INDIGENOUS CULTURAL SAFETY:

An environmental scan of cultural safety initiatives in Canada - Chapter 4: Cultural safety initiatives in Alberta

CULTURAL SAFETY AND RESPECTFUL RELATIONSHIPS

Acknowledgements

La version française est également disponible sur le site Web **ccnsa.ca** sous le titre : *Sécurité culturelle autochtone : analyse environnementale des initiatives de sécurité culturelle au Canada - Chapitre 4 : initiatives de sécurité culturelle en .*

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CONTENTS

INTRODUCTION

The focus of this chapter is on cultural safety initiatives in Alberta that have been identified as part of the wider environmental scan. In keeping with the change model proposed by Greenwood (2019), this includes structural-level actions, such as legislation, tripartite and bi-lateral partnership agreements, as well as policy initiatives aimed at promoting cultural safety, humility, and anti-racism in health service delivery through, for example, advancements in Indigenous self-determination over health care planning, design, and delivery. System-level responses by national Indigenous and non-Indigenous organizations with a health mandate are also considered, and include strategic action plans, position statements, professional competencies, and practice standards and guidelines. The final sections provide an overview of cultural safety educational resources and training initiatives developed by Indigenous and non-Indigenous organizations and governmental departments.

A note to the reader: In 2017, the federal government replaced Indigenous and Northern Affairs Canada (INAC) with two new departments, Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada, to reflect its commitment to reconciliation.
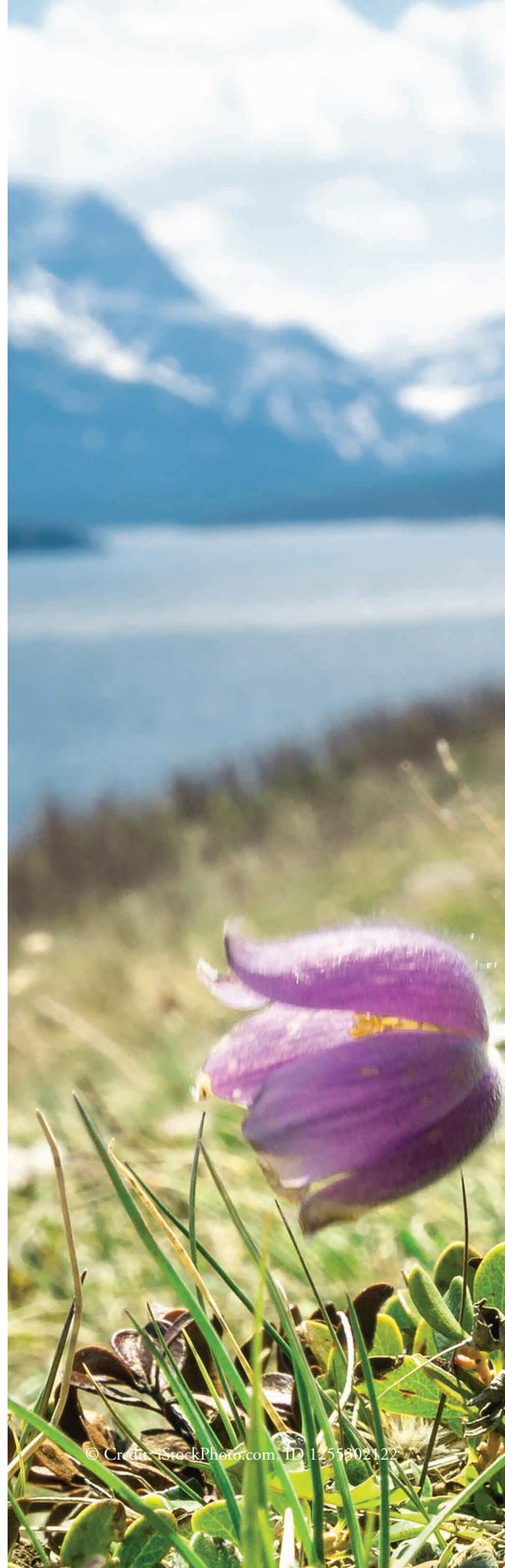
LEGISLATION

Government of Alberta

Child, Youth and Family Enhancement Act, 2023

This Act grants Child and Youth Services authority to provide services in support of children who need intervention. The Act includes specific provisions with respect to band involvement in the planning of these services and decision-making around adoption finalization processes.
https://open.alberta.ca/publications/c12

The Child Protection and Accountability Act, 2017

During the first phase of the Ministerial Panel on Child Intervention, the Panel reviewed expert presentations from stakeholders across Alberta about how to strengthen Alberta's child death review process. Recommendations from this consultation process led to the development of *Bill 18: The Child Protection and Accountability Act*, which aims to increase accountability, empower the Child and Youth Advocate, and make Alberta's child death review process more culturally sensitive and transparent.
https://docs.assembly.ab.ca/LADDAR_ files/docs/bills/bill/legislature_29/ session_3/20170302_bill-018.pdf

As part of its work exploring ways to improve Alberta's child intervention system, the Ministerial Panel engaged with stakeholders to determine ways of streamlining and strengthening the child review process. Recommendations from these expert presentations informed the development of *Bill 18: The Child Protection and Accountability Act.*
https://open.alberta.ca/publications/bill-18- impact-on-recommendations-from-ministerial- panel-on-child-intervention

PARTNERSHIP AGREEMENTS

Tripartite [1] partnerships

Alberta First Nations Health Consortium, Governments of Alberta and Canada

Memorandum of Understanding on Implementation of Jordan's Principle, 2018

This Memorandum of Understanding (MOU), signed by the First Nations Health Consortium and the Governments of Alberta and Canada, creates a collaborative process for coordinating services for children in Alberta in order to avoid delays in obtaining needed supports and ensure equitable levels of health, social, and educational services. **https://open.alberta.ca/publications/mou-implementation-of-jordans-principle-in-alberta**

Governments of Alberta, Canada, and Enoch Cree Nation

Memorandum of Understanding with Alberta Health, Alberta Health Services, and Indigenous Services Canada, and Enoch Cree Nation, 2018

This MOU is intended to support Enoch Cree Nation's leadership in the design and control of health programs and services for Enoch Cree Nation members (Enoch Cree Nation, 2018).

