

Responding to Anti-Indigenous Racism in the Health Care System

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First Nations Health Authority
Health through wellness



BC PATIENT SAFETY
& QUALITY COUNCIL
Working Together. Accelerating Improvement.

Interacting in WebEx

The screenshot displays the WebEx interface with several key components highlighted by orange boxes:

- Top Toolbar:** The Pointer tool (arrow) and Text tool (T) are highlighted.
- Main Content Area:** A whiteboard with the text:
 - Webex Tools:
 - 1. Pointer →
 - 2. Raise Hand 🙋
 - 3. Yes ✓ / No ✗
 - 4. Text tool
 - 5. Chat
- Participants Panel:** Shows the current session with one panelist (BCPSQC - 2 (Host, me)) and zero attendees.
- Bottom Toolbar:** The Raise Hand, Yes, and No icons are highlighted.
- Audio Panel:** The Audio button is highlighted.
- Chat Panel:** The Send to dropdown menu is set to "All Participants" and the Send button is highlighted.



WebEx Audio

Look for the phone icon beside your name:

- Enables you to easily mute/unmute line
- Promotes more effective discussion



WebEx Audio

If there is NO phone icon beside your name:

1. Stay on WebEx. Hang up telephone
2. Pop-up window will appear
 - If not, click on “Audio” button

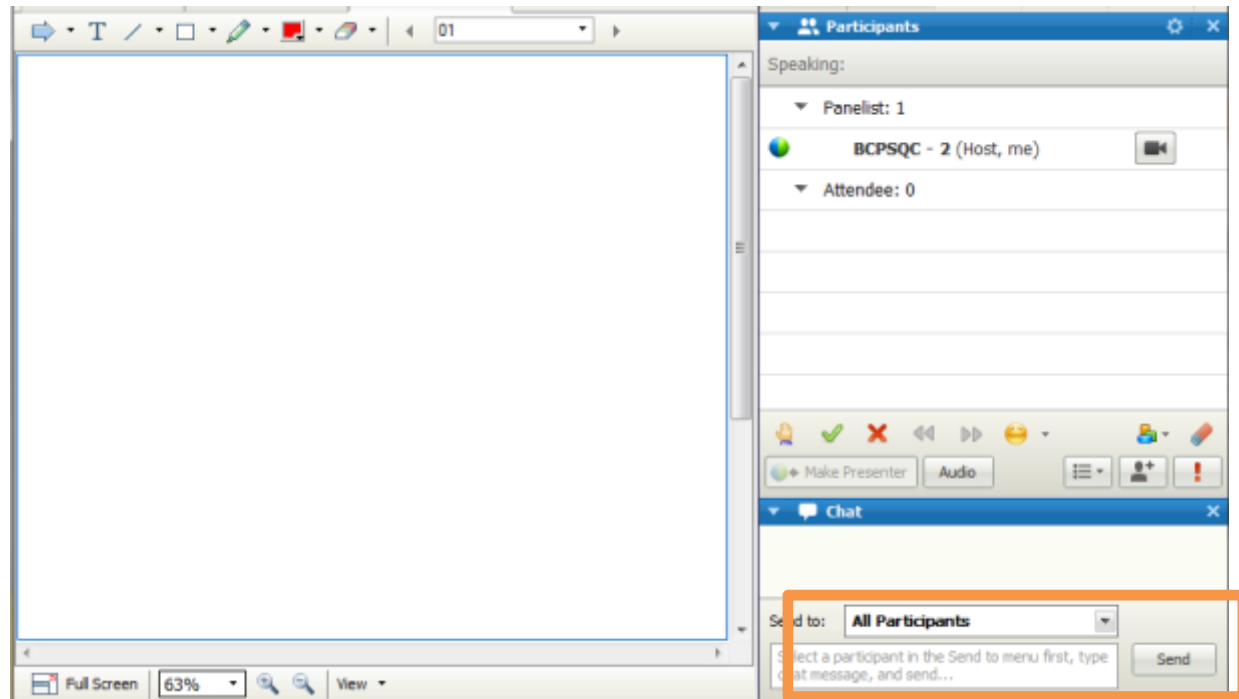


3. Pop-up window displays the dial-in details
4. If possible, **do NOT use** the “Use Computer Headset” option



WebEx Chat

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



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

- Hashtags:
 - #culturalhumility
 - #itstartswithme
- Twitter Handles:
 - @FNHA
 - @BCPSQC



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.



