

INDIGENOUS CULTURAL SAFETY:

An environmental scan of cultural safety initiatives in Canada - Chapter 3: Cultural safety initiatives in British Columbia



National Collaborating Centre
for Indigenous Health



Centre de collaboration nationale
de la santé autochtone

CULTURAL SAFETY AND RESPECTFUL RELATIONSHIPS

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For further information or to obtain additional copies, please contact:

National Collaborating Centre for Indigenous Health (NCCIH)
3333 University Way
Prince George, BC,
V2N 4Z9 Canada

Tel: (250) 960-5250
Fax: (250) 960-5644
Email: nccih@unbc.ca
Web: nccih.ca

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CONTENTS



INTRODUCTION -----	4
LEGISLATION -----	5
PARTNERSHIP AGREEMENTS -----	6
Tripartite partnerships -----	6
Bilateral partnerships -----	8
Other partnerships -----	9
POLICY & PROGRAM RESPONSES -----	12
Tripartite responses -----	12
Bilateral policy responses -----	14
Provincial responses -----	15
Health system responses -----	16
ORGANIZATIONAL RESPONSES -----	32
Professional organization and regulatory body responses -----	32
Indigenous organizational responses -----	36
Mainstream (non-Indigenous) organizational responses -----	38
EDUCATIONAL RESOURCES & TRAINING INITIATIVES --	39
Provincial government educational resources and training initiatives -----	39
Health system educational resources and training initiatives -----	40
Professional organization and regulatory body educational resources and training initiatives -----	48
Indigenous-developed educational resources and training initiatives -----	50
Other educational resources and training initiatives -----	54
SUMMARY -----	56
REFERENCES -----	58



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INTRODUCTION



The focus of this chapter is on cultural safety initiatives in British Columbia 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 British Columbia

Declaration on the Rights of Indigenous Peoples Act, 2019

Affirming the Province's commitment to working in partnership with Indigenous Peoples to make progress on reconciliation, in the Fall of 2019, the provincial government became the first province in Canada to pass legislation to implement the UNDRIP. The Act is intended to provide a path forward on reconciliation based on respect for Indigenous Peoples' human rights. The Act stipulates that individuals have the right to cultural safety, the highest levels of health and wellness, and access to traditional medicines and traditional healing approaches.

<https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/19044>

- The *Declaration on the Rights of Indigenous Peoples Act* requires annual reports on progress. These can be obtained from: <https://www2.gov.bc.ca/gov/content/governments/indigenous-people/new-relationship/united-nations-declaration-on-the-rights-of-indigenous-peoples/annual-reporting>



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PARTNERSHIP AGREEMENTS



Tripartite¹ partnerships

Government of Canada, Government of British Columbia, and First Nations Health Council (FNHC), also known as the Tripartite Committee on First Nations

Memorandum of Understanding: Tripartite Partnership to Improve Mental Health and Wellness Services and Achieve Progress on the Determinants of Health and Wellness, 2018

Signed by the FNHC, the First Nations Health Authority (FNHA), and the governments of BC and Canada, this MOU describes actions that all parties will commit to over a two-year period to improve mental health and wellness services through:

1. partnerships that enhance coordination of responses and programs and services;
2. strengthened partnership structures and processes that ensure full and equal involvement of First Nations into the design of federal and provincial strategies and services;



3. a new approach to federal and provincial investments in mental health and wellness services and infrastructure that provides greater flexibility for First Nations to plan, design, and deliver a full continuum of services and establishes mechanisms for reciprocal accountability; and
4. innovative community-driven and nation-based health and wellness approaches and plans that address the social determinants of health and wellness.

<https://fnhc.ca/wp-content/uploads/2020/12/MoU-Tripartite-Partnership-to-Improve-Mental-Health-and-Wellness-Services-and-Achieve-Progress-on-the-SDOH.pdf>

Health Partnership Accord, 2012

Stemming from a commitment made in the 2011 British Columbia Tripartite Framework Agreement on First Nation Health Governance, signed by First Nations leadership and the governments of BC and Canada, this non-binding agreement captures the vision of the three Parties for a “better, more responsive and integrated health system for First Nations in British Columbia” (FNHC et al., 2012, p. 2), and describes the parties’ shared commitment to taking actions collaboratively towards this vision.

<https://www.health.gov.bc.ca/library/publications/year/2012/health-partnership-accord.pdf>

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.

British Columbia Tripartite Framework Agreement on First Nation Health Governance, October 2011

Involving the FNHC and the governments of Canada and BC, this agreement outlines a framework for transferring the planning, design, management, and delivery of First Nations health programs from the federal government to a new FNHA, within two years.

<https://www.fnha.ca/Documents/framework-accord-cadre.pdf>

Several evaluation activities have occurred in relation to the agreement including annual progress reports from 2011/2012 to 2020/2021, case studies, and evaluations of the Tripartite Framework Agreement and related contribution agreements.

- 2020/2021: https://www2.gov.bc.ca/assets/gov/government/ministries-organizations/ministries/health/office-of-indigenous-health/8598_tripartite_partners_progressreport_2020-2021_web.pdf
- 2019/2020: <https://www2.gov.bc.ca/assets/gov/government/ministries-organizations/ministries/health/office-of-indigenous-health/tcfnh-progress-report-april-2019-march-2020.pdf>
- 2017/2019: <https://www.fnha.ca/Documents/Together-in-Wellness-November-2017-March-2019.pdf>
- 2016/2017: <https://www.fnha.ca/Documents/together-in-wellness-2016-17.pdf>
- 2015/2016: <https://www.fnha.ca/Documents/2015-2016-Together-In-Wellness.pdf>
- 2013/2014: <https://www.fnha.ca/Documents/Together-In-Wellness-2013-14-Annual-Report.pdf>
- 2014/2015: <https://www.fnha.ca/Documents/2014-2015-Together-In-Wellness.pdf>

- 2012/2013: https://www.fnha.ca/Documents/Together-in-Wellness_2012-13_annual_report.pdf
- 2011/2012: https://www.fnha.ca/Documents/together-in-wellness_2011-12_interim_report.pdf

Cultural Safety and Humility Case Study Report, December 2019

<https://www.fnha.ca/Documents/FNHA-BC-Tripartite-Agreement-Case-Study-Cultural-Safety-and-Humility.pdf>

Data and Information Governance Case Study Report, 2019

<https://www.fnha.ca/Documents/FNHA-BC-Tripartite-Agreement-Case-Study-Data-and-Information-Governance.pdf>

Health Actions Case Study Report, 2019

<https://www.fnha.ca/Documents/FNHA-BC-Tripartite-Agreement-Case-Study-Health-Actions.pdf>

Maternal Child and Family Health Case Study Report, 2019

<https://www.fnha.ca/Documents/FNHA-BC-Tripartite-Agreement-Case-Study-Maternal-Child-and-Family-Health.pdf>

Overdose Response Case Study Report, 2019

<https://www.fnha.ca/Documents/FNHA-BC-Tripartite-Agreement-Case-Study-Overdose-Response.pdf>

Evaluation of the British Columbia Tripartite Framework Agreement on First Nation Health Governance, December 2019

- Full report: <https://www.fnha.ca/Documents/Evaluation-of-the-BC-Tripartite-Framework-Agreement-on-First-Nations-Health-Governance.pdf>

- **Executive summary:** <https://www.fnha.ca/Documents/Evaluation-of-the-BC-Tripartite-Framework-Agreement-on-First-Nations-Health-Governance-Executive-Summary.pdf>

Evaluation of the First Nations BC Tripartite Contribution Agreements 2007-08 to 2011-12: Final Report, 2013

https://www.canada.ca/content/dam/hc-sc/migration/hc-sc/ahc-asc/alt_formats/pdf/performance/eval/2012/bc-tripartite-evaluation-cb-eng.pdf

First Nations Health Plan Memorandum of Understanding, 2006

This MOU commits the FNLC and the provinces of BC and Canada to developing a tripartite First Nations Health Plan by May 27, 2007, using the *Transformative Change Accord: First Nations Health Plan* as a framework.

<https://fns.bc.ca/our-resources/first-nations-health-plan-memorandum-of-understanding>

The Transformative Change Accord, 2005

In 2005, the FNLC and the governments of BC and Canada signed this historic agreement which recognized the need to strengthen relationships on a government-to-government basis and affirmed the parties' commitment to closing health and socio-economic gaps between First Nations and other British Columbians, reconciling Indigenous rights and title with those of the Crown, and establishing a new relationship based on mutual respect and recognition. Through the Accord, the parties agreed to establish a 10-year plan for closing these socio-economic gaps.

https://www.fnha.ca/Documents/transformative_change_accord.pdf

Government of Canada (Indigenous Services Canada [ISC], Crown-Indigenous Relations and Northern Affairs Canada [CIRNAC], Government of British Columbia (Ministry of Children and Family Development), and Secwèpemc Nation

Memorandum of Understanding between Secwèpemc Nation, Indigenous Services Canada, Crown-Indigenous Relations and Northern Affairs Canada and the Ministry of Children and Family Development in relation to defining inherent jurisdiction over Child and Family Services as asserted by the Secwèpemc Nation, 2018

This MOU commits the federal and BC governments to adopting and fully implementing the UNDRIP and TRC Calls to Action in relation to child welfare. It commits all three parties to discussing and developing a new approach to child welfare for Secwèpemc children and families that is flexible and culturally appropriate, and establishes a mechanism for collaboratively doing this work.

https://www2.gov.bc.ca/assets/gov/family-and-social-supports/indigenous-cfd/secwepemc_memorandum_understanding_2018.pdf

[Bilateral² partnerships](#)

Government of British Columbia and Métis Nation BC

Métis Nation Relationship Accord II, 2016

Signed by the Métis Nation BC and the Government of BC, this Accord aims to strengthen relationships between Métis people and the provincial government based on mutual respect, responsibility, and sharing. It commits both parties to improving engagement, coordination, information

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.

sharing, and collaboration; and to meeting commitments made at the First Minister's Meeting on Aboriginal issues as they pertain to Métis people and closing socio-economic gaps. It sets out the creation of a Métis Nation Relationship Accord II Secretariat to support the relationship, with a role to implement provisions of the Accord and review progress of its implementation on an ongoing basis.

<https://www2.gov.bc.ca/gov/content/governments/indigenous-people/new-relationship/united-nations-declaration-on-the-rights-of-indigenous-peoples/distinctions-based-approach/metis-in-bc/metis-nation-relationship-accord>

Ministry of Children and Family Development and BC First Nations Leadership

Recognition and Reconciliation Protocol on First Nations Children, Youth and Families between the Province of BC and the First Nations Summit, Union of BC Indian Chiefs, and the BC Assembly of First Nations, 2009

This document commits the Government of BC to a new relationship with First Nations and to actions that support healthy development outcomes for children, youth and families under the Ministry of Children and Family Development.

https://cwrp.ca/sites/default/files/publications/en/BC_Recognition_Reconciliation_Protocol.pdf

Other partnerships

First Nations Health Authority (FNHA) and regional Health Authorities

Regional Partnership Accords, 2019

The FNHA, together with each of the regional Health Authorities and First Nations within their respective regions, signed Regional Partnership Accords that are framed within the context of the TRC's Calls to Action, UNDRIP, and health authority goals to work collaboratively with First Nations and Indigenous partners to plan and deliver culturally sensitive health care services, achieve health equity, and advance cultural competency and cultural safety. Publicly accessible Accords include:

- ***Interior Health, Partnership Accord, 2019***
<https://www.interiorhealth.ca/sites/default/files/PDFS/partnership-accord.pdf>
- ***Northern Partnership Accord, 2012***
https://www.fnha.ca/Documents/Northern_Partnership_Accord.pdf
- ***Vancouver Island Partnership Accord, 2022*** <https://www.fnha.ca/Documents/Vancouver-Island-Partnership-Accord-2022.pdf>
- ***Fraser Health Partnership Accord, 2020***
<https://www.fraserhealth.ca/-/media/Project/FraserHealth/FraserHealth/Health-Topics/Aboriginal-Health/Cultural-safety/Signed-Partnership-Accord-2020---2023.pdf?rev=89b13c6becb04219a1c846c9ca7485e0>
- ***Vancouver Coastal Partnership Accord, 2012*** https://www.fnha.ca/Documents/Vancouver_Coastal_Partnership_Accord.pdf

There is a commitment to monitor and report on progress achieved as part of these regional partnership accords. Some of these progress reports are accessible online, including:

- FNHA – Fraser Salish: <https://www.fnha.ca/Documents/Fraser-Salish-Partnership-Accord-Evaluation-Report.pdf>
- FNHA – Interior: <https://www.fnha.ca/Documents/Interior-Partnership-Accord-Evaluation-Report.pdf>
- FNHA – Northern: <https://www.fnha.ca/Documents/Northern-Partnership-Accord-Evaluation-Report.pdf>
- FNHA – Vancouver Coastal Health: <https://www.fnha.ca/Documents/Vancouver-Coastal-Partnership-Accord-Evaluation-Report.pdf>
- FNHA – Vancouver Island: <https://www.fnha.ca/Documents/Vancouver-Island-Partnership-Accord-Evaluation-Report.pdf>

Island Health and Métis Nation BC

Letter of Understanding between Métis Nation British Columbia and Island Health, 2019

This Letter of Understanding constitutes a framework for the Métis Nation BC and Island Health to work together to improve services for Métis people in the Island Health region, based on principles of collaboration and inclusion, mutual respect and cultural recognition, transparency, reciprocal accountability, and integrity.

