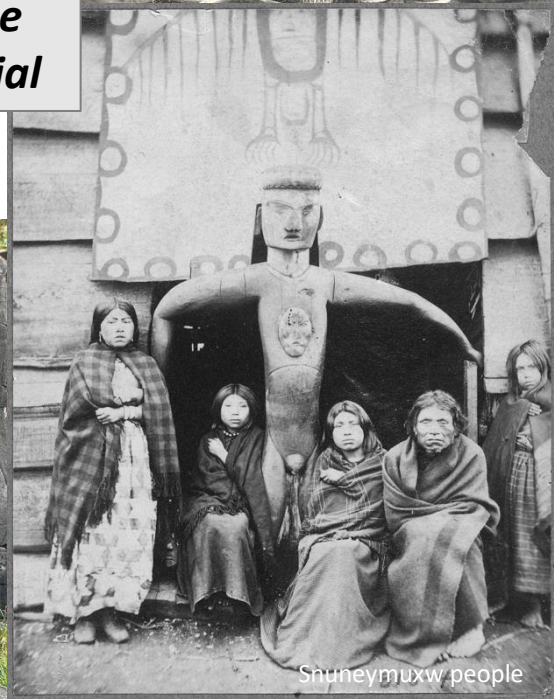
Since time immemorial



Kwakwaka'wakw wedding party



K'ak'awin petroglyphs (Hupacasath)



Shuneymuxw people



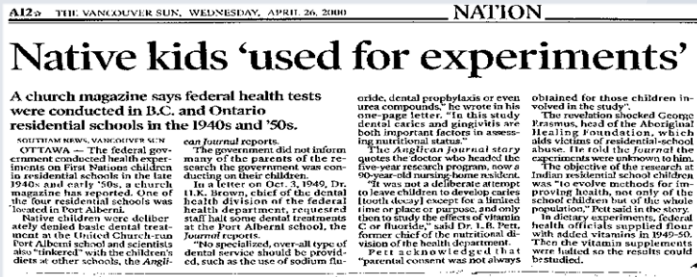
“While Indigenous children were being mistreated in residential schools by being told they were heathen, savages and pagans and inferior people -- that same message was being delivered in the public schools of this country.”

