Indigenous Cultural Safety & Humility

Education & Training for teams & organizations

LEN PIERRE CONSULTING

Protocol & Intention Setting

Training Overview:

1. Terminology & Demographics
2. Why Indigenous Cultural Safety?
3. What is Cultural Safety?
4. Historical Context
5. Contemporary Context
6. Cultural Safety – the journey so far
7. Resources for you

Main Learning Ideas:

1. Discuss the purpose and significance of cultural safety in Canadian organizations and systems

2. Make clear linkages between colonialism, trauma, and Indigenous social determinants of health

Indigenous Terminology:

- **Indigenous & Aboriginal Peoples** in the Canadian context are both used to describe the original peoples before the colonial country was formed
- **First Nations** peoples is a term that eventually replaced the term "Indian" in the 1970's. First Nations peoples are land-based nations that trace their heritage back to their traditional territory
- **Metis** Nation is made up of the descendants of Indigenous women and Euro-Settler men. The Métis are a distinct Indigenous nation with their own history, culture, languages and territories with deep historical roots in the three Prairie provinces
- **Inuit** Peoples live in communities across the Inuvialuit Settlement Region (Northwest Territories), Nunavut, Nunavik (northern Quebec), and Nunatsiavut (northern Labrador). The Inuit peoples call this vast region Nunangat.