<https://www.islandhealth.ca/sites/default/files/2019-11/mnbc-island-health-lou.pdf>

Northern Health, FNHA, and FNHC

Implementing our Health and Wellness Plan: An Overview – Northern First Nations Health Partnership Committee, 2014

The First Nations Health Partnership Committee includes representatives from Northern Health, the FNHA and the FNHC. This fact sheet provides an overview of the First Nations Health Partnership Committee and its role in implementing the *Northern First Nations Health and Wellness Plan*, the values and principles that guide their decisions and actions, and the 14 goals they will be working to implement.

https://www.fnha.ca/WellnessSite/WellnessDocuments/NFNHPC_Implementing_Our_Health_and_Wellness_Plan_Overview.pdf





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POLICY & PROGRAM RESPONSES



Tripartite responses

Tripartite Committee on First Nations Health

Cultural Safety and Humility Change Leadership Strategy, 2018

Mandated by the Tripartite Committee on First Nations Health, this strategy provides a cross-system framework for systemic change across multiple organizations (FNHA, 2020). Its purpose is to provide enhanced support and coordination and identify additional strategies that may be needed to consolidate gains to date and permanently embed cultural safety within the health system to achieve equitable systems and health outcomes for Indigenous people. The strategy has not been made public and is an evolving one.

Executive Working Group on Cultural Safety and Humility, 2015

Formed by the Tripartite Committee on First Nations Health, this Working Group aims to consolidate the work and expedite progress in embedding cultural safety into provincial health services. The Group has developed the “Guiding Framework for Action on Cultural Safety and Humility for First Nations and Aboriginal Health Services in BC” to support organizations in developing action plans that embed cultural safety into their services and systems. While the Framework is not freely accessible to the public, information about it can be obtained from Nickerson (2019, p. 9).

BC First Nations’ Data Governance Initiative Strategic Framework, 2013, updated 2016

This document formalizes the tripartite governance approach to managing First Nations data and information in BC. It aims to establish common understanding among all parties of the vision, objectives, scope, and requirements of the strategic framework, and of the work performed, the approach, and the roles and responsibilities for all concerned. It also documents key assumptions, constraints, and dependences, and provides a baseline for carrying out the work and measuring progress on the in initiative.

https://static1.squarespace.com/static/558c624de4b0574c94d62a61/t/578d385dff7c501707c3a328/1468872798427/-REPORT_-_BC_FN_DATA_GOVORNANCE_INITIATIVE_STRATEGIC_FRAMEWORK_-_EVERGREEN.pdf

Tripartite Data Quality and Sharing Agreement (TDQSA), 2010

Signed by the BC Ministry of Health, the First Nations Health Society (FNHS, now FNHA), and Health Canada, this Agreement fulfills action item number 28 in the *Transformative Change Accord: First Nations Health Plan*, which committed partners to ensure federally and provincially held information on First Nations is shared (FNHA, 2021a). The Agreement sets out a series of commitments and principles for sharing data and improving the quality of data.

Annual reports on progress achieved in meeting commitments and principles laid out in the TDQSA and implementing health information governance capacity within BC First Nations have been released.

- **2012 Annual Report:** https://www.fnha.ca/Documents/TDQSA_2012_Annual_Report.pdf
- **2013-2014 Annual Report:** <https://www.fnha.ca/Documents/TDQSA-2013-2014-Annual-Report.pdf>
- **2015-2016 Annual Report:** <https://www.fnha.ca/Documents/TDQSA-2015-2016-Annual-Report-On-Progress.pdf>
- **2016-2017 Annual Report:** <https://www.fnha.ca/Documents/TDQSA-2016-2017-Annual-Report-On-Progress.pdf>
- **2018-2019 Annual Report:** <https://www.fnha.ca/Documents/TDQSA-2018-2019-Annual-Report-On-Progress.pdf>
- **2020 Annual Report:** <https://www.fnha.ca/Documents/TDQSA-2020-Annual-Report-On-Progress.pdf>

Tripartite First Nations Health Plan, 2007

This document builds on the First Nations Health Plan MOU and the *Transformative Change Accord: First Nations Health Plan*. It outlines the key elements that are foundational to implementing the health plan, including setting a collective vision, establishing the principles underpinning the new governance structure, outlining the components of the new governance structure, and articulating next steps in developing and implementing a health promotion/disease and injury strategy, establishing a multi-jurisdictional health planning framework for services delivery, developing indicators to track performance, and implementing, planning, oversight, and community engagement.

https://www.health.gov.bc.ca/library/publications/year/2007/tripartite_plan.pdf

The Transformative Change Accord: First Nations Health Plan, 2006

This document responds to a commitment of the three parties to the *Transformative Change Accord* to establish a 10-year plan to close socio-economic gaps between First Nations and other British Columbians. It is a bilateral agreement between the Province of BC and the FNLC which establishes a framework for addressing health inequities over the next 10 years.

https://www.health.gov.bc.ca/library/publications/year/2006/first_nations_health_implementation_plan.pdf

Indigenous Services Canada (ISC), Government of British Columbia, and National Collaborating Centre for Indigenous Health (NCCIH)

Cultural safety resource collection to support culturally safe health systems, August 2021

In partnership with the Government of British Columbia, on August 13 the ISC announced \$520,000 in funding over five years to support the creation of a repository of resources on cultural safety in service delivery and practices at the National Collaborating Centre for Indigenous Health. The online repository will include publicly accessible resources that will enable health system partners to create tools, strategies, and resources to enhance cultural safety across the health system (Government of British Columbia, 2021).



Bilateral policy responses

Government of British Columbia and First Nations leadership

Declaration on the Rights of Indigenous Peoples Act, Joint Agenda: Implementing the Commitment Document – Concrete Actions: Transforming Laws, Policies, Processes and Structures, 2019

Implementation of the *Declaration on the Rights of Indigenous Peoples Act* requires establishing new institutions, processes, and structures based on Indigenous rights. This document outlines the Government of BC's priorities and concrete actions for beginning this transformation. It also declares that the actions will be implemented through joint processes agreed to by First Nations and the BC Government.

https://news.gov.bc.ca/files/BC_FNLC_Actions.pdf

British Columbia – First Nations Proposed Commitment Document, 2015

In response to the TRC's Calls to Action, the BC Government worked with First Nations leadership to develop this proposed commitment document that sets out a joint agenda and action plan for responding to the Calls to Action.

https://news.gov.bc.ca/files/Commitment_Document.pdf

Government of British Columbia, FNHA, and regional health authorities

Declaration of Commitment to Advancing Cultural Humility and Cultural Safety within Health Services, July 2015

This declaration, involving the Province of BC, the FNHA, and the five regional health authorities, mandates health professionals working for the

regional health authorities to acknowledge and advance cultural safety and humility in their practices with Indigenous Peoples.

<https://www.fnha.ca/Documents/Declaration-of-Commitment-on-Cultural-Safety-and-Humility-in-Health-Services.pdf>

Government of British Columbia (Emergency Management BC) and FNHA

Declaration of Commitment: Cultural Safety and Humility in Emergency Management Services for First Nations People in BC, 2019

This declaration commits Emergency Management BC to serve as champions of cultural safety and humility in emergency management services.

<https://www.fnha.ca/Documents/FNHA-EMBC-Cultural-Safety-and-Humility-Declaration-of-Commitment.pdf>

Ministry of Health, Métis Nation, First Nations

In Plain Sight Task Team, 2021

Developed in response to recommendations in the *In Plain Sight* report, this Task Team was established to drive the implementation of the report's recommendations for resolving Indigenous-specific racism in health care and make the system culturally safe for Indigenous Peoples and other residents of BC. Appointed by the Ministry of Health in consultation with Indigenous partners, the Task Force consists of Indigenous and non-Indigenous people with expertise in BC's health care system, cultural safety and humility, and addressing Indigenous-specific racism. It is led in partnership under a three co-chair model, with a representative from each of the Métis Nation, First Nations, and government, and guided and supported by two respected Elders.

<https://news.gov.bc.ca/releases/2021HLTH0059-001870>

Provincial responses

BC Public Serviced Agency

Aboriginal Relations Behavioural Competencies, 2012

Developed to respond to the provincial government's commitment to a new relationship with Indigenous Peoples, this guide is intended to help anyone working in the BC Public Service and living on the traditional territories of First Nations to shift their attitudes and behaviours so they are able to build relationships with First Nations peoples and communities based on respect, recognition, and accommodation of Indigenous title and rights. It articulates a set of 17 competencies, grouped into four types (personal effectiveness, achieving business results, interpersonal relationships, and leading people).

- **Implementation guide:** https://www2.gov.bc.ca/assets/gov/careers/for-job-seekers/about-competencies/aboriginal_relations_behavioural_competencies_implementation_guide.pdf
- **Quick guide:** https://www2.gov.bc.ca/assets/gov/careers/for-job-seekers/about-competencies/aboriginal_relations_behavioural_competencies_quick_guide.pdf
- **Dictionary describing each competency:** https://www2.gov.bc.ca/assets/gov/careers/for-job-seekers/about-competencies/aboriginal_relations_behavioural_competencies_printable_version.pdf

Engage BC

In Plain Sight: Addressing Indigenous-Specific Racism and Discrimination in BC Health Care, 2020

Responding to allegations about racism among staff at a Vancouver Island hospital, in June 2020, the provincial government launched an independent review of BC's health care system. This report, written by Justice Mary Ellen Turpel-Lafond, presents findings from this review and represents the voices of nearly 9000 Indigenous patients, family members, third-party witnesses, and healthcare workers about experiences of interpersonal and systemic racism and its impacts. It makes 24 recommendations that represent a blueprint for fundamental changes needed.

<https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Summary-Report.pdf>

Government of British Columbia

Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples, 2018

As part of its commitment to reconciliation, the Government of BC drafted reconciliation principles to guide the development of a new relationship with Indigenous Peoples. These principles address Indigenous Peoples' right to self-determination and self-government; a standard of conduct for how government employees engage with Indigenous Peoples; and the need for recognition of Indigenous people's inherent rights and respect.

https://www2.gov.bc.ca/assets/gov/careers/about-the-bc-public-service/diversity-inclusion-respect/draft_principles.pdf

Ministry of Children and Family
Development

***Aboriginal Supported Child Development
Program of British Columbia: Practice
Guidelines Manual, 2017***

Developed by the Aboriginal Supported Child Development Programs of BC, a contracted agency funded by the Ministry of Children and Family Development, this manual provides updated guidelines for Aboriginal Supported Child Development (ASCD) Programs in BC, incorporating Indigenous cultures, beliefs, and values that are fundamental to ASCD programs. <https://www.ascdp.bc.ca/downloads/ascd-practice-guideline-final-february-14th-2017-pdf.pdf>

***Aboriginal Policy and Practice Framework in
British Columbia, 2015***

This document provides an overarching framework for improving outcomes for Indigenous children, youth, and families served by a Delegated Aboriginal Agency or the Ministry of Children and Family Development. The framework defines a pathway towards restorative policies and practices that are culturally safe, trauma-informed, and support and honour Indigenous Peoples' cultural systems of caring and resilience. <https://cwrp.ca/sites/default/files/publications/abframework.pdf>

Ministry of Health

Office of Indigenous Health

Situated within BC's Ministry of Health, the Office of Indigenous Health provides an Indigenous lens to strategic priorities, legislation, policy, and program development, as well as other appropriate ministries. The Office works collaboratively with the FNHA, regional health authorities, the PHSA, and other

provincial Indigenous organizations to ensure that the needs of Indigenous Peoples are addressed in service planning, policy development, and the promotion of culturally safe and appropriate service delivery.

<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/aboriginal-health#:~:text=The%20Office%20of%20Indigenous%20Health,as%20other%20ministries%20where%20appropriate>

Health system responses

British Columbia Centre on Substance Use (BCCSU)

***Indigenous Anti-Racism and Anti-Colonial
(ARC) Framework, 2020***

This document is an updated version of BCCSU's Indigenous Cultural Safety Framework, which aims to better encompass the purpose and scope of the work to fully adopt and implement the TRC's Calls to Action and the UNDRIP into the organization. The framework is implemented across all three core functions of the Centre's work (research, education, and clinical care) through the inclusion of themes of health equity, evidence-based, culturally informed, and culturally appropriate addiction care guidance, social justice, advocacy for marginalized populations who use drugs, and policy and systemic change.

