

# Indigenous Cultural Safety Series

Using Culturally Safe Practices to Build Meaningful Relationships with Indigenous Communities



# Housekeeping

If you have any questions or need technical support during the presentation, please message using the chat function

Alternatively, you can call





# Applicability of Learnings to OHTs

- Indigenous Communities
  - First Nations, IPHCOs, OFIFC, MNO, Inuit Associations, ONWA, community tables, etc.
- Ambiguity/inaccuracy of Indigenous population stats
  - Our Health Counts studies consistently report the Indigenous population to be 3-4x greater than what is reported through Stats Canada

*Regardless of population size, if even one Indigenous person feels uncomfortable or unsafe to access services, that is too many.*



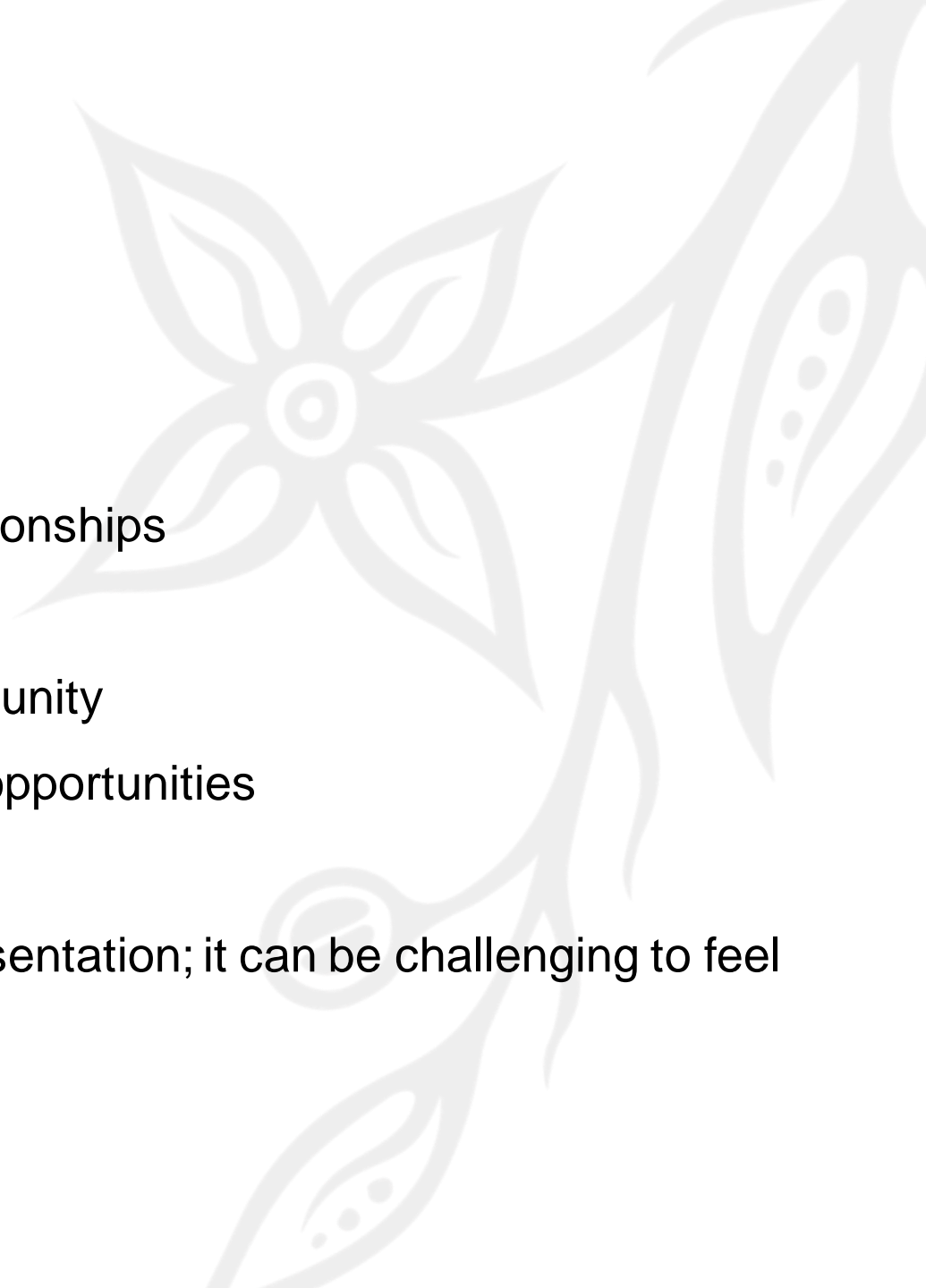
The original OHT Collaborative Decision-Making Agreement (CDMA) Guidance document from the Ministry of Health stated that OHTs must engage with Indigenous providers. Since then, a more recent OHT Path Forward document recognized that meaningful partnerships and connections will take time to foster.

