

APRIL 4 – 6, 2023

First Nations Health & Wellness Summit



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Sharing wise, community-driven practices for wholistic wellness

Breakout Session:

Applying FNHA's Territory Acknowledgment Information Booklet to the HSO Cultural Safety & Humility Standard



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Welcome & Introductions

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Monica McAlduff

- Acting Chief Nursing Officer, VP Cultural Safety & Humility, FNHA
- Secwepemc Nation



Suzanna Ho

- Acting Director, Quality FNHA
- Mom of two little ones



Laurie Edmundson

- Senior Advisor, Standards and Accreditation, FNHA
- Mixed European Ancestry



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Agenda

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Territory acknowledge overview

- Land Acknowledgements

Standard Intro & History

8 Standard Domains

- 3.2.5 - Territory acknowledgement as example
- 3.1.4 - Senior executive responsible for CSH
- 5.3.1 - Ongoing self reflection

World Café

Current & Future State

Q & A



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Territory Acknowledgement Overview

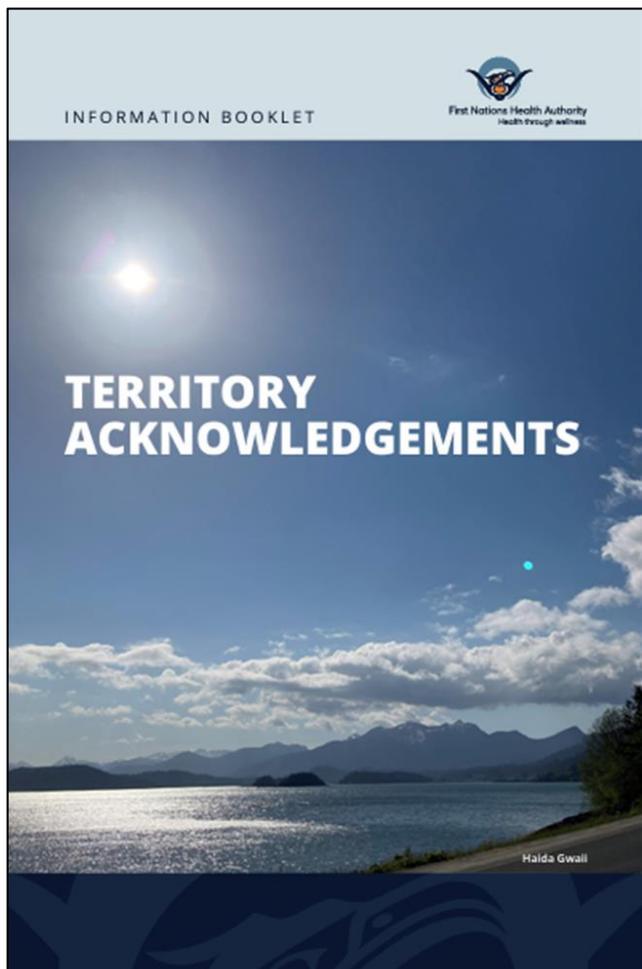
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Lake Kliluk, Osoyoos

The focus on acknowledging land and territory rather than just First Nations culture and identity is significant. First Nations peoples are not merely one of many cultural groups and ethnicities in a multicultural vision of Canadian society, and it is impossible to talk about Indigenous-specific anti-racism without talking about European imperialism and the theft of land and displacement of communities and Nations.

Territory Acknowledgement Round Table

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with the FNHA Cultural Safety
& Humility Team
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BRITISH COLUMBIA CULTURAL SAFETY AND HUMILITY STANDARD