<https://www.bccsu.ca/wp-content/uploads/2020/06/BCCSU-INDIGENOUS-ARC.pdf>

BC Centre for Palliative Care

Inter-professional Palliative Competency Framework, 2019

The BC Centre for Palliative Care developed an inter-professional palliative competency framework that includes standards specific to eight domains. One domain is focused exclusively on cultural safety and humility, with four competencies identified within this domain.

https://bc-cpc.ca/wp-content/uploads/2019/09/Competency_Framework_May2019.pdf

BC Children's Hospital

Aboriginal Patient Liaison Program Services

This resource describes the roles and responsibilities of Aboriginal Patient Liaisons at the BC Children's Hospital.

<http://www.bcchildrens.ca/aboriginal-patient-liaison-site/Documents/Aboriginal%20Patient%20Liaison%20Handout.2015.pdf>

BC Patient-Centred Measurement (PCM)

Indigenous Advisory Committee

The BC PCM measures patient experiences and outcomes as part of the provincial government's objective of giving people who access health care services in BC a voice in evaluating the quality and safety of their care. The Indigenous Advisory Committee was created to provide advice on matters impacting First Nations, Inuit, and Métis patients and on Indigenous ways of knowing, and to make recommendations on cultural safety questions in provincial patient experience surveys (Government of BC, 2020).

BC Patient Safety and Quality Council

British Columbia Health Quality Matrix, 2020

Developed in partnership with the FNHA, in collaboration with other stakeholders, the BC Health Quality Matrix provides a common language and understanding about quality, which incorporates Indigenous perspectives of health and wellness and worldviews.

<https://bcpsqc.ca/wp-content/uploads/2020/02/BC-Health-Quality-Matrix-March-2020.pdf>

First Nations Health Authority (FNHA)

First Nations Virtual Doctor of the Day program

This program enables First Nations who have limited access to doctors to make virtual appointments, improving their access to primary health care closer to home. The service is accessible to all First Nations and their family members, even if they are not Indigenous. All doctors are trained to follow and practice principles and practices of cultural safety and humility.

<https://www.fnha.ca/what-we-do/ehealth/virtual-doctor-of-the-day>

Virtual Substance Use and Psychiatry Service

Like the Doctor of the Day Program, this referral-based service provides First Nations people and their family members with free access to specialists in addictions medicine and psychiatry who are dedicated to practicing principles of cultural safety and humility and delivering trauma-informed care.

<https://www.fnha.ca/what-we-do/ehealth/virtual-substance-use-and-psychiatry-service>

2021/2022 FNHA Summary Service Plan

This document sets out the FNHA's key priorities, annual priorities and goals, outcome statements, objectives, and strategies on which the priorities are based for the period 2021/2022. The plan identifies six organization-wide priorities and four goals, with cultural safety and humility identified as not only a distinct priority but imbedded throughout other priorities.

- **2021-22 Service Plan:** <https://www.fnha.ca/Documents/FNHA-Summary-Service-Plan-2021-2022.pdf>

To ensure accountability, the FNHA is required to report annually on activities and progress achieved with respect to objectives within each of the goals identified in their Summary Service Plans, including in relation to regional health and wellness plans.

- Annual reports can be obtained from: <https://www.fnha.ca/about/governance-and-accountability/annual-reports>



A Framework for Action: Responding to the Overdose/Opioid Public Health Emergency for First Nations, 2018

This fact sheet summarizes a system-wide response for slowing and stopping overdoses and opioid use among First Nations in BC. The framework focuses on preventing deaths and supporting the broader mental health and wellness goals of First Nations and is guided by principles of reciprocal accountability and cultural safety.

<https://www.fnha.ca/Documents/FNHA-Overdose-Action-Plan-Framework.pdf>

#itstartswithme: FNHA's Policy Statement on Cultural Safety and Humility, 2016

This policy statement presents a vision for a culturally safe health system for First Nations people in BC and recommends actions for health partners to embed principles of cultural safety and humility into the health system across multiple levels. The policy statement kicked off a *Creating a climate for change (#It Starts With Me)* campaign that aimed to support health service staff in achieving the collective goal of culturally safe health services for First Nations and Indigenous Peoples in BC. Several print and video resources, webinar recordings, presentations, and promotional items were created as part of this initiative to support cultural safety and humility campaigns in any organization.

<https://www.fnha.ca/documents/fnha-policy-statement-cultural-safety-and-humility.pdf>

Declaration of Commitment to Advancing Cultural Humility and Cultural Safety within Health Services, July 2015

This declaration, involving the Province of BC, the FNHA, and the five regional health authorities, mandates health professionals working for the regional health authorities to acknowledge and advance cultural safety and humility in their practices with Indigenous Peoples.

<https://www.fnha.ca/Documents/Declaration-of-Commitment-on-Cultural-Safety-and-Humility-in-Health-Services.pdf>

BC First Nations and Aboriginal Maternal, Child and Family Strategic Approach, 2013, 2015

Developed in 2013 and updated in 2015, this document aims to encourage discussions within regions around strategic directions and actions related to maternal, child, and family health and shared efforts to identify common priorities, bring together resources, develop policies, and use best practices to ensure First Nations and Indigenous mothers, children, and families are supported to reach and maintain optimal health and wellness outcomes. While the 2015 strategic framework is accessible only at university libraries across BC, the 2013 framework can be accessed at:

<https://www.deslibris.ca/IDFR/244939>

Healthy Smiles for Life: BC's First Nations and Aboriginal Oral Health Strategy, 2014

This document outlines goals and actions for guiding public health and community efforts to improve the oral health of First Nations and Indigenous children aged 0-18 and their caregivers. The strategy is guided by five principles:

1. health equity;
2. cultural competence and responsiveness;
3. holistic health and wellness;
4. healthy children, healthy families, and healthy communities; and
5. working together.

https://www.fnha.ca/WellnessSite/WellnessDocuments/FNHA_HealthySmilesforLife_OralHealthStrategy2014.pdf

FNHA – Fraser Salish

Fraser Salish 2020 5-Year Regional Health and Wellness Plan, 2020

This document presents FNHA – Fraser Salish’s health and wellness plan for achieving a shared vision of “healthy, self-determining, vibrant BC First Nations children, families and communities,” (Government of BC, 2016, n.p.), with a focus on building capacity and resiliency in First Nations communities, cultural safety, and traditional wellness.

<https://www.fnha.ca/Documents/FNHA-Fraser-Salish-2020-5-Year-Regional-Health-and-Wellness-Plan.pdf>

FNHA – Interior Region

Interior Region Health and Wellness Plan, 2018

This document presents FNHA – Interior region’s plan for achieving a shared vision of “healthy, self-determining, vibrant BC First Nations children, families and communities,” (Government of BC, 2016, n.p.), with a focus on building capacity and resiliency in First Nations communities, cultural safety, and traditional wellness.

<https://fnhc.ca/wp-content/uploads/2021/09/Interior-Regional-Health-and-Wellness-Plan-2018.pdf>

- A report on progress in relation to the Health and Wellness Plan: <https://www.fnha.ca/Documents/FNHA-Interior-Region-Nation-Executive-Strategic-Directions.pdf>

Strategic Directions Interior Region Nation Executive, 2015

This document sets strategic directions for health transformation in the Interior region, with actions in seven directives:

1. community-driven, nation-based;
2. increase First Nations decision-making and control;
3. improve services;
4. foster meaningful collaboration and partnership;
5. develop human and economic capacity;
6. be without prejudice to First Nations interests; and
7. function at a high operational standard.

<https://www.fnha.ca/Documents/FNHA-Interior-Region-Nation-Executive-Strategic-Directions.pdf>

FNHA - Northern Region

The FNHA Northern Region undertakes numerous engagement activities to ensure services meet the needs of local residents. These include:

Northern Engagement Summary, Spring 2017

This report highlights proceedings from three sub-regional community engagement sessions held in the Northwest, Northeast and North Central regions. <https://www.fnha.ca/Documents/FNHA-Northern-Engagement-Summary-Spring-2017.pdf>

Northern Regional Caucus Presentations, Reports, and communiqués

FNHA Northern Region has made a number of presentations and developed a number of sub-regional caucus reports to report back on progress achieved within the various sub-regions and northern First Nations communities.

<https://www.fnha.ca/about/regions/north>

Northern First Nations Health and Wellness Plan, 2013

This document presents FNHA – Northern region’s plan for achieving a shared vision of “healthy, self-determining, vibrant BC First Nations children, families and communities,” (Government of BC, 2016, n.p.), with a focus on building capacity and resiliency in First Nations communities, cultural safety, and traditional wellness.

<https://www.fnha.ca/Documents/FNHA-Northern-First-Nations-Health-and-Wellness-Plan.pdf>

FNHA - Vancouver Coastal Region

Regional caucus presentations and updates

FNHA Vancouver Coastal has undertaken numerous regional caucus presentations and updates on progress achieved within the region.

<https://www.fnha.ca/about/regions/vancouver-coastal>

Vancouver Coastal Region Regional First Nations Health and Wellness Plan, 2016-2021

This document presents FNHA – Vancouver Coastal region’s plan for achieving a shared vision of “healthy, self-determining, vibrant BC First Nations children, families and communities,” (Government of BC, 2016, n.p.), with a focus on building capacity and resiliency in First Nations communities, cultural safety, and traditional wellness.

<https://www.fnha.ca/Documents/FNHA-Vancouver-Coastal-Regional-First-Nations-Health-and-Wellness-Plan-2016-2021.pdf>



FNHA and provincial health sector organizations

Declaration of Commitment: Cultural Safety and Humility in Health Services Delivery for First Nations and Aboriginal people in British Columbia, September 2017

This declaration extends the commitment to cultural safety and humility to Providence Health Care, which provides a multitude of services for six groups of vulnerable populations in the province who often have intensive health needs: individuals with heart and/or lung diseases, kidney disease, mental illnesses, older British Columbians, HIV/AIDS, and are experiencing urban health issues such as homelessness, drug and alcohol-related issues, and malnutrition.

<https://www.providencehealthcare.org/sites/default/files/09.26.2017.%20Declaration%20of%20Cultural%20Safety%20and%20Humility.%20FNHA%20and%20Provid...%20%281%29.pdf>

Declaration of Commitment: Cultural Safety and Humility in the Regulation of Health Professionals Serving First Nations and Aboriginal People in British Columbia, March 2017

This declaration extends the commitment to cultural safety and humility to 23 health regulatory bodies in the Province of BC. Through this commitment, the various regulatory bodies agreed to engage in principles of cultural safety and humility, embodied in taking actions to create a climate for change, engaging and enabling stakeholders, implementing and sustaining change, and reporting on progress.

https://bchealthregulators.ca/wp-content/uploads/2020/05/Cultural_Safety_and_Humility_Declaration_of_Commitment.png

FNHA - Vancouver Island

Regional Caucus Presentations and Updates

FNHA Vancouver Island has undertaken numerous regional caucus presentations and updates on progress achieved within the region.

<https://www.fnha.ca/about/regions/vancouver-island>

Vancouver Island Regional Health and Wellness Plan, 2018

This document presents FNHA – Vancouver Island region’s plan for achieving a shared vision of “healthy, self-determining, vibrant BC First Nations children, families and communities,” (Government of BC, 2016, n.p.), with a focus on building capacity and resiliency in First Nations communities, cultural safety, and traditional wellness.

<https://www.fnha.ca/Documents/FNHA-Vancouver-Island-First-Nations-Regional-Health-and-Wellness-Plan.pdf>

FNHA and Health Standards Organization

Cultural Safety and Humility Standard, 2022

Developed by Indigenous leaders and health professionals, this first-of-a-kind standard provides a tool that enables organizations to address Indigenous-specific racism and build a culturally safe health care environment. The accreditation standard responds to one of the recommendations of the *In Plain Sight* report (Turpel-Lafond, 2020), which focuses on Indigenous specific racism in BC’s healthcare system, allowing governing body members and organizational leaders to identify, measure, and achieve culturally safe systems and services.

<https://healthstandards.org/standard/cultural-safety-and-humility-standard/>

FNHA, Canadian Partnership Against Cancer (CPAC), Provincial Health Services Authority, BC Association of Aboriginal Friendship Centres, BC Cancer, and Métis Nation British Columbia

Advancing Improvements in Continuity of Cancer Care for First Nations, Métis and Inuit Patients in Rural and Remote Communities, 2014-2017

This collaborative project, funded by CPAC, aimed to build capacity amongst key Indigenous cancer care organizations, develop relationships, and enhance knowledge about the diverse cancer journeys of First Nations and Métis peoples in BC. The project included community engagement events, a surveillance research project, training to promote cultural safety and humility, the installation of Indigenous art in BC Cancer centres, and the development of First Nations and Métis-specific patient navigation support books.