Opening Prayer



Thank You First Nations Health Directors Association



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Introductions



Yvette Ringham Cowan



Laurie Harding

Responding to Anti-Indigenous Racism in the Health Care System

October 4, 2017

Cultural Safety & Humility Webinar Action Series
First Nations Health Authority & BC Patient Safety Quality Council

Laurie Harding & Yvette Ringham-Cowan
Integration Leads, San'yas Indigenous Cultural Safety Training
Indigenous Health, Provincial Health Services Authority

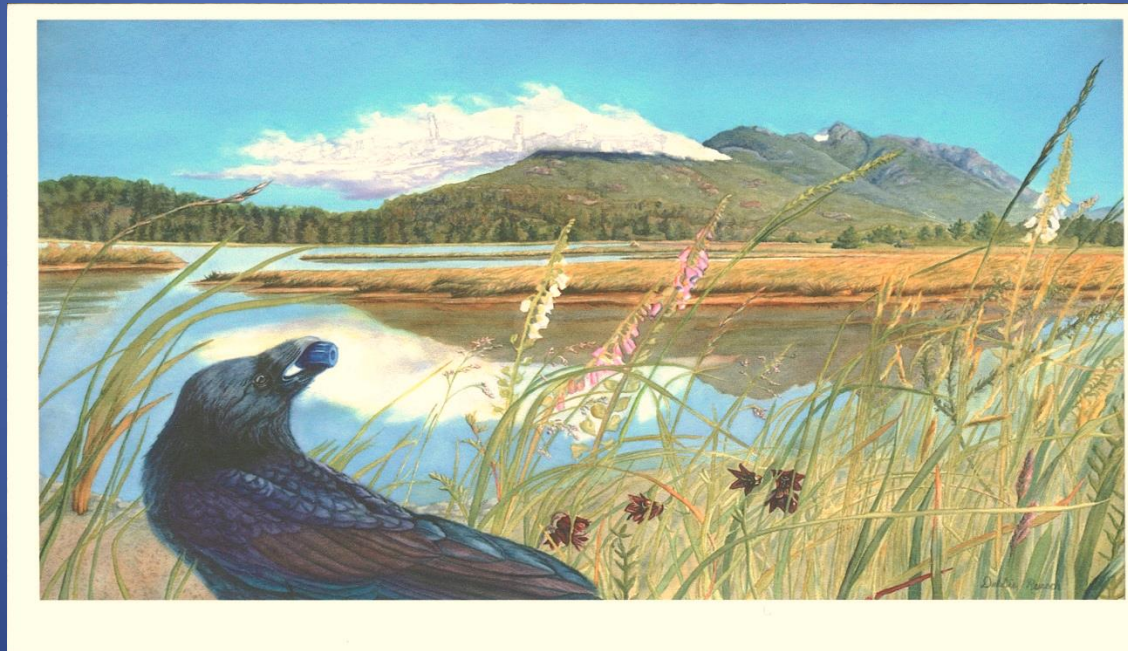
Cheryl Ward

Interim Director, Indigenous Health
Provincial Health Services Authority



All meetings are transformations,
what brings you here?

Kwakwaka'wakw



Intentions

- Setting the Context
- Common Stereotypes
- Harmful Behaviours
- Where Harms Occur
- Indigenous Cultural Safety
- What We Can Do



An Agenda for Change

Royal Commission
on Aboriginal
People

1996

Transformative
Change Accord:
First Nations Health Plan

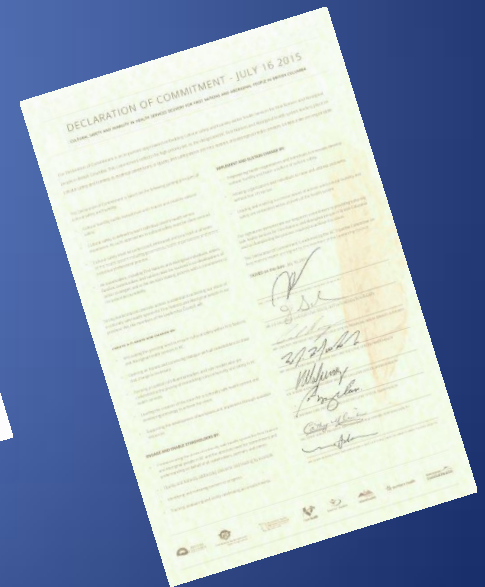
2005

Truth and
Reconciliation Commission:
Calls to Action

2015

BC Declaration of
Commitment:
Cultural Safety & Humility

2015



The San'yas Journey

- Trained 40,000 people in Canada
- Grounded in critical anti-racism and transformational learning pedagogy
- Goals are to increase awareness, enhance knowledge & develop skills

Images of the 'Indian'

Mass media plays a significant and powerful role in portraying Indigenous people in distorted ways and one need not go far to find examples. Images promoted by media, education, popular culture and folk myth abound. These images reinforce negative stereotypes.



