

INDIGENOUS CULTURAL SAFETY:

*An environmental scan of cultural safety initiatives in Canada - Chapter 2:
National-level cultural safety initiatives*

National Collaborating Centre
for Indigenous Health



Centre de collaboration nationale
de la santé autochtone

CULTURAL SAFETY AND RESPECTFUL RELATIONSHIPS

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INTRODUCTION

The focus of this chapter is on national-level cultural safety initiatives 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 Canada

The federal government initiates a process to co-develop distinctions-based Indigenous health legislation, 2021

The Minister of Indigenous Services publicly launched the engagement process on January 28, 2021.

<https://www.sac-isc.gc.ca/eng/1611843547229/1611844047055>

Bill C-15: An Act respecting the United Nations Declaration on the Rights of Indigenous Peoples, 2021

The bill received royal assent on June 21, 2021. It provides a framework for the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in Canada and affirms UNDRIP as a universal international human rights instrument with application in Canadian law. Bill C-15 responds to the Truth and Reconciliation Commission (TRC) Call to Action 43, which calls on all orders of government to fully adopt and implement the Declaration as the framework for reconciliation. It also responds to the National Inquiry into Missing and Murdered Indigenous Women and Girls' (NIMMIWG) Calls for Justice. The Government of Canada worked closely with the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council to shape this legislative proposal. Input was also provided by modern treaty and self-governing nations, as well as national and regional Indigenous organizations.

<https://parl.ca/DocumentViewer/en/43-2/bill/C-15/third-reading>

Bill C-92: An Act Respecting First Nations, Inuit and Métis Children, Youth and Families, S.C. 2019, c.24

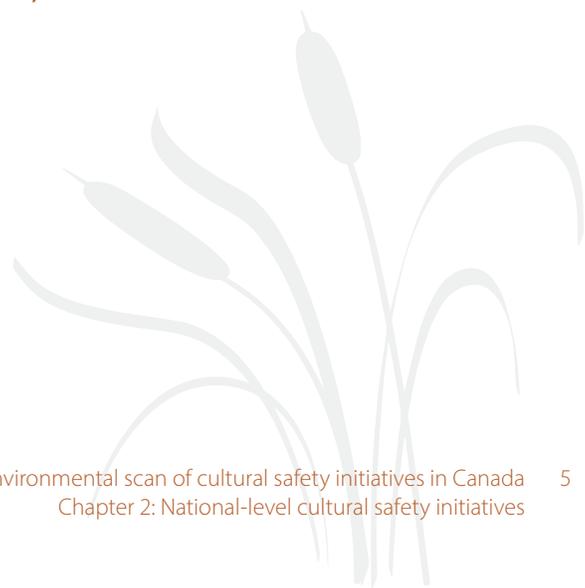
To act on its commitment to implement the UNDRIP and the TRC's Calls to Action, the government passed legislation that affirms the inherent right of self-government for First Nations, Inuit, and Métis peoples, including jurisdiction in relation to child and family services. The Act sets out national principles for the provision of child and family services in relation to Indigenous children.

<https://laws.justice.gc.ca/eng/acts/F-11.73/page-1.html>

Announcement of the Recognition and Implementation of Rights Framework, 2018

On February 14, 2018, the Prime Minister announced the Recognition and Implementation of Rights Framework. Consisting of legislation and policy, and developed in partnership with First Nations, Inuit, and Métis peoples, this framework will ensure the rights of Indigenous Peoples are upheld.

<https://www.rcaanc-cirnac.gc.ca/eng/1536350959665/1539959903708>







PARTNERSHIP AGREEMENTS

Tripartite¹ partnerships

Alberta First Nations Health Consortium,
Governments of Alberta, and Canada

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

This Memorandum of Understanding (MOU), signed by the First Nations Health Consortium and the Governments of Alberta and Canada, creates a collaborative process for coordinating services for children in Alberta in order to avoid delays in obtaining needed supports and ensure equitable levels of health, social, and educational services.

<https://open.alberta.ca/publications/mou-implementation-of-jordans-principle-in-alberta>

BC First Nations Leadership, Governments of British Columbia, and Canada

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

This MOU describes actions that all parties will commit to over a two-year period to improve mental health and wellness services for First Nations through: partnerships that enhance coordination of responses, programs, and services; full and equal involvement of First Nations in the design of federal and provincial strategies and services; new flexible funding approaches; and 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

Signed by First Nations leadership and the governments of BC and Canada, this non-binding accord captures the vision of the three Parties for a “better, more responsive and integrated health system for First Nations in British Columbia” (First Nations Health Council [FNHC], BC, and Canada, 2012, p. 2) and describes the Parties’ shared commitment to take actions collaboratively towards this vision. The Accord sets out the principles and approaches that will be taken to strengthen the partnership and recognizes shared responsibility, accountability, and decision-making for improving health outcomes for Indigenous people. Cultural safety and humility are identified as key priorities through: the incorporation of Indigenous models of wellness into the health system; the implementation of high-quality integrated, accessible, community-based public health, primary care, and home and community care; the incorporation of a social determinants approach to health and well-being; and the development of a culturally competent health workforce.

<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 Nations Health Governance, 2011

This legally binding agreement outlines a framework for transferring the planning, design, management, and delivery of First Nations health programs from the federal government to a new First Nations Health Authority (FNHA) within two years.

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

For an evaluation report on BC's Tripartite Framework Agreement on First Nation Health Governance, see *Evaluation of the British Columbia Tripartite Framework Agreement on First Nation Health Governance*, December 2019. This report provides an evaluation for the period 2013 to 2018 with respect to the growth, evolution, and effective functioning of the partnership and implementation of commitments.

- **Full evaluation 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>

Tripartite First Nations Health Plan, 2007

This document builds on BC's First Nations Health Plan MOU and the *Transformative Change Accord: First Nations Health Plan* by outlining the key elements that are foundational to implementing the health plan. The Plan also outlines a new First Nations health governance structure to increase First Nations decision-making in health-related matters. This structure includes four components:

1. the First Nations Health Council (FNHC),
2. the FNHA,
3. the First Nations Health Directors Association (FNHDA), and
4. the Tripartite Committee on First Nations Health.

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

First Nations Health Plan Memorandum of Understanding, 2006

This MOU commits the First Nations Leadership Council (FNLC) and the BC and federal governments 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

Enoch Cree Nation, Governments of Alberta and Canada

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

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

Federation of Saskatchewan Indian Nations, Government of Saskatchewan and Canada

Cultural Responsiveness Framework, 2020

Resulting from the signing of an MOU in 2008 between the Governments of Canada and Saskatchewan with First Nations in Saskatchewan that led to the establishment of a Project Advisory Team, this framework is intended to inform and promote dialogue on First Nations health and health care and the importance of culture in the health and well-being of First Nations, as well as initiate actions that result in improvements in health services delivery. The framework sets three strategic directions, with corresponding objectives and actions, to achieve health services that are culturally responsive.

<https://allnationshope.ca/userdata/files/187/CRF%20-%20Final%20Copy.pdf>

Mi'kmaq Governments, Governments of Nova Scotia and Canada

Mi'kmaq – Nova Scotia – Canada Framework Agreement, 2019

This framework agreement lays the groundwork for negotiations to resolve the rights and interests of the Mi'kmaq people and how they will exercise these constitutionally protected rights respecting land, resources, and governance.

<https://www.rcaanc-cirnac.gc.ca/eng/1100100031915/1529422708421>

Mi'kmaq Governments, Governments of Prince Edward Island and Canada

Ila'matulti'k ("We reconcile)": Mi'kmaq – Prince Edward Island (PEI) – Canada Framework Agreement, 2019

This framework agreement lays the groundwork for negotiating an Agreement-in-Principle aimed at resolving Mi'kmaq people's asserted Aboriginal and Treaty rights and developing non-treaty measures to promote greater self-determination, including over health and social services.

<https://www.rcaanc-cirnac.gc.ca/eng/1548858268881/1548858560122>

Canada, Prince Edward Island and Mi'kmaq Partnership Agreement, 2007

This landmark agreement commits the federal and provincial governments to work more closely with the two Mi'kmaq governments in Lennox Island and Abegweit on many key issues, including health, child/family services, education, justice, and economic development. It also establishes a process for planning programs and services, giving First Nations a seat at the table in this process (Government of Canada, 2007).

http://lnuey.ca/wp-content/uploads/2019/11/Canada-Mi_kmaq-PEI_Partnership_Agreement.pdf

Secwèpemc Nation, Governments of BC and Canada

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

Tripartite Tables

Tripartite Tables, Technical Working Groups and Regional Advisory Groups on Reforming Indigenous Child and Family Services, 2018

As part of six commitments made by the Government of Canada that came out of an Emergency Meeting on Child and Family Services held in January 2018, tripartite tables, technical working groups, and regional advisory groups were established in each of the provinces and the Yukon to help reform Indigenous child and family services (Indigenous Services Canada [ISC], 2020a).

Bilateral² partnerships

Government of Canada and Assembly of First Nations (AFN)

Assembly of First Nations – Canada Memorandum of Understanding on Joint Priorities, 2017

This MOU commits the two parties to establishing a permanent, ongoing, Cabinet-level, process for First Nations leadership and the Government of Canada to meet and discuss joint priorities, including in the areas of policing and community safety, human and Indigenous rights, reconciliation, the fiscal relationship between First Nations and the federal government, and measuring progress on closing the socio-economic gap between First Nations and other Canadians.

<http://caid.ca/AFNMOU2017.pdf>

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.

Memorandum of Understanding to Support First Nations Jurisdiction and Sovereignty and a Renewed Crown-First Nations Relationship, 2017

This MOU between the Government of Canada and the Assembly of First Nations (AFN) aims to promote and foster reconciliation based on recognition of UNDRIP and Treaty rights (Government of Canada and AFN, 2017). It commits both parties to establishing a permanent, ongoing, Cabinet-level working group between First Nations leadership and relevant members of Cabinet to design and implement an agenda for closing socio-economic gaps and identifying priorities for achieving change based on rights recognition. It also establishes joint tables and working groups to advance the identified priorities.

<https://www.aptnnews.ca/wp-content/uploads/2017/03/CANADAAFNMOU.pdf>

Government of Canada and Assembly of Manitoba Chiefs

Memorandum of Understanding with Assembly of Manitoba Chiefs aimed at achieving concrete outcomes in child welfare, 2017

This MOU commits the Assembly of Manitoba Chiefs and the Government of Canada to work in partnership to improve Child and Family Services in Manitoba (Indigenous and Northern Affairs Canada [INAC], 2017). It supports the position that First Nations should have jurisdiction over child welfare.

https://www.canada.ca/en/indigenous-services-canada/news/2017/12/canada_signs_mouwithassemblyofmanitobachiefsto_drivechangeinchild.html

Government of Canada and Atlantic First Nations Chiefs

Atlantic First Nations Health Partnership (AFNHP)

The AFNHP is composed of 11 Atlantic First Nations Chiefs representing 32 of 34 Atlantic First Nations and the Regional Executive Officer of the FNIHB (now Indigenous Services Canada) who share decision making in the areas of policy development, planning of programs and services, and use and distribution of new contribution funding related to programs and services funded by the FNIHB (ISC) in the Atlantic region (AFNHP, 2023).

Government of Canada and Manitoba Keewatinowi Okimakanak (MKO) Inc.

Memorandum of Understanding with Manitoba Keewatinowi Okimakanak (MKO) Inc. to support health care transformation for MKO communities, 2018

This MOU commits the federal government and MKO communities to work together to improve health and well-being of First Nations people in northern Manitoba, based on locally driven and defined health care (Net News Ledger Staff, 2018).

https://mkonation.com/mko/wp-content/uploads/03-30-2021-Media-release-MKO-NHR-joint-statement-on-ending-racism-in-health-care_FINAL.pdf





Government of Canada and
Métis Nation

Métis Nation Early Learning and Child Care (ELCC) Accord, 2019

In this Accord, the federal government and the Métis Nation agree to enter into a bilateral agreement for the provision of ELCC programs and services for Métis people and to support national coordination, research, and policy development. The Accord outlines the goals of the Métis Nation ELCC framework, which aims to create Métis-specific programming and services that meet the distinct needs of Métis and outlines financial provisions to support Métis-led ELCC.

<https://www.canada.ca/en/employment-social-development/programs/indigenous-early-learning/accord-metis.html>

Government of Canada and
Métis National Council

Memorandum of Understanding on Developing a Canada-Métis Nation Child and Family Services Accord, 2019

The purpose of this MOU is to commit the Parties to work collaboratively to develop a 10-year Canada-Métis Nation Child and Family Services Accord that will focus on transforming child and family services systems. It establishes a Canada-Métis Nation Working Group on Métis Nation Child and Family Services Reform, which will examine the current approach to child and family services for Métis Nation children, youth, and families; identify service gaps and areas for improvement; and make recommendations for strengthening child and family services and making them more culturally appropriate (ISC, 2019).