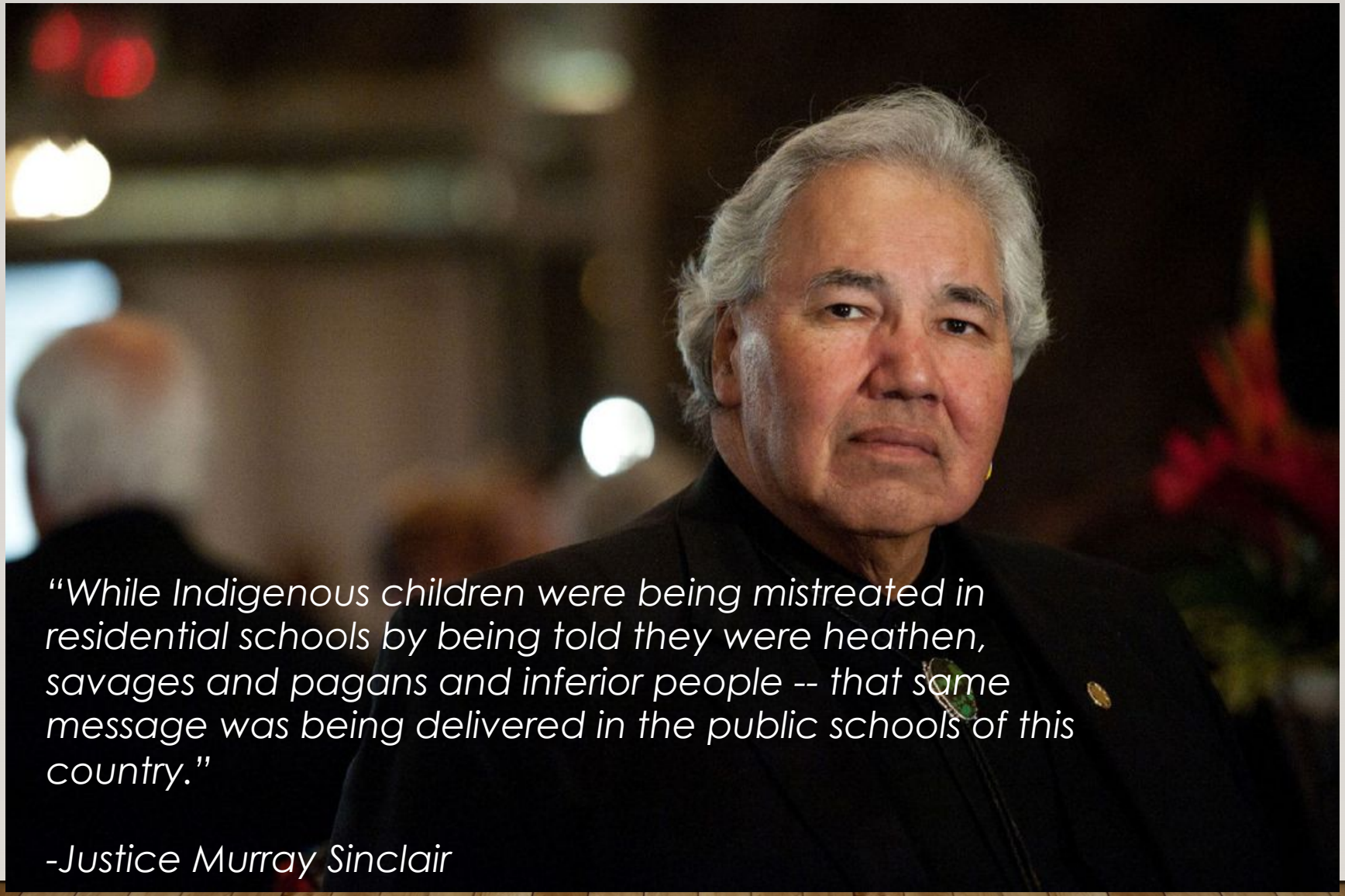
INDIGENOUS PEOPLES IN CANADA

- 1.4 • Million Indigenous people
- 4% • Total Canadian population
- 46% • Under the age of 25
- 41% • Identify as Metis

(NHS 2011)

- 198 First Nation Communities
- 11 language families
- 7 in BC
- BC home to 60% of First Nations languages found in Canada
- Majority of BC Nations have not entered into Treaty

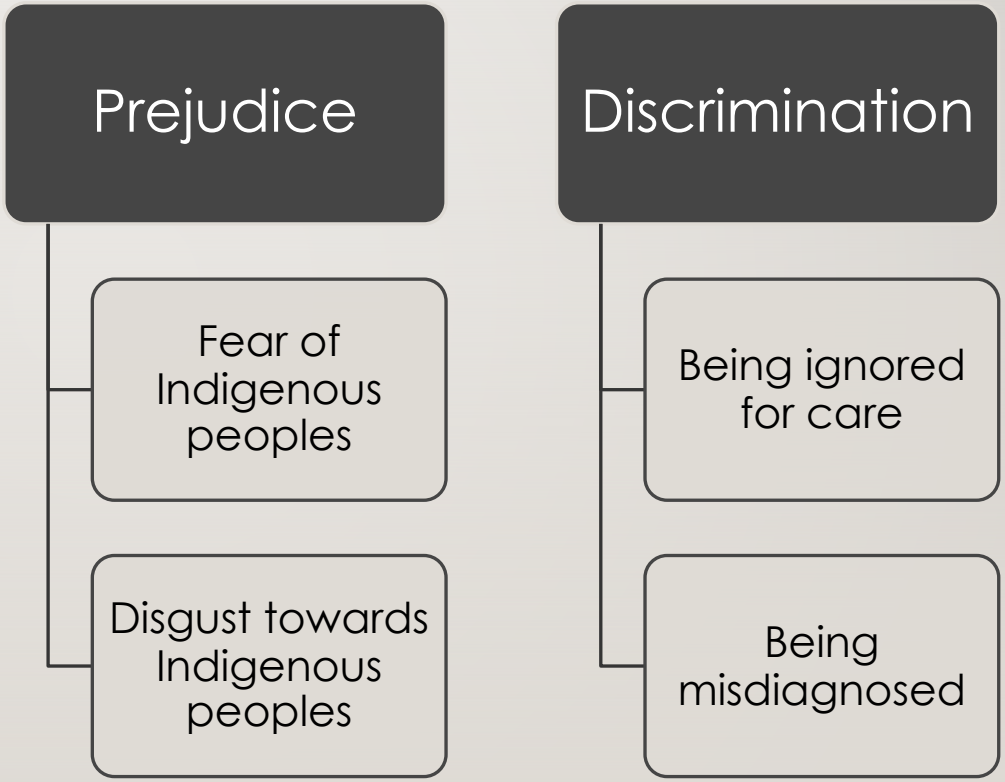
Why Cultural Safety?