The following video provides examples of stereotypical images of Indigenous people that have been promoted by the media and which have become increasingly embedded in our perception of Indigenous people. While watching the video, take note of how many images and stereotypes in the following video are familiar to you.

Video: Watch [Reel Injun](#), to learn more about stereotyping in Hollywood² (10.5 min).
Permission Pending

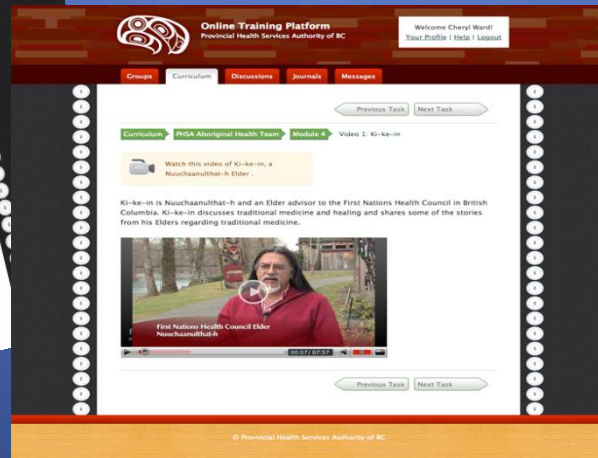


What stereotypes of Aboriginal people did you identify in the film? Can you think of other places where you have encountered these stereotypes?



Training Format

- Online
- Interactive
- Facilitated
- 8-hours
- Self-paced
- Interdisciplinary learning pods
- Indigenous-only cohorts