Canada-Métis Nation Accord, 2017

This Accord aims to advance reconciliation and promote self-determination by establishing a Permanent Bilateral Mechanism for working together on jointly established priorities. It commits parties to developing and updating work plans through full and effective engagement of the Métis. <https://pm.gc.ca/en/canada-metis-nation-accord>





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Government of Canada and
Métis Nations Alberta

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

This Agreement aims to advance reconciliation by developing a government-to-government relationship between the federal government (as represented by Crown Indigenous Relations and Northern Affairs) and the Métis Nation in Alberta. It articulates shared objectives and defines a process for advancing those objectives through a Negotiations Process established in the framework agreement.

https://albertametis.com/app/uploads/2021/06/MNA-GOC-Framework-Advancing-Reconciliation_SIGNED.pdf

Government of Canada and
Métis Nations Ontario

Memorandum of Understanding on Advancing Reconciliation between Métis Nation of Ontario (MNO) and Canada, 2017

This MOU commits the two Parties to establishing and participating in an exploratory discussion table with the purpose of developing a mutually acceptable framework agreement that can serve as the basis for negotiations to advance reconciliation with the MNO.

<https://www.metisnation.org/wp-content/uploads/2010/10/mno-canada-mou-on-reconciliation-final-february-3-2017.pdf>





Government of Canada and Métis
Settlements General Council Alberta

***Framework Agreement for Advancing
Reconciliation between Métis Settlements
General Council Alberta and Canada, 2019***

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

<https://albertametis.com/app/uploads/2019/07/MNA-Alberta-Framework-Agreement.pdf>

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

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

<https://msgc.ca/wp-content/uploads/2020/04/MSGC-Canada-MOU-Final-December-2017.pdf>

Government of Canada and New Brunswick Government

Canada – New Brunswick Home and Community Care and Mental Health and Addictions Services Funding Agreement, 2016

This funding agreement commits Health Canada and the government of New Brunswick to work together to improve access to home and community care and strengthen access to mental health and addiction services in New Brunswick. Specifically, it stipulates that additional federal funding will be used to:

1. build community capacity in relation to the planning and delivery of support and services;
2. provide additional training for primary health care providers to better integrate addictions and mental health into primary health care;
3. expand or implement after-hours mobile mental health, e-mental health, and mental health senior care services; and
4. develop and implement a culturally-appropriate and competent framework for the delivery of mental health services to First Nations people.

<https://www.canada.ca/en/health-canada/corporate/transparency/health-agreements/shared-health-priorities/new-brunswick.html>

Government of Canada and Nunatukavut Community Council (NCC)

Memorandum of Understanding on Advancing Reconciliation between Nunatukavut Community Council (NCC) and Canada, 2019

This MOU establishes a Recognition of Indigenous Rights and Self-Determination discussion table with objectives to identify the rights that the NCC may hold and develop mutually acceptable negotiation mandates on NCC priorities, including in the areas of health, social, and economic betterment.

<https://nunatukavut.ca/site/uploads/2019/09/Memorandum-of-Understanding-on-Advancing-Reconciliation-NCC-Canada-SIGNED.pdf>

Government of Canada and Southern Chiefs' Organization

Memorandum of Understanding re: health transformation with Southern Chiefs' Organization, 2020

Signed by the Southern Chief's Organization and the Government of Canada, this MOU commits the two parties to work together on a new health system governance model that is representative of, and accountable to, First Nations communities in Manitoba.

https://wfpquantum.s3.amazonaws.com/pdf/2020/69315_SCO-MOU-unsigned-on-health-transformation.pdf



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POLICY & PROGRAM RESPONSES



Tripartite policy responses

Tripartite Committee on First Nations Health: BC First Nations Leadership, Government of BC and Canada

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 (First Nations Health Authority, 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 on 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 dependencies, and provides a baseline for carrying out the work and measuring progress on the 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, 2019a). The Agreement sets out a series of commitments and principles for sharing data and improving the quality of data.

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 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

Evaluation:

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

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

The *BC Tripartite Framework Agreement on First Nations Health Governance* requires parties to report back annually on the progress of integrating and improving health services for BC First Nations. To date, these have included:

- **November 2017-March 2019 Report:** <https://www.fnha.ca/Documents/Together-in-Wellness-November-2017-March-2019.pdf>
- **2016/17 Annual Report:** <https://www.fnha.ca/Documents/together-in-wellness-2016-17.pdf>
- **2015/16 Annual Report:** <https://www.fnha.ca/Documents/2015-2016-Together-In-Wellness.pdf>

- **2014/15 Annual Report:** <https://www.fnha.ca/Documents/2014-2015-Together-In-Wellness.pdf>
- **2013/14 Annual Report:** <https://www.fnha.ca/Documents/Together-In-Wellness-2013-14-Annual-Report.pdf>
- **2012/13 Annual Report:** https://www.fnha.ca/Documents/Together-in-Wellness_2012-13_annual_report.pdf
- **2011/12 Annual Report:** https://www.fnha.ca/Documents/together-in-wellness_2011-12_interim_report.pdf

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

As required under the Tripartite Framework Agreement and the Canada Funding Agreement, this report evaluates the FNHA's progress made against its mandate and strategic plan over the period 2007 to 2012.

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

Together in Wellness: Tripartite Committee on First Nations Health Annual Reports

Reports documenting progress achieved in meeting the commitments and principles laid out in the Tripartite Data Quality and Sharing Agreement (TDQSA) and implementing First Nations health information governance capacity within First Nations in BC have been released.

- **2018-2019 Annual Report:** <https://www.fnha.ca/Documents/TDQSA-2018-2019-Annual-Report-On-Progress.pdf>
- **2016-2017 Annual Report:** <https://www.fnha.ca/Documents/TDQSA-2016-2017-Annual-Report-On-Progress.pdf>

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

Case Studies:

Cultural Safety and Humility Case Study Report, 2019

This case study report was prepared as part of the evaluation of the *BC Tripartite Framework Agreement on First Nation Health Governance* and focuses on cultural safety and humility initiatives.

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

Data and Information Governance Case Study Report, 2019

This case study was prepared to support the evaluation of the BC Tripartite Framework Agreement on First Nations Health Governance and is intended to guide the continuing evolution of First Nations data governance within BC. It outlines the progress of First Nations data governance to date, explores the evolution of support for self-determination in data governance, and highlights some of the important partnerships, events, and activities that have occurred over the past five years associated with First Nations data governance.

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

Health Actions Case Study Report, 2019

Prepared to support the evaluation of BC's Tripartite Framework Agreement on First Nation Health Governance, this document highlights initiatives undertaken at the provincial level by the FNHA since 2013, funded by a specific funding stream, that advance and align with the First Nations perspective on health and wellness.

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

Maternal Child and Family Health Case Study Report, 2019

This case study is intended to support requirements of BC's Tripartite Framework Agreement on First Nations Health Governance to jointly evaluate the implementation of the agreement every five years. It outlines the progression of the Tripartite Parties' joint efforts to develop the "First Nations and Aboriginal Maternal, Child and Family Strategic Approach" (FNHA, 2019b, p. i).

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

Overdose Response Case Study Report, 2019

This document assesses the efficacy of the Province of BC's overdose emergency response as it pertains to First Nations peoples and communities. It is intended to support requirements of the Tripartite Framework Agreement on First Nations Health Governance to jointly evaluate the implementation of the agreement every five years.

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

Federal responses

Canadian Heritage

Building a Foundation for Change: Canada's Anti-Racism Strategy, 2019-2022

Informed by the lived experiences of individuals across Canada with racism and discrimination, derived from engagement sessions held between October 2018 to March 2019, this strategy involves a \$45 million investment to combat racism and discrimination and build a more inclusive and equitable country. Of this investment, \$3.3 million is dedicated to increasing public awareness and understanding, in both urban and rural areas, of the historical roots of racism and its different impacts on Indigenous Peoples, as well as racialized and religious minority communities.

<https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html>

What We Heard – Informing Canada's Anti-Racism Strategy, 2019

The federal government initiated public engagement activities from October 2018-March 2019 to gather input from Canadians on their experiences with racism and discrimination to inform the development of an anti-racism strategy. This document highlights findings from these engagement sessions.

<https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/what-we-heard.html>

Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)

Inuit Nunangat Policy, 2022

This policy, directed at all federal departments and agencies, aims to guide them in the “design, development and delivery of all new or renewed federal policies, programs, services, and initiatives that apply in Inuit Nunangat and/or benefit Inuit, including programs of general application, and to support Inuit self-determination” (CIRNAC, 2022, para. 2). The policy’s purpose is to “promote prosperity and support community and individual wellbeing throughout Inuit Nunangat with the goal of socio-economic and cultural equity between Inuit and other Canadians” (para. 2). The policy utilizes a co-development approach and is guided by principles of a renewed Inuit-Crown relation based on rights, respect, cooperation and partnership, and Inuit right to self-determination. The policy calls for all departments and agencies to ensure that program terms and conditions do not disadvantage Inuit, improve cross departmental coordination, engage Inuit in early stages of program renewal or design, and include Inuit-specific considerations for the application of a program, policy, service or initiative.

<https://www.rcaanc-cirnac.gc.ca/eng/1650556354784/1650556491509#sec3>



Developing a National Action Plan to address missing and murdered Indigenous women, girls and 2SLGBTQIA+ people, 2021

In 2020, the federal government created a core working group to respond to the 231 Calls for Justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG) and the 62 Calls to Miskotahâ (a parallel process focusing on issues facing Métis women prepared by the Les Femmes Michif Otipemisiwak), and to lead the development of a National Action Plan. The working group developed a framework and core components of the National Action Plan. In 2021, the federal government released its *Federal pathway to address missing and murdered Indigenous women, girls and 2SLGBTQIA+ people*, which represents its contribution to ending systemic racism, sexism, ableism, and economic inequality that have contributed to the perpetuation of violence against Indigenous women and girls, as well as 2SLGBTQIA+ people. Actions focus on four key areas: culture, health and wellness, human safety, and security and justice.

- **The NIMMIWG final report:** <https://www.mmiwg-ffada.ca/final-report/>
- **The working group framework for a National Action Plan:** <https://mmiwg2splus-nationalactionplan.ca/eng/1670511213459/1670511226843>
- **The Federal pathway to addressing missing and murdered Indigenous women, girls and 2SLGBTQIA+ people:** <https://www.rcaanc-cirnac.gc.ca/eng/1622233286270/1622233321912>
- **A report on progress achieved to date (2022):** <https://www.rcaanc-cirnac.gc.ca/eng/1652970859580/1652970882836>

Recognition of Rights Discussion Tables

As part of its commitment to reconciliation, the Government of Canada is moving forward with more than 80 Indigenous partners to explore ways of working together to advance Indigenous rights and self-determination through the establishment of Discussion Tables with individual Indigenous partners. The discussion tables seek to resolve longstanding issues between specific Indigenous groups, with discussion driven by community priorities, needs, rights, and interests.

- **A list of the various discussion tables underway:** <https://www.rcaanc-cirnac.gc.ca/eng/1511969222951/1529103469169>

Employment and Social Development
Canada

Indigenous Early Learning and Child Care Framework, 2018

This framework represents the work of the Government of Canada and Indigenous Peoples to co-develop a framework for early learning and child care that reflects the unique cultures, aspirations, and needs of First Nations, Inuit, and Métis children across Canada. It adopts a distinctions-based approach that respects the unique priorities of First Nations, Inuit, and Métis peoples and “describes an overarching vision for a comprehensive and coordinated early learning and child care system led by Indigenous peoples” (Employment and Social Development Canada [ESDC], 2018, Preamble, para. 3).

<https://www.canada.ca/en/employment-social-development/programs/indigenous-early-learning/2018-framework.html>

Government of Canada

Investments in Indigenous Data Governance Strategies, 2021

In Budget 2021, the federal government committed to \$73.5 million in funding over three years to continue work towards the development and implementation of a First Nations Data Governance Strategy. An additional \$8 million over three years was committed to support Inuit and Métis baseline data capacity and the development of distinctions-based Inuit and Métis Nation data strategies (Government of Canada, 2021).

Nunavut Wellness Agreement

This Agreement commits the federal government to providing \$189 million in funding over 10 years to support community-based health promotion and disease prevention programs in Nunavut in four broad areas: healthy children, families, and communities; healthy living; mental wellness; and home and community care (Health Canada, 2017). The Wellness Agreement, first announced in April 2012, was renewed in 2017.

https://www.canada.ca/en/health-canada/news/2017/05/government_of_canadasupportshealthychildrenfamiliesandcommunitie.html

The Government of Canada endorses the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) without qualification, 2016

For almost a decade, Canada refused to fully adopt the UNDRIP (United Nations General Assembly, 2007). The full endorsement of the UNDRIP by

the Trudeau Government in 2016 thus represents a defining moment in Canada's Indigenous-settler relations – a move that has led to new legislation to implement UNDRIP at the federal level (see 2.1 Legislation) as well as provincially, although so far only in British Columbia (see Chapter 3). Implementing UNDRIP is central to creating culturally safe health care practices and environments because it re-affirms the human rights and, especially, the health care rights of Indigenous peoples. This includes “the right to their traditional medicines” and “the right to access, without any discrimination, to all social and health services” (United Nations General Assembly, 2007, Article 24, p. 9).

