Aboriginal Health Cultural Safety Framework and Action Plan

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Executive Advisor
Aboriginal Health
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• Enables you to easily mute/unmute line
• Promotes more effective discussion

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3. Pop-up window displays the dial-in details
4. If possible, **do NOT use** the “Use Computer Headset” option

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WebEx Chat

• We invite you to introduce yourself in the chat panel (all participants)
• Let us know your name and where you are from!

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We Are Recording!

• This session is being recorded
Slides and Recording

• The link to the recording and slides will be distributed via e-mail to all participants and posted on the FNHA and Council sites.
Twitter

• Twitter Handles:
  – @LeslieBonshor
  – @FNHA
  – @BCPSQC

• Hashtags:
  – #culturalhumility
  – #itstartswithme
Sensitive Subject Matter

• Due to the sensitive subject matter and stories shared during the webinar sessions participants may become triggered. Please ensure you have prepared a support system for yourself in advance in which you may have easy access to. This could mean an Elder, trusted mentor/family/friend, Counsellor and/or crisis contact number.

• If you need support please do not hesitate to call the toll free crisis line here in the province of BC (1-800-588-8717). Or if you prefer, have a number prepared in advance locally.

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Host Territory Recognition
Aboriginal Health Cultural Safety Framework and Action Plan

Leslie Bonshor
Executive Advisor
Aboriginal Health, Vancouver Coastal Health
Introductions

@LeslieBonshor
Giving Thanks
Aboriginal Health Cultural Safety Framework and Action Plan

Leslie Bonshor
Sept 6, 2017
Cultural Safety & Humility today’s intention

• To share some components of the ‘how’
• Recognizing the need to define the commitments and the actions of Cultural Safety and Humility for our RHA’s
VCH – Aboriginal Cultural Competency Policy

• Policy identifies three areas for implementation to transform care and improve health outcomes:
  1. Aboriginal Leadership in Health Care
  2. Acknowledgment of First Nations Traditional Territory
  3. Cultural and Ceremonial use of Tobacco and Smudging Medicines

CA_5200 (July 2015)
Provincial Declaration of Commitment

In July, 2015, all BC Health Authorities signed the Declaration to demonstrate their commitment to advancing cultural humility and cultural safety within health services.

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 culture expectations.
- Cultural safety must be understood, embraced and practiced at all levels of the healthcare system, including governance, health organizations and health individual professional practice.

All partners, including First Nations and Aboriginal communities, nurses, families, government, and others, share the process of making changes with a commitment to reciprocal accountability.

Ms. Mary Ackenhuisen, President and Chief Executive Officer, Vancouver Coastal Health

MR. STEPHEN HANGATI, MINISTER, MINISTRY OF HEALTH
MR. Joe Guite, CHIEF EXECUTIVE OFFICER, FIRST NATIONS HEALTH AUTHORITY

Aboriginal Health Strategic Initiatives

Vancouver Coastal Health

Promoting wellness. Honoring culture.
The Truth and Reconciliation Commission’s Calls to Action

Calls upon all levels of government to:

- Increase the number of Aboriginal professionals working in the health-care field.
- Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
- Provide cultural competency training for all healthcare professionals.
BC Health Regulatory Bodies
How do we put cultural safety and humility into practice?
System Wide Change
### Multiple levels of support/enablers

**Indigenous Cultural Safety Framework: A Roadmap for System-Wide Transformation**

#### Provincial Goal 1: Create a Climate for Change

<table>
<thead>
<tr>
<th>Level</th>
<th>Organization Objective</th>
<th>Individual Objective (Health Authority)</th>
<th>Individual Objective (Community)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governance</td>
<td>The Board includes Aboriginal representation and mandatory cultural safety education. An Aboriginal lens is applied to all of the Board’s decision-making processes.</td>
<td>As a Board Member, I understand the specific cultural perspective I bring to the Board. My fellow members and I make an explicit effort to view our decision-making process with an Aboriginal lens.</td>
<td>As an Aboriginal board member, I am treated as an equal amongst my peers, and I am involved in the decision-making processes. The issues that affect Aboriginal people are considered important in the health authority.</td>
</tr>
<tr>
<td>Leadership</td>
<td>The Senior Executive Team all have Aboriginal Health specific objectives in their work plans, including funding commitments related to organizational cultural safety in their portfolios. The CEO supports the Senior Executive Team to set targets and establish budgets related to their Aboriginal Health objectives. Accountability mechanisms are in place to monitor Senior Executive’s Aboriginal Health specific objectives.</td>
<td>As a Senior Leader, I am responsible for Aboriginal Health-specific actions in all of my portfolios, and have specific targets that I am accountable for at the end of the fiscal year. I feel supported in terms of time, resources and funding to ensure that the cultural safety objectives are met for my teams.</td>
<td>As an Aboriginal leader, I work collaboratively with Senior Leadership to improve the health of my people. The health authorities Senior Executive are clearly engaged and committed to Aboriginal Health and Cultural Safety.</td>
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<tr>
<td>Policy</td>
<td>A specific policy on Organizational Cultural Safety, including specific action plans for individual portfolios, has been developed and implemented. There is an organization-wide policy to prevent racism and discrimination among patients and staff, which is available in accessible language and clearly posted in all health facilities.</td>
<td>As a staff member, I am reminded daily of the health authorities commitment to preventing discrimination by the anti-discrimination policy posted on the wall. I strive to prevent discrimination in my workplace, and support my colleagues to do the same.</td>
<td>As an Aboriginal patient, I feel more comfortable visiting the hospital/health centre when I see the anti-discrimination policy posted on the wall. It is a welcome reminder that the health authority is dedicated to providing care that is free of discrimination to Aboriginal people as well as other visible minorities.</td>
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#### Provincial Goal 2: Engage and Enable Stakeholders

<table>
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<th>Individual Objective (Community)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communities</td>
<td>Aboriginal community members are involved in Health Authority planning &amp; initiatives and are supported with honoraria. Health Authority Senior Leadership and staff regularly attend Aboriginal community celebrations. There is clear criteria for respectful, meaningful consultation with Aboriginal community members in the design and planning of Health Authority services.</td>
<td>As a Director, I have clear direction on how to meaningfully engage with the Aboriginal community in the design and planning of Health Authority services. I always make time for Aboriginal community celebrations in our area. If my schedule does not permit my attendance, I invite one of my staff to attend in my place.</td>
<td>As an Aboriginal community member, I am meaningfully and actively involved in the planning and design of Health Authority health services. My input is always given equal consideration, and I have equal voice with the other members of the planning group when making final decisions.</td>
</tr>
</tbody>
</table>
How do we hardwire the Indigenous lens into everything that we do?
Achievements so far
Relationships, Partnerships and Collaboration
Challenges & Opportunities

• Systems don’t change – people do & people change the systems
• There are opportunities at every turn – you just have to watch for them constantly!
• Change is the opportunity
• Making it safe
Key things to keep in mind

- Make it public – spread the news
- Celebrate the small accomplishments
- Reward the allies
- Keep it simple
- Bring in and use local knowledge (respect local knowledge)
We are not in this alone; join the movement...

#itstartswithme

Kw’as hoy,
Leslie Bonshor
Webinar: October 4, 2017 12:00 pm - 1:00 pm

FINAL DETAILS COMING SOON!

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Survey