Bilateral [2] partnerships

Government of Alberta - Indigenous Relations and various First Nations

First Nations Protocol Agreements

The Government of Alberta signed a series of protocol agreements with First Nations in Alberta that provide a framework for continued collaboration on issues of importance to the individual First Nations. These Agreements commit the Parties to meeting regularly and established tables for the purposes of discussing and resolving issues related to, but not limited to, health care, education, justice, culture and tourism, land and resources, and economic development.

- *Confederacy of Treaty Six First Nations Protocol Agreement,* 2020 [3]

- *Stoney Nakoda-Tsuut'ina Tribal Council Protocol Agreement,* 2020

- *Blackfoot Confederacy Protocol Agreement,* 2019
  https://www.alberta.ca/first-nations-protocol-agreements.aspx

- *Treaty 8 First Nations Protocol Agreement,* 2016
  https://open.alberta.ca/publications/protocol-between-treaty-8-first-nations-of-alberta-and-the-province-of-alberta

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[1] For the purposes of this report, tripartite activities are defined as involving any number of entities from both the federal and provincial/territorial governments plus any number of entities from Indigenous organizations or the health sector.

[2] For the purposes of this report, bilateral activities are defined as involving any number of entities from either the federal and provincial/territorial governments (but not both), plus any number of entities from Indigenous organizations or the health sector.

[3] On June 2, 2021, it was reported that the Confederacy of Treaty Six First Nations had dissolved their protocol agreement with the Alberta government due to its passing of legislation and new policies that impact First Nations without consultation (Vernon, 2021).

Government of Alberta - Indigenous Relations and Métis Nation of Alberta

Métis Nation of Alberta – Government of Alberta Framework Agreement, 2017

This Framework Agreement provides a mechanism for working cooperatively to develop and implement methods and measures to address the needs of Métis citizens in Alberta and preserve their identity and cultural heritage, as well as to build and enhance respectful relationships and promote reconciliation through the advancement of Métis rights. The Agreement commits the Parties to meet regularly to jointly plan and design Alberta policies and programs that affect Métis citizens, using a 'whole-of-government approach to Métis issues that is culturally relevant, evidence-based…, and enhances socio-economic well-being" (MNA and Government of Alberta, 2017, p. 3).
https://open.alberta.ca/publications/metis-nation-of-alberta-government-of-alberta-framework-agreement-2017

First Nations and Inuit Health Branch, First Nations of Alberta, and Assembly of Treaty Chiefs

Health Co-Management Committee

A bilateral agreement between the FNIHB and Alberta First Nations created a unique health co-management structure that supports information sharing and joint decision-making on First Nations health programs and services in Alberta. Representatives from Treaty 6, 7 and 8 work with FNIHB through the Health Co-Management Committee and subcommittees, with decisions made by consensus (Treaty 8 First Nations of Alberta, n.d.).

Government of Canada and Métis Nations Alberta

Framework Agreement for Advancing Reconciliation between Métis Nation Alberta and Canada, 2017

This Agreement aims to advance reconciliation by developing a government-to-government relationship between the federal government (as represented by Crown Indigenous Relations and Northern Affairs) and the Métis Nation in Alberta. It articulates shared objectives and defines a process for advancing those objectives through a Negotiations Process established in the framework agreement.
https://albertametis.com/app/uploads/2021/06/MNA-GOC-Framework-Advancing-Reconciliation_SIGNED.pdf

Memorandum of Understanding on Advancing Reconciliation, Métis Nation of Alberta and Canada, 2017

This MOU commits the Parties to establishing an exploratory discussion table with the aim of developing a mutually acceptable framework agreement that can serve as a basis for advancing reconciliation with Métis in Alberta.
https://www.rcaanc-cirnac.gc.ca/eng/1500571091177/1529428777989

Government of Canada and Métis Settlements General Council Alberta

***Framework Agreement for Advancing Reconciliation between Métis Settlements General Council Alberta and Canada,* 2018**

This Agreement aims to advance reconciliation by developing a government-to-government relationship between the federal government and the Métis Settlements General Council in Alberta. The Agreement articulates shared objectives, including exploring ways and means to implement UNDRIP, recommendations of the Royal Commission on Aboriginal Peoples and the TRC's Calls to Action, and a process for advancing those objectives through a Negotiations Process established in the framework agreement.
https://www.msgc.ca/our-history

***Memorandum of Understanding for Advancing an Effective and Culturally Appropriate Structure for Métis Settlements' Self-Governance and Reconciliation,* 2017**

This MOU commits the Métis Settlements General Council (MSGC) and the federal government to establishing and participating in a Recognition of Rights and Self-Determination discussion table with the purpose of developing a mutually acceptable Framework Agreement that can serve as the basis for negotiations to advance reconciliation.
https://www.rcaanc-cirnac.gc.ca/ eng/1500571091177/1529428777989

Other partnerships

Alberta Health Services and Siksika Nation

***Memorandum of Understanding between Siksika Nation and Alberta Health to establish the foundation for a collaborative relationship to advance health outcomes for Nation members,* 2021**

This MOU aims to "empower Siksika Nation to deliver comprehensive programming and services that are holistic, community-based, and put the health and wellness needs of Siksikawa first" (Government of Alberta, 2021a, para. 4). It increases Siksika Nation's control and access to health services and helps ensure that traditional knowledge and cultural practices can inform recommendations for improving health service delivery.