Working Together to Prevent Suicide in Canada: The Federal Framework for Suicide Prevention, 2016

This document sets out the Government of Canada's strategic objectives, guiding principles, and commitments with respect to suicide prevention. The framework reinforces the value of a public health approach to suicide prevention and stresses the importance of education, training, and resources that are community-driven and culturally appropriate. It acknowledges the role of historic trauma in the high rates of suicide among Indigenous Peoples; emphasizes the need for strengthening federal mental wellness programs and supporting culturally-safe delivery of services; and highlights the importance of strengthening cultural identity as a tool for addressing one of the key risk factors for suicide among Indigenous Peoples in Canada.

<https://www.healthycanadians.gc.ca/publications/healthy-living-vie-saine/framework-suicide-cadre-suicide/alt/framework-suicide-cadre-suicide-eng.pdf>



Addressing Racism and Discrimination in Canada's Health Systems Program, 2022

This program was established to provide funding support for projects that aim to foster health systems free from racism and discrimination. Projects can fall within two distinct streams of funding: a project stream, which funds community-supported systems-level projects that aim to improve safety, accessibility, equity, quality, sustainability, and accountability of health systems in Canada; and an engagement stream, which funds projects that build capacity within racialized and/or marginalized communities and organizations to enable them to meaningfully engage on their health priorities.

<https://www.canada.ca/en/health-canada/corporate/about-health-canada/funding/addressing-racism-discrimination-canada-health-systems-program.html>

Canada-Prince Edward Island Home and Community Care and Mental Health and Addictions Services Funding Agreement, Student Well-Being Program and Mobile Mental Health Crisis Program, 2016

This agreement provides 10-years of federal funding to the Government of PEI for investments in home and community care and mental health and addictions, including the Student Well-being Program. The funding aims to support operating costs of the two programs, as well as cultural safety and awareness training for program staff.

<https://www.canada.ca/en/health-canada/corporate/transparency/health-agreements/shared-health-priorities/prince-edward-island.html>

First Nations Mental Wellness Continuum Framework, 2014

This framework aims to improve mental wellness outcomes for First Nations by strengthening federal mental wellness programming, supporting appropriate integration between federal, provincial, and territorial programs, and establishing a continuum of care. The framework is supported by Indigenous culture, values, and perceptions of health and well-being, and is intended to work at local, regional, and national levels.

<https://www.sac-isc.gc.ca/eng/1576093687903/1576093725971>

Indigenous Services Canada (ISC)

Indigenous Services Canada: Strategic Plan 2020 to 2025

Undertaken with extensive engagement of Indigenous Peoples, this strategic plan sets out the ISC's vision, mandate, values, and strategic priorities over the next five years, including in the areas of:

1. transferring control of services to Indigenous partners;
2. championing a culturally appropriate and high-quality service approach;
3. transforming practices; and
4. nurturing an engaged, respectful, and healthy workforce.

The Strategy is guided by two principles: respect for diversity of Indigenous cultures and “good and honest partnerships” that are founded on recognition of Indigenous rights and respect UNDRIP and the TRC's Calls to Action (ISC, 2020b, p. 3).

<https://www.sac-isc.gc.ca/eng/1580929468793/1580929551018>





Investments to support the expansion of Indigenous health human resources, May 2022

ISC committed to additional funding to support the expansion of the Saskatchewan Indian Institute of Technologies' Indigenous Practical Nursing Program into rural and remote locations, with the aim of increasing the number of Indigenous professionals in Canada's health systems. The practical nursing program is the first in Canada to be rooted in Indigenous worldviews and ways of knowing and is "informed by the ongoing impacts of colonization, guided by Indigenous Peoples, and rooted in cultural safety and humility" (ISC, 2022, para. 2).

Investments to support Indigenous communities in bringing traditional births closer to home in Sturgeon Lake First Nation, May 2022

ISC committed to providing \$350,000 to support the construction of a birthing centre in Sturgeon Lake First Nation (ISC, 2022).





Mental health initiatives in Anishinaabe of Wauzhushk Onigum First Nation, 2022

ISC and the Government of Ontario are providing funding to support a range of mental health and trauma supports to the Anishinaabe of Wauzhushk Onigum Nation (Government of Ontario, 2022). The Government of Ontario committed to contributing \$515, 079 in funding as part of its \$4 million investment in Indigenous Residential School specific mental health and addictions funding, while ISC committed to contributing \$70,000 to enhance community-based mental wellness programs and the delivery of cultural and emotional supports.

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

In partnership with the BC Government, 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 (Ministry of Health, 2021). The online repository, hosted by the National Collaborating Centre for Indigenous Health, includes publicly accessible resources that will enable the health system partners to create tools, strategies, and resources to enhance cultural safety across the health system.

https://www.nccih.ca/1673/Cultural_Safety_Collection.nccih?Collectionid=3

National Dialogues on addressing anti-Indigenous racism in health systems

ISC hosted three national dialogues with Indigenous partners, health professionals, and representatives of provincial and federal governments to address anti-Indigenous racism in the health system (ISC, 2021a). <https://www.sac-isc.gc.ca/eng/1611863352025/1611863375715>

- **First national dialogue:** On October 16, 2020, after the death of Joyce Echaquan, the Government of Canada met with Ms. Echaquan's family, her First Nation's leadership, Indigenous health practitioners and students, First Nations, Inuit, and Métis Nation leaders, federal, provincial, and territorial government representatives, health system partners, and Indigenous leaders. The purpose of this meeting was:
 - to listen to lived experiences of Indigenous people and health care professionals regarding systemic racism in federal, provincial, and territorial health systems; and
 - to reflect upon the information shared to inform concrete measures that governments, educational institutions, health professional associations, regulatory colleges, and accreditation organizations can take.
- **Second national dialogue:** On January 27 and 28, 2021, a second national dialogue was held focusing on engaging federal, provincial, and territorial governments, health systems, and Indigenous partners. The objective of this meeting was to discuss concrete measures to eliminate anti-Indigenous racism in Canadian healthcare.
- **Third national dialogue:** On June 28 and 29, 2021, a third dialogue was held to discuss collective actions related to: increasing Indigenous representation in postsecondary health education, cultural safety and humility, and traditional approaches to health and safe patient navigation.

New funding streams to support cultural safety initiatives, 2021

ISC committed to providing \$46.9 million in funding over three years to support the integration of cultural and patient safety into the health system. This includes establishing a new Cultural Safety Partnership Fund to support Indigenous-led community and regional initiatives focused on strengthening cultural safety and addressing anti-Indigenous racism and systemic barriers in the health system; and providing Health Canada with funds to support Indigenous organizations and health system partner initiatives that address anti-Indigenous racism at the health system level and help build the capacity of Indigenous partners to engage on their health priorities (ISC, 2021b).

Reforming Indigenous Child and Family Services: Progress on 6 Points of Action, 2020

This document reports on the federal government's progress on six commitments made at an emergency meeting held in January 2018 that relate to reforming child and family services in ways that promote human rights and support Indigenous leadership to advance culturally appropriate services. <https://www.sac-isc.gc.ca/eng/1541188016680/1541188055649>



Indigenous Services Canada (ISC) and Health Canada

Federal Response to Anti-Indigenous Racism in Canada's Healthcare System

Co-led by Indigenous Services Canada (ISC) and Health Canada, this policy response is comprised of immediate and targeted initiatives (described below) that aim to help address anti-Indigenous racism in Canada's health systems:

<https://www.sac-isc.gc.ca/eng/1628264764888/1628264790978>

1. Improving access to culturally safe services: \$33.3 million over 3 years, with a focus on services for Indigenous women, 2SLGBTQQIA+ people, people with disabilities, and other marginalized groups who may experience intersecting discrimination;
2. Improving supports and accountability: \$37.8 million over 3 years to provide Indigenous patients with supports and recourse to safely navigate federal and provincial health systems; and
3. Providing federal leadership: \$8.7 million over 3 years for the Government of Canada to continue bringing together all partners to advance concrete actions to address anti-Indigenous racism in Canada's health systems and to lead by example through the evaluation and improvement of federal programs and practices.

Public Health Agency of Canada (PHAC)

Indigenous cultural competency policy, 2022

PHAC developed an Indigenous cultural competency policy and implementation framework in its efforts to increase cultural competency, humility and safety, and has initiated Indigenous awareness and learning events for its employees (PHAC, 2022).

A Dementia Strategy for Canada: Together we Aspire, 2019

This national strategy places emphasis on those groups who are at a higher risk of dementia or face barriers to equitable care, such as Indigenous Peoples. Key actions focus on utilizing a social determinants of health approach to dementia prevention, fostering engagement of people living with dementia and their caregivers in the development of therapies, addressing barriers to accessing quality care, and building the capacity of caregivers through, among other things, culturally appropriate guidelines for standards of care. <https://www.canada.ca/en/public-health/services/publications/diseases-conditions/dementia-strategy.html>



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ORGANIZATIONAL RESPONSES



Indigenous organizational responses

Assembly of First Nations

First Nations Health Transformation Agenda, 2017

Advocating for a new reconciliation era approach to transform the relationship between First Nations and Canadian governments, this report identifies key investment areas and makes recommendations for closing the gap in health outcomes between First Nations and other Canadians.

<https://scoinc.mb.ca/wp-content/uploads/2021/06/FNHTA-AFN-wcag.pdf>

First Nations Mental Wellness Continuum Framework, 2014

This framework aims to improve mental wellness outcomes for First Nations by strengthening federal mental wellness programming, supporting appropriate integration between federal, provincial, and territorial programs, and establishing a continuum of care. The framework is supported by Indigenous culture, values, and perceptions of health and well-being, and is intended to work at local, regional, and national levels.

<https://www.sac-isc.gc.ca/eng/1576093687903/1576093725971>

Atlantic First Nations Health Partnership³
(AFNHP)

Atlantic First Nations Chronic Disease Prevention and Management Strategic Action Plan, 2018-2023

This Action Plan calls for a holistic and integrated approach to addressing chronic disease among First Nations in the Atlantic region. It identifies four focus areas – safe and supportive environments, collaboration and coordination, personal and professional skills, and information systems and data sharing – with corresponding indicators.

https://www.apcfn.ca/wp-content/uploads/2020/07/Final_Atlantic_First_Nations_Chronic_Disease_Prevention_and_Management_Strategic_Action_Plan.pdf

Atlantic First Nations Elder Care Strategic Action Plan, 2015-2020

Developed in collaboration between the FNIHB - Atlantic Region, the Atlantic Policy Congress of First Nations Chiefs, tribal organizations, Atlantic Chiefs and Councils, and First Nations communities, this five-year multi-partner regional plan looks to build on existing work being done in support of Elders and enhance efforts in three key areas: engagement, planning, and support.

https://www.apcfn.ca/wp-content/uploads/2020/07/Elder_Care_Strategic_Plan_2015-2020.pdf

³ Because “the Atlantic First Nations Health Partnership exists to improve the health and wellbeing of Atlantic First Nations thought participation of First Nations in the planning, management, and delivery of programs and services funded or deliver by FNIHB/ISC” (AFNHP, 2023, para. 1), it is included here under the national-level initiatives. See: <https://www.apcfn.ca/health/partnership/>

Canadian Indigenous Nurses Association (CINA)⁴ and Canadian Nurses Association (CNA)

Joint Statement from CNA and CINA on the Treatment of an Indigenous Woman by Nurses in Joliette, Quebec, 2020

Responding to the racism experienced by an Indigenous woman who died in a hospital in Joliette, Quebec, this joint statement articulates the CNA's and CINA's calls for mandatory cultural competency and humility training program for healthcare professionals.

<https://www.cna-aiic.ca/en/blogs/content/2020/09/30/joint-statement-from-cna-cina-on-the-treatment-of>

Aboriginal Health Nursing and Aboriginal Health: Charting Policy Direction for Nursing in Canada, 2014

This discussion paper, commissioned by the CNA in collaboration with the CINA, aims to guide policy development for strengthening Indigenous health nursing, leadership, and outcomes. The paper identifies five priority areas for strategic action:

1. integration of Indigenous ways of knowing and being;
2. addressing institutional barriers to Indigenous health nursing and Indigenous health;
3. recruitment and retention in education;
4. recruitment and retention of practising nurses; and
5. building capacity for leadership and advocacy.

https://hl-prod-ca-oc-download.s3-ca-central-1.amazonaws.com/CNA/2f975e7e-4a40-45ca-863c-5ebf0a138d5e/UploadedImages/documents/Aboriginal_Health_Nursing_and_Aboriginal_Health_Charting_Policy_Direction_for_Nursing_in_Canada.pdf

⁴ Formerly the Aboriginal Nurses Association of Canada (ANAC)

Cultural Competency and Cultural Safety Curriculum for Aboriginal Peoples, 2013

A collaboration between the Aboriginal Nurses Association of Canada (now CINA), the CNA, and the Canadian Association of Schools of Nursing, this document assesses a pilot project involving the implementation of cultural competency and cultural safety curriculum in six post-secondary institutions from regions across Canada.