Stories of Harmful Care

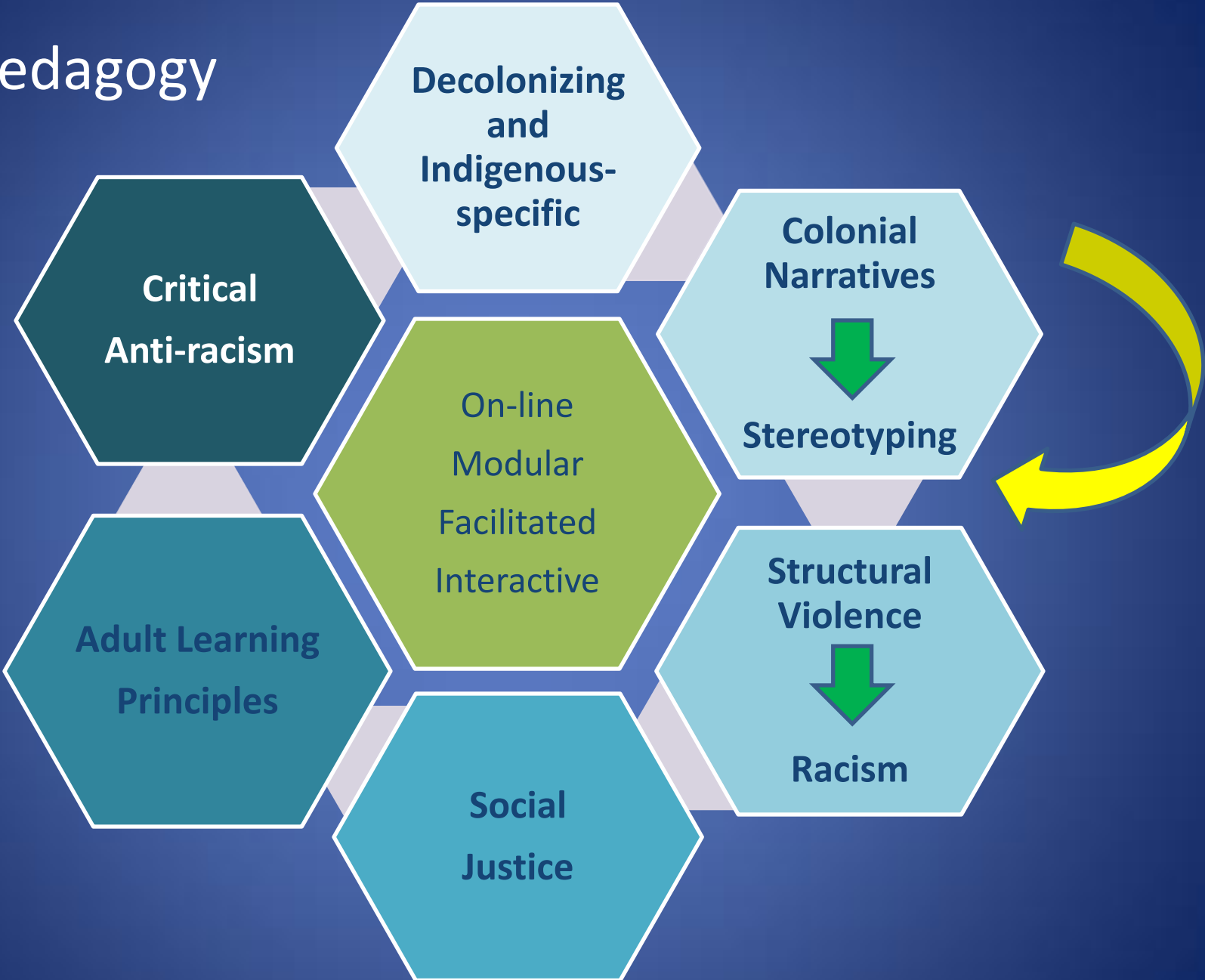


How did we get here?