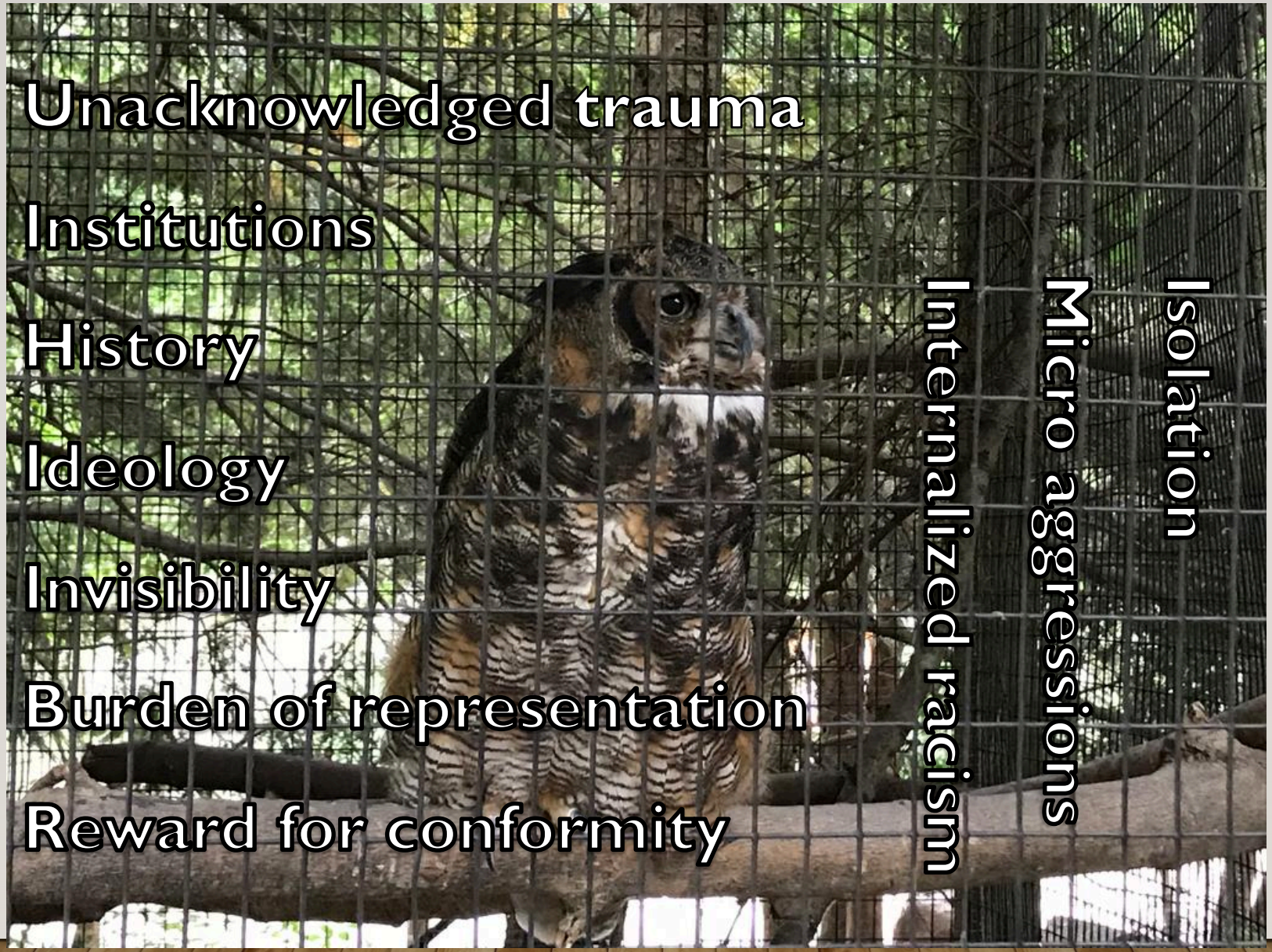


SOCIALIZATION, PREJUDICE,& DISCRIMINATION

Canadian Socialization:

- School
- Peers & Friends
- Media: news & TV
- Social media
- Myths
- Family narratives
- Segregation
- Erasure of Indigenous peoples




Unacknowledged trauma
Institutions
History
Ideology
Invisibility
Burden of representation
Reward for conformity
Internalized racism
Micro aggressions
Isolation

Breaking down institutional oppression:

Mechanism	**Example**
Unacknowledged trauma	Color blindness, multiculturalism, "regardless of culture"
Institutions	Buildings and sites are named after white heterosexual upper class males
Reward for conformity	Equality vs. Equity for people and communities
Ideology	Pathologizing cultural values (i.e. communication)
Invisibility	No visual representation of the local First Nations communities on which your site is built
Burden of representation	"The Indigenous people won't engage with us…" or asking Indigenous staff people to speak on behalf of all Indigenous cultures publicly
Internalized racism	Denial of ancestral heritage to gain structural advantage of privilege
Micro-aggressions	"Everyone can succeed if they work hard enough…" (meritocracy)
Isolation	Hiring an Indigenous staff person to take on all Indigenous patients and clients without social, emotional, cultural, and professional supports in place

What is Cultural Safety?

Cultural safety is an outcome based on **respectful engagement** that recognizes and strives to **address power imbalances** inherent in the healthcare system. It results in an environment **free of racism and discrimination**, where people **feel safe** when receiving health care.