<http://www.multiculturalmentalhealth.ca/wp-content/uploads/2013/10/Cultural-Competency-and-Cultural-Safety.pdf>

First Nations Information Governance Centre

First Nation Data Governance Strategy, 2021

Funded with investments from the federal government, this strategy is Canada's first national strategy focused on First Nation's data sovereignty. The strategy is rooted in community-driven and Nation-based approaches and envisions a First Nations-led national network of regional information governance centres that can provide First Nations with quality data to inform decision-making.

https://fnigc.ca/wp-content/uploads/2020/09/FNIGC_FNDGS_report_EN_FINAL.pdf

Indigenous Physicians Association of Canada (IPAC)

First Nations, Inuit and Métis Health Core Competencies: A Curriculum Framework for Undergraduate Medical Education, 2008

Developed in 2008 in collaboration with the Association of Faculties of Medicine of Canada, this document outlines core competencies that medical students should have when working with First Nations, Inuit, and Métis peoples, including the knowledge, skills, and attitudes needed to engage in culturally safe care.

<https://opus.uleth.ca/bitstream/handle/10133/644/IPAC-AFMC%20Core%20Competencies%20-%20Final%20English.pdf>

Indigenous Physicians Association of Canada (IPAC) and Royal College of Physicians and Surgeons of Canada (RCPSC)

CanMEDS Framework, 2015

The CanMEDS framework identifies and defines standards physicians must achieve in each of their diverse roles as medical expert, communicator, collaborator, leader, health advocate, scholar, and professional, with the goal of improving patient care. Some of these standards focus specifically on cultural safety.

<https://www.royalcollege.ca/en/canmeds/canmeds-framework.html>

Promoting Culturally Safe Care for First Nations, Inuit and Métis Patients: A Core Curriculum for Residents and Physicians, 2009

Developed in collaboration with the RCPSC, this document serves as a core training module to educate residents and physicians about providing culturally safe care.

<https://cupdf.com/document/promoting-culturally-safe-care-for-first-nations-inuit-and-mtis-to-first-nations.html>

Inuit Tapiriit Kanatami (ITK)

National Inuit Suicide Prevention Strategy, 2016

This document identifies objectives and actions that ITK will take to prevent suicide among Inuit. The strategy takes a holistic and population health approach to suicide prevention that focuses on six priority areas:

1. “creating social equity;
2. creating cultural continuity;
3. nurturing healthy Inuit children from birth;
4. ensuring access to a continuum of mental wellness services for Inuit;
5. healing unresolved trauma and grief; and
6. mobilizing Inuit knowledge for resilience and suicide prevention” (ITK, 2016, p. 4).

<https://www.itk.ca/wp-content/uploads/2016/07/ITK-National-Inuit-Suicide-Prevention-Strategy-2016.pdf>



Thunderbird Partnership Foundation⁵

First Nations Mental Wellness Continuum Framework: Implementation Guide, 2018

This document serves as a guide for implementing the First Nations Mental Wellness Continuum Framework, a model for mental wellness programs that is rooted in culture. The tool can be used to support intersectoral discussions on the social determinants of health, to determine the mental wellness impacts of programs, and to identify better ways of working collaboratively and effectively. It can also be used by communities to assist them in community planning and identifying links, relationships, and contributions in mental wellness services.

https://thunderbirdpf.org/wp-content/uploads/2018/11/FNMWC_implementation_guide.pdf

Land for Healing: Developing a First Nations Land-based Service Delivery Model – First Nations Mental Wellness Continuum Framework, 2018

The intent of this document is to provide a reference guide to support the planning, decision-making, delivery, and performance monitoring of a land-based, mental health service delivery model. The model is based on a review of the literature and an assessment of eight existing land-based programs.

<https://thunderbirdpf.org/wp-content/uploads/2018/07/Thunderbirdpf-LandforHealing-Document-SQ.pdf>

Honouring Our Strengths: A Renewed Framework to Address Substance Abuse Issues among First Nations People in Canada, 2011

Developed in consultation with community members, treatment centre workers, community-based addiction workers, health administrators, First Nations leadership, Elders, provincial service providers, researchers, and policy makers, this document presents a renewed approach for community, regional, and national responses to substance use issues among First Nations people. The framework outlines a continuum of care to respond to substance use issues based on the provision of culturally relevant and appropriate services and supports that are meant to guide the delivery, design, and coordination of services at all levels.

http://nnadaprenewal.ca/wp-content/uploads/2012/01/Honouring-Our-Strengths-2011_Eng1.pdf



⁵ Formerly the National Native Addictions Partnership Foundation.

Mainstream (non-Indigenous) organizational responses

Accreditation Canada

EQual™ Cultural Competency Standards, 2021

In 2021, Accreditation Canada announced cultural competency standards for all professional health care graduates at entry to practice to ensure that the health care workforce is able to delivery culturally safe and humble care. It is intended that the EQual program will work with professional agencies to update their competency profile.

<https://accreditation.ca/news/an-update-on-equal-accreditation-canadas-health-education-accreditation-program/>

Canadian Agency for Drugs and Technologies (CADTH)

CADTH Rapid Response Report: Summary of Abstracts – Cultural Safety for Health Care Providers Treating Indigenous Patients: Guidelines, 2018

This report aims to identify what cultural safety guidelines exist for healthcare providers who provide services/care to Indigenous patients, based on a review of the literature.

<https://www.cadth.ca/sites/default/files/pdf/htis/2018/RB1250%20Cultural%20Safety%20Final.pdf>

Canadian Association of Perinatal and Women's Health Nurses (CAPWHN)

Perinatal Nursing Standards in Canada, 2018

This document articulates standards related to perinatal nursing practice in Canada, some of which focus specifically on enhancing cultural safety.

https://capwhn.ca/wp-content/uploads/2019/10/PERINATAL_NURSING_STANDARDS_IN_CANADA.pdf

Canadian Association of Midwives (CAM), Canadian Nurses Association (CNA), and Canadian Association of Perinatal and Women's Health Nurses (CAPWHN)

Joint Position Statement – Nurses and Midwives Collaborate on Client-Centred Care, 2012

In this position statement, the CNA, CAM, and CAPWHN recognize the importance of interprofessional and collaborative models of health service delivery for improving access to primary maternity care. This position is emphasized through commitments among professional care providers to provide ethical, quality, client-centered, care that considers the best interests of women, families, and communities in terms of their own goals.

https://capwhn.ca/wp-content/uploads/2019/10/Joint_Position_Statement_Nurses_and_Midwives_2012.pdf

Canadian Association of Perinatal and Women's Health Nurses (CAPWHN), College of Family Physicians of Canada (CFPC), Society of Obstetricians and Gynaecologists of Canada (SOGC), and Society of Rural Physicians of Canada (SRPC)

Joint Position Paper on Rural Maternity Care, 2019

In this position paper, the CAPWHN, CFPC, SOGC, and SRPC agree to a set of overarching recommendations for providing care to rural and remote women receiving maternity care. These recommendations include: receiving high-quality care as close to home as possible; providing rural maternity care that is collaborative, women- and family-centred, culturally sensitive and respectful; and supporting rural maternity care services through active policies that align with these recommendations.

https://capwhn.ca/wp-content/uploads/2019/10/JointPositionPaper_RuralMaternityCare_Eng.pdf

Canadian Association of Occupational Therapists (CAOT)

CAOT Position Statement: Occupational Therapy and Indigenous Peoples, 2018

Responding to the TRC Calls to Action and UNDRIP, this statement commits the organization and its members to “reflexive practice in working with Indigenous peoples, fostered through collaboration, partnership, and relationship building” (CAOT, 2018, p. 1). The statement makes recommendations for its members with respect to educating themselves and others about the historical and contemporary contexts of colonization in Canada, and the impacts on health care and social service delivery. It also outlines initiatives that the CAOT will take to enable occupational therapists to provide effective, culturally safe, and collaborative services with Indigenous persons, families, communities, and nations.

<https://www.caot.ca/document/3700/O%20-%20OT%20and%20Aboriginal%20Health.pdf>

Canadian Patient Safety Institute

The Safety Competencies 2nd edition: Enhancing Patient Safety across the Health Professions, 2020

This document articulates competencies for health and social services providers to maintain patient safety. Cultural safety is embedded in this document in relation to demonstrating effective verbal and non-verbal communication skills to promote patient safety; and optimizing teamwork within and across teams to maximize patient safety, quality of care, and health outcomes.

https://www.patientsafetyinstitute.ca/en/toolsResources/safetyCompetencies/Documents/CPSI-SafetyCompetencies_EN_Digital.pdf

Canadian Partnership Against Cancer

Inuit Cancer Control in Canada Baseline Report, 2014

Developed as part of CPAC’s First Nations, Inuit, and Métis Cancer Control Initiative, this environmental scan aims to provide an overview of the state of cancer control for Inuit. It discusses barriers to health services delivery and documents Inuit patients’ experiences with and promising practices related to cancer screening and diagnosis, treatment, home and community care, surviving cancer support, and case management.

<https://www.partnershipagainstcancer.ca/wp-content/uploads/2017/12/inuit-cancer-control-baseline-report.pdf>



Canadian Association of Perinatal and Women's Health Nurses (CAPWHN)

CAPWHN Position Statement in Response to Racism, 2020

This statement responds to recent racist and discriminatory events in the United States and Canada, and calls for members to refocus efforts to create anti-racist health care environments that foster cultural safety for women receiving perinatal care (CAPWHN, 2020).

<https://capwhn.ca/wp-content/uploads/2020/10/CAPWHN-Statement-in-response-to-Racism-Oct-14-2020FINAL-1.pdf>

CAPWHN Position Statement on Cultural Safety/Humility, 2019

This document articulates the CAPWHN's position on cultural safety/humility in perinatal and women's health.

https://capwhn.ca/wp-content/uploads/2019/10/CAPWHN_Position_Statement_on_Cultural_Safety_Humility_Final.pdf

Canadian Centre on Substance Abuse

Competencies for Canada's Substance Abuse Workforce, Section IX: Technical Competencies Guide to Working with First Nations Clients, 2014

Developed in partnership with the NNAPF, this document presents competencies for substance abuse workers that reflect cultural principles derived from Indigenous knowledge and worldviews. These competencies aim to assist individuals in responding effectively to First Nations clients who request a culturally sensitive setting.

<https://www.thunderbirdpf.org/wp-content/uploads/2015/05/CCSA-Workforce-Competencies-First-Nations-Clients-Guide-2015-en.pdf>

Canadian College of Health Leaders

Code of Ethics, n.d.

This document sets out ethical standards required of College members in their personal and professional behavior. These standards focus on individual, professional, organizational, and community activities. They include a commitment to inclusive, respectful, and ethical practices; to practicing cultural humility in a manner that respectfully honors diversity and difference; and to advocating for changes in policies and practices that adversely impact the health of intersectional, diverse populations of the community and society.

https://cchl-ccls.ca/app/uploads/2022/11/CCHL_Code-of-Ethics_ENG.pdf

Canadian Council of Registered Nurse Regulators

Entry-Level Competency Profile for the Social Work Profession in Canada, 2017

As a step towards developing standard competencies for social workers across Canada, this report reviews over 60 standards of practice, codes of ethics, and other relevant documents to compile a draft list of competencies for social work practice. These include a core set of values and principles that underlie social work practice, such as dignity of clients, cultural sensitivity, pursuit of social justice, integrity, and ethical conduct. The report also identifies several areas that could be expanded in the competency profile.

<http://www.ccswr-ccorts.ca/wp-content/uploads/2017/03/Competency-Profile-FINAL-Eng-PG-1-51.pdf>

Entry-Level Competencies for Nurse Practitioners in Canada, 2016

This document articulates entry-level competencies that all nurse practitioners must possess when they begin practicing. These include using culturally appropriate communication techniques and tools, providing culturally safe care, using relational strategies to establish therapeutic relationships, and identifying personal beliefs and values and providing unbiased care.

<https://crnpei.ca/wp-content/uploads/2020/07/Entry-Level-Competencies-for-NP-in-Canada-2016.pdf>

Canadian Foundation for Healthcare Improvement (CFHI)

Annual Report, 2018-2019

The CFHI Annual Report highlights several cultural safety, cultural humility, and reconciliation related activities over the 2018-2019 year.

https://www.cfhi-fcass.ca/docs/default-source/about-us/corporate-reports/2018-2019-annual-report-e.pdf?sfvrsn=1bba3313_4

Canadian Institute for Health Information (CIHI)

Guidance on the Use of Standards for Race-Based and Indigenous Data Collection and Health Reporting in Canada, 2022

In 2020, the CIHI published a set of proposed standards for collecting race-based and Indigenous identity data, which can be used to inform the development of policies, programs, and health care practices. After these proposed standards were reviewed by clinicians, researchers, organizations representing racialized groups, and representatives from governments and health systems, the set of proposed standards were revised and released in this report.

<https://www.cihi.ca/sites/default/files/document/guidance-and-standards-for-race-based-and-indigenous-identity-data-en.pdf>

- A supplementary report with important context and considerations for implementing the new standards: <https://www.cihi.ca/sites/default/files/document/race-based-and-indigenous-identity-data-supplementary-report-en.pdf>

Measuring Cultural Safety in Health Systems

This document provides a framework for measuring cultural safety in health systems. The framework is influenced by determinants of health and organized around four categories: health system interventions, experience of health system, health system performance, and health and wellness outcomes. These categories are broken down into more specific themes, each with their own set of indicators.