Pedagogy

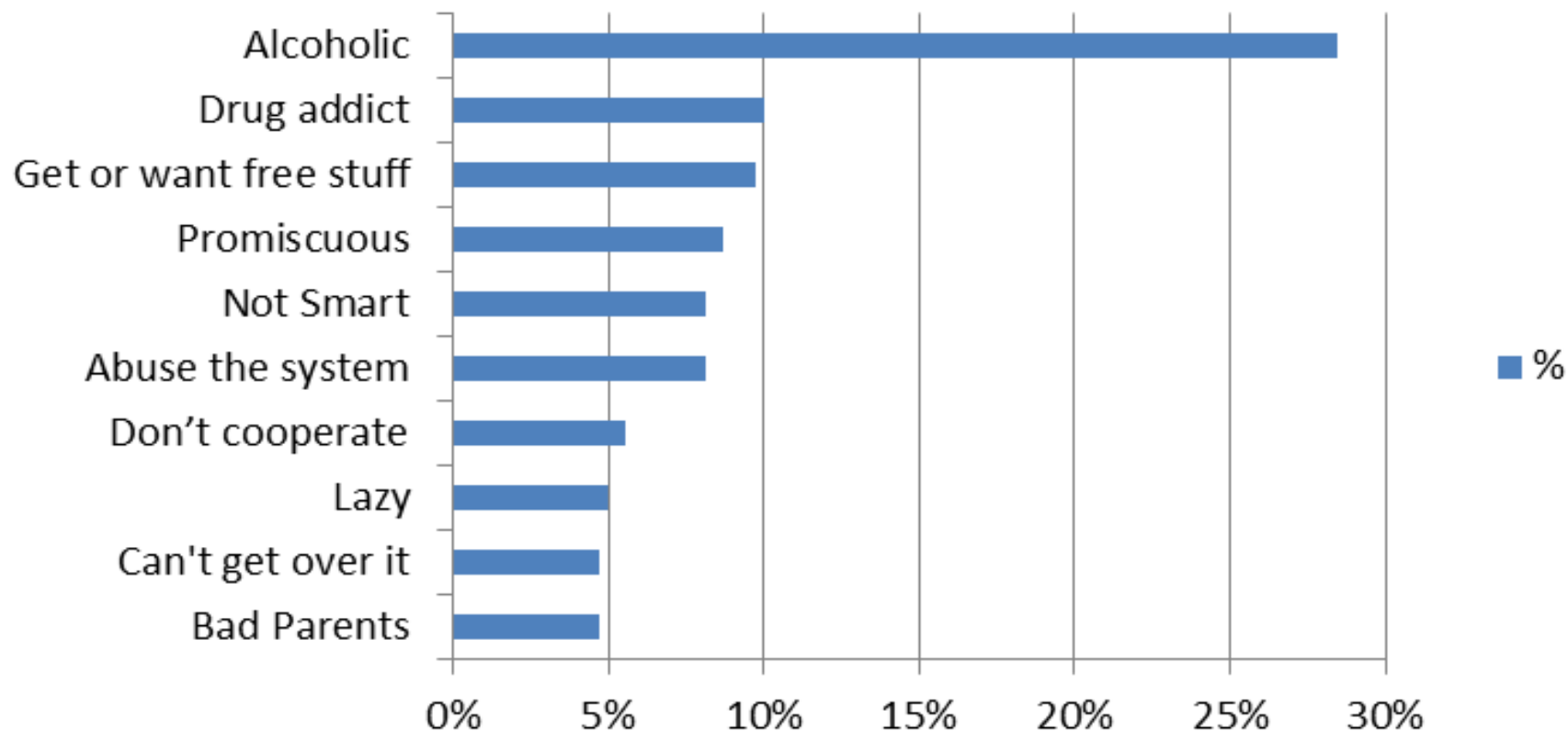


Investigating Stereotypes & Harm

- Mixed methods study
- Data pull in 2014
- Revealed 3800 examples of stereotyping
- Coded 380 comments
- Identified 44 different stereotypes



Top 10 Stereotypes



Pathway to Harm

Colonial Ideology
(worldview)

Stereotype
(beliefs)

Prejudice
(attitudes)

Discrimination
(behaviours)

“They are inferior to us”

“They just need to get over the past”

“They are more prone to disease”

“They are slow learners”

“Why should they get special treatment?”

“They’re all drunks”

Patronizing
Pity

Anger
Resentment
Hostility

Disgust
Contempt

Invisible/Ignored
Labelling

Violence
Aggression
Maltreatment

Avoidance
Denial of Care
Misdiagnosis



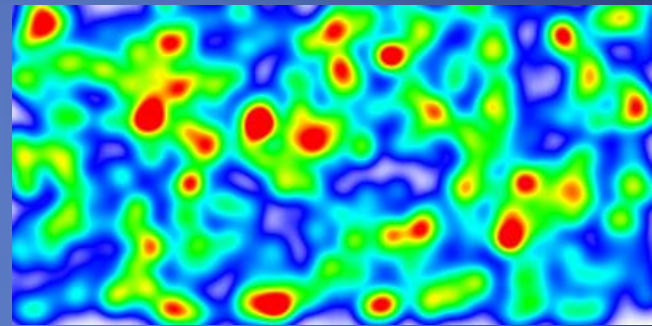
Harmful Behaviours

1. Less effort
2. Misdiagnosis
3. Improper procedure
4. No medication/no treatment
5. Condition minimized
6. Delay/denial of service
7. Withholding pain medication



Hot Spots

- Emergency Rooms
- Maternal care
- Pediatrics
- Acute Care/ICU/Surgery
- Mental Health and Addictions
- Home & Community Care



What can we do?



What is Cultural Safety?