Justice Murray Sinclair



Harmful Encounters In Health Care

We remember



We witness



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

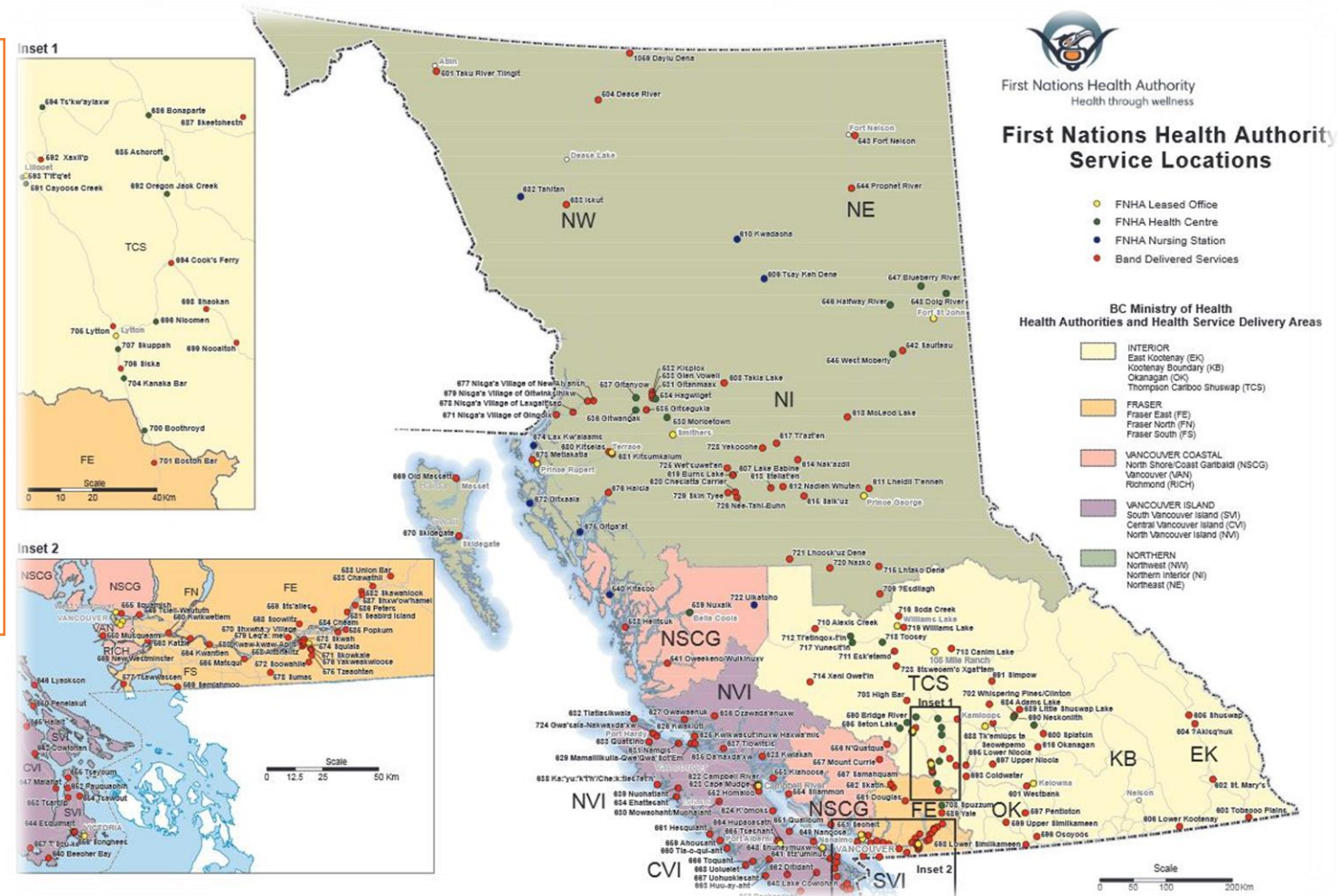
IMPLEMENT & SUSTAIN CHANGE



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.