<https://www.cihi.ca/sites/default/files/document/measuring-cultural-safety-in-health-systems-report-en.pdf>

- An addendum that provides a list of indicators under each of the categories and themes: <https://www.cihi.ca/sites/default/files/document/measuring-cultural-safety-in-health-systems-addendum-en.pdf>

Canadian Institutes of Health Research

Institute of Indigenous Peoples' Health Strategic Plan 2019-2024

This strategic plan identifies the CIHR's strategic priorities for Indigenous health research to ensure meaningful and culturally safe practices in relation to health research and delivery. Currently this strategic plan is in the process of being updated.

<https://cihr-irsc.gc.ca/e/51559.html>

Canadian Medical Association

Equity and Diversity in Medicine Policy, 2019

This policy provides guidance to physicians and institutions for acting on commitments to promote equity and diversity in medicine. The policy aims to shift power structures and power dynamics that perpetuate systemic and structural inequities, systemic discrimination, and systemic racism.

<https://policybase.cma.ca/viewer?file=%2Fmedia%2FPolicyPDF%2FPD20-02.pdf#page=1>

- A separate document provides background to the policy: <https://policybase.cma.ca/viewer?file=%2Fmedia%2FPolicyPDF%2FPD20-02S.pdf#page=1>
- The CMA also released a statement on equity and diversity in medicine: <https://policybase.cma.ca/viewer?file=%2Fmedia%2FPolicyPDF%2FPD20-02S2.pdf#page=1>

Canadian Nurses Association (CNA)

Promoting Cultural Competence in Nursing Position Statement, 2018

This document presents the CNA's position on promoting cultural competence in nursing. It discusses health inequities for Indigenous Peoples, key concepts, and the need for cultural safety (CNA, 2018).

https://hl-prod-ca-oc-download.s3-ca-central-1.amazonaws.com/CNA/2f975e7e-4a40-45ca-863c-5ebf0a138d5e/UploadedImages/documents/Position_Statement_Promoting_Cultural_Competence_in_Nursing.pdf

Canadian Nurses Association (CNA) and Canadian Indigenous Nurses Association⁶ (CINA)

Joint Statement from CNA and CINA on the Treatment of an Indigenous Woman by Nurses in Joliette, Quebec, 2020

Responding to the racism experienced by an Indigenous woman who died in a hospital in Joliette, Quebec, this joint statement articulates the CNA's and CINA's calls for mandatory cultural competency and humility training program for healthcare professionals.

<https://www.cna-aiic.ca/en/blogs/content/2020/09/30/joint-statement-from-cna-cina-on-the-treatment-of>

⁶ Formerly the Aboriginal Nurses Association of Canada (ANAC).

Aboriginal Health Nursing and Aboriginal Health: Charting Policy Direction for Nursing in Canada, 2014

This discussion paper, commissioned by the CNA in collaboration with the CINA, aims to guide policy development for strengthening Indigenous health nursing, leadership, and outcomes. The paper identifies five priority areas for strategic action:

1. integration of Indigenous ways of knowing and being;
2. addressing institutional barriers to Indigenous health nursing and Indigenous health;
3. recruitment and retention in education;
4. recruitment and retention of practising nurses; and
5. building capacity for leadership and advocacy.

https://hl-prod-ca-oc-download.s3-central-1.amazonaws.com/CNA/2f975e7e-4a40-45ca-863c-5ebf0a138d5e/UploadedImages/documents/Aboriginal_Health_Nursing_and_Aboriginal_Health_Charting_Policy_Direction_for_Nursing_in_Canada.pdf

Canadian Partnership Against Cancer (CPAC)

First Nations, Inuit and Métis Cancer Care Priorities, 2019

This report provides a review of priorities, needs, promising practices, and challenges identified in engagement sessions held over the period 2011-2018 related to First Nations, Inuit, and Métis cancer care to inform a renewed Canadian Strategy for Cancer Control.

<https://s22457.pcdn.co/wp-content/uploads/2019/05/FNIM-Document-Review-of-Cancer-Control.pdf>

First Nations, Inuit and Métis Action Plan on Cancer Control, 2017

Developed by the CPAC in collaboration with the Advisory Committee on First Nations, Inuit, and Métis Cancer Control, this plan identifies actions that the CPAC will take to collaborate with partners to address existing challenges to cancer care and improve cancer control among Indigenous Peoples. The action plan highlights the fundamental role of Indigenous leadership and identifies actions that build on existing successful initiatives tied to measurable outcomes.

<https://www.partnershipagainstcancer.ca/wp-content/uploads/2017/12/fnim-action-plan-cancer-control.pdf>

First Nations, Métis, and Inuit Cancer Control Initiative (Continuity of Care Initiative)

As part of its First Nations, Métis and Inuit Cancer Control Initiative, the CPAC funded 10 projects that aimed to identify collaborative, multi-jurisdictional, strategies and initiatives to improve access to cancer care in culturally responsive and safe ways.

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

Canadian Psychiatric Association

Guidelines for Training in Cultural Psychiatry, Position Paper, 2011

This document sets out the rationale, content, and pedagogical strategies for training in cultural psychiatry, based on a review of the literature and experiences with existing training programs and expert consensus. The paper addresses issues relevant to general psychiatry as well as specific populations, including First Nations, Inuit, and Métis populations; for developing strategies for fostering cultural safety; and for providing culturally competent and responsive care.

https://www.researchgate.net/publication/234008626_Guidelines_for_Training_in_Cultural_Psychiatry-Position_Paper

Canadian Psychological Association and the Psychology Foundation of Canada

Psychology's Response to the Truth and Reconciliation Commission of Canada's Report, 2018

Prepared by the Task Force on Responding to the Truth and Reconciliation Commission of Canada's Report, this report provides a statement of accountability and responsibility to Indigenous Peoples on behalf of the psychology profession, outlines key actions that the profession must take to

facilitate a true reconciliation process, and articulates guiding principles for psychological practice with Indigenous Peoples.

https://apns.ca/wp-content/uploads/2020/06/TRC-Task-Force-Report_FINAL.pdf

Canadian Public Health Association (CPHA)

Policy on Indigenous Relations and Reconciliation, 2019

This document establishes the CPHA's goal for reconciliation, the clear principles by which this goal will be achieved, and the CPHA's roles and responsibilities with respect to meaningful reconciliation.

<https://www.cpha.ca/sites/default/files/uploads/about/reconciliation/indigenous-reconciliation-policy-e.pdf>

Core Competencies for Sexually Transmitted and Blood-Born Infection (STBBI) Prevention Cases, 2014

This website resource describes 26 core competencies for STBBI prevention needed by frontline service providers to strengthen services and improve health outcomes for those at risk of STBBIs. Some of the competencies focus on respect for the diverse range of beliefs, practices, and values that influence sexual practices and decision-making, including culture, and on culturally relevant and safe programs and services.

<https://www.cpha.ca/core-competencies-stbbi-prevention-cases>

Canadian Reconciliation Barometer Team

The Canadian Reconciliation Barometer: 2021 Report, 2022

This report summarizes responses from Indigenous and non-Indigenous Canadians regarding reconciliation. Specifically, it aims to enhance understanding about what reconciliation means

to Indigenous and non-Indigenous Peoples, track reconciliation progress, evaluate interventions and initiatives aimed at promoting reconciliation, and inform policy related to reconciliation. Thirteen indicators of reconciliation are examined.

<https://reconciliationbarometer.ca/wp-content/uploads/2022/02/Canadian-Reconciliation-Barometer-2021-Report.pdf>

Child-Bright Network

Equity, Diversity, Inclusion, Decolonization and Indigenous Framework (EDI-DI), n.d.

The Child-Bright Network is a CIHR network that falls under Canada's Strategy for Patient-Oriented Research Initiative. The Network expressed its commitment to shifting the culture of members to align with the EDI-DI framework in engagement, research, and knowledge mobilization activities.

Key elements of this commitment include: centering the voices of people with lived experience and Indigenous ways of knowing and being; supporting inclusive participation in the network; hiring marginalized individuals; respectfully engaging in research with Indigenous Peoples and promoting Indigenous ways of knowing and being in knowledge translation; promoting the EDI-DI framework in all stages of knowledge creation, mobilization and dissemination; and applying the framework to decision-making in the network.

<https://www.child-bright.ca/edi-di>

College of Family Physicians of Canada

CanMEDS-Family Medicine Indigenous Health Supplement, 2020

This document is intended to inform the development of medical student curriculum to ensure practicing physicians have the competencies needed to work with Indigenous clients, leading to culturally safe and improved quality of care.

<https://www.cfpc.ca/CFPC/media/PDF/CanMEDS-IndigenousHS-ENG-web.pdf>

Federation of Dental Hygiene Regulators of Canada

Entry-to-Practice: Canadian Competencies for Dental Hygienists, 2021

This document sets out a single, pan-Canadian, entry-level benchmark for dental hygiene practitioners, educators, regulators, and assessment and accreditation providers. The 22 competencies, organized into seven domains, form the foundation of knowledge, skills, attitudes, behaviours, and judgement required when entering practice. These competencies aim to support Indigenous Peoples in achieving optimal health and wellness and reflect the relevant TRC Calls to Action. They require practitioners to acquire knowledge about Indigenous Peoples' health practices, historical and contemporary political contexts, social structures, and systemic inequities.

<https://cdho.org/wp-content/uploads/2023/08/Entry-to-Practice-Canadian-Competencies-for-DHs.pdf>

Federation of the Optometric Regulatory Authorities of Canada

Cultural Safety and Humility in the Regulation of Optometrists Serving First Nations and Indigenous Peoples of Canada, 2021

This document represents the commitment of Canadian optometric regulatory authorities to cultural safety and humility as quality and safety dimensions of their public protection mandate. The document outlines the four key principles that guide the Declaration of Commitment and actions that will be taken by members to create a culturally safe health care system for First Nations and Indigenous Peoples in Canada.

<https://www.forac-faroc.ca/wp-content/uploads/2021/07/Declaration-of-Commitment-to-Cultural-Safety-and-Humility-JULY-13-2019.pdf>

HealthCare Canada

HealthCareCAN Statement against Racism, 2020

In this statement, HealthCareCAN denounces racism of any kind and commits to continuing to work to eradicate it from the healthcare system.

<https://www.healthcarecan.ca/wp-content/uploads/2020/06/June-15-HCC-Statement.pdf>

Healthcare Excellence Canada

The Story Behind Our Strategy: To Shape a Future where Everyone in Canada has Safe and High-Quality Healthcare, 2021

Healthcare Excellence Canada's first five-year strategy, developed with input from people in every province and territory, describes how the organization intends to work with partners to deliver excellence in healthcare, including the provision of culturally safe care. The work is guided by five key perspectives:

1. the lived experiences of patients, caregivers and communities;
2. people in the workforce;
3. improving patient and health system outcomes by focusing on value-based healthcare;
4. supporting people working in health systems to promote cultural safety and equitable care;
5. and seeking and supporting meaningful engagement with First Nations, Inuit, and Métis to ensure their priorities are considered in healthcare.

https://www.healthcareexcellence.ca/media/x3gf2xoi/hec-10571-strategy_story_english_accessible.pdf

Health Data Research Network Canada (HDRNC)

Self-Determination over Health Data Collaboration, n.d.

The HDRNC's Inclusion, Diversity, Equity, and Accessibility (IDEA) Team and Indigenous Data Team are collaborating to explore the limits and possibilities of equitable data research in Canada with the goal of addressing diverse population self-determination over health data to improve health equity. They are working towards advancing a "practice within the network that is grounded in anti-racism, anti-oppression, and anti-colonialism" in efforts to ensure data can be effectively "yielded as a tool for equitable change" (HDRNC, 2020, para. 2).

Heart and Stroke Foundation of Canada

Heart and Stroke Council on Health Reconciliation, 2022

The Heart and Stroke Foundation created a Council on Health Reconciliation, which aims to advance a reconciliation agenda by providing guidance and expertise to recommendations to guide the Foundation's work (Heart and Stroke Foundation of Canada, 2022). Members of the Council include Indigenous health professionals, traditional knowledge keepers, and community leaders from across Canada.

Mental Health Commission of Canada (MHCC)

Declaration of Reconciliation, 2022

Developed in collaboration with advisors, including survivors of the residential school system, this declaration is intended to guide the MHCC in its work and evolve over time. The declaration acknowledges the unique wellness needs and

distinctiveness of Indigenous Peoples in Canada and outlines how the MHCC will honour its commitment to reconciliation in the areas of ceremony, people, structures, and system. The declaration is available in multiple Indigenous languages.

<https://mentalhealthcommission.ca/declaration-of-reconciliation/>

Guidelines for Recovery-Oriented Practice, 2015

This document presents guidelines for mental health workers that are holistic, encompass dimensions of self-determination and determinants of health, are strengths-based and person-centred, address stigma and discrimination, and respond to diversity. Specific guidelines are tailored for individuals working with First Nations, Inuit, and Métis peoples.

https://www.mentalhealthcommission.ca/sites/default/files/MHCC_RecoveryGuidelines_ENG_0.pdf

Royal College of Physicians and Surgeons of Canada

Cultural Safety Guidance for Clinicians During the COVID-19 Pandemic, n.d.