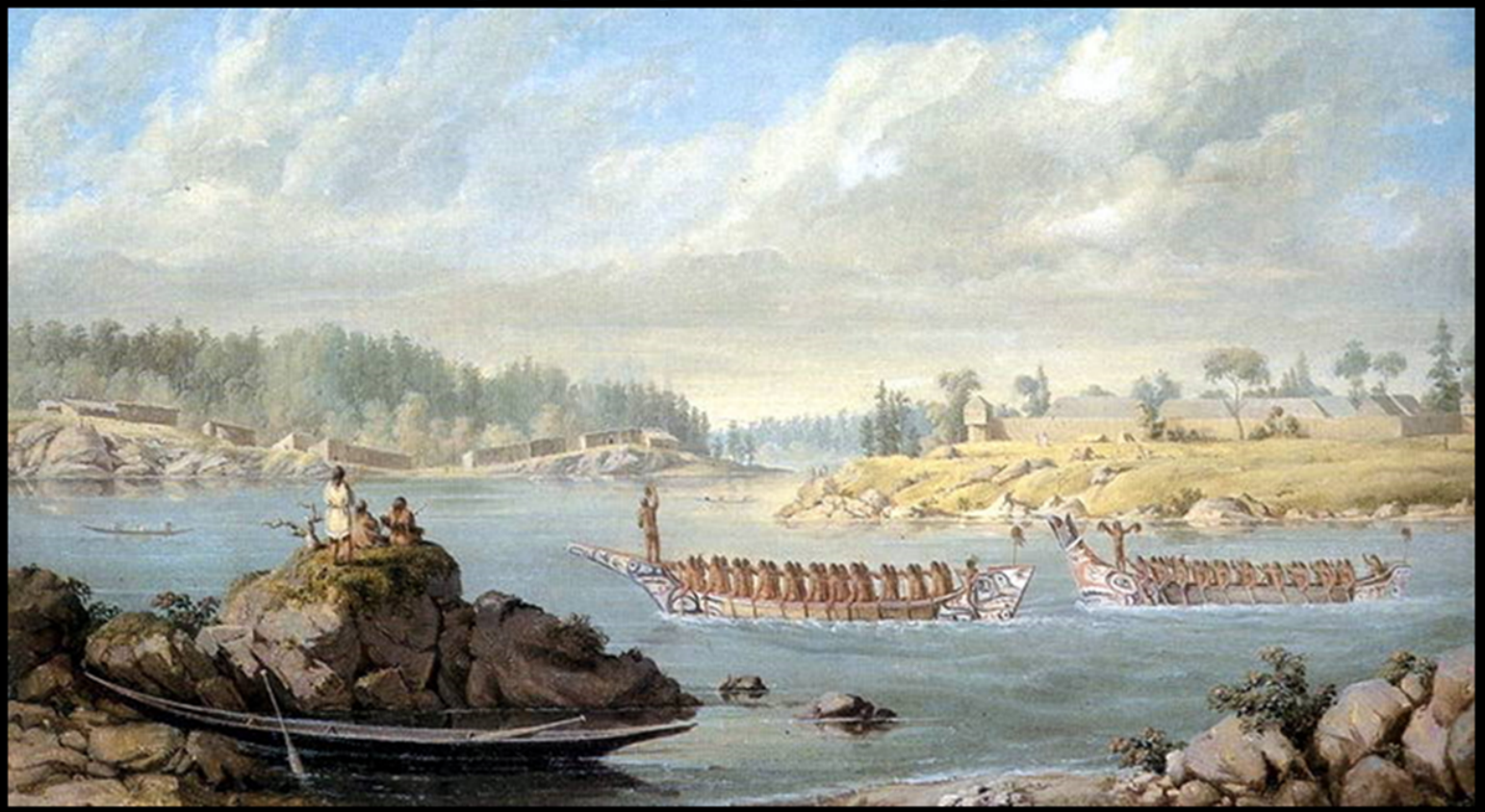
How we see other people's cultures…

Truth & Reconciliation
Decolonizing the Academy
K-12 Transformation
MMIW Calls
BC UNDRIPA
Social Justice: BIPOC
In Plain Sight Report
Trauma Informed Practice
Cultural Safety

