



# DECLARATION of COMMITMENT

## Cultural Safety and Humility in Health Services Delivery for First Nations and Indigenous people in BC

Our Declaration of Commitment is an important step toward embedding Cultural Safety and Humility among physicians who are involved in the delivery of health services to First Nations and Indigenous populations in British Columbia. This includes working with government, health authorities and other health care system partners to support a system wide approach. This commitment reflects the high priority we place on Cultural Safety and Humility as essential dimensions of quality and safety in reaching our shared objective of promoting the highest standard of health care with and for First Nations and Indigenous populations in British Columbia.

This Declaration of Commitment is based on the following guiding principles of Cultural Safety and Humility. These principles are based on principles developed collaboratively with the First Nations Health Authority, Provincial Health Authorities and the Ministry of Health:

- Cultural Humility is a process of self-reflection to understand personal and systemic conditioned biases, and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a life-long learner when it comes to understanding another's experience.
- Cultural Safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the health care system. It results in an environment free of racism and discrimination, where people feel safe when receiving services.
- Cultural Safety and Humility must be understood, embraced and practiced at all levels of the health care system including governance and institutions, as well as within individual professional practice.
- All partners, including First Nations and Indigenous 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 developing and committing to concrete actions is essential to achieving our vision of a culturally safe health system for First Nations and Indigenous people in our province. We, the undersigned leadership of the Doctors of BC, will:

### CREATE A CLIMATE FOR CHANGE BY:

- Articulating the importance of establishing Cultural Safety and Humility as a framework to improve health care services for First Nations and Indigenous people in BC.
- Opening an honest, informed and respectful dialogue with stakeholders to show that change is necessary.

- Participating as a member of a coalition of influential leaders and champions who are committed to the priority of embedding Cultural Safety and Humility in health care services.
- Contributing to a provincial vision of a culturally safe health care system and co-creating a set of actions that enable our shared vision of Cultural Safety and Humility.
- Encouraging, supporting and enhancing Cultural Safety and Humility among physicians in BC.

### ENGAGE AND ENABLE STAKEHOLDERS BY:

- Communicating the vision of a culturally safe health system for First Nations and Indigenous people in BC and the critical need for commitment and understanding among stakeholders.
- 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:

- Looking for opportunities to continue embedding Cultural Safety and Humility into Doctors of BC work.
- Encouraging and empowering our organization and members to develop Cultural Humility and foster a culture that strives for cultural safety.
- Supporting processes where individuals can raise and address problems without fear of reprisal.
- Enabling successive waves of actions until Cultural Safety and Humility is embedded within all levels of the health care system.

### REPORTING ON PROGRESS BY:

- Working with the First Nations Health Authority to prepare an action plan that includes a timeline for annual reporting on strategic activities and demonstrating how the commitment is being met.

Our signatures demonstrate our long-term commitment to providing culturally safe health services for First Nations and Indigenous people in British Columbia and to champion the process which includes Cultural Humility required to achieve this vision.

This Declaration of Commitment is endorsed by the First Nations Health Authority and Doctors of BC and signed by their representatives:

**SIGNED THIS 31 DAY OF MAY, 2019**

Joe Gallagher, Kwunamen, Chief Executive Officer  
First Nations Health Authority



First Nations Health Authority  
Health through wellness

Dr. Evan Tlesla, Chief Medical Officer  
First Nations Health Authority



First Nations Health Authority  
Health through wellness

Allen Seckel, Chief Executive Officer  
Doctors of BC



Dr. Eric Cadesky, President  
Doctors of BC