This list of actions was developed to raise awareness among College members about the need to follow culturally safe practices when assessing and treating patients for COVID-19.

<https://www.royalcollege.ca/ca/en/health-policy/indigenous-health/cultural-care-covid-19.html>

Indigenous Health Values and Principles Statement (2nd edition), 2019

This statement was developed to complement anti-racism teachings. Informed by consultations with an Indigenous Health Committee, key informant interviews with Indigenous stakeholders, and health care educators and organizations, the statement's

purpose is to articulate Indigenous health and ideals to guide the Royal College in advancing Indigenous health. Statement can be accessed from:

<https://static1.squarespace.com/static/58829365c534a576e10e3a5c/t/6089ded019602d644cfb73a2/1619648210415/RCPSC+%282019%29+Indigenous+health+values+and+principles+statement.pdf>

Royal College of Physicians and Surgeons (RCPSC) and Indigenous Physicians Association of Canada (IPAC)

CanMEDS Framework, 2015

The CanMEDS framework identifies and defines standards physicians must achieve in each of their diverse roles as medical expert, communicator, collaborator, leader, health advocate, scholar, and professional, with the goal of improving patient care. Some of these standards focus specifically on cultural safety.

<https://www.royalcollege.ca/en/canmeds/canmeds-framework.html>

Promoting Culturally Safe Care for First Nations, Inuit and Métis Patients: A Core Curriculum for Residents and Physicians, 2009

Developed in collaboration with the IPAC, this document serves as a core training module to educate residents and physicians about providing culturally safe care.

<https://cupdf.com/document/promoting-culturally-safe-care-for-first-nations-inuit-and-mtis-to-first-nations.html>



Society of Obstetricians and
Gynaecology Canada (SOGC)

***Health Professionals Working with
First Nations, Inuit, and Métis Consensus
Guideline, 2013***

This special issue of the *Journal of Obstetrics and Gynaecology Canada* aims to provide health care professionals with the knowledge and tools they need to provide culturally safe care to First Nations, Inuit, and Métis women.

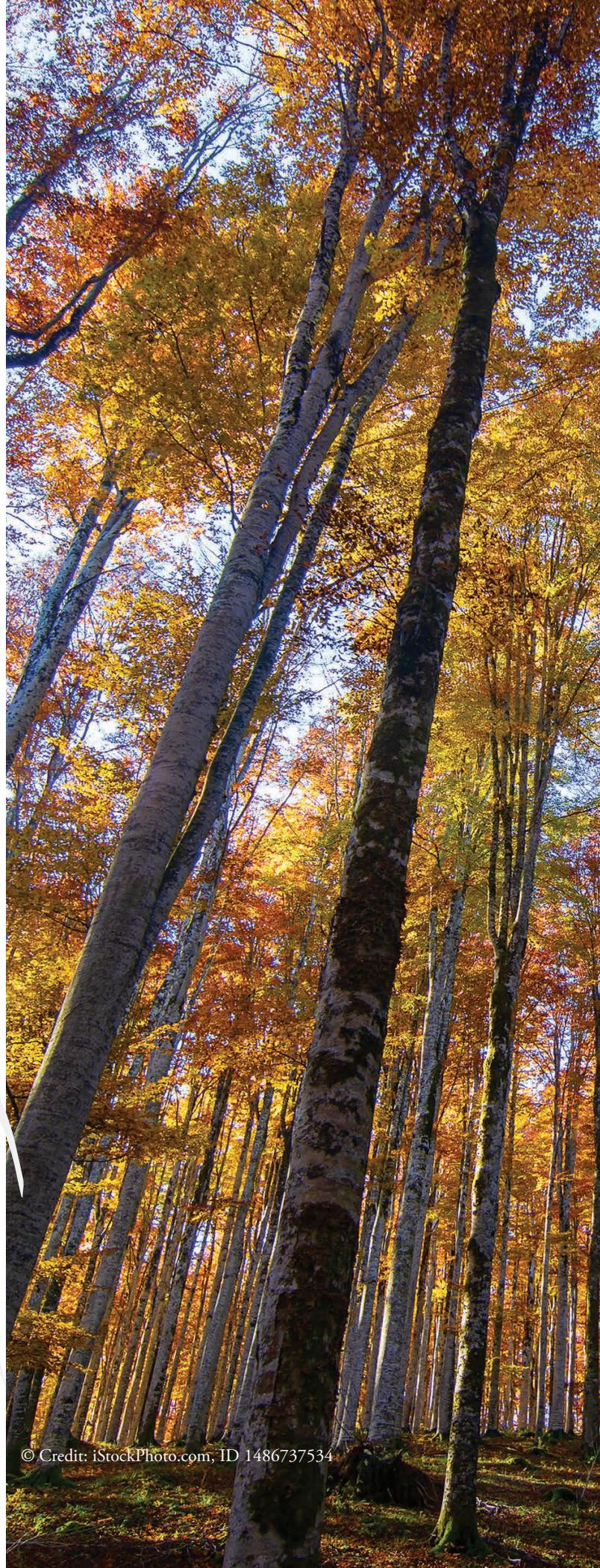
[http://www.aboriginalsexualhealth.ca/
documents/gui293CPG1306E.pdf](http://www.aboriginalsexualhealth.ca/documents/gui293CPG1306E.pdf)

Speech-Language and Audiology Canada

***Speech-Language Pathology and Audiology
Services for First Nations Position
Statement, 2018***

This statement articulates the position of Speech-Language and Audiology Canada with respect to supporting First Nations, their communities, and their organizations in ensuring equitable access to speech-language pathology and audiology services.

[https://sacdev.sac-oac.ca/sites/default/files/
resources/sac_first_nations_position_
statement_en.pdf](https://sacdev.sac-oac.ca/sites/default/files/resources/sac_first_nations_position_statement_en.pdf)



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EDUCATIONAL RESOURCES & TRAINING INITIATIVES

Federal educational resources and training initiatives

Indigenous Services Canada (ISC)

Engagement Guide: Co-Developing Federal Distinctions-based Indigenous Health Legislation, 2022

This guide is intended for use by individuals, Indigenous governments, organizations, and communities to help guide them in engagement sessions on the co-development of distinctions-based Indigenous health legislation. It provides background information about the process, a list of existing literature, proposed engagement questions, and a template for providing feedback to the Government of Canada.

<https://www.sac-isc.gc.ca/eng/1626810643316/1626810705013>

Canada School of Public Service (CSPS)

Indigenous Cultural Safety in Quebec Urban Settings Panel Discussion, January 2022

As part of its mandate to provide training for federal government employees, the School of Public Service hosted a panel session to share information about the concept of cultural safety, its importance, and what public servants can do to increase cultural safety when interacting with Indigenous individuals (CSPS, 2021).

Indigenous Learning Series

The School of Public Service offers numerous courses and resources that aim to enhance cultural knowledge, skills, and understanding among public servants. The various resources focus on themes of recognition, respect, relationships and reconciliation, Indigenous history and cultures, rights and perspectives of Indigenous Peoples, and Indigenous Peoples' relationships with the Crown.

<https://www.cspc-efpc.gc.ca/ils-eng.aspx>

Indigenous-developed educational resources and training initiatives

Congress of Aboriginal Peoples

Reconciliation Toolkit for Business Leaders, 2019

This toolkit provides business leaders, organizations, and society with information to support their progress towards reconciliation. It is structured around four specific areas:

1. reflection and learning,
2. leading transformation,
3. inclusive workplaces, and
4. outreach and engagement.

The toolkit encourages a two-eyed seeing approach to reconciliation.

https://www.bgccan.com/wp-content/uploads/2022/04/WP-Revised-Reconciliation-Toolkit_Digital_May12-compressed.pdf

Indigenous Awareness Canada

Indigenous Awareness Training

Indigenous Awareness Canada provides access to online Indigenous awareness training and workshops to help Canadians move towards reconciliation. Topics include Indigenous Peoples' history and perspectives, residential schools, current realities, and ways to move towards reconciliation.

<https://indigenousawarenesscanada.com/>

Indigenous Reconciliation Group

Online Cultural Safety Courses

The Indigenous Reconciliation Group offers a number of online educational courses that promote reconciliation and enhance cultural competence and humility, most of which are fee-based. These include:

1. Indigenous Cultural Competence and Humility,
2. Overview of Indigenous Cultural Competence and Reconciliation for Executives,
3. Serving Inuit Clients with Excellence, and
4. A Guide to Effective Meetings.

<https://www.the-irg.ca/onlinecourses/>

First Nations Health Managers Association (FNHMA) and Canadian Foundation for Healthcare Improvement (CFHI)

A Journey We Walk Together: Strengthening Indigenous Cultural Competency in Health Organizations, n.d.

This primer, developed by the FNHMA in partnership with the CFHI, provides information for health organizations on building and enhancing cultural competency at both individual and organizational levels.

<https://www.healthcareexcellence.ca/media/xglgjzqj/indigenous-cultural-competency-primer-e-final-ua.pdf>



National Collaborating Centre for
Indigenous Health (NCCIH)

Taking Stock of the Calls to Action on Sport and Reconciliation for First Nations, Inuit and Métis Peoples, 2021

This webinar, presented by Janice Forsyth, Caralynn Nault, and Kukik Baker, explores the importance of implementing Calls to Action related to sport and reconciliation to improve the mental, emotional, and cultural well-being of Indigenous youth, families, and communities.

https://www.nccih.ca/495/Webinar__Taking_Stock_of_the_Calls_to_Action_on_Sport_and_Reconciliation_for_First_Nations,_Inuit_and_M%C3%A9tis_peoples.nccih?id=10354

At the Interface: Indigenous Health Practitioners and Evidence Based Practice, 2019

This report highlights findings from a research project examining the integration of Indigenous and Western knowledge into health care practices and policies. It explores concepts of evidence-based medicine and practice as they relate to the knowledge needs of Indigenous health practitioners; the challenges and opportunities these practitioners face in blending Indigenous and Western knowledges into their health care practices; and wise practices employed by Indigenous health practitioners in accessing and utilizing Indigenous knowledges and traditional practices to optimize health for Indigenous patients.

- **Report:** <https://www.nccih.ca/docs/context/RPT-At-the-Interface-Halseth-EN.pdf>
- **Related webinar:** https://www.nccih.ca/495/Webinar__At_the_interface_-_Indigenous_health_practitioners_and_evidence_based_practice.nccih?id=307

Indigenous Languages: Determining Public Health Outcomes in Canada, 2019

Presented by Dr. Lorena Fontaine and Aluki Kotierk and hosted in partnership with the Ontario Network of CAPC/CPNP Projects, this webinar discusses why and how Indigenous languages need to be understood as intersecting with other determinants of Indigenous Peoples' health in the context of accessing culturally relevant, language-based, education and health care services.

https://www.nccih.ca/495/Webinar__Indigenous_Languages.nccih?id=258

Exploring Socially-Responsive Approaches to Children's Rehabilitation with Indigenous Communities, Families and Children, 2018

Authored by Alison Gerlach, this paper summarizes knowledge about children's rehabilitation in the context of Indigenous communities. It explores the relevancy of the concepts of 'disability' and 'rehabilitation' within the settler-colonial context of Canada, highlights emerging themes in the literature, and discusses current gaps in knowledge in this field. The paper highlights the need for a new approach that requires a radical shift in service delivery grounded in Indigenous self-determination and human rights.

https://www.nccih.ca/495/Exploring_socially-responsive_approaches_to_children%E2%80%99s_rehabilitation_with_Indigenous_communities,_families_and_children.nccih?id=235



Making Steps Towards the Provision of Culturally Safe Children's Rehabilitation Services with Indigenous Communities, Families and Children, 2018

This webinar, presented by Dr. Alison Gerlach, explores how children's rehabilitation and early intervention therapy services with Indigenous children, families, and communities can be provided in culturally safe ways.

https://www.nccih.ca/495/Webinar__Culturally_Safe_Children%E2%80%99s_Rehabilitation.nccih?id=252

Overcoming Barriers to Culturally Safe and Appropriate Dementia Care Services and Supports for Indigenous Peoples in Canada, 2018

This paper discusses key elements of a culturally safe framework for dementia care for Indigenous communities and the challenges Indigenous Peoples face in accessing culturally safe and appropriate dementia care services and supports.

https://www.nccih.ca/495/Overcoming_barriers_to_culturally_safe_and_appropriate_dementia_care_services_and_supports_for_Indigenous_peoples_in_Canada.nccih?id=243

Reconciliation and Public Health, 2018

Presented by Dr. Marcia Anderson, this webinar examines the underlying historic and contemporary causes of Indigenous health inequities; enhances knowledge and understanding of the role of public health in reducing these inequities; analyzes Indigenous rights and the principles of reconciliation within the context of public health legislation and ethics; and reflects on actions that can be undertaken at individual and collective levels to implement the TRC's Calls to Action.

https://www.nccih.ca/495/Webinar__Reconciliation_and_Public_Health.nccih?id=245

Structures of Indifference: An Indigenous Life and Death in a Canadian City, 2018