A BRIEF TIMELINE IN COAST SALISH TERRITORY

1. Content warning
2. Take care of yourself
3. Talk it out & Debrief
4. Share your teachings – “don’t be stingy”

Before Contact



1782

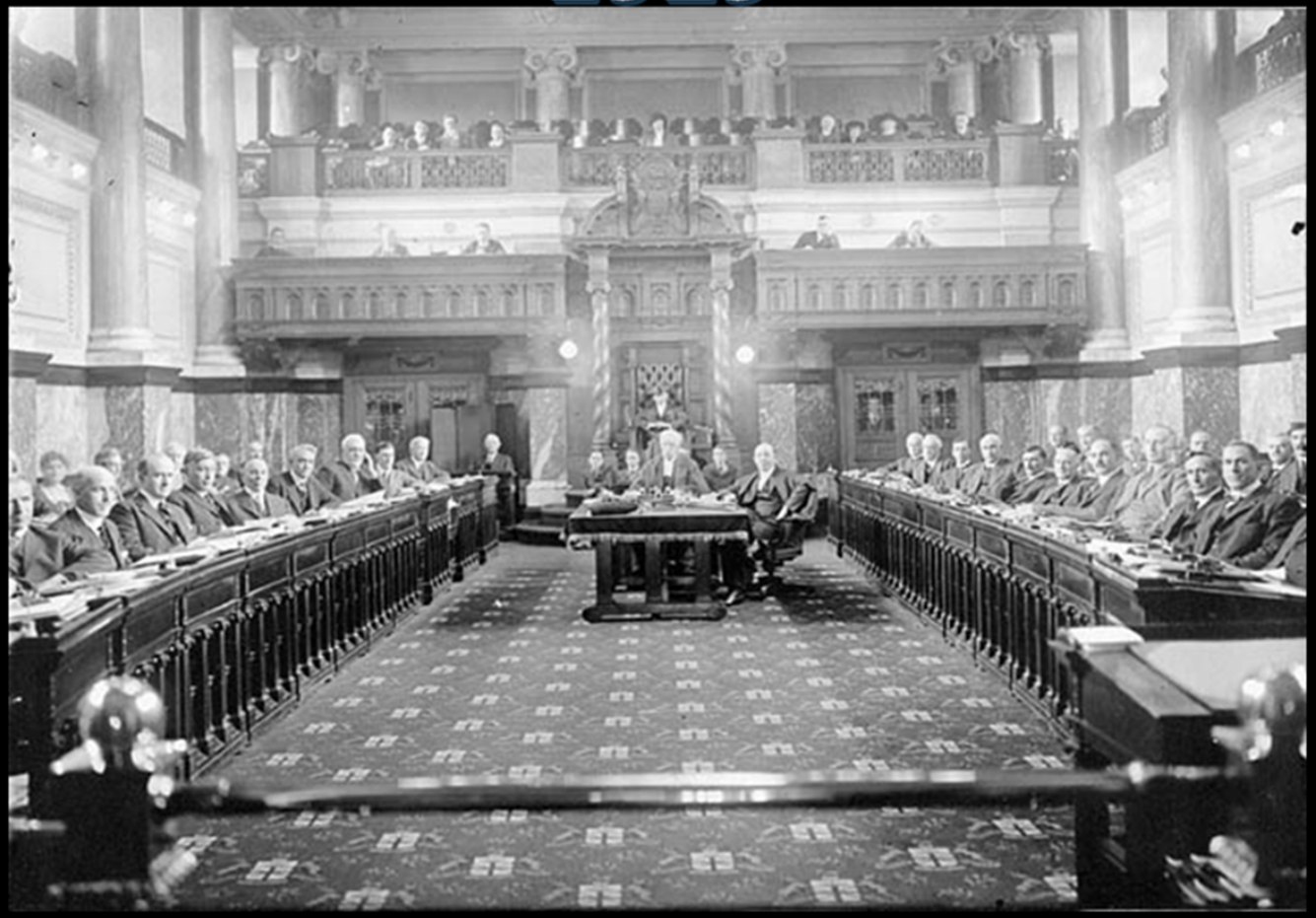
1850

1863

Residence at St. Mary's

1884

1929



1946

1947

1960's

Phone: (306) 523-6681 JUNE 19

A CHILD IS WAITING

DENNIS

Dennis, 12, is a shy, withdrawn lad who attends school for retarded children. Although he does not speak much, he plays well in a group and is able to make his requests known. Dennis enjoys school and has many favorite activities such as

WAYNE

Wayne, a handsome 8 year old with a winning smile, has brown eyes and long brown hair. With a love for the outdoors, Wayne enjoys skating, swimming and other action sports. A Grade 1 student, he is making satisfactory

JEANNETTE

Jeannette, is 10 years of age and in Grade 3. An attractive, co-operative girl, she tries hard at all tasks and has a mature way of approaching any problems. Although initially shy, Jeannette has a pleasing personality and responds to love and at-

1969

2008

2009

2018

WATER IS LIFE
FYI J TRUDEAU
WE DO NOTLEY AUNT
SACRED SALMON
CREEKS IN CANADA!
TURTLE ISLAND FOREVER
THIS IS NOT FREE PRIOR &

2019

REFERENCES:

Carlson, K. T., & Stó:lō Heritage Trust. (1997). *You are asked to witness: The Stó:lō in Canada's Pacific Coast history*. Chilliwack, B.C: Stó:lō Heritage Trust.