<https://www.partnershipagainstcancer.ca/about-us/who-we-are/first-nations-inuit-metis/foundational-work/advancing-improvements-rural-remote-bc/>

Fraser Health

Kla-how-eya Indigenous Health and Wellness Clinic

The Clinic provides culturally safe and holistic primary health care services for urban Indigenous clients without access to regular primary care providers.

<https://www.fraserhealth.ca/Service-Directory/Services/primary-care-services/kla-how-eya-indigenous-health-and-wellness-clinic#>

Aboriginal Health: What to do with Questions, Concerns and Complaints, 2015

Fraser Health has also initiated a complaints process for Indigenous clients. This resource booklet provides information for Indigenous people in the Fraser Health region about this process.

https://www.fraserhealth.ca/-/media/Project/FraserHealth/FraserHealth/Health-Topics/Aboriginal-Health/201503Aboriginal_Health_Complaints_Booklet.pdf

Interior Health Authority

Aboriginal Health and Wellness Strategy, 2015-2019

Developed in partnership with First Nations, Métis and urban service providers, the FNHA, the Interior Aboriginal Health Team, and other stakeholders, this strategy outlines priorities for improving health outcomes for Indigenous people living in the Interior Health region.

<https://www.interiorhealth.ca/sites/default/files/PDFS/aboriginal-health-strategy-2015-2019.pdf>



Aboriginal Mental Wellness Plan, 2017

This plan addresses one of the goals of the Aboriginal Health and Wellness Strategy above, by outline actions to improve Indigenous peoples' access to mental health and substance use programs and services in the Interior Health region. It is based on the voices of Indigenous people, and its guiding principles are influenced by Indigenous worldviews that set the foundation for action and embed a strong focus on patient, family and community centredness, consensus, equity, meaningful engagement, interconnectedness, and impact. <https://www.interiorhealth.ca/sites/default/files/PDFS/aboriginal-mental-wellness-plan-2017.pdf>

Aboriginal Patient Navigators

Aboriginal Patient Navigators assist Indigenous patients with accessing community services that enhance continuity of care and efficient use of resources. Specifically, they assist or help with understanding the hospital system, spiritual connection, discharge planning, community and hospital linkages, and accessing community services. <https://www.interiorhealth.ca/services/aboriginal-patient-navigator-service>

Aboriginal Self Identification Project

Interior Health implemented this initiative to collect data on Indigenous identity of clients and patients to assist in the design and delivery of more culturally sensitive programs. <https://www.interiorhealth.ca/YourHealth/AboriginalHealth/StrategiesInitiatives/Pages/SelfIDProject.aspx>

Island Health

Aboriginal Health Initiative Program, n.d.

This short-term grant program supported community-based projects in Indigenous communities of the Island Health region. Funds could be used for projects within six strategic themes:

1. enhancing relationships and collaboration,
2. enhancing access and capacity,
3. strengthening cultural safety and humility,
4. innovation,
5. accountability, and
6. working with others to address the social determinants of health.

Recipients of funds are required to report on progress and outcomes of the project at mid-term and end-term of the project (Island Health Authority, 2018).

Aboriginal Health Services

Island Health has a number of Aboriginal Health Services, including an Aboriginal Health Diabetes Nurse Educator, Aboriginal Health Dieticians, Aboriginal Liaison Nurses, Aboriginal Nurse Practitioners, and an All Nations' Healing Room. <https://www.islandhealth.ca/our-services/indigenous-health-services>



Aboriginal Health Strategic Plan, 2017-2021

This strategic plan provides a framework to guide health practitioners in the Island Health region with the goal of improving health services and outcomes for Indigenous peoples. The plan identifies actions in six strategic themes:

1. enhance relationships and collaboration,
2. enhance access and capacity,
3. strengthen cultural safety and humility,
4. be innovative,
5. be accountable, and
6. work with others to address the social determinants of health.

<https://www.islandhealth.ca/sites/default/files/2018-09/aboriginal-health-strategic-plan-optimized.pdf>

Anti-Indigenous Racism in Health System Task Force, 2020

This Task Force aimed to investigate racism and Indigenous-specific racism in the Island Health Authority region and make recommendations for addressing this issue. It worked closely with representatives of First Nations, the FNHA, Metis Nation BC, communities, leaders, and individuals who have concerns about how they or their loved ones had been treated in the health care system. The Task Force released its findings in the *In Plain Sight* report, which can be accessed at:

<https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Summary-Report.pdf>

Trauma-Informed and Culturally Safe Emergency Care for Nuu-chah-nulth Elders, 2020

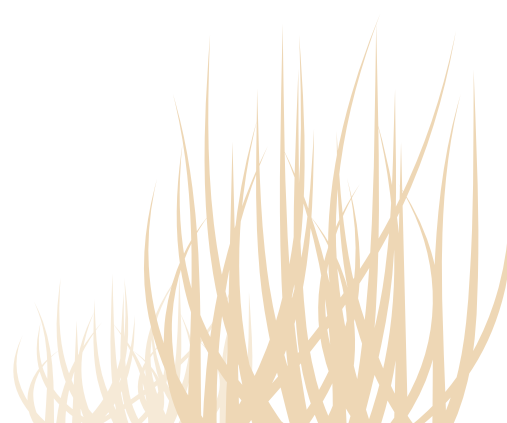
The FNHA, Island Health, and partners utilized a community-driven process to identify perceived barriers to Nuu-chah-nulth Elders and community members accessing hospital-based emergency care. The report highlighted the challenges faced by local First Nations in accessing culturally safe emergency health services in the Alberni Valley and made recommendations for addressing these (Plummer, 2020).

Working Together: A Report on Adaptation Initiatives to Improve Health Services for Aboriginal people, 2011

Written by Valerie Lannon and Associates Inc. for the Vancouver Island Authority's Aboriginal Health Program, this report highlights progress achieved on three initiatives to improve health services for Indigenous people:

1. designing a cultural safety training initiative,
2. identifying better ways of delivering mental health and addictions services, and
3. hiring Indigenous liaison nurses.

<https://www.islandhealth.ca/sites/default/files/2018-05/aboriginal-health-working-together-report.pdf>





Kootenay Boundary Cultural Safety Working Group

Creating Welcoming and Culturally Safe Environments throughout the Kootenay Boundary Health Care Region, 2021

This document aims to support planning efforts that enhance health care spaces to be more culturally safe within the Kootenay Boundary. It provides some basic information about the local Indigenous context, resources for health care providers about providing culturally safe and relevant care, resources for Indigenous patients, and considerations for creating welcoming and culturally safe spaces within facilities.

https://docs.google.com/document/d/1omz5cjbXgTItSehgt_DC2esRmrVKHU7/edit

Northern Health

Aboriginal Patient Liaison Program

Northern Health's Aboriginal Patient Liaison Program assists Indigenous Peoples and their families with accessing high quality, culturally safe, health care services.

<https://www.indigenoushealthnh.ca/initiatives/APLs>

Community-Based Learning Program

Northern Health has partnered with the Northern Medical Program, the FNHA, and UNBC's Health Arts Research Centre to provide undergraduate medical students with an opportunity to visit northern First Nations communities for a weekend of cultural exchange and sharing of teachings on holistic health and wellness.

<https://www.indigenoushealthnh.ca/initiatives/community-based-learning>



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Indigenous Health Improvement Committees (IHICs)³

IHICs are action-oriented, collaborative groups that work together to support health and wellness for Indigenous Peoples, families, and communities in each of the eight regions under Northern Health’s jurisdiction. These groups are comprised of local representatives from Indigenous communities and organizations, the FNHA, Northern Health, and other sectors that work to ensure that local health care priorities and Indigenous perspectives and experiences are incorporated into programs, services, and resources. <https://www.indigenoushealthnh.ca/initiatives/AHICs>

Northern Indigenous Wellness Funding Awards

The Northern Indigenous Wellness Funding Awards program offers a maximum of \$5000 to Indigenous communities and organizations to support community-based initiatives that focus on holistic health and wellness and one of four Northern Health priorities: cultural safety, primary care, mental wellness and substance use, and population and public health – community wellness activities for Indigenous youth and Elders. <https://www.indigenoushealthnh.ca/initiatives/granting-programs#imagine-grants#northern-indigenous-wellness-funding-awards>

³ Formerly Aboriginal Health Improvement Committees (AHICs).

The IMAGINE Grants program

This program supports community-based initiatives focused on chronic disease prevention or health promotion priorities, including healthy eating and food security, active living, injury prevention, tobacco cessation, positive mental health, prevention of substance harms, healthy early childhood development, and healthy aging.

<https://www.indigenoushealthnh.ca/initiatives/granting-programs#imagine-grants>

What to do with Questions, Concerns and Complaints, 2017

Northern Health has also implemented a complaints process for its Indigenous clients. This resource booklet provides information for Indigenous people in the Northern Health region about the complaints process.

<https://www.indigenoushealthnh.ca/sites/default/files/2017-03/complaints-booklet-web.pdf>

Northern First Nations Caucus Overview of Sub-regional Engagement Sessions: Fall 2015 Full Report – Health and Resource Development Impacts and Overview, 2015

Northern Health, in partnership with the FNHA, conducted community engagement sessions during the Fall of 2015 to identify possible short- and long-term regional health issues and solutions. This document summarizes key themes that emerged from specific questions asked in those engagement sessions pertaining to health and resource development.

<https://www.fnha.ca/Documents/FNHA-Northern-First-Nations-Caucus-Overview-Fall-2015-Full-Report.pdf>

Providence Health Care

Aboriginal Health Services

This program focuses on providing culturally safe and competent care to diverse Indigenous Peoples at Providence Health Care. It includes Indigenous cultural safety coordinators and Indigenous Wellness Liaisons, as well as the All Nations Sacred Space at St. Paul's Hospital.

<https://aboriginalhealth.providencehealthcare.org/>

Provincial Health Services Authority (PHSA)

Ask Auntie Journey

Ask Auntie is a community-based program targeted at enhancing the wellness of Indigenous girls aged 10-14 in northern BC. Participants learn about holistic, Indigenous understandings of health, connection and relationships, culture and the history of colonization, and what it means to be a strong girl.

<http://www.indigenouslyouthwellness.ca/wellness-quests/ask-auntie>

Cuystwi Program

This program for First Nations youth 10-12 years and 13-15 years in northern BC provides a platform for exploring their identities and cultures and understanding the impact of colonization on Indigenous people and families, as a foundation for resiliency. The programs aim to provide youth with tools to deal with racism, healthy relationships, sexual health, and other issues.

<https://www.indigenouslyouthwellness.ca/wellness-quests/cuystwi#:~:text=The%20Cuystwi%20quests%20emphasize%20themes,to%20become%20a%20young%20warrior>

Vancouver Coastal Health (VCH)

Aboriginal Health Directors, 2021

Following the release of recommendations contained in the *In Plain Sight: Addressing Indigenous Specific Racism and Discrimination in BC Health Care* (Turpel-Lafond, 2020), VCH hired a new team of Aboriginal Health directors to lead priority areas of Indigenous health, including Indigenous cultural safety and education, Indigenous engagement and inclusion, Indigenous design and projects, Indigenous patient experience and professional practice, Indigenous research and evaluation, Indigenous mental health and wellness, and Indigenous women and family health (VCH, 2021).

Indigenous Women and Family Health Team, 2021

In response to the *In Plain Sight* report's finding that Indigenous women were disproportionately impacted by system racism (Turpel-Lafond, 2020), VCH established an Indigenous Women and Family Health Team, with members working together across the health authority to ensure that Indigenous knowledge and expertise is embedded in Indigenous women's health services, with the ultimate goal of providing culturally safe care from the perinatal period through to the end of life (VCH, 2021).

Indigenous Patient Navigators (IPNs)

Indigenous Patient Navigators work with VCH staff and other health care service providers to ensure Indigenous patients get the best care possible. They help health staff create a personal hospital discharge plan for patients, help health care teams understand and work with Indigenous health practices and beliefs, and assist staff when patients or family members request access to an Elder or traditional ceremonies.

<https://www.vch.ca/en/service/indigenous-patient-navigators-ipns>

Cultural Safety Starts with Me Campaign, 2020

This campaign encouraged personal change for improving health services for Indigenous people by asking health care providers to learn more about cultural safety and cultural humility, and to make personal pledges of commitment to improve their practices (VCH, 2020).

First Nations and Aboriginal Primary Care Network

The First Nations and Aboriginal Primary Care Network consists of eight primary care clinics that are focused on providing culturally safe care for Indigenous people in the province. Information about these health centres can be found at:

<http://www.vch.ca/your-care/aboriginal-health/programs-and-initiatives>

For Indigenous People: What to do with Questions, Concerns and Complaints about Your Health Care, n.d.