This webinar, presented by Drs. Mary Jane Logan McCallum and Adele Perry, discusses the story of Brian Sinclair in the context of the City of Winnipeg and the history of health care in Manitoba, and critically examines anti-Indigenous racism.

https://www.nccih.ca/495/Webinar__Structures_of_Indifference.nccih?id=253

Voices from the field 007 – Turning a New Page: Cultural Safety, Critical Creative Literary Interventions, Truth and Reconciliation, and the Crisis of Child Welfare, 2018

Presented by Drs. Sarah de Leeuw and Margo Greenwood, this podcast explores cultural safety and creative interventions for decolonizing the child welfare system.

https://www.nccih.ca/495/Podcast__Voices_from_the_Field_007_-_Turning_a_new_page.nccih?id=266

What's New is Really Old: Trauma Informed Practices through Understanding of Historic Trauma, 2017

Presented by Dr. Margo Greenwood and Patricia Makokis of the Saddle Lake Cree Nation in Alberta, this webinar provides an overview of pre-contact values and laws, explores the complexities of historic trauma and lateral violence within Indigenous communities, and reviews current trauma-informed practices.

https://www.nccih.ca/495/Webinar__What_s_new_is_really_old__Trauma_informed_health_practices_through_an_understanding_of_historic_trauma.nccih?id=205



Cultural Safety for Indigenous Peoples: A Determinant of Health, 2016

This webinar, co-hosted by the NCCIH and the Indigenous Health unit of the Northern Health Authority and presented by Dr. Sarah de Leeuw, explores how racism has manifested in the provision of health services provided to Indigenous Peoples and acts as a barrier to achieving optimal health.

https://www.nccih.ca/495/Webinar__Cultural_safety_for_Indigenous_peoples__A_determinant_of_health.nccih?id=162

Anti-Aboriginal Racism in Canada: A Social Determinant of Health, 2015

This webinar, presented by Dr. Charlotte Loppie, explores anti-Aboriginal racism in Canada, including how to understand it in historical context, its affect on individuals and communities, and programs, policies, and strategies that have been developed to combat it.

https://www.nccih.ca/495/Webinar__Anti-Aboriginal_Racism_in_Canada__A_Social_Determinant_of_Health.nccih?id=160

Indigenous Experiences with Racism and its Impacts, 2014

This fact sheet describes the lived and structural forms of racism experienced by Indigenous Peoples, how it intersects with other forms of discrimination, and how it has manifested.

https://www.nccih.ca/495/Indigenous_experiences_with_racism_and_its_impacts.nccih?id=131

Policies, Programs and Strategies to Address Anti-Indigenous Racism: A Canadian Perspective, 2014

This fact sheet explores how policies, programs, and strategies attempt to address racism at interpersonal and institutional levels. It examines anti-Indigenous

racism in media, anti-oppressive education, cultural safety within the health care sector, and systemic policies.

https://www.nccih.ca/495/Policies,_programs_and_strategies_to_address_anti-Indigenous_racism__A_Canadian_perspective.nccih?id=132

Understanding Racism, 2014

This fact sheet explores the concept of racism, its history and contexts, and the various forms that racism can take within societies.

https://www.nccih.ca/495/Understanding_racism.nccih?id=103

Cultural Safety in First Nations, Inuit and Métis Public Health: Environmental Scan of Cultural Competency and Safety in Education, Training and Health Services, 2013

This report presents findings from an environmental scan of curriculum and initiatives to improve cultural competency and safety among health professionals working with First Nations, Inuit, and Métis patients.

<https://www.ccsa-nccah.ca/docs/emerging/RPT-CulturalSafetyPublicHealth-Baba-EN.pdf>

Towards Cultural Safety for Métis: An Introduction for Healthcare Providers, 2013

This fact sheet, targeted at health care providers who work with Métis populations, describes the building blocks of cultural safety and provides examples of what culturally safe health care systems and environments look like for Métis people.

https://www.nccih.ca/495/Towards_Cultural_Safety_for_M%C3%A9tis__An_introduction_for_health_care_providers.nccih?id=76

Urban Aboriginal Knowledge Network

Sharing Lessons Learned from Community-Driven Research Supporting Urban Aboriginal Children, their Families and Caregivers: A report for the Public Health Agency of Canada, Atlantic Region, 2017

This report presents key lessons learned and promising practices on supporting urban Indigenous children, their families, and caregivers from a series of national webinars and follow-up workshops from across Atlantic Canada.

<http://uakn.org/wp-content/uploads/2017/12/UAKN-Atlantic-PHAC-Sharing-Lessons-Learned-Report-2017.pdf>

[Professional organization resources and training initiatives](#)

Canadian Medical Protective Association

Cultural Safety - Good Practices Guide, 2021

This web-based resource provides information for practicing physicians on topics related to cultural safety and respect for patients and families. It is part of a larger resource on good practices related to patient safety, working as part of a health team, communicating, managing risk, human factors, adverse events, and professionalism. Readers are provided with information about why the topic is important for professionalism, key concepts, and good practices, and are directed to relevant readings.

<https://www.cmpa-acpm.ca/en/education-events/good-practices/professionalism-ethics-and-wellness/cultural-safety>

Canadian Nurses Association (CNA)

Improving Health Outcomes: Cultural Competence and Cultural Safety, n.d.

This fact sheet outlines what cultural competency and cultural safety are and highlights nurses' responsibilities in addressing health inequities and inequalities in their care of Indigenous patients. It also articulates nurses' competencies in the areas of critical perspective, therapeutic relationship building, and Indigenous knowledges.

https://hl-prod-ca-oc-download.s3-central-1.amazonaws.com/CNA/2f975e7e-4a40-45ca-863c-5ebf0a138d5e/UploadedImages/documents/Cultural_competence_and_safety_competencies.pdf

Canadian Pharmacists Association (CPA)

Resource Round-up: Indigenous Health, 2022

The CPA has created a collection of resources to support pharmacists in implementing culturally safe, patient-centered care across Canada. Resources are grouped into seven categories: Accessible Care for Indigenous Peoples; Incorporating Indigenous Practices in Care; Resources for Inclusive Care; Resources for Implementing Culturally Safe Practices; Supporting Health Concerns in Indigenous Peoples; Pharmacy Education and Research; and Upcoming Events.

<https://www.pharmacists.ca/news-events/news/resource-round-up-indigenous-health/>

Canadian Psychological Association and
Council of Chairs of Training Councils

***Social Responsiveness in Health Service
Psychology Education and Training Toolkit,
2020***

This toolkit articulates ways that training programs can address concerns about health-related inequities, social injustice, systemic racism, and the role of unrecognized privilege to shift norms, structures, and practices among psychologists and prepare them to be socially responsive. These were articulated by members of psychology training programs at the 2020 CCTC Conference. The tools and strategies for doing this work are grouped into in nine domains: diversifying the profession, decolonizing the curriculum, decolonizing research-related educational and training experiences, decolonizing ethics codes and standards, establishing social justice and advocacy as core competencies and using collaborative approaches, learning about the importance of community engagement, incorporating social responsiveness in student, faculty, and supervisor evaluations; and promoting lifelong learning.

<https://cpa.ca/docs/File/Education/CCTC%20Socially%20Responsive%20HSP%20Ed%20Training%20FINAL.pdf>

Canadian Public Health Association

***Reducing Stigma Through Trauma- and
Violence-Informed Care, 2021***

Developed by the CPHA in partnership with the Centre for Sexuality and Wisemind Coaching Services, this presentation (available in both visual and audio formats), describes the connection between violence, stigma, and trauma; discusses the key principles of trauma and violence informed care; and presents some practical tools and skills for trauma- and violence-informed care.

https://www.opdi.org/de/cache/resources/11/rs_TVIC-Webinar06.21.pdf

Canadian Society of Hospital Pharmacists

***Indigenous Health and Reconciliation in
Pharmacy, 2019***

This webinar, hosted by Dr. Jaris Swidrovich, aims to educate registered pharmacists about Indigenous identity, the historical and contemporary Canadian policies and practices that have led to health inequities among Indigenous Peoples in Canada, what cultural safety is and how it looks in practice, and how the profession of pharmacy can respond to the TRC's Calls to Action.

https://cshp-scph.ca/sites/default/files/files/CPRB/Indigenous_and_Pharmacy-14MAY2019.pdf

College of Family Physicians of Canada

***Health and Health Care Implications of
Systemic Racism on Indigenous Peoples in
Canada, 2016***

Developed by the Indigenous Working Group, this fact sheet is intended to help physicians better understand the role that systemic racism can play in how Indigenous patients experience clinical encounters and what they can do to address this pervasive and harmful problem.

https://www.cfpc.ca/CFPC/media/Resources/Indigenous-Health/SystemicRacism_ENG.pdf



Royal College of Physicians and Surgeons of Canada

Indigenous Health Primer, 2019

This document provides background knowledge for healthcare providers, learners, and educators who provide care for Indigenous Peoples to promote self-reflection, with Indigenous perspectives interwoven throughout to honour Indigenous knowledge and ways of knowing. The primer serves as a resource for becoming a culturally safe healthcare provider. It can be accessed from:

<http://www.royalcollege.ca/rcsite/health-policy/initiatives/indigenous-health-e>

Society of Rural Physicians of Canada (SRPC)

Indigenous Health Committee Virtual Educational Events

The Indigenous Health Committee has been developing a series of virtual educational resources about Indigenous health for self-guided learning. As of July 12, 2021, webinars included:

1. Jordan, Joyce, and Justice: Decolonizing healthcare for Indigenous children and youth, and
2. Moving towards cultural safety, reconciliation, and anti-racism.

https://srpc.ca/indigenous_health

Speech-Language and Audiology Canada

Cultural Safety through Humility Webcast, 2019

Presented by Janene Erickson and Katie Skelton, this webcast aims to educate speech-language pathologists, audiologists, speech-language pathology assistants, audiology assistants, speech and hearing assistants, and others about the First Nations Health Authority's vision and tools for a safe health system in BC and how these lessons can be applied within a disabilities and rehabilitation context.

This resource, previously accessible to the public, is now only available to members of Speech-Language and Audiology Canada. Member login is at:

<https://www.sac-oac.ca/event-education/cultural-safety-through-humility-2019/>

[Other educational resources and training initiatives](#)

Canadian Centre for Diversity and Inclusion (CCDI)

Indigenous Inclusion: Educational Resources, 2022

The CCDI offers a number of educational resources on Indigenous inclusion, including webinars on reconciliation, racism, leveraging your privilege, recognizing and addressing micro-aggressions, and the history of Indigenous Peoples of Canada; as well as guides, toolkits, articles and reports. Most of the resources are freely accessible; however, access to past webinars requires registration.

<https://ccdi.ca/media/3451/educational-resource-indigenous-inclusion-en.pdf>



Canadian Council of Social Determinants of Health

Indigenous Cultural Competency Training Options, n.d.

This document provides a review of cultural competency training organizations across Canada that can help assist organizations and individuals with better understanding of Indigenous histories and cultures.

<https://www.nccih.ca/docs/other/CCSDH-Cultural-Competency-Training-EN.pdf>

Canadian Partnership Against Cancer

Models of Care Toolkit, n.d.

The Models of Care Toolkit is intended for health system leaders and policy and program developers to assist them in implementing innovative, evidence-based, equity-focused models of cancer care. The toolkit focuses on five topic areas: First Nations, Inuit and Métis peoples, coordination with primary care, optimizing scope of practice, cancer care networks, and virtual care and patient navigation. The section on First Nations Inuit and Métis peoples provides information on how cancer programs can understand the needs and priorities of Indigenous Peoples and meaningfully engage them in the identification, development, and implementation of models of care.

<https://www.partnershipagainstcancer.ca/topics/models-of-care/models-of-care-summary/>

HealthCare Canada

Leading Practices in Cultural Safety, 2020

This website presents examples of leading practices in cultural safety that are transforming health systems across Canada.

<https://www.healthcarecan.ca/our-work/champion/cultural-safety/>

Bringing Reconciliation to Healthcare in Canada: Wise Practices for Healthcare Leaders, 2018

Written by Lisa Richardson and Tracy Murphy, this report discusses the role that health leaders play in closing the health gap between Indigenous Peoples and other Canadians and presents wise practices for health leaders and organizations for addressing health-related Calls to Action from the TRC.

https://www.healthcarecan.ca/wp-content/themes/camyno/assets/document/Reports/2018/HCC/EN/TRCC_EN.pdf

Cultural Competence and Cultural Safety in Health Services Program

Developed by CHA Learning, HealthCare Canada's professional development division, in partnership with the Indigenous Nurses Association of Canada, this course provides training to healthcare professionals to assist them with adding a cultural competence component to their foundational skills.