HSC
**British Columbia
Cultural Safety
and Humility
Standard**

**People
powered
health™**

Cultural Safety & Humility Standard: *the expectation for health organizations*

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Development Pathway

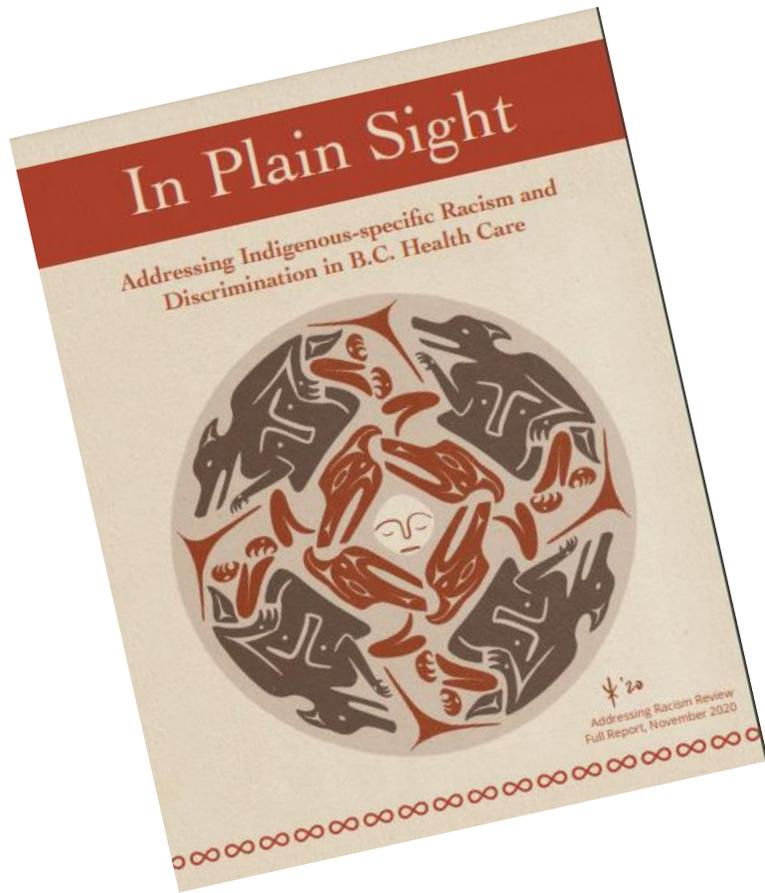
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In Plain Sight Report

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Recommendation 8

That all health policy-makers, health authorities, health regulatory bodies, health organizations, health facilities, patient care quality review boards and health education programs in **B.C. adopt an accreditation standard** for achieving Indigenous cultural safety through cultural humility and eliminating Indigenous-specific racism that has been developed in collaboration and cooperation with Indigenous peoples.



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Celebration and Ceremony October 18th 2022

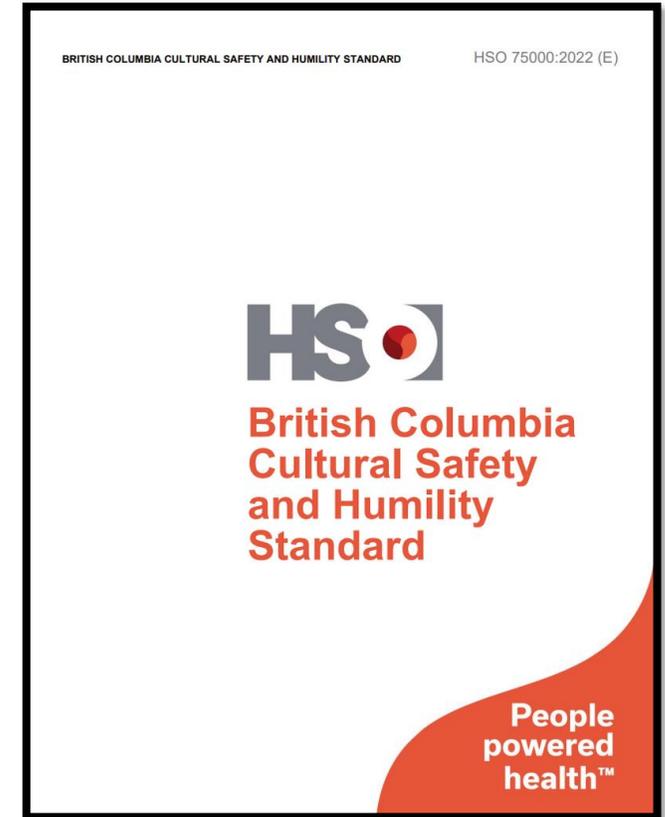


Cultural Safety and Humility Standard

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The Standard has been divided in the following **8 sections**:

1. Support Social, Public, and Reciprocal Accountability
2. Establish Inclusive and Meaningful Partnerships
3. Share Governance and Implement Responsible Leadership
4. Invest in Financial and Physical Infrastructure
5. Develop Human Capacity
6. Build a Culture of Quality and Safety
7. Design and Deliver Culturally Safe Services
8. Collect Evidence and Conduct Research and Evaluation



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Section 3: Share Governance and Implement Responsible Leadership

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3.1 The organizational leaders work with the governing body to establish governance and leadership structures that uphold the eradication of Indigenous-specific racism

3.1.4 The organizational leaders identify a senior leader who is accountable for the organization's anti-racism and cultural safety and humility initiatives.

3.2 The organizational leaders work with the governing body to establish governance and leadership structures that demonstrate a commitment to anti-racism and cultural safety and humility.

3.2.5 The organizational leaders recognize and acknowledge the territories of First Nations who live in the territory where the organization is located.