POLICY & PROGRAM RESPONSES

Tripartite policy responses

Governments of Alberta, Canada, and representatives from the Confederacy of Treaty Six, the Treaty 7 Management Corporation, and Treaty 8 First Nations of Alberta

Tripartite Working Groups on Reforming Indigenous Child and Family Services

Alberta has two tripartite working groups, with representatives from the Confederacy of Treaty Six, the Treaty 7 Management Corporation, Treaty 8 First Nations of Alberta, and the Alberta and Canada governments, that meet regularly to discuss issues related to First Nations children and youth in care to help reform Indigenous child and family services (ISC, 2020).

Provincial responses

Government of Alberta

United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), 2020

The Alberta Government expressed its commitment to renewing its relationship with Indigenous Peoples based on trust and respectful engagement. As part of this commitment, they engaged with Indigenous leaders to explore ways in which the UNDRIP principles could be applied when working with Indigenous Peoples. Actions taken to date include the development of Protocol Agreements with specific First Nations and Métis groups, and long-term governance and funding arrangements with the MSGC.
https://www.alberta.ca/united-nations-declaration-on-the-rights-of-indigenous-peoples.aspx

Alberta Joint Working Group on MMIWG, 2020

The Alberta Joint Working Group on MMIWG was established to provide advice, direction, and input into the Government of Alberta's proposed action plan for addressing the National Inquiry into MMIWG Calls for Justice. The Group had a one-year mandate, with the possibility of extension.
https://www.alberta.ca/alberta-joint-working-group-on-mmiwg.aspx

Mental Health and Addictions Advisory Council, 2019-2020

The Mental Health and Addictions Advisory Council was appointed to provide recommendations to inform the development of a new mental health and addictions strategy focused on improving access to recovery-oriented services.
https://www.alberta.ca/mental-health-and-addiction-advisory-council

Alberta's Relationship with Indigenous Peoples: A Path to Reconciliation, 2018

This document expresses the Alberta Government's commitment to reconciliation and articulates actions it intends to pursue to act on that commitment, particularly in relation to self-governing Indigenous authorities and efforts to enhance Indigenous engagement.
https://open.alberta.ca/dataset/ee68eb9a-fb1f-4db0-9b6b-a7217d539729/resource/9aa87b4e-ef55-47c7-939e-935d873d5280/download/investorconfidenceindigenousreconciliation factsheet.pdf

Indigenous Learning Initiative, 2018

As part of its ongoing commitment to UNDRIP, the Government of Alberta initiated an engagement process with government employees, Indigenous scholars, and the Indigenous community to inform the development of a proposal for Indigenous introductory training for all Public Service employees, including employees of Alberta agencies, boards and commissions.
https://open.alberta.ca/publications/indigenous-learning-initiative-executive-summary-of-engagement

Sixties Scoop Apology Engagement, 2018

In 2018, the Alberta Government held engagement sessions to hear from survivors of the Sixties Scoop and their families and determine how the government can best apologize in a meaningful way that promotes healing. The engagement session resulted in the release of an official apology on May 28, with compensation provided to survivors.
https://www.alberta.ca/sixties-scoop-apology-engagement.aspx

Taking Action Against Racism: What Albertans Told Us and What to Do Next, 2018

In 2018, the Government of Alberta undertook a series of consultations with Albertans who had experienced racism first-hand. This document takes what was learned and presents a plan for tackling racism in Alberta.
https://open.alberta.ca/dataset/74c63cfa-ebb9-40ae-8116-31e10ba2144a/resource/17bce968-6618-4b17-b114-958b5ad704f6/download/anti-racismfinal.pdf

Ministerial Panel on Child Intervention, 2017-2018

Responding to calls for changes and improvements to the child intervention system in the legislature, the Government of Alberta created an all-party Ministerial Panel tasked with reviewing legislation, policies, current practices, literature, and relevant data, and writing a final report that outlines immediate recommendations to improve the child intervention system.

- **Terms of Reference:** https://open.alberta.ca/publications/ministerial-panel-on-child-intervention-terms-of-reference

- **Meeting summaries**: https://open.alberta.ca/publications/ministerial-panel-on-child-intervention-meeting-summary

Minister's Opioid Emergency Response Commission, 2017-18

The Minister's Opioid Emergency Response Commission was tasked with engaging with stakeholders to help Alberta respond to the opioid crisis. The Commission oversaw and implemented urgent coordinated actions focused on six strategic areas: harm-reduction initiatives, treatment, prevention, enforcement and supply control, collaboration, surveillance, and analytics. It made 32 recommendations to address the opioid crisis, including several for Indigenous populations. **https://www.alberta.ca/opioid-emergency-response-commission.aspx**

Alberta Dementia Strategy and Action Plan, 2017

The *Alberta Dementia Strategy* is a five-year plan to raise awareness of dementia and support individuals living with and impacted by dementia. The strategy is guided by three key principles:

1. person- and family-centred dementia care and services that meet the needs of individuals and honor their values, beliefs, cultural traditions, identities, autonomy, preferences, and relationships;

2. collaborative and integrated services and supports throughout the dementia journey; and

3. flexible and adaptive dementia care and services to meet the changing and unique needs of Albertans living with dementia and their caregivers.

https://open.alberta.ca/dataset/772005d6-94f8-4a62-a39b-cc91265f3fca/resource/40959fbb-ca1d-4b44-8864-f05e8d1c6d0f/download/alberta-dementia-strategy-and-action-plan.pdf

Indigenous Learning Panel, 2017 -

This panel was created to provide the Alberta Government with ongoing advice on Indigenous learning for public service employees. It is comprised of representatives from Indigenous communities in Alberta (Government of Alberta, 2021b).