Healthcare Excellence Canada

How Safe is Your Care? Measurement and Monitoring of Safety through the Eyes of Patients and their Care Partners, 2022

This report presents findings from a research study on safe care as perceived by patients, families, care partners, and care providers that was guided by the Measuring and Monitoring of Safety Framework developed by Vincent and colleagues (2013). Key findings include: safety is more than the absence of harm, safe care requires a pro-active approach with ongoing engagement of patients and their care partners; a number of strategies can be used to enable safer care; and communication with patients can be improved through the use of care partners, volunteers, advocates, and/or a point person.

https://www.healthcareexcellence.ca/media/dnrgw10m/20220525_howsafeisyourcare_final_en.pdf

- A webinar highlighting findings from this study: <https://www.healthcareexcellence.ca/en/events-and-opportunities/webinar-how-safe-is-your-care/>

Opening Ourselves: An Introduction to Anti-Oppression Practices and Frameworks, 2022

This two-part video presentation is part of Healthcare Excellence Canada's Equity, Diversity, and Inclusion Virtual Learning Exchange Series. Part 1 introduces participants to the Coin Model of Privilege, critical allyship, and other anti-oppression practice approaches to enhance understanding of the impact of unearned advantage and disadvantage in different contexts. Part 2 builds on concepts learned in Part 1 through engaging and reflective activities that involve students applying the Coin Model of Privilege to develop a practice of critical allyship based on understanding of the impact of one's actions on historically marginalized populations.

- **Part 1:** <https://www.healthcareexcellence.ca/en/what-we-do/all-programs/equity-diversity-and-inclusion-virtual-learning-exchange/2022-01-13-equity-diversity-inclusivity/>
- **Part 2:** <https://www.healthcareexcellence.ca/en/what-we-do/all-programs/equity-diversity-and-inclusion-virtual-learning-exchange/2022-02-03-equity-diversity-inclusivity/>

Opening Ourselves: Understanding Unconscious Bias and its Role in Practice, 2022

This video presentation is part of Healthcare Excellence Canada's Equity, Diversity, and Inclusion Virtual Learning Exchange Series. The presentation builds on previous sessions that explored anti-oppression frameworks and looks at the impacts of unconscious bias within a healthcare environment. Topics covered include trauma-informed, relationship-based approaches to patient engagement that have helped build trust and promote cultural safety. <https://www.healthcareexcellence.ca/en/what-we-do/all-programs/equity-diversity-and-inclusion-virtual-learning-exchange/2022-03-23-equity-diversity-inclusivity/>

Health Council of Canada

Empathy, Dignity and Respect: Creating Cultural Safety for Aboriginal People in Urban Health Care, 2012

This report presents findings from a series of meetings held across Canada with healthcare providers, managers, and researchers to learn about culturally safe environments for urban Indigenous people accessing health services. <https://learningcircle.ubc.ca/files/2014/05/Empathy-dignity-and-respect-Creating-cultural-safety-for-Aboriginal-people-in-urban-health-care.pdf>

Institute for Healthcare Improvement

Why does HealthPartners use the Term Cultural “Humility” Instead of “Competence”?, 2015

This brief video, presented by Beth Averbeck, discusses the differences between the terms ‘cultural humility’ and ‘cultural competence’ and why cultural humility is now the preferred term.

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

National Collaborating Centre for Determinants of Health (NCCDH)

Indigenous Cultural Safety: Necessary for Indigenous Health, 2018

In this blog post, some of the concepts discussed in an NCCDH-hosted webinar on Indigenous health promotion are linked to ideas brought up in a workshop on Indigenous cultural safety.

<https://nccdh.ca/latest-news/entry/indigenous-cultural-safety-necessary-for-indigenous-health>

Let’s Talk: Racism and Health Equity, 2018

This resource is part of series focused on understanding key concepts in health equity as they apply in public health practice. It discusses racism and its impacts to health and well-being, and provides discussion questions aimed at helping public health staff consider how they can better orient their practice towards decolonizing and anti-racist approaches.

<https://nccdh.ca/resources/entry/lets-talk-racism-and-health-equity>

Introduction to Health Equity online course

A collaboration between the NCCDH and Public Health Ontario, this free, 2.5 hour long, self-

directed course, consisting of five modules, aims to help public health staff, managers, and leaders support actions on health equity.

<https://learn.nccdh.ca/>

National Collaborating Centre for Infectious Diseases (NCCID)

Tuberculosis and Cultural Humility podcast, 2017

In this episode of a NCCID podcast series, guest Kay Wallis presents on cultural humility among healthcare providers working with individuals who have tuberculosis.

<https://nccid.ca/webcast/iq10-tuberculosis-and-cultural-humility/>

Reconciliation Canada

Community Action Toolkits, 2020

Reconciliation Canada is a registered charity that aims to enhance understanding of people’s diverse histories and experiences through open and honest conversation. They developed Community Action Toolkits for individuals, communities, and organizations; municipal leadership; and youth and young adults that contain guidelines and ideas on how to start the reconciliation conversation.

<https://reconciliationcanada.ca/resources/toolkits/>

Young Canadians Roundtable on Health

Culturally Competent Mental Health Care Services, 2022

Written by Raissa Amany, Executive Coordinator, as part of the Sandbox Project, this article describes what culturally competent care means and how it applies to mental health services.

<http://sandboxproject.ca/the-ycrh-blog/2022/5/24/culturally-competent-mental-health-care>

SUMMARY



Creating a healthcare delivery system that is experienced as culturally safe is essential to improving health outcomes for Indigenous Peoples and alleviating related inequities (Greenwood, 2019; Truth and Reconciliation Commission, 2015; Turpel-Lafond, 2020). The findings presented in this chapter make it clear that many national activities are currently underway to advance culturally safe practice in the healthcare system for Indigenous Peoples in Canada. Actions occur across multiple levels (structural, systemic, and service delivery) and across multiple sectors and disciplines, with different contexts demanding different actions.

Various federal government departments and affiliated agencies have undertaken initiatives that help advance cultural safety across health and social services systems. These include structural changes such as the replacement of the former Indigenous and Northern Affairs Canada Ministry with Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada, and the housing of the First Nations and Inuit Health Branch within ISC. Cultural safety is advanced through the federal government's expressed commitments to reconciliation, to supporting Indigenous Peoples' in achieving their vision of self-determination, and to working collaboratively with First Nations, Inuit, and Métis partners on a nation-to-nation basis to improve health outcomes and address socio-economic inequalities. As part of its commitment to a renewed relationship with First Nations, Inuit, and Métis Peoples, the federal government has signed numerous trilateral and bilateral Memorandums or Letters of Understanding and established framework and partnership agreements that focus on advancing reconciliation and self-determination broadly across multiple sectors and within specific sectors, including agreements that advance health system transformation. Many of these agreements establish

mechanisms for working in partnership with Indigenous groups, such as joint planning and discussion tables, thus enabling First Nations, Inuit, and Métis priorities to be identified and addressed in culturally appropriate ways.

The federal government has implemented legislation that advances cultural safety and humility, such as Bill C-92, which aims to transform Child and Family Services, and Bill C-15, which provides a framework for implementing the United Nations Declaration on the Rights of Indigenous Peoples in Canada. Various agencies of the federal government play roles in funding the delivery of culturally appropriate programs and services for Indigenous populations, such as Aboriginal Head Start programs and community-based health prevention and promotion programs. Principles of cultural safety, cultural humility, reconciliation, and health equity have been embedded in national strategies and frameworks to address specific health and wellness issues for Indigenous populations, including suicide prevention, racism, dementia, cancer, early learning and child care, mental health, missing and murdered Indigenous women and girls, and Indigenous health research, among others. Various agencies and departments of the federal government have also implemented education and training initiatives to build a culturally competent workforce, and some have developed tools and resources that promote cultural safety among practitioners across various sectors.

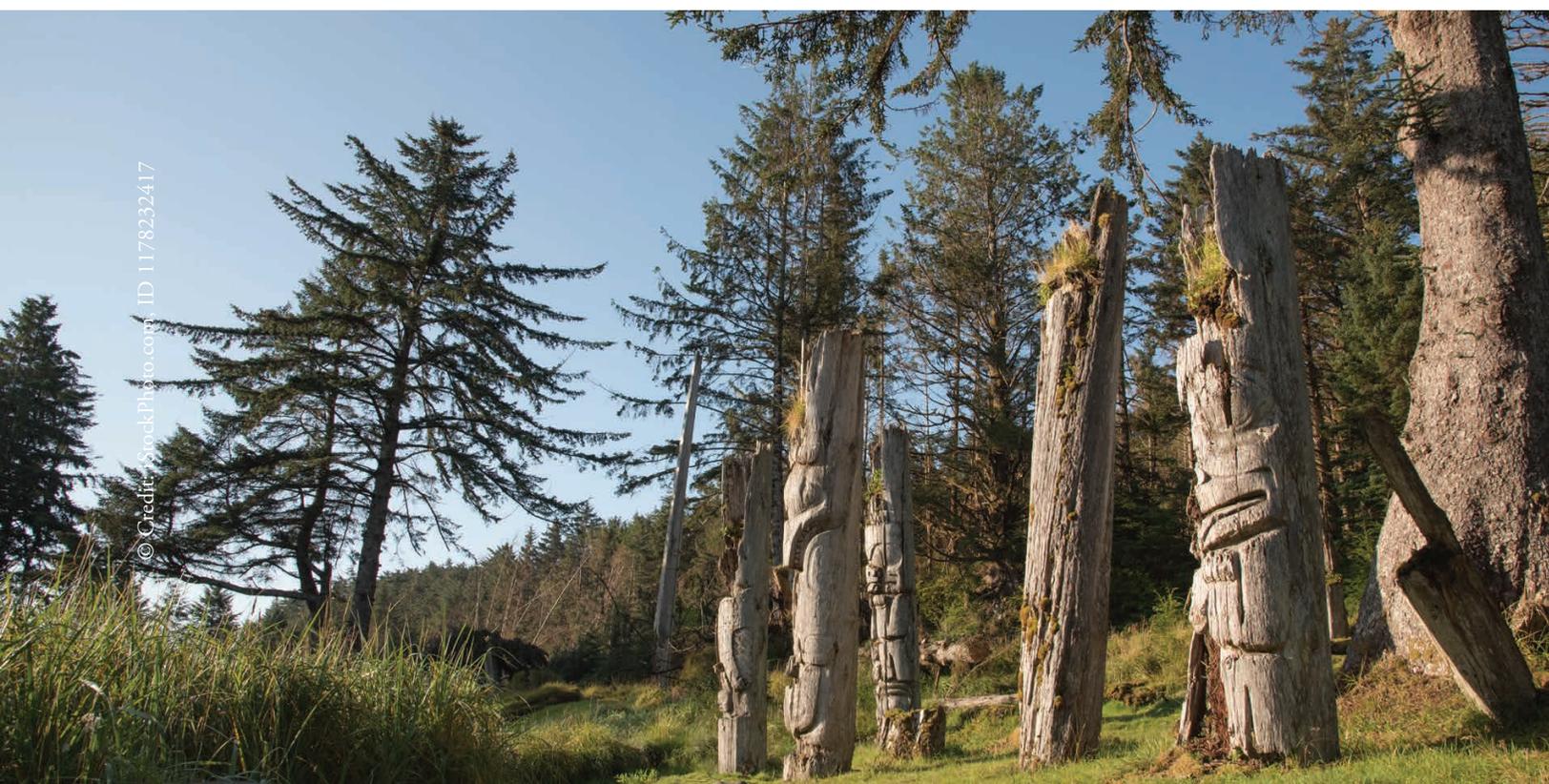
The Internet search revealed a diverse range of cultural safety initiatives implemented and undertaken by many distinct national professional organizations and regulatory bodies. These initiatives encompass professionals working in most health-related fields, including nursing, midwifery, social work, psychiatry, psychology, speech-language pathology and audiology, public health, physicians,

surgeons, gynaecologists, and obstetricians, as well as hospital pharmacists. Many professional organizations issued declarations of commitment and/or released position statements related to client-centred care, anti-racism, health equity, cultural safety, cultural humility, cultural competence, reconciliation, or Indigenous health. National health professional organizations also commonly identified actions to respond to the Truth and Reconciliation Commission of Canada's Calls to Action. Some developed policies that incorporate principles of cultural safety, such as on rural maternity care, improving Indigenous health, and Indigenous relations and reconciliation. A few identified or developed competencies, standards, and guidelines for practice; these were particularly common within the nursing profession. Several professional organizations developed tools and training resources to enhance cultural safety among their members. These national initiatives provide some leadership in addressing cultural safety within the health professions that is often lacking in provinces and territories.

National Indigenous organizations have also been actively taking actions to enhance cultural safety. The Assembly of First Nations (2017) developed a strategy for closing the gap in health outcomes between First Nations and other people living in

Canada, while other Indigenous organizations have implemented culturally appropriate strategies or action plans to address specific health issues, developed tools to promote reconciliation, and undertook studies to identify service gaps and make recommendations to address them. They have also developed tools, guides, and training resources to enhance cultural safety among health and social services providers, planners, and decision-makers.

There have also been numerous cultural safety initiatives undertaken among non-Indigenous health organizations, including releasing position statements against racism; developing standards and guidelines for race-based and Indigenous identity data collection and health reporting, for recovery-oriented practice, and for health care providers treating Indigenous patients; participating in engagement activities with First Nations, Inuit, and Métis peoples; conducting evaluations of cultural safety and reconciliation related activities; developing cultural safety related competencies within health professions; and offering a wide range of tools, guides, and training resources to enhance cultural safety among health and social services providers. Next, we turn to the provinces and territories to examine corresponding initiatives to advance cultural safety at the provincial and territorial levels.



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