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Section 5: Develop Human Capacity

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5.3 The organizational leaders embed cultural safety and humility into professional development opportunities and performance appraisals.

5.3.1 The organizational leaders implement processes that enable the workforce to develop cultural safety and humility through ongoing learning and critical self-reflection.



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What can you do to align with the BC CSH Standard: *Commit to cultural safety*

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- Formalize and publically **share your commitment** to anti-racism and cultural safety and humility in your practice
- **Commit to truth telling, learning and unlearning**
- **Upgrade your physical space** to include First Nations, Metis, Inuit artwork and allow for safe spaces to gather together
- Implement protocols to ensure that individuals do not face negative consequences when they **report racism**
- Provide your staff with **cultural safety training**

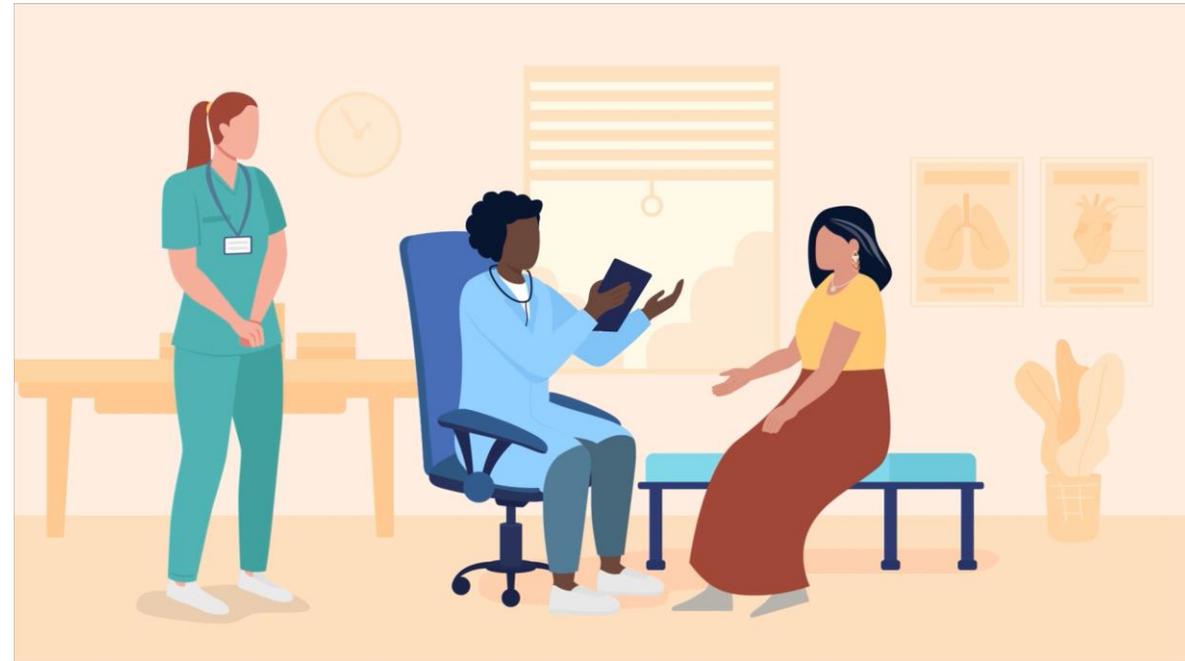


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What can you do to align with the BC CSH Standard: *Service Delivery*

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- Take a **strengths based and trauma informed** approach to your work
- Where possible **incorporate Elders, Healers and Knowledge Keepers** into your care plans
- Make sure that your clients know their **rights and responsibilities** when accessing care



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What can you do to align with the BC CSH Standard: *Engagement*

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- **Engage and collaborate** with your local First Nations, Metis and Inuit community and peoples
 - Learn from them what their health needs are
 - Ensure that you are reporting to them about your cultural safety and anti racism commitments and progress
 - Incorporate holistic approaches of health and wellness into care



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1. What opportunities exist now to implement the standard in your area?
 - a. *Are there any future opportunities?*
 - b. *What opportunities could you create?*

2. What are the priority areas for your communities for health system partners to start with?

3. Would you support an overall zero tolerance policy to Indigenous Specific Racism?
 - a. *What other language would support zero tolerance?*
 - b. *What are other ways of talking about zero tolerance that would land well in your area?*
 - c. *Where have you seen zero tolerance done well?*



Next steps: *Health Canada Project*

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Move the BC CSH Standard to an assessment Standard

Scope the needs and design a way forward for a national standard

Align FNHA with the BC CSH Standard

Support health system partners by holding space for collaboration and learning together



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Q & A



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