Valuing Mental Health: Next Steps, 2017

This document lays out a plan of actions to address recommendations that came out of the Alberta Mental Health Review Committee's Report to ensure Albertans have equitable access to quality services regardless of geography, diversity, or economic status. The action plan takes into consideration social determinants of health and complex root causes of mental health and addiction issues. It was developed in consultation with diverse stakeholders, including Indigenous groups. The plan identifies Indigenous Peoples as a priority population and Indigenous-specific actions to address the opioid crisis in this population. **https://open.alberta.ca/dataset/25812976-049c-43c9-9494-77526c6f6ddd/resource/684600a3-a0ea-440c-a053-38a4cef83de9/download/alberta-mental-health-review-next-steps-2017.pdf**

Valuing Mental Health: Report of the Alberta Mental Health Review Committee, 2015

Developed through a six-month process of consultation with Albertans, this report provides recommendations for responding to the mental health needs of culturally diverse groups living in both urban and rural communities in Alberta, including First Nations, Inuit, and Métis peoples. Actions include moving towards an integrated service delivery system and increasing collaboration and partnership between federal and provincial governments and Indigenous peoples and communities.
https://open.alberta.ca/dataset/d8413604-15d1-4f15-a979-54a97db754d4/resource/1a5e7a16-3437-428e-b51f-4ba9201767a4/download/alberta-mental-health-review-2015.pdf

First Nations and Métis Women's Economic Security Councils

In 2013, First Nations and Métis Women's Councils on Economic Security were established to provide the Alberta Government with recommendations on policies, programs, and services that can improve the lives of Indigenous women, their families, and communities. For a list of recommendations made by the Councils over the years and actions taken by the government in response to these recommendations, please refer to:
https://www.alberta.ca/indigenous-womens-economic-security-councils

Ministry of Indigenous Relations

The Government of Alberta's Ministry of Indigenous Relations focuses on building partnerships between Indigenous communities, organizations, industries, and other levels of government, and has responsibility for policies and program planning related to improving the socio-economic outcomes for First Nations, Inuit, and Métis Peoples.
https://www.alberta.ca/indigenous-relations

Taking Action Against Racism, Anti-Racism Advisory Council

The Anti-Racism Advisory Council, comprised of 24 people from Alberta's diverse community, advises the Minister of Culture, Multiculturalism and the Status of Women on how to implement the action items outlined in the *Taking Action Against Racism Plan*, released in 2018.
https://www.alberta.ca/anti-racism-advisory-council

Victims Services Family Information Liaison Unit

Established during the National Inquiry into MMIWG, this Unit provides a single point of contact for families of MMIWG. These services include information about the justice system and legal processes; updates on criminal investigations, court proceedings and fatality inquiries; connections to counselling, spiritual support, and Elders; and information about a loved one missing and murdered in other provinces and territories.
https://www.alberta.ca/family-information-liaison-unit

Ministry of Education

Taking Action Against Racism: What Albertans Told Us and What to Do Next, 2018

In 2018, the Government of Alberta undertook a series of consultations with Albertans who had experienced racism first-hand. This document takes what was learned and presents a plan for tackling racism in Alberta.
https://open.alberta.ca/dataset/74c63cfa-ebb9-40ae-8116-31e10ba2144a/resource/17bce968-6618-4b17-b114-958b5ad704f6/download/anti-racismfinal.pdf

Children's Services

A Stronger, Safer Tomorrow: A Public Action Plan for the Ministerial Panel on Child Intervention's Final Recommendations, 2018

This plan articulates the Alberta Government's actions towards strengthening its child intervention system, including a commitment to reconciliation; co-creation of a positive future with First Nations, Inuit, and Métis peoples; integration of meaningful and demonstrable cultural connections into child intervention practice; use of family systems and kinship care to support children and youth; provision of public education to combat discriminatory mindsets; and support for families and communities. **https://open.alberta.ca/ publications/9781460140635**

Building Strength, Inspiring Hope: A Provincial Action Plan for Youth Suicide Prevention 2019-2024

This action plan takes a comprehensive, strengths-based and evidence-informed approach to suicide prevention. It incorporates Indigenous self-determination in developing local responses that are culturally relevant and builds on community wisdom and strength. **https://open.alberta.ca/ publications/9781460140987**

Health system responses

Alberta Health Services (AHS)

Indigenous Health Transformational Roadmap, 2018-2020

This roadmap, developed by AHS' Population, Public and Indigenous Health Strategic Clinical Network, is intended to provide strategic direction for collective action on the TRC's Calls to Action, the transformation of health services and systems, and ways to address Indigenous determinants of health. Included are guiding principles to enable the provision of quality services for better health outcomes for Indigenous populations in Alberta. **https://www.albertahealthservices.ca/assets/ about/scn/ahs-scn-ppih-ih-roadmap.pdf**

Diversity and Inclusion Strategy, 2018

As part of its strategy to create a culture of diversity and inclusion, AHS has established a Diversity and Inclusion Council, comprised of approximately 30 members from across AHS, and a dedicated Diversity and Inclusion Centre to support diversity and inclusion initiatives. Collectively, they develop initiatives and offer education and resources to physicians, AHS staff, and volunteers to enable the delivery of culturally sensitive care and services (AHS, 2018a).

Indigenous Patient Journey Projects, 2016-7

The Indigenous Patient Journey Projects aimed to examine what was working and not working in addictions and mental health services delivered to Indigenous populations. It involved over 200 face-to-face interviews across the province, examining six key areas: trauma inventory, service awareness, service access, service delivery, availability of culturally safe services, and services transitions. The engagement activity resulted in recommendations for improving services.

https://www.albertahealthservices.ca/assets/news/ev/ne-ev-qs-2018-poster-bell-indigenous-patient-journey.pdf

Aboriginal Awareness and Sensitivity Learning Strategy, 2015 -

The goal of this strategy was to increase cultural competency skills, knowledge, practices, and approaches of AHS staff in health services delivery. The strategy aimed to develop an e-learning series (AHS, 2016). No further details are publicly available.