VCH has also implemented a complaints process for its Indigenous clients. This resource booklet provides information for Indigenous people in the VCH region about the complaints process.

<https://www.vch.ca/sites/default/files/import/documents/Aboriginal-health-complaints-process.pdf>



Indigenous Cultural Safety Initiative, 2018-19

VCH implemented an Indigenous Cultural Safety Initiative in two units at the Vancouver General Hospital (VGH) to improve the experience of Indigenous patients and clients accessing services there. The initiative involved a number of activities undertaken over the period March 2018-March 2019 in four streams:

1. creating a welcoming space,
2. culturally competent VGH staff,
3. cultural resources and policies, and
4. access to cultural supports such as Elders and Patient Navigators.

<https://www.msfnr.org/implementation-indigenous-cultural-safety-initiative-within-large-urban-hospital-vancouver-british>

Indigenous Cultural Safety Policy, 2018

To express its commitment to addressing health inequities for Indigenous Peoples and provide culturally safe and responsive services, VCH developed this policy to provide organizational direction for implementing cultural safety. The policy identifies five cultural safety principles that underpin VCH's work with Indigenous clients, families, and communities; identifies three areas where cultural safety will be implemented; and articulates responsibilities of executive leadership, management, and frontline staff in ensuring cultural safety is integrated into health care for Indigenous Peoples.

<http://www.vch.ca/Documents/Indigenous-cultural-safety-policy-booklet.pdf>

Sacred Spaces and Gathering Places in Vancouver Coastal Health, 2017

As outlined in this booklet, VCH offers several sacred spaces and gathering places for Indigenous patients and their families while accessing VCH services, including places for smudging and the burning of medicines, relaxing, praying and meditation, accessing solace and for families to gather.

<http://www.vch.ca/Documents/AH-sacred-spaces.pdf>

First Nations and Aboriginal Culturally Competent and Responsive Strategic Framework Backgrounder and Next Steps, 2013

In 2012, VCH committed to developing, implementing, and evaluating First Nations and Aboriginal cultural competency training for VCH executive, board, staff, and contractors, and to jointly developing a First Nations and Aboriginal Culturally Responsive Strategy. This strategy fulfills the second commitment and aims to assist VCH in reducing potential barriers and delivering improved services to Indigenous people by ensuring they experience culturally competent care.

<https://docplayer.net/25422082-Vancouver-coastal-health-first-nations-and-aboriginal-culturally-competent-and-responsive-strategic-framework-backgrounder-and-next-steps.html>



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ORGANIZATIONAL RESPONSES



Professional organization and regulatory body responses

BC College of Nurses and Midwives

Indigenous Cultural Safety, Cultural Humility, and Anti-Racism Practice Standard, 2022

This standard sets out requirements for nurses and midwives to provide culturally safe and anti-racist care for Indigenous clients. The standard is organized around six core concepts: self-reflective practice, building knowledge through education, anti-racist practice, creating safe health care experiences, relational care, and strengths-based and trauma-informed practice.

<https://www.bccnm.ca/RN/PracticeStandards/Pages/CulturalSafetyHumility.aspx>

Entry-Level Competencies for Registered Nurses, December 2020

The College articulated entry level competencies for registered nurses related to their roles as clinicians, professionals, communicators, collaborators, coordinators, leaders, advocates, educators, and scholars, to come into effect in December 2020. The competencies aim to address the changing context for nursing care in BC and an evolution towards cultural change in health care approaches.

https://www.bccnp.ca/becoming_a_nurse/Documents/RN_Entry_Level_Competencies_375_Dec.31.pdf

BC College of Nurses and Midwives, College of Dental Surgeons of BC, College of Pharmacists of BC, and College of Physicians and Surgeons of BC

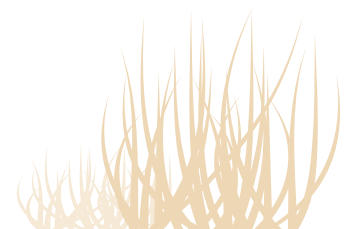
Racism in Health Care: An Apology to Indigenous People and a Pledge to be Anti-Racist, 2021

Issued following the release of BC's *In Plain Sight* report (Turpel-Lafond, 2020) by the province's four largest health regulatory colleges, this statement provides an apology to Indigenous people and communities for widespread racism and discrimination in the health system and commits members to take actions to improve the safety and equity of health services.

<https://www.cpsbc.ca/files/pdf/Joint-Statement-on-Racism-in-Health-Care-2021-05-11.pdf>

A one-year progress report on efforts to address racism prevalent in BC's healthcare system since the four largest health regulatory colleges in BC issued an apology to Indigenous Peoples and communities can be found at:

<https://www.cpsbc.ca/files/pdf/2022-05-11-Apology-Reporting-Actions-and-Accomplishments.pdf> (direct download)



British Columbia College of Nursing Professionals (BCCNP)

BCCNP's Commitment to Cultural Safety and Humility

This website articulates how the BC College of Nursing Professionals will act on its commitment to make the health system more culturally safe for First Nations and Indigenous Peoples.

https://www.bccnm.ca/Public/cultural_safety_humility/Pages/Default.aspx

British Columbia College of Oral Health Professionals (BCCOHP)

Interpretation Guidelines: Cultural Safety and Humility, 2019

In 2022, the College of Dental Hygienists of BC (CDHBC) merged with the College of Dental Surgeons of BC, the College of Dental Technicians of BC, and the College of Denturists of BC to a single professional organization - the BCOHP. Originally developed by the CDHBC in 2019 to enhance awareness of cultural safety and humility among dental hygienists and increase their application of these principles in practice, these guidelines remain in place while they undergo review.

<https://oralhealthbc.ca/wp-content/uploads/2022/08/02.017-IG-Cultral-Safety-and-Humility.pdf>

British Columbia Health Regulators (BCHR)

Cultural Safety and Humility Task Force, 2019

The BCHR is a collective body that brings together all health regulatory bodies in BC to collaborate on ways to improve regulatory practice across all organizations. The body has been working, in partnership with the FNHA, to advance the integration of cultural safety and cultural humility

within their member organizations. It established the Cultural Safety and Humility Task Force, comprised of staff representatives from the Colleges of Physical Therapists, Occupational Therapists, Nursing Professionals, Dental Hygienists, Occupational Therapists, Nursing Professionals, Dental Hygienists, and Pharmacist. The Task Force meets to coordinate ways to support all regulatory colleges in fulfilling their commitments to the Declaration of Commitment by identifying ways to operationalize cultural safety and humility within health professions (BCHR, 2020).

- A report summarizing proceedings from the Task Force's 2020 Gathering Wisdom Forum: <https://bchealthregulators.ca/wp-content/uploads/2020/06/2020-Gathering-Wisdom-Forum-Report.pdf>

Cultural Safety and Humility, 2020

This webpage provides an overview of the initiatives the BCHR has undertaken to advance the integration of cultural safety and humility into the work of regulated health professionals and regulatory colleges in BC.

<https://bchealthregulators.ca/bchr-initiatives/cultural-safety-and-humility/>

The BCHR has provided several reports on progress achieved in “hardwiring” cultural safety and humility into health care delivered by regulated professionals in BC including the following:

One Year In: A Report on the Achievements Since Signing the Declaration of Commitment to Cultural Safety and Humility, 2018

This report shares progress made towards “hardwiring” cultural safety and humility into health care delivered by regulated professionals in BC over the period 2017/18.

<https://bchealthregulators.ca/wp-content/uploads/2018/08/2018-08-27-One-Year-In-Web.pdf>

Three years in: A report on the achievements since signing the Declaration of Commitment to Cultural Safety and Humility, 2020

This report shares progress made towards “hardwiring” cultural safety and humility into health care delivered by BC regulated professionals.

<https://bchealthregulators.ca/wp-content/uploads/2020/07/2020-Three-Years-In-Cultural-Safety-and-Humility-Report.pdf>

College of Dental Surgeons of British Columbia (CDSBC)

Declaration of Commitment to Cultural Safety and Humility

The CDSBC signed a declaration of commitment to cultural safety and humility. This website actions they have taken to advance these principles within their profession.

<https://www.cdsbc.org/about-cdsbc/regulations-bylaws/bc-health-regulators/declaration-of-commitment>

College of Pharmacists of British Columbia

Our Commitment to Cultural Humility, September 2017

This document affirms the College’s commitment to cultural humility and identifies key actions and deliverables for acting on its commitment.

http://library.bcpharmacists.org/6_Resources/6-5_Pharmacy_Resources/5231-Commitment_to_Cultural_Humility_Report.pdf

- Key activities and deliverables for acting on the College’s commitment to cultural safety and humility: <https://www.bcpharmacists.org/humility>

College of Physical Therapists of British Columbia (CPTBC) and Physiotherapy Association of British Columbia

Justice, Equity, Diversity, and Inclusion Position Statement, June 2021

Jointly released by the Department of Physical Therapy at the University of British Columbia, the CPTBC, and the Physiotherapy Association of British Columbia, this position statement outlines their commitment to supporting social justice, equity, diversity and inclusion, and to taking action to address racism, oppression, and discrimination.

<https://bcphysio.org/media/1825/download>

College of Physicians and Surgeons of British Columbia

Practice Standard: Indigenous Cultural Safety, Cultural Humility and Anti-Racism, 2022

This document describes a newly developed practice standard for College registrants for providing culturally safe and anti-racist care for Indigenous patients. The standard requires registrants to demonstrate cultural humility; seek to improve their ability to provide culturally safe care to Indigenous patients through ongoing education; take active steps to identify, address, prevent and eliminate Indigenous-specific racism; facilitate safe health-care encounters where Indigenous patients’ physical, mental/emotional, spiritual, and cultural needs can be met; work collaboratively with Indigenous patients to meet their health and wellness goals; and adopt strengths-based and trauma-informed approaches.

<https://www.cpsbc.ca/files/pdf/PSG-Indigenous-Cultural-Safety-Cultural-Humility-and-Anti-racism.pdf>

- A short video of this practice standard: <https://www.cpsbc.ca/public/public-resources/what-expect/cultural-safety-humility-anti-racism>

College of Psychologists of British Columbia (CPBC)

CPBC Indigenous Cultural Competency Task Force, 2016

Established in 2016, the Task Force has led the College's commitment to meeting its goals reflected in its Commitment to Cultural Safety and Humility.

<http://collegeofpsychologists.bc.ca/about-the-college/indigenous-cultural-safety/>

College of Speech and Hearing Health Professionals of British Columbia (CSHHPBC)

Continuing Competency Credits

To ensure that College members follow through with their commitment to cultural safety and humility, all registered audiologists, hearing instrument practitioners, and speech-language pathologists are required to meet their Continuing Competency Credit requirements to renew their registration. As an incentive, the College has implemented a policy of providing three credits to all registrants who complete the San'yas Indigenous Cultural Competency Training for Health Care Providers.

<https://cshbc.ca/registrants/quality-assurance-professional-practice/continuing-competency-credits/>

Registrant Code of Ethics, 2020

This code of ethics outlines the values and principles that registered audiologists, hearing instrument practitioners, and speech-language pathologists will adhere to ensure the delivery of quality care. The first principle reflects the College's commitment to cultural safety and humility: "CSHHPBC Registrants must provide appropriate, safe and timely care that is provided with respect and without discrimination" (College of Speech and Hearing Professionals of BC, 2020, p. 1).

<http://cshbc.ca/wp-content/uploads/2020/02/CSHBC-SOP-PROF-08-Registrant-Code-of-Ethics.pdf>

Health Regulatory Colleges

Indigenous Racism in BC Health Care: An Apology and Commitment to Action, July 2021

In the wake of the *In Plain Sight* report (Turpel-Lafond, 2020), eleven regulatory colleges that govern professionals who provide health services in BC released this official apology for providing culturally unsafe health services to Indigenous people and articulated a commitment to take actions to improve the health system and become better allies to Indigenous Peoples and communities. The colleges included:

- College of Chiropractors of BC
- College of Dental Hygienists of BC
- College of Denturists of BC
- College of Dietitians of BC
- College of Naturopathic Physicians of BC
- College of Occupational Therapists of BC
- College of Opticians of BC
- College of Optometrists of BC
- College of Physical Therapists of BC
- College of Speech and Hearing Health Professionals of BC
- College of Traditional Chinese Medicine Practitioners and Acupuncturists of BC

https://cptbc.org/wp-content/uploads/2022/09/Joint-Apology-and-Commitment-to-Action-Initiative_Final.pdf



Health Standards Organization

Technical Committee to Develop the Cultural Safety and Humility Standard, 2019

Sponsored by the FNHA, the Technical Committee has been working to develop an Organizational Professional Competency standard on Cultural Safety and Humility HSO 11005. The standard aims to address organizational structures and processes that support cultural humility and cultural safety in both health and social service settings across Canada.