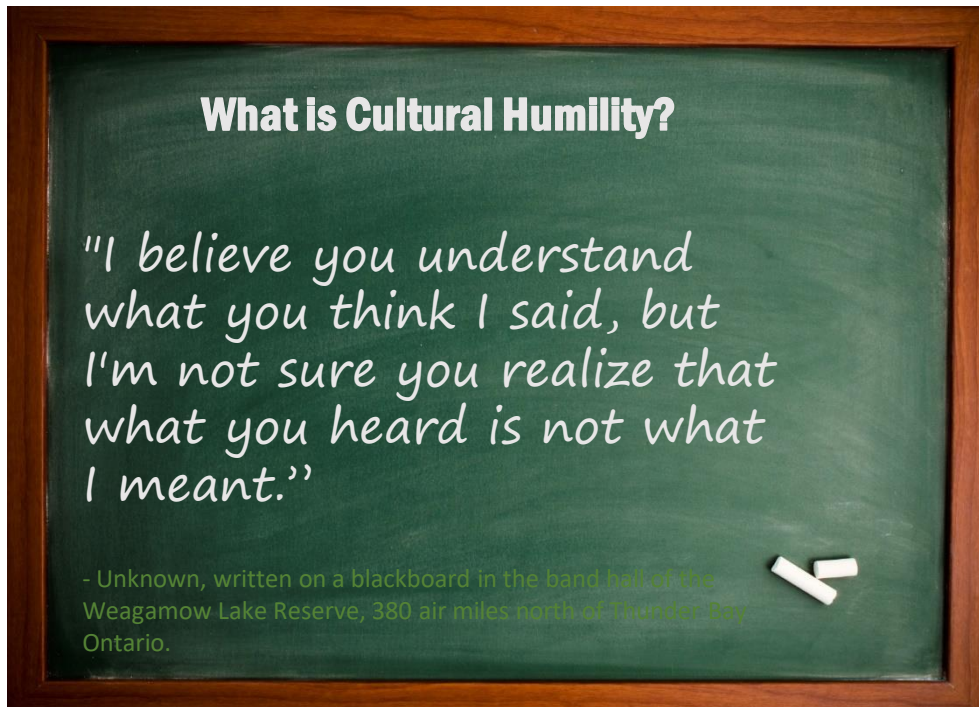


Cultural safety means health care professionals adopt a humble, self-reflective clinical practice that positions them as respectful and curious partners when providing care, rather than as a figure of higher knowledge and authority.

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.



DECLARATION OF COMMITMENT - JULY 16 2015

CULTURAL SAFETY AND HUMILITY IN HEALTH SERVICES DELIVERY FOR FIRST NATIONS AND ABORIGINAL PEOPLE IN BRITISH COLUMBIA

Our Declaration of Commitment is an important step toward embedding cultural safety and humility within health services for First Nations and Aboriginal people in British Columbia. This commitment reflects the high priority we, as the designated BC First Nations and Aboriginal health system leaders, place on cultural safety and humility as essential dimensions of quality and safety within the First Nations and Aboriginal health services for which we are responsible.

This Declaration of Commitment is based on the following guiding principles of cultural safety and humility:

- Cultural humility builds mutual trust and respect and enables cultural safety.
- Cultural safety is defined by each individual client's health service experience. As such, approaches to cultural safety must be client-centred.
- Cultural safety must be understood, embraced and practiced at all levels of the health system including governance, health organizations and within individual professional practice.
- All stakeholders, including First Nations and Aboriginal individuals, elders, families, communities, and nations must be involved in co-development of action strategies and in the decision making process with a commitment to reciprocal accountability.

Strong leadership on concrete actions is essential to achieving our vision of a culturally safe health system for First Nations and Aboriginal people in our province. We, the members of the Leadership Council, will:

CREATE A CLIMATE FOR CHANGE BY:

- Articulating the pressing need to ensure cultural safety within First Nations and Aboriginal health services in BC.
- Opening an honest and convincing dialogue with all stakeholders to show that change is necessary.
- Forming a coalition of influential leaders and role models who are committed to the priority of embedding cultural humility and safety in BC health services.
- Leading the creation of the vision for a culturally safe health system and developing a strategy to achieve the vision.
- Supporting the development of workplans and implement through available resources.

ENGAGE AND ENABLE STAKEHOLDERS BY:

- Communicating the vision of culturally safe health system for First Nations and Aboriginal people in BC and the absolute need for commitment and understanding on behalf of all stakeholders, partners and clients.
- Openly and honestly addressing concerns and leading by example.
- Identifying and removing barriers to progress.
- Tracking, evaluating and visibly celebrating accomplishments.

IMPLEMENT AND SUSTAIN CHANGE BY:

- Empowering health organizations and individuals to innovate, develop cultural humility and foster a culture of cultural safety.
- Allowing organizations and individuals to raise and address problems without fear of reprisal.
- Leading and enabling successive waves of actions until cultural humility and safety are embedded within all levels of the health system.

Our signatures demonstrate our long term commitment to providing culturally safe health services for First Nations and Aboriginal people in British Columbia and to championing the process required to achieve this vision.

This Declaration of Commitment is endorsed by the BC Tripartite Committee on First Nations Health and signed by the members of the Leadership Council.