Increased Access to Culturally Safe Cancer Care Pathways by Alberta First Nations in Rural Remote and Isolated Communities, 2014-2017

Funded by the CPAC, this collaborative project involving AHS – CancerControl Alberta, provincial First Nations, Health Canada, and other stakeholders, aimed to improve the cancer pathway of First Nations in Alberta by developing and implementing a cancer care strategy for First Nations in rural, remote and isolated communities.

https://www.partnershipagainstcancer.ca/about-us/who-we-are/first-nations-inuit-metis/foundational-work/access-first-nations-rural-remote-alberta/

Wisdom Council and Elder Circle, 2001 -

The Wisdom Council and Elder Circle was established by AHS to fulfill an advisory function to the Executive Leadership Team and the President and Chief Executive Officer. The Council and Elder Circle provides guidance and recommendations to the AHS on service delivery, program design, and evaluation for province-wide, culturally appropriate, health services delivered by the AHS to Indigenous Peoples in the province, including on- and off-reserve populations.

- **Terms of reference:** https://albertahealthservices.ca/assets/about/ac/ahs-ac-wisdom-council-tor.pdf

The Wisdom Council is required by its Terms of Reference to develop an annual work plan, with key performance indicators, and to report annually on progress achieved. The Internet search revealed two publicly accessible annual reports.

- **2015-2016 Report:** https://www.albertahealthservices.ca/assets/about/ac/ahs-ac-wisdom-council-2015-2016-ar.pdf
- **2018-19 Report:** https://www.albertahealthservices.ca/assets/about/ac/ahs-ac-wisdom-council-2018-2019-ar.pdf

Creation of Indigenous Health Policy Unit (IHPU)

The IHPU develops and supports strategies, policies, and legislation that helps improve the health status of Indigenous Peoples and reduce the gap in health outcomes between Indigenous and non-Indigenous Albertans. The Unit works closely with other departments and agencies of the federal and provincial governments, Indigenous partners, and other stakeholders.

Indigenous Cancer Patient Navigators

AHS has hired two Indigenous Cancer Patient Navigators (one in the northern region and one in the southern region) to work with and support First Nations, Inuit and Métis people impacted by cancer.

- **Cancer Care North: https://www. albertahealthservices.ca/assets/info/cca/if-cca-indigenous-navigator-cci.pdf**

- **Cancer Care South: https://www. albertahealthservices.ca/assets/info/cca/if-cca-indigenous-navigator-south.pdf**

Indigenous Health Core Committee

The Indigenous Health Core Committee was established to help guide the work of the Indigenous Health arm of the Population, Public and Indigenous Health Strategic Clinical Network and to foster relationships among key stakeholders (AHS, 2018b). The Network was launched in 2016 to support the AHS' commitment to closing health gaps between Indigenous Peoples and the general Albertan population.

Indigenous Wellness Clinic

The Indigenous Wellness Clinic provides diabetes education for pre-existing or newly diagnosed patients that combines western medicine with traditional teachings. They offer a four-day, culturally based, holistic, diabetes education program, as well as two-day follow-up appointments with the wellness team.
https://www.albertahealthservices.ca/ findhealth/service.aspx?id=4838

Indigenous Wellness Core

The Indigenous Wellness Core combines the previous Provincial Indigenous Health and Indigenous Health Strategic Clinical Network into one portfolio that is focused on innovation, quality improvement, and standardization of programs and services for Indigenous Peoples, both on- and off-reserve, living in Alberta. The Wellness Core provides a single point of contact for all Indigenous health needs and aims to strengthen the building of partnerships between AHS and Indigenous Peoples in Alberta.
https://www.albertahealthservices.ca/info/ page11949.aspx