- PROCESS not an event



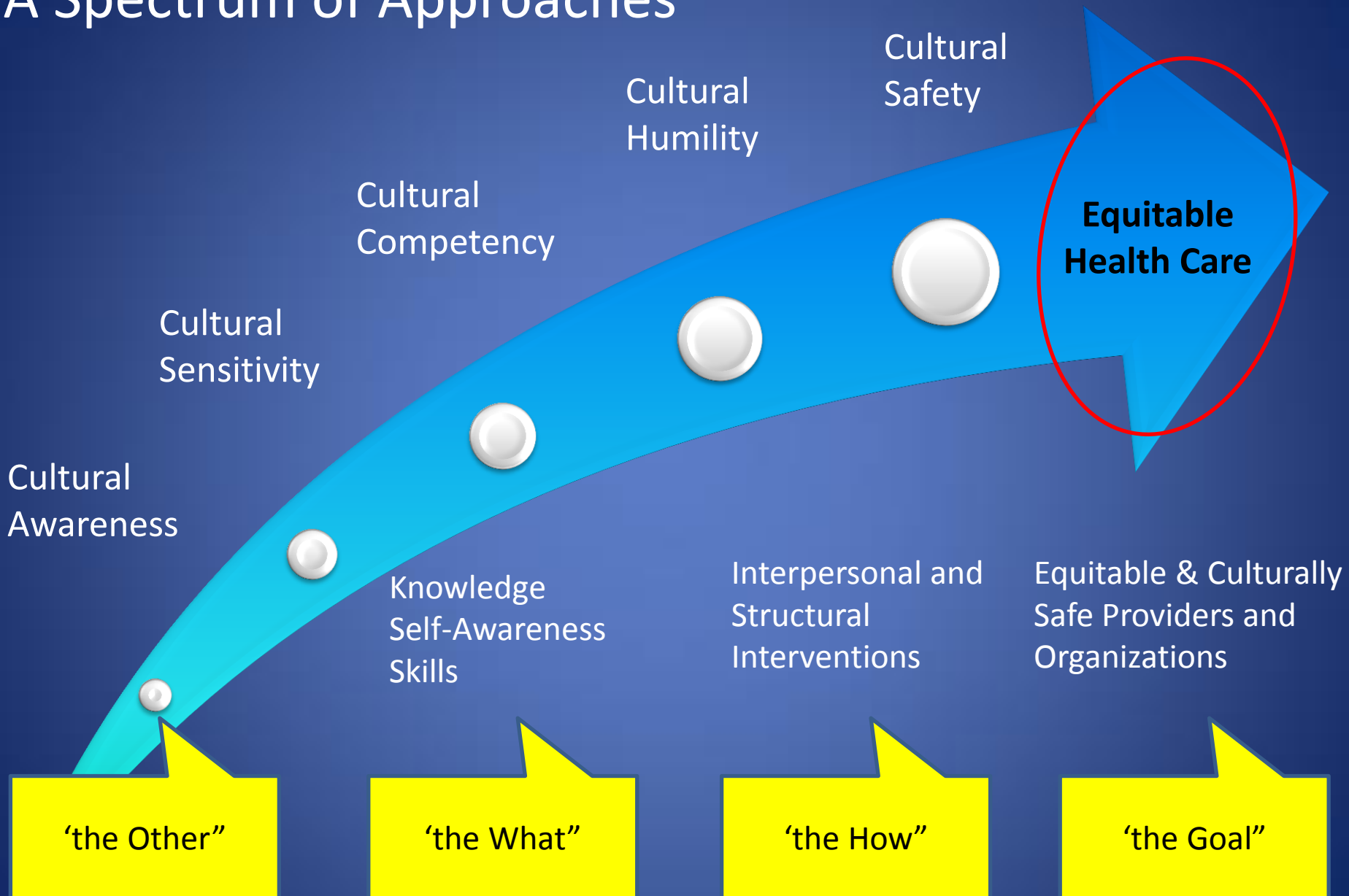
- COLONIAL CONTEXT



- OUTCOME



A Spectrum of Approaches



A Key Challenge

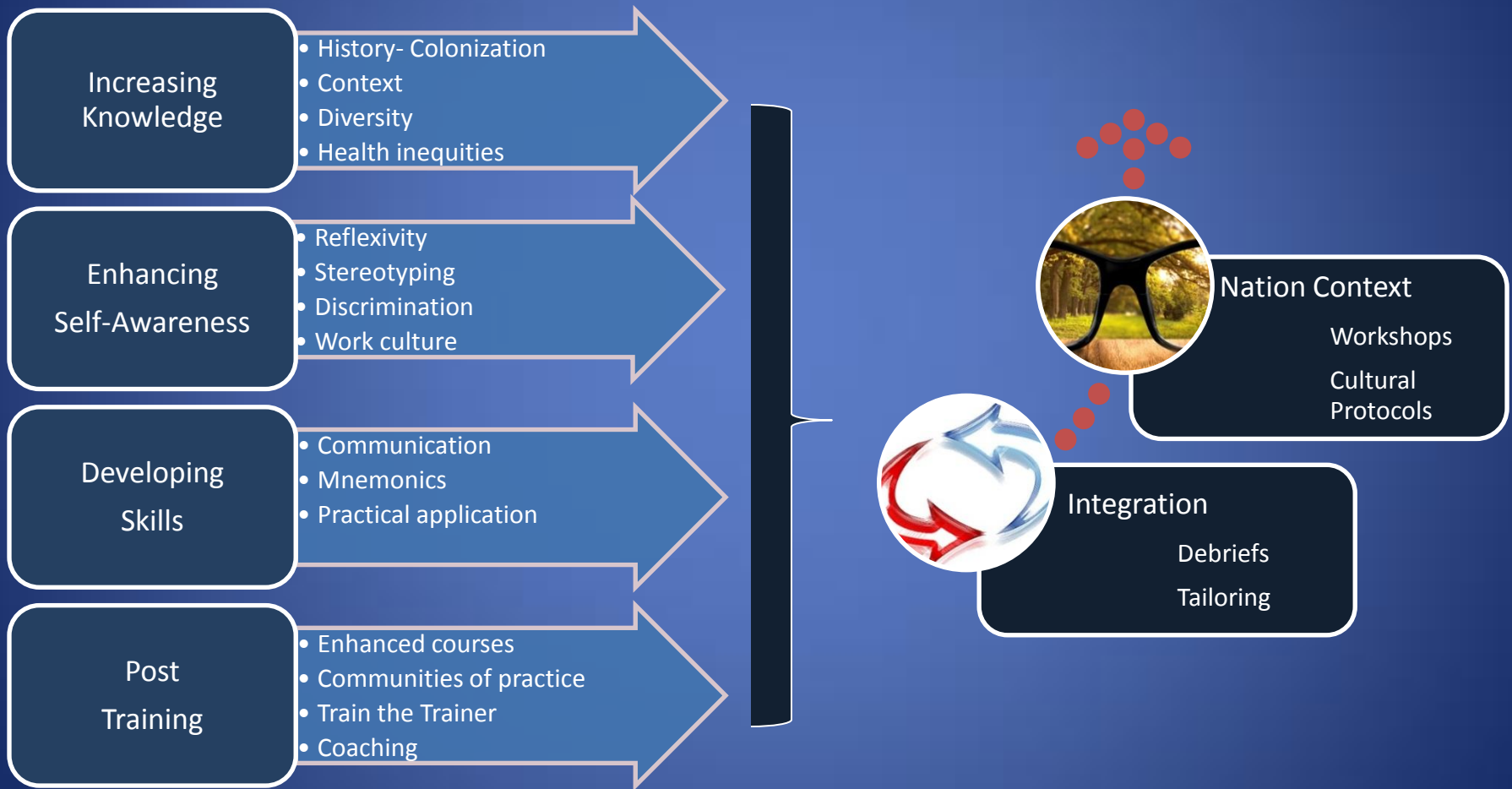
- “[Colonial] policies have had a devastating impact on Native peoples but the fallout has been explained away as stemming from “cultural differences”.