Timeline History of Aboriginal Peoples in British Columbia: Selected times and events important in the history of Aboriginal peoples in British Columbia (2015). British Columbia Ministry of Education. Retrieved from the BCTF website on Aboriginal Education Resources.

A reflective discussion:

1. What was your reaction to the timeline activity?

2. What questions or concerns do you have about cultural safety & humility?

Locating Racism in Systems:

San'yas
Indigenous Cultural Safety

Provincial Health Services Authority
Province-wide solutions. Better health.

Reciprocal Consulting. (2014). San'yas Program Evaluation.

Locating Racism in Canada:

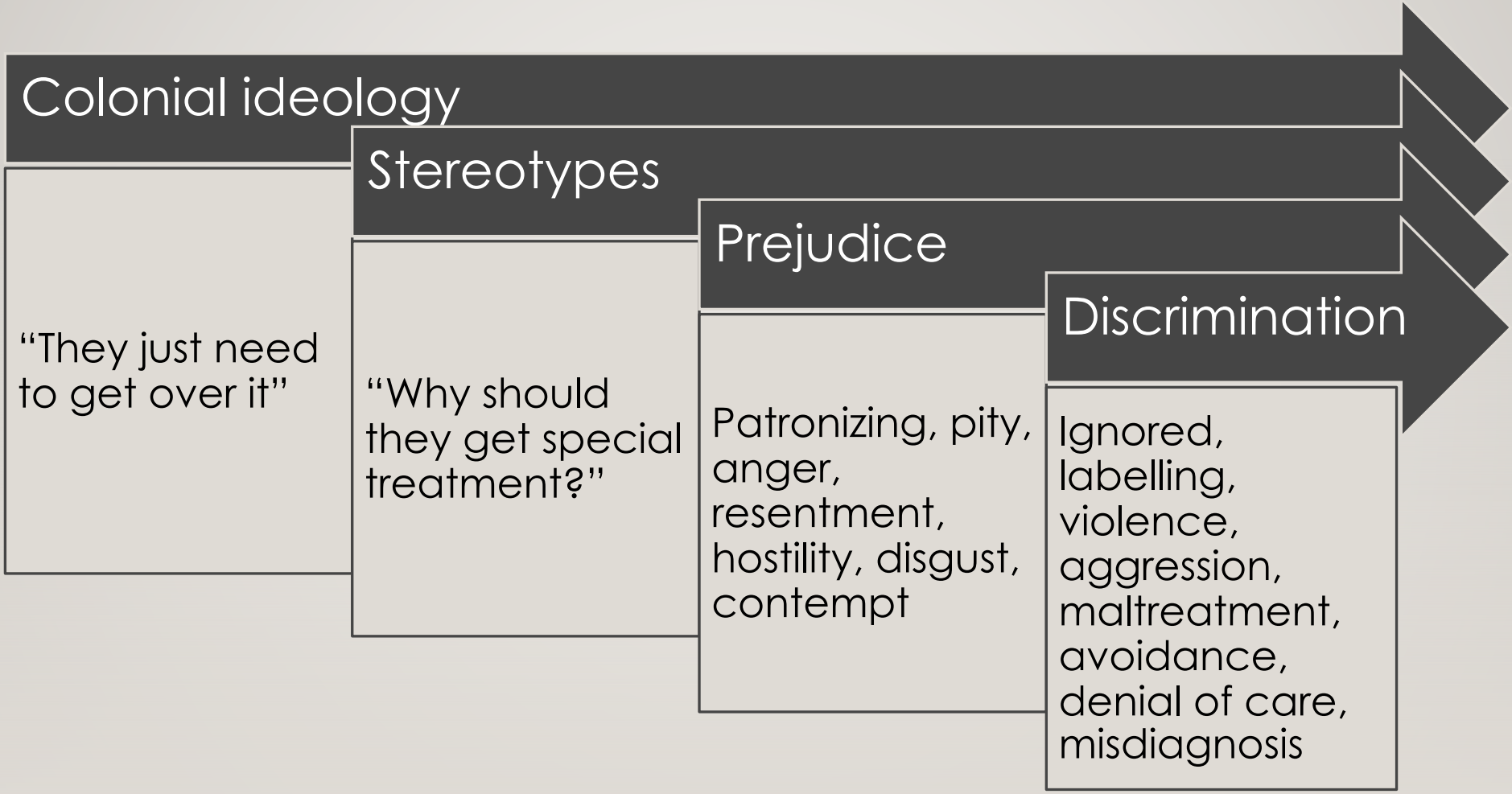
Systemic Racism:

Interpersonal	Institutional	Systemic
• Between individuals • One person makes a racist comment towards another	• Organizational policies, practices, & workplace culture • All leaders of an organization are from the dominant racial group	• Societal norms, public policy, media, & public discourse • Indigenous people are overrepresented in the poorest neighborhoods