SIGNED on this date: July 16, 2015

MR. STEPHEN BROWN, M.P.H. MINISTER, MINISTRY OF HEALTH

MR. JOE GALLAGHER, CHIEF EXECUTIVE OFFICER, FIRST NATIONS HEALTH AUTHORITY

MR. CARL RICE, PRESIDENT AND CHIEF EXECUTIVE OFFICER, PROVINCIAL HEALTH SERVICES AUTHORITY

MR. MICHAEL MARCHEPANK, DEPUTY PRESIDENT AND CHIEF EXECUTIVE OFFICER, PRINCE GEORGE HEALTH

OR ROBERT HALTENEY, PRESIDENT AND CHIEF EXECUTIVE OFFICER, INTERIOR HEALTH

DR. BRIDGEMAN, PRESIDENT AND CHIEF EXECUTIVE OFFICER, ISLAND HEALTH

MS. CAROLYN GILBERT, PRESIDENT AND CHIEF EXECUTIVE OFFICER, NORTHERN HEALTH

MS. MARY ACHONKASO, PRESIDENT AND CHIEF EXECUTIVE OFFICER, VANCOUVER COASTAL HEALTH



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?

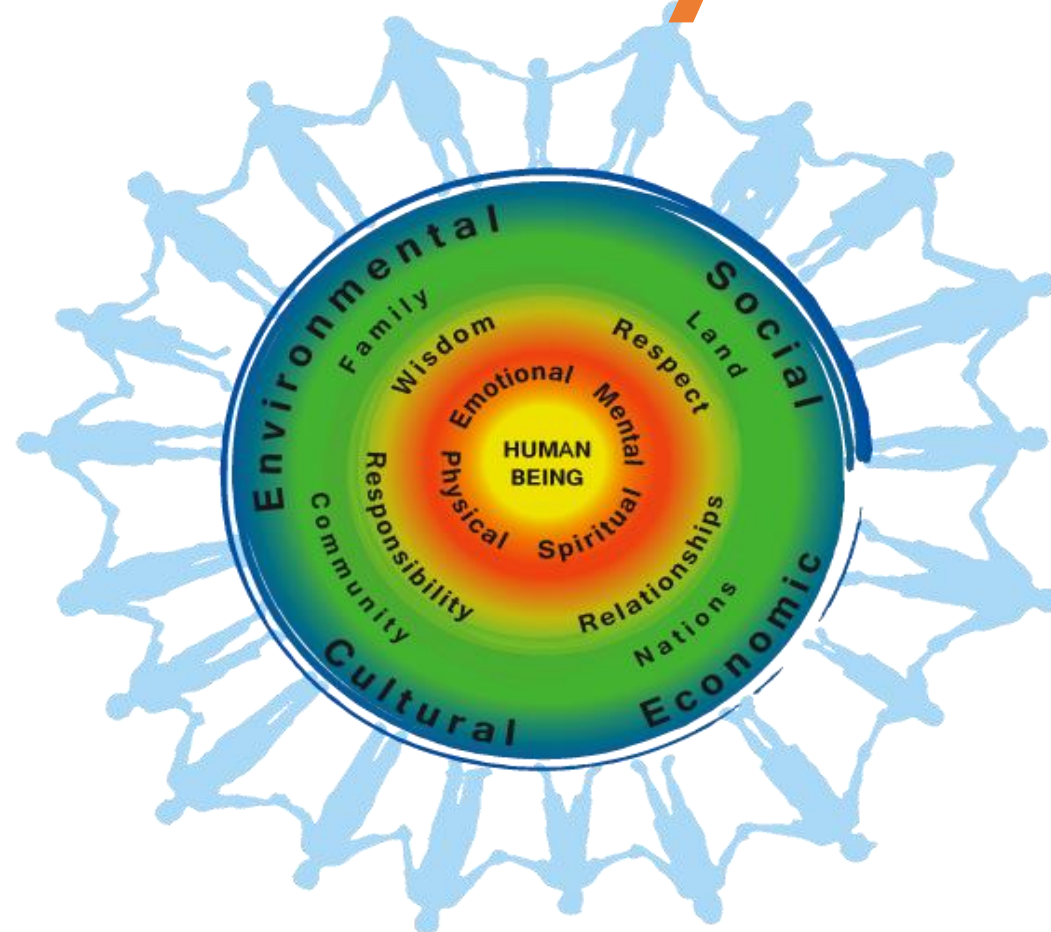
Where am I going?

Why am I here?

Who am I?



Thank you



www.fnha.ca