AHS – Red Deer Health Region

Improving Cultural Safety through Art, 2019

This initiative aims to enhance awareness of Indigenous culture through an Indigenous mural, painted by artist Ryan Jason Allen Willert, in the Red Deer Regional Hospital Centre (Ballantyne, 2019). The goal of the project was to improve patient and provider experiences and continue the process of improving culturally safe health care delivery.
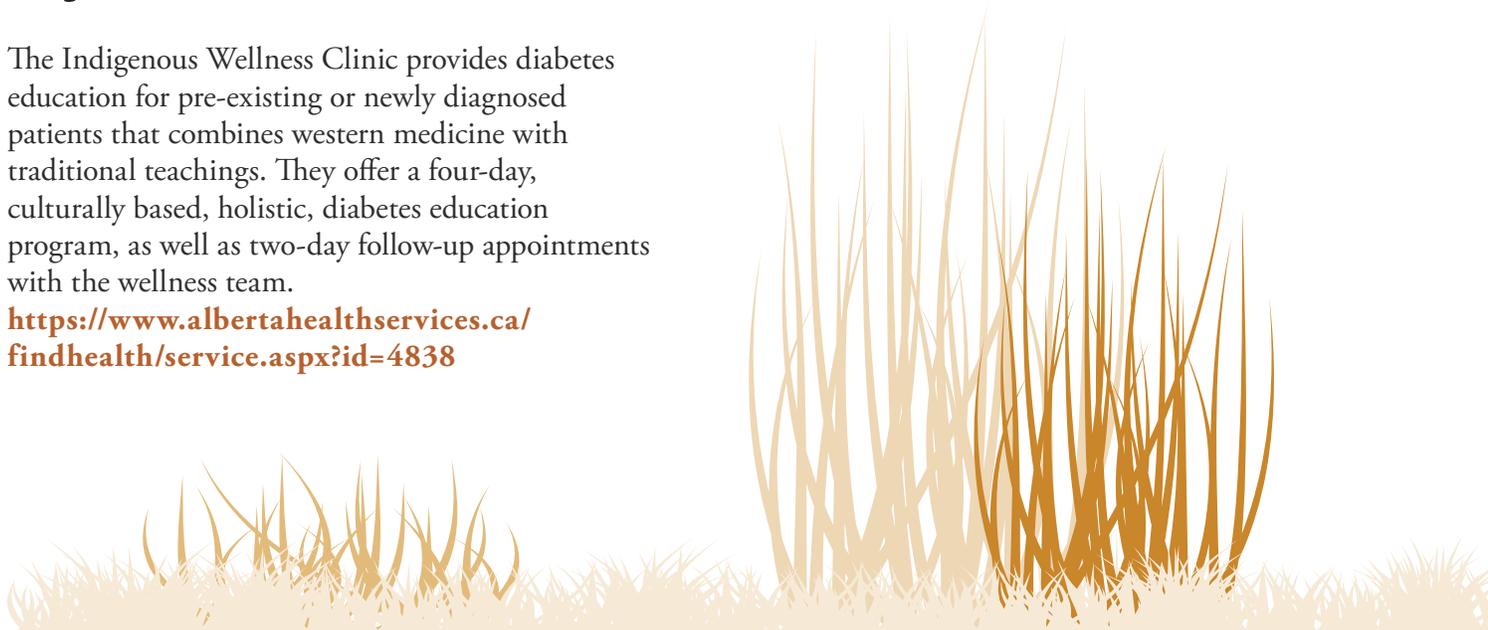
ORGANIZATIONAL RESPONSES

Professional organization and regulatory body responses

Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA)

Anti-Racism and Anti-Discrimination Advisory Initiative, 2020

In 2020, the ACSLPA implemented the Anti-Racism and Anti-Discrimination Advisory Initiative. The initiative involved:

1. establishing an Anti-Racism and Anti-Discrimination Advisory Committee to implement steps to address racism and discrimination in the College;

2. reviewing Standards of Practice to identify instances of systemic discrimination or racism either caused or perpetuated by the ACSLPA;

3. gathering baseline information regarding the cultural and linguistic diversity of the College's members and clients; and

4. developing fact sheets to educate members on the concepts of cultural safety and humility.

The review of the Standards of Practice were anticipated to be completed, with recommendations moving forward for consideration by the Council, in Winter/Spring 2021.
https://www.acslpa.ca/anti-racism-and-anti-discrimination-initiative/

Alberta Medical Association (AMA)

AMA Policy Statement on Indigenous Health, 2017

This document describes the principles adopted by the AMA to respond to UNDRIP and the TRC's Calls to Action.
https://www.albertadoctors.org/Indigenous-Health/ama-policy-statement-indigenous-health.pdf

Indigenous Health Committee

Established in 2018, the Indigenous Health Committee works to develop, implement, and promote the recommendations contained in the AMA's Policy Statement on Indigenous Health.
https://www.albertadoctors.org/make-a-difference/initiatives/indigenous-health/indigenous-health-committee

College and Association of Registered Nurses of Alberta (CARNA)

Supporting Culturally Safe Care: Position Statement (Draft), n.d.

This draft document outlines the CARNA's position on providing culturally safe and appropriate care (CARNA, n.d.). It discusses nurses' ethical responsibility to respect and value each client's individual culture and how culture may impact their experience of health care.

Culturally Safe and Inclusive Practice, 2021

This fact sheet provides guidance to members of the CARNA on their responsibilities to provide care that is culturally safe and inclusive. If defines culture and describes what culturally safe and inclusive practice is. It then sets out how this responsibility is achieved within practice.
https://www.nurses.ab.ca/media/sx3fb5z4/culturally-safe-and-inclusive-practice-practice-advice-2021.pdf

College of Licensed Practical Nurses of Alberta (CLPNA)

Practice Guideline: Cultural Competence and Inclusive Practice, 2019

This document aims to help Licensed Practical Nurses understand "cultural competence and inclusive practice as part of safe, competent, and ethical nursing care" (p. 3). Cultural competence is referred to as including "cultural awareness, cultural sensitivity, or cultural humility" (CLPNA, 2019, p. 3).
https://www.clpna.com/wp-content/uploads/2019/12/doc_Practice_Guideline_CulturalComp_Inclusivity.pdf

Indigenous organizational responses

Alberta First Nations Information Governance Centre

Alberta Baseline Assessment Report: Canadian Partnership Against Cancer First Nations, Métis and Inuit Cancer Control Initiative – Increased Access to Culturally Safe Cancer Care Pathways by Alberta First Nations in Rural, Remote, and Isolated Communities, 2013

This document reports on a short-term collaborative project between Alberta First Nations, AHS, FNIHB – Alberta Region, and other stakeholders, which aimed to improve the continuity of care for First Nations cancer patients in rural, remote, and isolated communities in Alberta.
https://afnigc.ca/wp-content/uploads/2024/01/Alberta-Baseline-Assessment-Report.pdf

Alpha House and Aboriginal Friendship Centre of Calgary

Creating Cultural Safety in a Mainstream Organization, 2017

This PowerPoint presentation describes an initiative jointly implemented by Alpha House and the Aboriginal Friendship Centre of Calgary to enhance service delivery for individuals whose lives are affected by alcohol and other drug dependencies. The goal of the project was to achieve cultural safety through flexibility in terms of conditions and prerequisites for who can use the service, a holistic approach, and grounding of the service in traditional practices.
https://conference.caeh.ca/wp-content/uploads/IH2_Creating-Cultural-Safety-in-a-Mainstream-Organization-BFisher.pdf

Métis Nation of Alberta (MNA)

The Metis Nation of Alberta offers several programs that aim to improve access to holistic, culturally appropriate, and responsive health and social services for Metis.