Systemic Accountability:

Interpersonal	Institutional	Systemic
• One person holds peers/colleagues accountable for racist and unsafe practices	• Leadership and organization is diversified in human resources, policies, practices, and approaches	• Indigenous people feel safe accessing public services

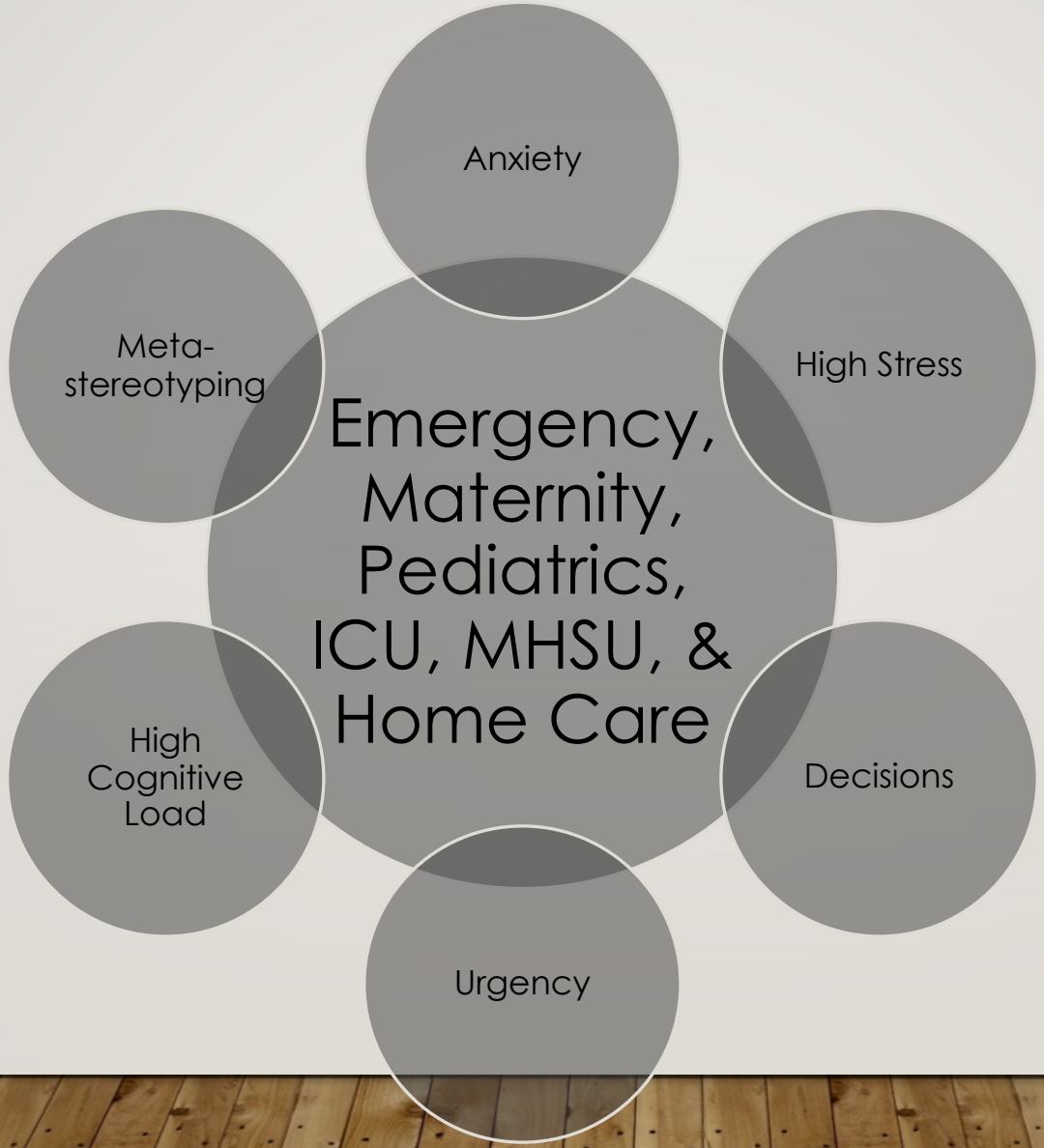
The Pathway to Harm:



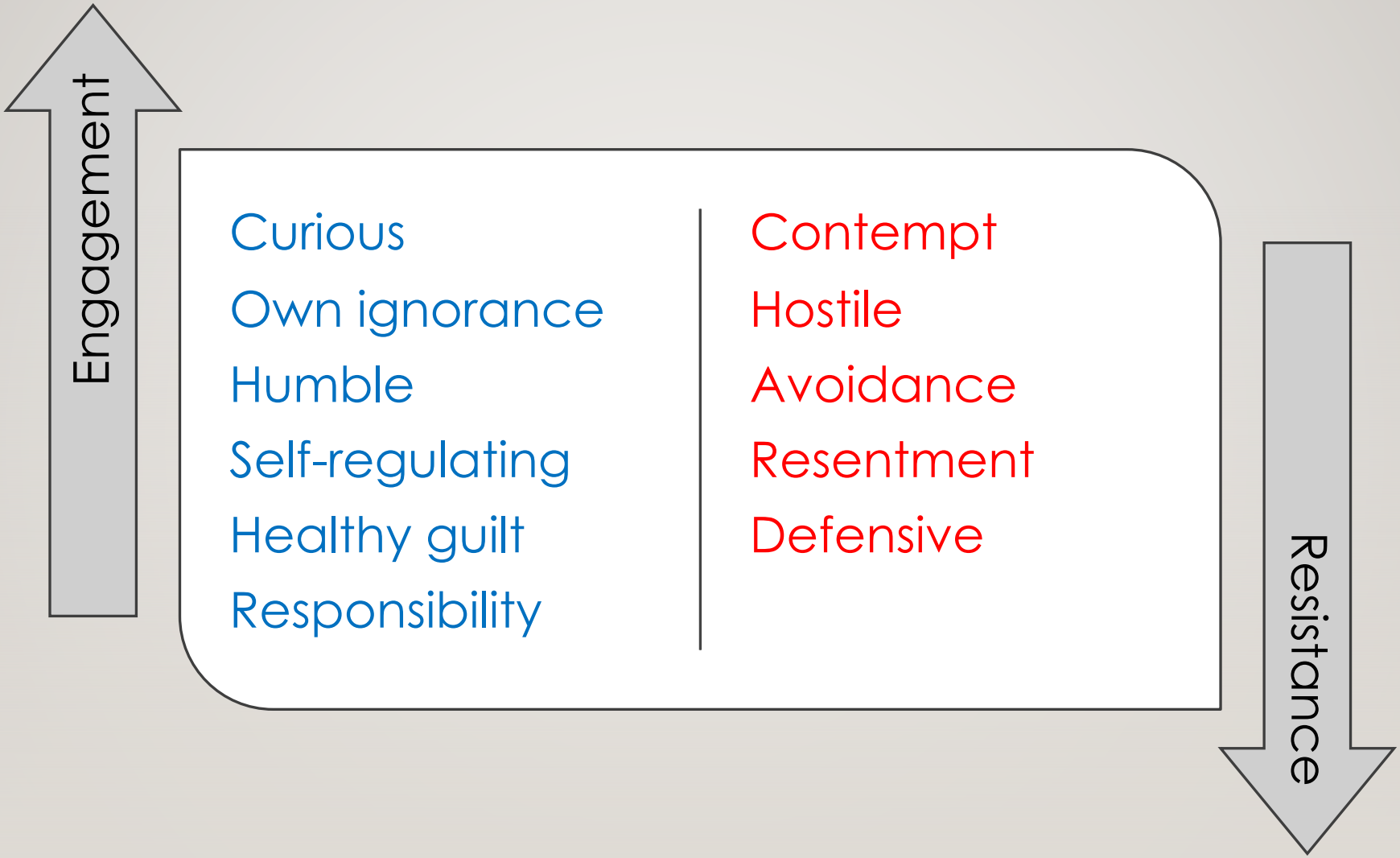
Barriers to Addressing Racism:

- Being asked "why"
- Focus on culture vs. racism
- Deny resourcing
- "Good intentions"
- Happy stories
- "Looks bad"
- "Bad apple"
- Punting responsibility
- Grooming
- Backlash
- Gatekeepers
- Unclear benefit
- Low resilience

Common Areas for Harm:



Transforming our corporate culture



Systemic Accountability:

The master's tools will never dismantle the master's house.

Audre Lorde

Fraser Health Cultural Safety & Humility Principles:

Collective Team-Care Circles:

Out story gets better:

Systemic Accountability

- Truth & Reconciliation
- Indigenization of academy
- K-12 curriculum transformation
- BC DRIPA
- Diversity in governance
- Emergence of FNHA
- Indigenous resistance
- Social justice movements
- Partnership Change Accord

Cultural safety & humility strategies:

Wise practices

- ICS Training
- Implicit Association Testing
- Recruitment & retention strategy
- Zero tolerance policy
- Accountability for discrimination
- Public anti-racism campaign
- Indigenous representation
- Human Rights lens
- Indigenous-focused health equity strategy

Thank you for having me!

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