<https://healthstandards.org/standards/notices-of-intent/cultural-safety-and-humility/>

Midwives Association of British Columbia (MABC)

Cultural Safety Position and Commitments, n.d.

This document outlines the MABC's commitment to advocating for the TRC's Calls to Action and increasing cultural safety within midwifery in BC, and identifies key actions the Association will take towards this goal.

https://www.bcmidwives.com/indigenous_cultural_safety.html

Nurses and Nurse Practitioners of British Columbia

BCCNM Practice Standard: Indigenous Cultural Safety, Cultural Humility, and Anti-Racism, 2022

This issues brief describes background to the NNPBC's role in supporting the cultural safety practice standard, and actions the NNPBC will take against all forms of racism and discrimination in the nursing profession.

<https://www.nnpbc.com/pdfs/policy-and-advocacy/issues/IB-BCCNM-Practice-Standard-Cultural-Humilty.pdf>

Indigenous organizational responses

BC Aboriginal Association of Friendship Centres (BCAAFC)

Doulas for Aboriginal Families Grant Program

The BCAAFC, in partnership with the First Nations Health Authority, and the BC Ministry of Health, has been offering a Doulas for Aboriginal Families Grant Program. The program aims to increase healthy birth outcomes for Indigenous families by removing financial barriers to accessing doula services (BCAAFC, 2023).

First Nations Chiefs and Leaders

Indigenous Child at the Centre Action Plan, 2010

Developed by the First Nations Chiefs and leaders in BC, this action plan aimed to improve the well-being of First Nations children and families through actions that placed spirituality and cultural identity of a child as a guiding principle for First Nations child and family wellness. The document is only accessible by login to the First Nations from the BC Knowledge Network website.

<http://fnbc.info/resource/indigenous-child-centre-action-plan>



First Nations Leadership Council (FNLC), AFN – BC Region, First Nations Summit, and Union of BC Indian Chiefs

First Nations Health Blueprint for British Columbia, 2005

This blueprint, submitted to the Assembly of First Nations, aimed to chart a path towards closing disparities between First Nations and other Canadians by “defining and strengthening the First Nations health sector and concepts of self-determination, partnership, and cultural values and practices” (FNLC, 2005, p. 1).

<https://www.fnha.ca/Documents/HBprintBC150705.pdf>

[Mainstream \(non-Indigenous\) organizational responses](#)

Gynecologic Cancer Initiative

Working Towards Health Equity in Indigenous Gynecologic Cancer: The Past, Present, and Future of Indigenous Gynecologic Health, n.d.

This blog provides an overview of the impact of colonization on inequity in Indigenous women’s gynecologic cancers and describes the Gynecologic Cancer Initiative, an initiative undertaken by a cluster of clinicians and researchers in collaboration with Indigenous communities to address the high rates of cervical cancer among Indigenous women. The project strives to provide Indigenous women with support and resources to aide in reducing cervical cancer rates among Indigenous women in BC.

<https://gynecancerinitiative.ca/working-towards-health-equity-in-indigenous-reproductive-health/>

Health Equity for Sexual and Gender Diverse Communities

Believe me: Identifying Barriers to Health Equity for Sexual and Gender Diverse Communities in British Columbia, 2021

This report stemmed from a project, funded by BC’s Ministry of Health in 2015, to investigate health barriers for sexually and gender diverse people. It reports on a participatory and equity-focused consultation process with subject matter experts and community members to identify barriers to accessing health care, identify wise practices in services and community supports, and provide recommendations for improved policy and practice in BC to address racism against Black, Indigenous, multi-racial and people of colour, homophobia and transphobia in the healthcare system.

<http://peernetbc.com/wp-content/uploads/2021/01/HEC-Final-Report-WEB.pdf>

Think Tank on Anti-Indigenous Racism

Dismantling Anti-Indigenous Racism within the Health Care System, 2019

This report summarizes proceedings from a March 2019 Think Tank held in Vancouver about anti-Indigenous racism and cultural safety within the healthcare system. The objectives of the meeting were to promote collaboration in addressing racism and create a cross-system framework to address anti-Indigenous racism within the PHSA and provincially.

https://umanitoba.ca/faculties/health_sciences/medicine/education/undergraduate/media/think_tank_on_anti_indigenous_racism_2019.pdf

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EDUCATIONAL RESOURCES & TRAINING INITIATIVES



Provincial government educational resources and training initiatives

Emergency Management BC

Integrating Indigenous Cultural Safety and Humility into Emergency Management (Webinar #32), 2020

Driven by the need to overcome jurisdictional barriers and exercise compassion during emergency responses, this webinar provides information about what cultural safety and humility are in the context of emergency management (Emergency Management BC, 2020). The webinar can only be accessed by staff members.

Government of British Columbia

Guide to Indigenous Organizations and Services, 2022

This resource provides a list of Indigenous community-based services and organizations in BC, including Indigenous, First Nations, and Métis organizations and services related to child and family services, education, Friendship Centres, health and healing, housing, women, and youth.

<https://www2.gov.bc.ca/gov/content/governments/indigenous-people/guide-to-indigenous-organization-and-services>

Indigenous Cultural Safety and Cultural Humility Training, 2019

The Indigenous Cultural Safety and Cultural Humility Training stream is one of seven funding streams that comprise the BC Government's Community Emergency Preparedness Fund, which aims to fund projects that enhance the resilience of local governments, First Nations, and communities. Administered by the Union of BC Municipalities, the program supports projects that provide emergency management personnel with cultural safety and humility training to partner more effectively with and assist Indigenous communities during emergencies.

https://www.ubcm.ca/sites/default/files/2021-05/CEPF-2019-Indigenous-Cultural-Safety-Program-Guide_0.pdf

Ministry of Children and Family Development

Early Years Indigenous Cultural Safety Resource Guide, 2019

This guide aims to direct Early Childhood Educators working with Indigenous children, families, and communities to appropriate resources that will enable them to provide culturally safe and respectful services.

https://www2.gov.bc.ca/assets/gov/family-and-social-supports/child-care/ics_resource_guide.pdf

Healing Families, Helping Systems: A Trauma-Informed Practice Guide for Working with Children, Youth and Families, 2017

Intended for practitioners assisting children, youth, and families in BC, this guide aims to build on existing promising practices that are trauma-informed and enable leaders, system planners, and practitioners delivering child and youth services in BC to enhance services and increase capacity to better serve children, youth, and families impacted by violence and trauma, leading to improved outcomes for those using those services.

https://www2.gov.bc.ca/assets/gov/health/child-teen-mental-health/trauma-informed_practice_guide.pdf

[Health system educational resources and training initiatives](#)

BC Centre for Disease Control

Culturally Safe Care

This website provides access to guiding frameworks for culturally safe care in BC, information about what providing culturally safe care is, and links to training resources related to cultural safety.

<http://www.bccdc.ca/health-professionals/clinical-resources/covid-19-care/education-and-training/culturally-safe-care>

British Columbia Centre on Substance Use

Indigenous Cultural Safety Training Program, 2020

A special coordinator was hired by the BCCSU specifically for advancing the organization's commitment to cultural humility and the practice of cultural safety (Public Health Association of BC, 2019). The coordinator was tasked with implementing training programs to strengthen cultural safety and humility, in partnership with the FNHA.

BC Mental Health and Substance Use Services (BCMHSUS)

Trauma-Informed Practice

This website identifies actions that the BCMHSUS has taken to implement trauma-informed principles across the organization, as well as links to resources on trauma-informed practice.

<http://www.bcmhsus.ca/health-professionals/clinical-professional-resources/trauma-informed-practice>

BC Patient Safety and Quality Council (PSQC)

Jeff Beselt: Stories and Lessons in Indigenous Health and Wellness, March 2019

In this video clip from the Quality Forum 2019, family physician, Jeff Beselt, talks about past mistakes and misunderstandings he encountered through his work as a non-Indigenous practitioner working with Indigenous Peoples, and the valuable lessons he learned through these experiences.

<https://bcpsqc.ca/resource/jeff-beselt-stories-and-lessons-in-indigenous-health-and-wellness/>

Nadine Caron: Be Responsive (Not Reactive) to the Needs of Indigenous Canadians, March 2019

In this video clip from the Quality Forum 2019, Anishinaabe physician, Nadine Caron, talks briefly about three concepts (leadership, teamwork, and endurance for follow-through) that need to be developed, sustained, and expected to work and be responsive to the expectations of Indigenous Peoples in the health system.

<https://bcpsqc.ca/resource/nadine-caron-be-responsive-not-reactive-to-the-needs-of-indigenous-canadians/>

Cultural Safety and Humility Action Series, October 2016 – November 2017

Developed in partnership with the FNHA, this series of webinars encourages participation, learning, self-reflection, and positive change among BC's health care professionals through the promotion of tools and skills on how to be effective allies for advancing cultural safety and humility, as well as information about what health service staff and allies can do to understand and integrate this work into their practice or interactions with First Nations and Indigenous clients.

<https://healthqualitybc.ca/blog/cultural-safety-humility-action-series/>

BC Provincial Mental Health and Substance Use Planning Council

Trauma-Informed Practice Guide, 2013

This resource is intended to support the use of trauma-informed principles into practice. It includes concrete strategies and tips for health professionals working with clients with mental health and substance use concerns in BC.

https://bcewh.bc.ca/wp-content/uploads/2012/05/2013_TIP-Guide.pdf

First Nations Health Authority (FNHA)

Tobacco is Medicine, 2022

This video describes how First Nations have used tobacco in ritual, ceremony and prayer, and the healing and spiritual benefits of tobacco.

https://www.youtube.com/watch?v=MVG9fAy_frI

Fact Sheet: Care of the Deceased Body, June 2020

This fact sheet provides information for health care providers about the safe handling of a body after a COVID-19 suspected or confirmed death and ways to support the family of the deceased.

<https://www.fnha.ca/Documents/FNHA-Care-of-the-Deceased-Body-Guide.pdf>

First Nations Health Authority Cultural Safety and Humility, 2019

A PowerPoint presentation on cultural safety and humility initiatives and partner relations in the FNHA, by Mark Matthew.

<https://patientvoicesbc.ca/wp-content/uploads/2019/06/FNHA-CSH-June-20th.pdf>

Indigenous Engagement and Cultural Safety Guidebook: A Resource for Primary Care Networks, September 2019

Developed by the Cultural Safety Attribute Working Group, this guidebook supports the development and implementation of Primary Care Networks and the provision of culturally safe care, informed by the practice of cultural humility, for Indigenous Peoples and communities. It provides information about Indigenous communities and health services organizations, policies and mechanisms to influence culturally safe care, educational and training resources, and other types of resources in the province.

https://www.pcnbc.ca/media/pcn/PCN_Guidebook-Indigenous_Engagement_and_Cultural_Safety_v1.0.pdf

Leading a Framework for Cultural Safety and Humility for First Nations in BC, March 2016

This infographic poster outlines key steps in the process of achieving cultural safety and humility.

<https://www.fnha.ca/PublishingImages/wellness/cultural-humility/FNHA-Cultural-Safety-and-Humility-Graphic-Sam-Bradd.jpg>

Guidebook: Building Blocks for Transformation, 2013

First Nations in BC participate in a consensus-building process to provide direction and feedback for key governance level decision-making related to health system transformation. Based on this consensus-building process, this guidebook aims to support the process of managing health system change through the transition stage of the transformation process.

https://www.fnha.ca/Documents/2013_Guidebook.pdf

Cultural Safety and Humility Webinar Action Series

Developed by the FNHA in partnership with BC Patient Safety and Quality Council, this series of webinars focuses on various aspects of providing culturally safe care in BC. For most of the webinars, interested individuals may access not only the webinar, but also presentation slides.

<https://www.fnha.ca/about/news-and-events/news/cultural-safety-and-cultural-humility-webinar-action-series>

#itstartswithme: Creating a Climate for Change, n.d.

This booklet provides background information for why culturally safe care is so important for Indigenous Peoples, what it looks like, and how it can be achieved.

<https://www.fnha.ca/Documents/FNHA-Creating-a-Climate-For-Change-Cultural-Humility-Resource-Booklet.pdf>

#itstartswithme: Cultural Safety and Humility: Key Drivers and Ideas for Change, n.d.

This toolkit aims to support health service staff in achieving culturally safe health services for First Nations and Indigenous people in BC. The document discusses the enablers that need to be addressed and actions that need to be taken to achieve cultural safety, as well as offers suggestions for how to change ideas.

<https://www.fnha.ca/Documents/FNHA-Cultural-Safety-and-Humility-Key-Drivers-and-Ideas-for-Change.pdf>

Health Literacy Team, BC Children's Hospital and Population Health Promotion Team, and BC Women's Hospital

Culturally Connected, n.d.