1. **Health Services:**
   · Opioid Navigation Services
   · Compassionate Care: Cancer Transportation Pilot Program
   · Affordable Dental Care Program
   · MNA Wellness Program
   · Virtual QuitCore Program

https://albertametis.com/programs-services/ health/community-wellness/

2. **Children and Family Services:**
   · Métis Family Resource Program
   · Supports and Services Navigator
   · Fetal Alcohol Spectrum Disorder
   · Oskaya Ayamichikewak Young Readers Program

https://albertametis.com/programs-services/ children-family-services/

Mainstream (non-Indigenous) organizational responses

None identified.

EDUCATIONAL RESOURCES & TRAINING INITIATIVES

Provincial government educational resources and training initiatives

Children's Services

Indigenous Cultural Understanding Framework, 2019

This framework was developed through engagement with Indigenous people and communities and incorporates Indigenous worldviews and ways of knowing. It is intended to guide Ministry staff in providing culturally appropriate services to Indigenous children, youth, families, and communities and support reconciliation, leading to better outcomes.
https://open.alberta.ca/dataset/d2642ef5-fa65-4117-8a44-d5b26c6aca04/resource/d1f3f3a5-20e9-4f2e-912c-c8cf1c1a397d/download/icuf-january-2019.pdf

Government of Alberta

Indigenous Learning Initiative – Introductory Training

The Alberta Government provides introductory training for all public servants, including AHS staff, on Indigenous histories, residential schools, treaties, and contemporary issues, and how they can apply what they have learned to their work. The training is offered as a 6-hour in-person course that includes an Elder-led ceremony, Indigenous perspectives of history and contemporary experiences, a sharing circle, and discussion on reconciliation.
https://www.alberta.ca/indigenous-learning-initiative.aspx

Indigenous Relations

Guide to Indigenous Organizations and Services in Alberta, 2021

This guide provides a list of Indigenous organizations and services in Alberta, including national and umbrella organizations, as well as agencies and services related to family services, health, healing and social services, women's organizations, urban organizations, and Friendship Centres.
https://open.alberta.ca/dataset/1e38502a-550b-4351-86cf-10cc5f393f93/resource/f7ef618f-450a-4788-a694-c70def6f2ece/download/ir-guide-to-indigenous-organizations-and-services-in-alberta-2021-01.pdf

Health system educational resources and training initiatives

Alberta Health Services (AHS)

Continuing Care in Indigenous Communities Guidebook, July 2019

This guidebook, which is periodically updated, provides information for First Nations and Métis communities to learn more about continuing care and what is involved in developing these services on-reserve or in settlements. The guidebook is intended to support discussions between the community and AHS.
https://www.albertahealthservices.ca/assets/info/seniors/if-sen-ccic-guidebook.pdf

Diversity Awareness Self-Reflection tool: A Practical Tool for Health Care Teams, 2015

This tool is a self-reflection survey that aims to assess one's awareness, sensitivity, and personal reflection of the importance of diversity competency and of the kinds of beliefs, attitudes, values, and practices that promote diversity competency.
https://pdfsecret.com/download/diversity-awareness-self-reflection-tool_59f7e7a1d64ab28ae2498e05_pdf

Indigenous Peoples and Communities in Alberta, n.d.

This booklet provides information about Indigenous Peoples in Alberta, including demographics, Indigenous identities, cultural practices, historical events, colonial policies, the TRC of Canada, UNDRIP, Indigenous wellness approaches, and social determinants of health.
https://together4health.albertahealthservices.ca/14632/widgets/56737/documents/34245

Indigenous Peoples in Canada, Indigenous Health video series and learning series

This website provides access to an introductory video series and other learning resources with information about Indigenous Peoples' history, social determinants of health, strategies for culturally competent care, Indigenous midwifery care, harm reduction, Indigenous holistic perspectives of health and wellness, traditional parenting, traditional tobacco use, and trauma-informed care.
https://www.albertahealthservices.ca/info/page7634.aspx

Understanding Diversity: Online Training Available for Healthcare Providers

This online learning module focuses on enhancing diversity awareness and competency of healthcare teams. Healthcare providers completing the module gain a better understanding and appreciation of the social and cultural factors embedded in patient care.
https://www.albertahealthservices.ca/assets/info/hp/phc/if-hp-phc-div-understanding-diversity.pdf

AHS – Calgary Health Region

Enhancing Cultural Competency: A Resource Kit for Health Care Professionals, 2009

Developed by the Alberta Children's Hospital/Child and Women's Health Diversity Program Coordinator and the Program Facilitator of the Mental Health Diversity Program, this resource booklet aims to assist health professionals in providing culturally competent care to diverse individuals and families.
http://fcrc.albertahealthservices.ca/publications/cultural/Enhancing-Cultural-Competency-Resource-Kit.pdf

Communicating with Diverse People, n.d.