Workshop



A Trajectory of Learning



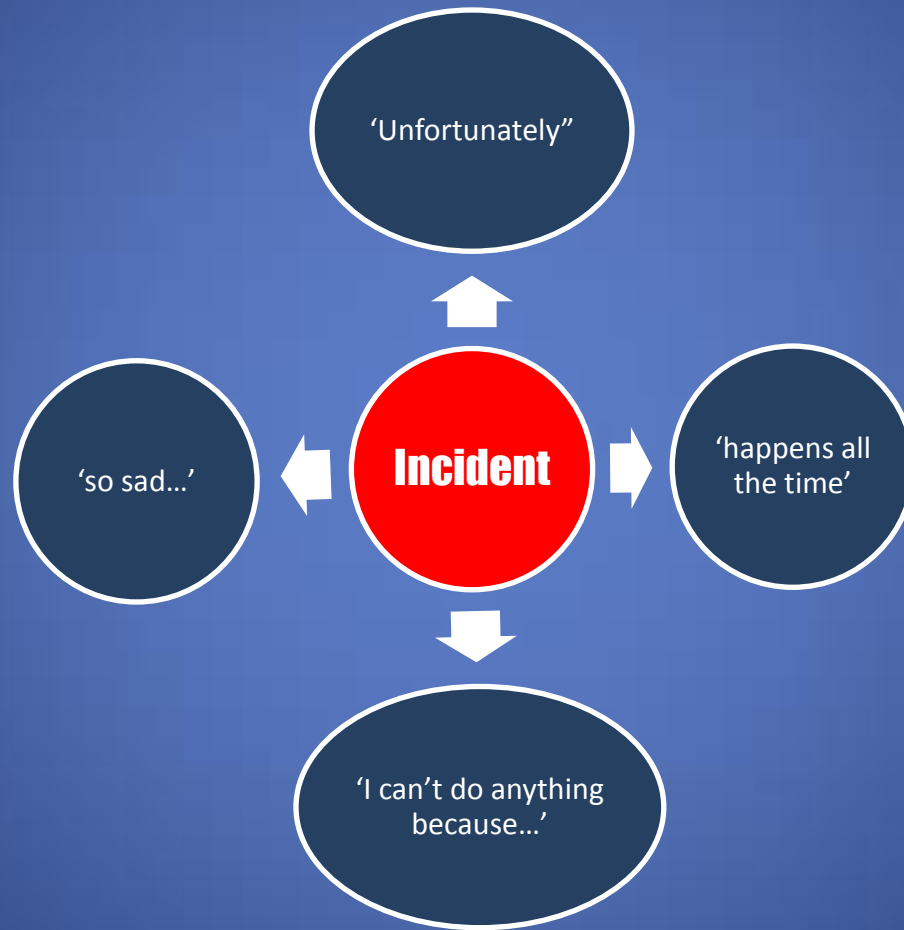
The Impact of San'yas

- Analysis of 66 physician Post-Activity Reflective Exercise
- Completed 3-6 months post training
- Continuing professional development credits
- Self-reflection on how the training has impacted practice





Response to Incidents



Anti-Indigenous Racism



Manifestations



Interventions



Everyday Racism

Cultural Racism

Systemic Racism

Colonial Ideology

Bias
Stereotyping
Prejudice
Discrimination

Dominant cultural values
Tolerance & Justification
for discriminatory practices

Policies
Structural inequities
Resistance to change

Social
Political
Economic

- Guides to practice: service delivery
- Training, Staff Development

- Organizational position & leadership
- Legitimizing advocacy
- Accountability

- Organizational ICS
- Critical Lens
- Policies to action

- Governance & Partnerships
- Mandates: TRC, TCA; Declarations

PHSA Indigenous Cultural Safety Framework



Calls to Action

- Speak up: talk about racism
- Name stereotyping
- Gather data
- Examine why & where harms occur
- Reflect on practice
- Reflect on workplace culture



Moving Forward

“We can’t say goodbye to a problem until
we have first said hello”

Gerry Oleman





Gilakas'la

For more information about San'yas:

www.sanyas.ca

Watch the National Indigenous Cultural Safety Learning Series webinars at

www.icscollaborative.com



Reflections



Questions/Discussion



Closing Prayer



NEXT SESSION

NOV 1, 2017

12:00 – 1:00 PM

#ItStartsWithMe

 **CULTURAL SAFETY AND CULTURAL HUMILITY**
Webinar Action Series



Calling all Health Professionals and Allies in BC

You are invited to the First Nations Health Authority and BC Patient Safety & Quality Council cultural safety and cultural humility webinar action series!

The series will support development of tools and skills on how to be effective allies for advancing cultural safety and humility and what health service staff and allies can do to understand and integrate this work into their practice or interaction with First Nations and Aboriginal Clients.

Hear from thought leaders such as Dr. Evan Adams, Dr. Nadine Caron, Margo Greenwood, and representatives from each regional health authority in the province.

EVENT #11



LEADING WITH CULTURE IN FIRST NATIONS COMMUNITY CONTEXTS
with Virginia Peters

First Nations in BC have practiced traditional healing and wellness since time immemorial. Today, traditional wellness approaches have a vital role in improving overall health and wellness for First Nations. Services that are consistent with First Nations values and principles and reflect First Nations models of health and wellness are an essential attribute of quality health services. This webinar will include guest speakers and Elders from First Nations communities who will share what traditional healing and wellness means to them and what is important in delivering traditional wellness programming, as a part of providing culturally safe services for First Nations.

Virginia Peters, is the Elder for the First Nations Health Directors Association and has worked in First Nations health programming since 1972. She was the Health Manager for St'at'epc for many years and will speak to how her community has integrated traditional healing and wellness into their health programming. She firmly believes that culture and spirituality are the key to healing and rebuilding the strength of our families and communities. Including culture and traditional healing in to health programming is a part of providing culturally safe services for First Nations.

NOVEMBER 1, 2017
NOON – 1 P.M.

  **FOR MORE INFORMATION AND TO PARTICIPATE, VISIT**
fnha.ca/culturalhumility

Follow on Twitter: @FNHA | @BCPSQC | #CulturalHumility | #ItStartsWithMe



Survey

1
2
3
4

