Leading a Framework for Cultural Safety & Humility for First Nations in British Columbia

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Presentation Overview

- Leading change through a clear commitment of leadership
  - Declaration of Commitment on Cultural Safety & Humility in Health Services for First Nations & Aboriginal people in BC

- Cultural Safety & Humility – Context

- Vision Statement for Cultural Safety & Humility

- Systemic barriers to achieving the Vision

- Discussion Questions (for last 20 min)
Goal

“Hardwire” cultural safety & cultural humility into health services in BC as part of the Provincial Quality & Safety Agenda

- 5 Regional Health Authorities
- 1 Provincial Health Authority
- Ministry of Health
- FNHA
Transforming the System

Declaration of Commitment on Cultural Safety & Humility in Health Services for First Nations & Aboriginal people in British Columbia

- Endorsed & signed in July 2015 by BC Deputy Minister of Health & CEO’s of 7 BC Health Authorities
Declaration of Commitment on Cultural Safety & Humility in Health Services for First Nations & Aboriginal people in British Columbia

Overarching Goal

- Cultural Safety & Humility in Health Services for First Nations & Aboriginal people in British Columbia

Represents a *common message* to BC First Nations & Aboriginal people & all health agencies & partners

Provincial Leadership will focus on *concrete action to* achieve the vision of a culturally safe health system for First Nations & Aboriginal people in BC by:

- Creating a climate for change
- Engaging & enabling stakeholders
- Implementing & sustaining change
Transforming the System

- The declaration provides a Framework for Action at the system, organization & individual level – target launch June 21, 2016.
- We now look to operationalize this commitment at all levels
- Guided by stories & best practice.
- Building on existing relationships, structures & successes inside/outside the health system.
- Need to Measure Success.
Statement on the importance of the Declaration on Cultural Safety & Humility

• “The Declaration is important because it gives us all permission to do what we need to do to achieve cultural safety with the services we provide through the incorporation of cultural humility.”

From an FNHA partner shared at a session to discuss the declaration & subsequent framework (Victoria, Nov. 2015)

“it Starts With Me”
we can each make a difference
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 Humility

A life-long process of self-reflection & self-critique to understand personal biases & to develop & maintain mutually respectful partnerships based on mutual trust.
Cultural Humility enables Cultural Safety
Cultural Safety

*The aim of cultural safety is to create an environment free of racism & discrimination where people feel safe receiving care.*

Cultural safety goes beyond:
- *Cultural awareness*, which refers to awareness of differences between cultures.
- *Cultural sensitivity*, which is about realizing the legitimacy of difference & the power of one’s own life experience can have on others.

Cultural Safety:
- *power imbalances* inherent in the health care system.
- *self-reflection* on culture & power.
- Improve client experiences & *lead to better care*.

*Indigenous Physicians Association of Canada & Association of Faculties of Medicine of Canada. 2009; National Aboriginal Health Organization, 2009*
FNHA’s vision for Cultural Safety & Humility

The FNHA envisions a future where First Nations people have a new relationship with their care providers.

- One which is based on mutual respect, understanding & reciprocal accountability.
- One that provides an understanding of what Health & Wellness means to the First Nations people that are seeking care that we are responsible to provide.
- One that resets the balance of power between a care provider & the client we are here to serve, clients who deserve respect & have a right to access the best service we are able to deliver.
- One that provides for a health system that has mechanisms that proactively & effectively addresses appropriate actions & behaviours within the operations of the various health institutions.

And we will know that we’ve achieved cultural safety when the voice of the people receiving our services tells us we have.
Systemic barriers to achieve the vision

“I’m sorry, I’m embarrassed to say that when I faced someone who was being culturally unsafe to patients, instead of confronting the person, I left. I didn’t feel like I could do anything. There’s such a hierarchy.”

- shared by a healthcare worker in BC
Questions for Discussion

It starts with me
- What is your vision for Cultural Safety & Humility?

Systemic Barriers to achieving the vision
- What do you need to feel safe & effective in implementing cultural safety & humility?

Personal commitment to bring awareness & change in your own work environment
- Thoughts, ideas, vision to support others
wheel of change

Hearts & Minds

Structure

Behavior

we need all 3 for social change

via Social Transformation Project
Wheel of Change for Individuals

“To create real change for individuals (including ourselves), we must work in an integrated way with the three major domains that comprise our human system.”

(Robert Gass, 2007)