This resource aims to support the advancement of health literacy and cultural humility among those working within the health sector and more broadly, including in education and settlement. It discusses what culture is, why it must be considered in health care, the cultural safety continuum, places to go for information about cultural safety and humility, what health literacy is, how it can be promoted, and how cultural safety can be applied in practice.

<https://www.culturallyconnected.ca/>

Interior Health

Aboriginal Cultural Safety: How to be an Ally, 2019

A video on what cultural safety is, why it is important, what it looks like in health care, and how to be an ally.

<https://www.youtube.com/watch?v=cLDkA2RIeCM&list=PLws0NwJdLuYTqJDgp6vVQQfQ07hDsqqgs>

Island Health

Aboriginal Resources and Information on Southern Vancouver Island: Aboriginal Health Programs and Services, 2019

This information sheet lists Aboriginal health programs and services in the Island Health region and provides information about the region's Aboriginal Health Program.

<https://www.islandhealth.ca/sites/default/files/2019-02/aboriginal-resources-information-sheet.pdf>

For the Next Seven Generations – for the Children, 2019

This 3-4 hour, self-paced, non-facilitated, online cultural safety training program is intended to strengthen cultural awareness among healthcare providers on Vancouver Island and enhance their ability to establish culturally safe, respectful, engagements and environments. The training is available to the public on the PHSA Learning Hub.

<https://www.islandhealth.ca/sites/default/files/2019-03/cultural-safety-online-module.pdf>

QENÁŁ: Supporting Adults at Risk Resource Guide, 2014

A collaborative project between Island Health and First Nations communities, this resource is intended to support patients/clients and their families to address issues of abuse and neglect of vulnerable adults.

<https://www.islandhealth.ca/sites/default/files/2018-05/first-nations-supporting-at-risk-adults-guide.pdf>

Kootenay Boundary Cultural Safety Working Group

Cultivating Cultural Safety in Your Clinic: A Toolkit for Kootenay Boundary Practitioners, 2022

This toolkit aims to provide useful information and resources to practitioners in the Kootenay Boundary region to enable them to build approaches to care that contribute to greater cultural humility, with the goal of creating safety and improving care for Indigenous Peoples. This information includes describing the local Indigenous context, physicians asking about Indigenous identity, being aware of biases and building relationships, focusing on strengths, becoming familiar with local resources available to Indigenous Peoples to share with patients, and committing to learning with humility.

<https://kbculturalsafety.org/wp-content/uploads/2022/04/KB-Cultural-Safety-Toolkit.pdf>

Aboriginal Cultural Safety, Humility, and Competency Resources, 2021

This document provides a list of resources, with links, that can enhance knowledge of practitioners working with Indigenous Peoples about cultural safety, cultural humility, and cultural competency.

<https://drive.google.com/file/d/1MgYcW5lZzZsV1nyRJ6SZY-rEfvS4D2ao/view>



Northern Health

Cultural Safety and Humility Training, Resources and Support: Brief Starter Menu for Physicians, 2022

Northern Health has provided a living menu of resources to assist physicians in their learning and self-reflective practice. These include resources at the Provincial Health Services Authority, the Indigenous Cultural Safety Collaborative, the FNHA, Northern Health, the Northern Medical Program, the University of Alberta, and the Carrier Sekani Family Services.

<https://physicians.northernhealth.ca/sites/physicians/files/physician-resources/orientation-education/documents/cultural-safety-humility-training.pdf>

Healing in Pandemic Times: Indigenous Peoples, Stigma, and COVID-19, 2021

Produced in collaboration with the NCCIH, this short animated video draws attention to the issue of the continuing disproportionate stigmatization experienced by Indigenous people in the healthcare system demonstrated by COVID-19. The resource is intended to support dialogue and action to change this situation.

<https://www.indigenoushealthnh.ca/>

Cultural Safety and System Change: An Assessment Tool, 2020

This document aims to support Northern Health staff and healthcare professionals in developing and implementing health care initiatives that are inclusive and respectful of Indigenous Peoples and communities, and support culturally safe health services and health outcomes for Indigenous Peoples across the North.

<https://www.indigenoushealthnh.ca/cultural-safety/assessment-tool>

Care in Crisis: 8 Things to Remember When Supporting Families with Indigenous Backgrounds, 2019

This fact sheet provides tips for supporting Indigenous families in crisis and is focused on making them feel welcome, showing respect, providing service, being mindful of trauma, showing interest and support, being present and engaged, being the safe person that an Indigenous person can talk to, and being aware of cross-cultural nuances in communication.

<https://www.indigenoushealthnh.ca/sites/default/files/2019-06/care-in-crisis.pdf>

Aboriginal/Indigenous Health Improvement Committees Webinars, 2017

A series of webinars were developed to introduce the IHICs in the Northern Health region and provide an overview of the local cultural resources they have developed and how they have contributed to cultural safety and quality of care in Northern Health.

<https://www.indigenoushealthnh.ca/resources/webinars>

Committed to Cultural Safety for Indigenous Peoples in the Health Care System posters, 2017

Developed by Northern Health in partnership with the FNHA and the FNHC, this series of four posters relate to the Health Authority's commitment to cultural safety and humility. The posters summarize the Declaration of Commitment signed by all health authorities in BC in 2015, articulate the difference between cultural humility and cultural safety, identify factors that contribute to a culturally safe health system, and highlight what actions contribute to culturally safe practices in healthcare settings.

<https://www.indigenoushealthnh.ca/sites/default/files/2017-06/Posters-Cultural-Safety.pdf>



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Cultural Safety: Respect and Dignity in Relationships, 2016

This brief 5-minute animated video describes the impact of a legacy of colonialism on Indigenous health and what Northern Health is doing to address health inequities through cultural awareness, sensitivity, competency, and humility. The video is played in several Northern Health settings to the general public.

<https://www.youtube.com/watch?v=MkxcuhdgIwY>

A booklet summarizing content from the animated video and the cultural safety posters (listed above) in the “Committed to Cultural Safety for Indigenous Peoples in the Health Care System” initiative is also available at:

https://www.indigenoushealthnh.ca/sites/default/files/2017-03/booklet-cultural-safety-web_0.pdf

Local Cultural Resources Developed by Aboriginal/Indigenous Health Improvement Committees 2014-2019

This report summarizes local cultural resources developed by the eight IHICs in the Northern Health region. These include videos, booklets, and other resources with information for health providers about First Nations communities within their respective regions, local cultural practices, the importance of culture to health and well-being, First Nations use and experiences of emergency care, the impact of colonization, First Nations perspectives on enhancing health care, how First Nations culture and history shape health care needs, and information to support discharge planning. Resources also include other initiatives to create culturally safe health care environments, including installation of Indigenous art and historical photographs in healthcare settings, training supports and tools to facilitate trauma-informed practice, cultural exchange events, and resources for First Nations communities that promote health and well-being.

<https://www.indigenoushealthnh.ca/sites/default/files/2019-06/local-cultural-resources-2019.pdf>



Provincial Health Services Authority (PHSA)

Perinatal Health, Cultural Safety in COVID-19, 2020

This fact sheet was developed in partnership between the FNHA and Perinatal Services BC of the PHSA. It provides an overview of what cultural humility, cultural safety, and trauma-informed care are; describes the principles of culturally safe care and why these concepts are important during COVID-19; as well as provides advice on how to provide culturally safe care during this period.

<http://www.perinatalservicesbc.ca/Documents/Resources/Alerts/Perinatal-health-cultural-safety-in-covid19.pdf>

Indigenous Cultural Safety Assessment Tool, 2018

Developed in 2018 for use by PHSA staff, this tool uses a six-point Likert scale to determine the confidence that individuals have in the ability of their organizations to include Indigenous perspectives into planning and evaluation and to acknowledge employees for taking a stance against anti-Indigenous racism. The tool can be found in Appendix D of the report, “Dismantling Anti-Indigenous Racism within the Health Care System – Final Report of the 2019 Think Tank on Anti-Indigenous Racism”.

https://umanitoba.ca/faculties/health_sciences/medicine/education/undergraduate/media/think_tank_on_anti_indigenous_racism_2019.pdf

Indigenous Cultural Safety (ICS) Collaborative Learning Series

This national webinar series, hosted by the PHSA Indigenous Health and developed by the ICS Learning Series Advisory Council, is intended for anyone wishing to know more about Indigenous cultural safety. To date, there have been 12 webinars on a wide range of topics related to racism in health, discrimination, Indigenous cultural safety, Indigenous health equity, transforming organizations, and reconciliation.

<http://www.icscollaborative.com/webinars>

San'yas: Indigenous Cultural Safety Training Program

This facilitated online training is intended to increase First Nations cultural competency within health authorities by increasing understanding of Indigenous Peoples, self-awareness, and skills of any individual working directly or indirectly with Indigenous Peoples.

<http://www.sanyas.ca/home>

What is Therapeutic and Relational Security?, n.d.

Developed by the PHSA in partnership with the BC Mental Health and Substance Use Services (BCMHSUS), this brief video provides an overview of what therapeutic and relational security is within the context of a history of trauma and the need for complex services.

<http://www.bcmhsus.ca/health-professionals/clinical-professional-resources/trauma-informed-practice>

Vancouver Coastal Health

Indigenous Cultural Safety: A New Way Toward Wellness, 2019

This short video, featuring local Squamish Chief Ian Campbell, focuses on the impacts of colonization on the health of Indigenous people and shares how VCH is working to make health services and programs more culturally safe.

<https://www.youtube.com/watch?v=bGPq1EM-LVQ>

Aboriginal Cultural Practices: A Guide for Physicians and Allied Health Care Professionals Working at Vancouver Coastal Health, 2017

This document presents guidelines for health care professionals working within VCH to help them provide culturally responsive health care services for Indigenous clients.

<http://www.vch.ca/Documents/AH-cultural-practices.pdf>

National First Nations Re:act: Recognize, Report and Act on Older Adult Abuse and Neglect, 2011

This tool aims to assist educators, facilitators, community health and human service workers, First Nations community members, health authority staff, and members of the Community Response Network about how to understand the complex dynamics of abuse, neglect, and self-neglect of vulnerable adults in First Nations communities, and the roles and responsibilities of the various stakeholders in preventing and responding to the mistreatment and abuse of these adults.

<https://www.islandhealth.ca/sites/default/files/2018-05/first-nations-re-act.pdf>

Victoria Hospice

Cultural Humility at End of Life, 2021

Victoria Hospice launched a pilot cultural humility course focused on cultural humility at end of life. The cohort-based course consisted of 12 online modules taught over a 6-week period, followed by a one-hour live, synchronous session. Course content included: culture, identity, and worldviews; various theories on culture; social and structural determinants of health; power dynamics and privilege; race, racism, and anti-racism; and care and communication approaches (Victoria Hospice, 2021).

[Professional organization and regulatory body educational resources and training initiatives](#)

British Columbia Association of Social Workers (BCASW)

Towards a New Relationship: Toolkit for Reconciliation/Decolonization of Social Work Practice at the Individual, Workplace, and Community Level, 2020

This toolkit provides tools and resources to members of the BCASW to help them take concrete actions towards reconciliation, organized into three key sections:

1. self-reflection,
2. decolonizing your workplace, and
3. reconciliation in your community.

https://www.bcasw.org/wp-content/uploads/2011/06/Reconciliation-Toolkit-Final_May-11.pdf

BC College of Family Physicians

Health Equity, 2022

This web-based resource provides information and resources to help family physicians address the social determinants of health that impact their patients. Resources are grouped into several categories, including anti-racism and culturally safe care, social determinants of health, social justice lens, poverty tool, and cultural safety and humility grants that members can access to support the development of initiatives that enhance cultural safety.

<https://bccfp.bc.ca/health-equity/>

Practising Cultural Safety and Humility in the Response to COVID-19, 2020

This fact sheet provides information to health care providers to support cultural safety during the COVID-19 pandemic.

<https://bccfp.bc.ca/wp-content/uploads/2020/05/Practising-cultural-safety-and-humility-in-response-to-COVID-19.pdf>

Cultural Safety and Humility Resources

This website provides access to resources that aim to support family physicians in practising cultural safety and humility.

<https://bccfp.bc.ca/professional-development/residents-med-students/cultural-safety-and-humility/>

College of Dietitians of British Columbia

Cultural Safety and Humility Q&A

This website answers commonly held questions that dietitians in BC may have about cultural safety and how to apply the principle to their practice.

<https://collegeofdietitiansofbc.org/cultural-safety-and-humility-qa/>

College of Occupational Therapists of British Columbia (COTBC)

Indigenous Cultural Safety in Practice, Quality Practice Webinars

This two-part webinar, presented by Alison Gerlach, Jenny Morgan, and Kathy Corbett, explores differences between cultural sensitivity and cultural safety, the principles and intent of Indigenous cultural safety, and potential implications of cultural safety within occupational therapy.

<https://cotbc.org/quality-practice/support-to-practice/webinars/>

College of Opticians of British Columbia

Cultural Safety and Humility Resources

This website provides access to resources that members can explore to help them with their own journey of cultural safety and humility.