This document provides tips for communicating with individuals who have their own unique beliefs about medicine, disease, and healthcare practices. The document discusses how assumptions and biases can influence communication and provides guidelines for effective communication.
https://www.champlainscreen.ca/wp-content/uploads/2014/03/Communicating_with_diverse_People.pdf

Professional organization and regulatory body educational resources and training initiatives

Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA)

Cultural Humility Fact Sheet, 2021

As part of its Anti-Discrimination and Anti-Racism Initiative, the ACSLPA created a fact sheet on cultural humility to educate members on this concept. It provides a definition of cultural humility and discusses the purpose of cultural humility and what it requires of ACSLPA members.
https://www.acslpa.ca/wp-content/uploads/2021/02/Cultural-Humility-Fact-Sheet.pdf

Cultural Safety Fact Sheet, 2021

As part of its Anti-Discrimination and Anti-Racism Initiative, the ACSLPA created a fact sheet on cultural safety to educate members on this concept. It provides a definition of cultural safety and discusses five principles that ACSLPA members can use to facilitate culturally safe service delivery.
https://www.acslpa.ca/wp-content/uploads/2021/02/Cultural-Safety-Fact-Sheet.pdf

Physiotherapy Alberta

Implications of the Truth and Reconciliation for Physiotherapy in Canada, 2017

Presented by Katie Gasparelli, this webinar engages physiotherapists in a discussion about the implications of the TRC's report for physiotherapists in Canada.
https://www.cpta.ab.ca/news-and-updates/webinars/implications-of-the-truth-and-reconciliation-for-physiotherapy-in-canada/

Indigenous-developed educational resources and training initiatives

None identified.

Other educational resources and training initiatives

Alberta Centre for Active Living

Diversity in Practice: Becoming Culturally Competent, 2006

This newsletter is focused on how practitioners can become culturally competent by gaining the attitudes, knowledge, and skills needed to work in a cross-cultural environment, with examples of good resources and what cultural competence looks like in practice.
https://era.library.ualberta.ca/items/
b189a544-6444-4322-808f-d61c6762e231/
view/6d2e5b99-bdd7-4b3d-b3aa-
b7fb7684443d/oct06.pdf

Alberta Civil Liberties Research Centre

Calgary Anti-Racism Education (CARED) Collective, 2009

Founded in 2009 by six women from Calgary's anti-racism community, the CARED collective provides education on anti-racism. This education is in the form of facilitated workshops and classroom sessions or as self-guided learning, accessible via the Alberta Civil Liberties Research Centre.

Alberta Homelessness Research Consortium

Understanding Cultural Safety: Traditional and Client Perspectives, 2013

This report presents findings from a research project that aimed to explore the perspectives of Indigenous clients who are homeless, Indigenous Elders, and service providers about how to enhance service and program delivery models and create cultural safety in a mainstream organization.

https://homelesshub.ca/sites/default/files/
Cultural%20Safety%20Final%20Report%20
March%202013.pdf

Calgary Foundation for Community, Forever

Treaty 7 Indigenous Ally Toolkit, n.d.

This fact sheet provides information about Treaty 7 First Nations in the Calgary area and their protocols, describes what an ally is, and discusses the impact of colonialism on Indigenous Peoples and what actions that allies can take.
https://calgaryfoundation.org/wp-content/uploads/124715-Calgary-Foundation-Treaty-7-Indigenous-Ally-Toolkit-c.c.pdf

Centre for Effective Practice

Poverty: A Clinical Tool for Primary Care Providers (AB), 2016

Developed in collaboration with the College of Family Physicians, this tool aims to assist primary care providers in helping to identify patients who may suffer health issues due to living in poverty in Alberta.
https://cep.health/media/uploaded/Poverty_flowAB-2016-Oct-28.pdf

Centre for Race and Culture

Anti-Racism Training

The Centre for Race and Culture offers a series of workshops and training on topics related to race and culture for professionals, including educators, human resource professionals, employers, social services providers, community leaders, and individuals with an interest in learning more about race and culture in the Edmonton area. This includes training on: building inclusive workplaces and practices, anti-racism education, understanding and mitigating bias, and effective intercultural practice.
https://cfrac.com/training/cfrac-training/

Cultural Diversity Institute

Cultural Competency: A Self-Assessment Guide for Human Service Organizations, 2000

This document aims to inform human service organizations about cultural competency and help them reflect upon their structures, policies, and procedures, as well as plan for and implement culturally competent practices.
http://www.aaisalearns.ca/wp-content/uploads/2015/08/cultural_competency_self_assesment_guide.pdf

SUMMARY

Alberta has expressed its commitment to addressing and combating racism in Alberta's health system, in collaboration with Alberta Health Services (AHS) and Indigenous partners (Government of Alberta, 2018b). It has also committed to taking actions to advance reconciliation between Indigenous and non-Indigenous people living in Alberta. These commitments are expressed through establishing organizational structures dedicated to assisting government in carrying out its responsibilities and priorities to support improved health outcomes for Indigenous Peoples in Alberta; by implementing high-level initiatives and strategies that directly address reconciliation, health equity, cultural safety and racism; as well as by embedding these principles within strategies and action plans to address specific health issues and Indigenous health generally. They are also expressed through 'whole-of-government' approaches that commit the provincial government to working in partnership with respective First Nations on issues of importance, and through efforts to ensure meaningful engagement with First Nations, Inuit, and Métis peoples at multiple levels. These extensive consultation and engagement activities have resulted in the development of legislation, policies, programs, and services that are more culturally appropriate and better serve the needs of Indigenous Peoples in Alberta.

However, further efforts are needed at all levels of the health system and government broadly to enhance cultural safety for Indigenous populations in Alberta. While there have been efforts to enhance cultural competence, diversity, and inclusion within the health system, these efforts do not appear to encompass the unique elements of cultural safety, with its focus on life-long learning and addressing power differentials. They may thus be inadequate for facilitating the type of health system transformation needed to overcome the barriers that Indigenous people face in accessing health care. There is also a need to incorporate cultural safety training into the educational curriculum of health students in all medical and allied professions, develop cultural safety standards and practice guidelines for all professionals working in health-related fields, and promote cultural safety training for all practising health and health-affiliated health professionals. Passing UNDRIP legislation, with adequate accountability measures, may also go a long way to ensuring services meet the needs of Indigenous populations and that efforts to improve Indigenous health in Alberta do not end up being aspirational in nature only.

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National Collaborating Centre
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