<https://cobc.ca/cultural-safety-and-humility/>

College of Pharmacists of British Columbia

Cultural Safety and Humility Readlinks Series

This series of online resources focuses on the culture and experiences of First Nations and Indigenous Peoples in BC, the importance of acknowledging racism in healthcare, and the role of cultural humility and safety in providing pharmacy services and health care to First Nations and Indigenous Peoples in BC.

<https://www.bcpharmacists.org/readlinks-tags/cultural-safety-and-humility>

College of Physical Therapists of British Columbia (CPTBC)

Cultural Safety and Humility Leadership Training, November 2021

On November 27, the CPTBC Board and Committee members participated in a workshop on Constructive Disruption to Indigenous Specific Racism in the BC Health System, held by Indigenous leaders. The workshop was intended to increase awareness and understanding of the impacts of Indigenous-specific racism on the health outcomes of Indigenous Peoples (CPTBC, 2023).

College of Physicians and Surgeons of British Columbia

Indigenous Cultural Safety, Cultural Humility and Anti-Racism Learning, 2022

This resource defines key terms associated with Indigenous cultural safety and directs readers to a range of freely accessible online cultural safety resources.

<https://www.cpsbc.ca/files/pdf/PSG-Indigenous-Cultural-Safety-Cultural-Humility-and-Anti-racism-Learning-Resources.pdf>

College of Psychologists of British Columbia

Indigenous Cultural Safety Checklist, March 2018

This practice support checklist provides general guidance to assist registrants in identifying issues and options that should be considered when providing services to Indigenous individuals and implementing strategies to address issues, resolve problems, and improve psychology practice when working with Indigenous individuals.

<http://collegeofpsychologists.bc.ca/docs/psc/PS12%20-%20Indigenous%20Cultural%20Safety%20Checklist.pdf>

Research Ethics BC

Culturally Safe and Trauma-Informed Practices for Researchers during COVID-19, 2020

Developed in partnership with Research Ethics BC, this fact sheet is a resource for researchers to ensure they take a culturally safe, trauma-informed, approach to working with First Nations.

<https://ethics.research.ubc.ca/sites/ore.ubc.ca/files/documents/TIC-during-COVID-19-FNHA-October-2020.pdf>

Indigenous-developed educational resources and training initiatives

BC Aboriginal Association of Friendship Centres

Cultural Safety Training for Doulas for Aboriginal Families, 2022

To ensure the health and safety of Indigenous birthers, the BCAAFC offers a cultural safety training program for doulas enrolled in the program to enable them to provide anti-racist and culturally safe care, and advocate for their clients in the context of ongoing systemic racism in healthcare. The program, accessible online, includes four modules, each comprised of videos about 15 minutes long, with participants required to complete training reflection questions that may take up to 90 minutes to complete. The modules focus on: history and context, cultural safety and trauma-informed care, additional tools that promote culturally safe care, and how to put learnings and reflections into practice.

<https://bcaafc.com/dafgp-cultural-safety-training/>

Carrier Sekani Family Services

Nowh Guna’/Our Way Carrier Cultural Competency Training

Available to external partners, this training module provides basic information on Carrier culture and information to develop attitudes and skills needed to provide culturally competent services.

<https://www.csfs.org/events/nowh-gunaour-way-carrier-cultural-competency-training>

Gerry Oleman, St’at’imc Nation

Teachings in the Air Podcast

Hosted by Gerry Oleman, a member of the St’at’imc Nation from Tsal’alh, BC, “Teachings in the Air” is a series of short podcasts that focus on Indigenous men’s health and wellness.

<http://www.teachingsintheair.ca/about>

Indigenous Corporate Training Inc.

9 Tips for a Culturally Competent Environment for Indigenous Patients, 2013

This blog is part of the Working Effectively with Indigenous Peoples® blog and is intended for healthcare practitioners. It provides 9 simple suggestions for creating a culturally competent environment.

<https://www.ictinc.ca/blog/9-ways-to-create-a-culturally-competent-environment-for-indigenous-patients>

Indigenous Peoples: A Guide to Terminology – Usage Tips and Definitions, n.d.

This guide eBook includes different terms used to build Indigenous relations and includes links to videos and other resources.

<https://www.ictinc.ca/indigenous-peoples-a-guide-to-terminology?hsCtaTracking=78222e95-067f-4dbf-b5ab-dcf30327c183%7Cbecdb1c0-7f37-4a84-98e4-b5fb804e47ef>

Indigenous Perspectives Society

Cultural Perspectives Training

The Indigenous Perspectives Society delivers training on Cultural Perspectives throughout BC and across Canada to help governments, organizations, businesses, and individuals better understand the legacy of colonization so they may be better able to develop actionable ideas to respond to the TRC’s Calls to Action. Full and half day training options are available.

<https://ipsociety.ca/training/cultural-perspectives-training/cultural-perspectives-training/>





Okanagan Nation Alliance and SAGAcorn Productions

Health as a Partnership – Cultural Safety Modules, 2019

Previously released to physicians and health workers on DVD, these modules aim to enhance knowledge about why cultural safety must be enhanced and how to do so.

- Module 1: Introduction, <https://www.youtube.com/watch?v=ICSbmglNEMs>
- Module 2, Pt 1 of 4, focuses on what cultural safety is and what it looks like, as well as indicators of culturally unsafe services, <https://www.youtube.com/watch?v=HOkjqW0OR4Q>
- Module 2, Pt 2 of 2, focuses on impacts of colonialism on health and well-being, <https://www.youtube.com/watch?v=lcskk5vBx1g>
- Module 2, Pt 3 of 4, focuses on knowing your culture, <https://www.youtube.com/watch?v=twIt3YhgK5M>
- Module 2, Part 2 of 4, focuses on assessing your own cultural biases and their impacts on providing health services, <https://www.youtube.com/watch?v=j6YUQ24mKk0>



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UBC Centre for Excellence in Indigenous Health

Cultural Safety: Historic and Contemporary Realities through a Trauma Informed Lens with Harley Eagle, April 2020

This webinar focuses on cultural safety processes and considerations for health care providers, primarily physicians, in rural and remote settings who are working with Indigenous people during the COVID-19 crisis. The webinar is intended to inform and better equip medical professionals to cultivate a trauma-informed practice that better supports Indigenous Peoples through medical crises in a culturally safe way.

<https://www.youtube.com/watch?v=F-nyt7k30CQ>

UBC Learning Circle webinars

A partnership between the Centre for Excellence in Indigenous Health and the FNHA, the Learning Circle is an ongoing video conference and computer webinar initiative that encourages sharing knowledge about Indigenous Peoples' health and well-being. These knowledge sharing activities focus on a wide range of topics related to cultural safety and humility, including trauma-informed care, Indigenous perspectives of wellness, traditional healing, determinants of health, health equity, among others.

<https://learningcircle.ubc.ca>

Other educational resources and training initiatives

BC Association for Child Development and Intervention

Indigenous Cultural Safety – Complete Directory

This website provides access to a range of resources on cultural safety and trauma-informed practice as it pertains to child development, including webinars, online courses and training modules, posters, pamphlets and information sheets, practice guidelines, videos, reports and articles.

<https://www.bcacdi.org/directory-cultural-safety>

Early Childhood Development Intercultural partnerships, University of Victoria

Cultural Safety in Practice with Children, Families and Communities, n.d.

Targeted at practitioners working with Indigenous children, families and communities, this poster provides an overview of cultural safety in practice, including indicators of cultural un-safety, definitions of key terms, the impacts of cultural perspectives on child development and implications for practitioners, and principles important for cultural safety.

<https://ecdip.org/wp-content/uploads/2022/01/Cultural-Safety-Poster.pdf>

Equip Health Care

The EQUIP Equity Action Kit, n.d.

This toolkit is intended for healthcare providers and organizations to support them in adopting equity-oriented practice, with tools related to trauma- and violence- informed care, harm reduction, and culturally safe care.

<https://equiphealthcare.ca/equity-action-kit/>

Equipping for Equity Modules, n.d.

These modules provide information to help health care and social service providers, staff members, and leaders provide better care to marginalized populations by integrating a health equity approach into care. The modules are free upon registration and take between 10-30 minutes each.

<https://equiphealthcare.ca/equipping-for-equity-online-modules/>

Social Planning Council for the North Okanagan

Allyship – What Can You do to Combat Racism?, 2021

This website provides access to online resources that community organizations can use to combat racism. This includes video and print resources on anti-racism, allyship, and cultural safety.

<https://socialplanning.ca/anti-racism/>

University of British Columbia, Continuing Professional Development, Faculty of Medicine

Cultural Safety and Humility Resource Hub, n.d.

This resource hub provides access to a range of resources on how to integrate cultural safety into midwifery practice, including guidelines, self-paced courses, toolkits, readings, videos, and webinars.

<https://ubccpd.ca/cultural-safety-and-humility>



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SUMMARY



In 2005, British Columbia (BC) began a historic tripartite transformation process that led to the creation of a unique First Nations health service governance and delivery structure, which acts as a key structural driver of culturally safe health system and services transformation. Today, this structure includes:

1. the First Nations Health Council (FNHC), consisting of regionally appointed members of First Nations who provide political leadership, direction, and advocacy;
2. the First Nations Health Directors Association (FNHDA), comprising First Nations health directors and health managers who provide technical advice and capacity building; and
3. the First Nations Health Authority (FNHA), which is the body responsible for the delivery of health services and its associated partnership and leadership functions.

Since its inception, the FNHA has driven systemic change throughout the healthcare system, spearheading a wide array of cultural safety initiatives, in partnership with diverse stakeholders in the province. Some of the most noteworthy examples are the signing of Partnership Accords with each of the five regional health authorities in the province; the development of declarations of commitment to advance cultural safety and humility within health services, emergency management services, and among health professionals; development of a Cultural Humility and Cultural Safety Policy, with associated educational campaigns; and more recently, the release of the BC Cultural Safety and Humility Standard. The FNHA is required to report annually on progress achieved on service plans, five-year health and wellness plans,

and strategic initiatives to its partners and the communities they serve. In addition, the FNHA has been involved in the development of a number of tools and practice guides for service providers, including: guidebooks for engaging with Indigenous Peoples and integrating cultural safety into services provision; fact sheets with information on cultural practices; and numerous cultural safety and humility communities they serve. In addition, the FNHA has been involved in the development of a number of tools and practice guides for service providers, including: guidebooks for engaging with Indigenous Peoples and integrating cultural safety into services provision; fact sheets with information on cultural practices; and numerous cultural safety and humility training resources, many of which were developed as part of its campaign, “#itstartswithme: Creating a climate of change.”

The FNHA’s cultural safety and humility initiatives are supported through ongoing coordinated efforts at and partnerships across the federal, provincial, and regional levels as well as wider health systems and organizational responses. In addition to the establishment of numerous high-level tripartite and bilateral partnerships, a noteworthy provincial-level response to promoting cultural safety, humility, and anti-racism is the creation of the Office of Indigenous Health, which applies an Indigenous lens to embedding cultural safety considerations in strategic priorities, legislation, policy, and program development. A second example, among others, is the passage of legislation and action plans to implement the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). This makes BC the first province in Canada to pass legislation to formally adopt UNDRIP. The Act is intended to provide a path to reconciliation based on respect for Indigenous Peoples’ human rights. The Act stipulates that individuals have the right to cultural safety, the highest levels of health and wellness, and access to traditional medicines and traditional healing approaches.

Within the mainstream health system, regional health authorities have created programs and services to improve access to culturally safe health services. Aboriginal Patient Liaison and/or Navigator positions, as well as Indigenous nurse educators and health dietitians have been hired. Some have developed and implemented their own cultural safety policies, culturally competent and responsive strategies, or Indigenous health strategies. Most, if not all, of the regional health authorities have undertaken initiatives to create safe and welcoming spaces and spaces that aim to address the spiritual needs of Indigenous clients. Several have implemented initiatives to collect data on the Indigenous identity of clients and patients to inform the development of culturally sensitive services, and/or they have instituted funding programs that support community-based projects in Indigenous communities. In at least one regional health authority (Island Health), allegations of racism within the health system resulted in the implementation of a task force to investigate and recommend actions to address this issue. Finally, a wide range of professional regulatory bodies and health organizations signed on to statements of Commitment to Cultural Safety and Humility, with several apologizing for unsafe care practices in the wake of the findings of the *In Plain Sight* report (Turpel-Lafond, 2020). As part of these commitments, professional associations or regulatory bodies have actively invested in cultural safety in diverse ways, including, for example, the creation of mechanisms such as task forces and committees to oversee the implementation of cultural safety and humility into practice; the development of cultural safety, cultural humility, and anti-racism related competencies, practice guidelines and training material; and the institution of incentive mechanisms to promote the uptake of cultural safety training.

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