This is why embarking on strengthening relationships in a genuine and productive way is so important to ensure culturally safe decisions, inclusive of Indigenous perspectives and voices, are being considered as your OHT evolves

*As per a 2018 Ministry of Health & Long-term Care Report, 85.5% of Indigenous peoples in the province live off territory, and receive their care all throughout the province*

# Obstacles and Barriers

- Fear of being tokenized
- Power imbalances
- Employee turnover makes it challenging to maintain relationships
- Tight timelines which leads to rushed decision making
- Objectives do not reflect the identified needs of the community
- Communities fear getting left behind and missing out on opportunities
- Sitting at the table does not mean endorsement
- One Indigenous person at the table does not equal representation; it can be challenging to feel supported when you are the minority



# Best Practices for Engagement



Do your homework

- Communities have different protocols, and it is important to do your research beforehand

Include leadership, elders, and community voices

- It isn't only formal leadership who make decisions in a community. Elders hold historical narratives and they have the ability to move many people into decisions. They have the right to support circumstances they feel are of benefit to the future

Transparency and clear communication

- Have a reason for making a connection and make this clear





# Best Practices for Engagement cont..

## Giving gifts and Honorariums

- Familiarize yourself with customs surrounding gifts and be sure to include an honorarium if you are looking for someone's time, resources, and labour

## Interacting with Elders and Knowledge Keepers

- Be respectful, helpful, and flexible. Do regular check-ins. It is important to view and treat the Knowledge Keeper as you would a beloved family member in a respectful and kind way

## Reciprocity

- Understand that this can't be a one way relationship, if you are asking something of communities/organizations, what are you giving in return



# Best Practices During Meetings

- Know and appreciate
- Acknowledge the traditional territory
- Try to be there in-person
- Be prepared to be respectful of any ceremonial aspects
- Appreciate this is not a one-off







# Land Acknowledgements

A traditional or treaty land acknowledgement is a statement recognizing the historical and ongoing presence of Indigenous peoples in a specific place. It is a sign of recognition and respect and build from a tradition among many Indigenous peoples to acknowledge the land and community connections to it

An informed acknowledgement is authentic, accurate, respectful, and spoken with sincerity. It is not a platitude. The exercise of doing the research to find out on whose land a meeting or event is taking place is an opportunity to be open to the past and make a commitment to contribute to a better future

The acknowledgements are often offered at the beginning of a meeting or gathering and provide an opportunity to demonstrate goodwill and respect for Indigenous peoples

# How to Develop a Land Acknowledgement

- Determine the type of land that is being acknowledged – Traditional or Treaty. Refer to the Ministry of Indigenous Affairs' Treaty Map for more information
- Decide who will be doing the acknowledgement. That person may want to share information about their connections to the land (e.g. where you come from and your relationship with the land)
- Identify the neighboring First Nations and determine whether they should be included in the acknowledgement. Determine if there are local Métis, Inuit or urban Indigenous communities to acknowledge
- Know who will be attending the meeting or gathering as this can impact the land acknowledgement
- When in doubt on who to include in an acknowledgement, be inclusive!

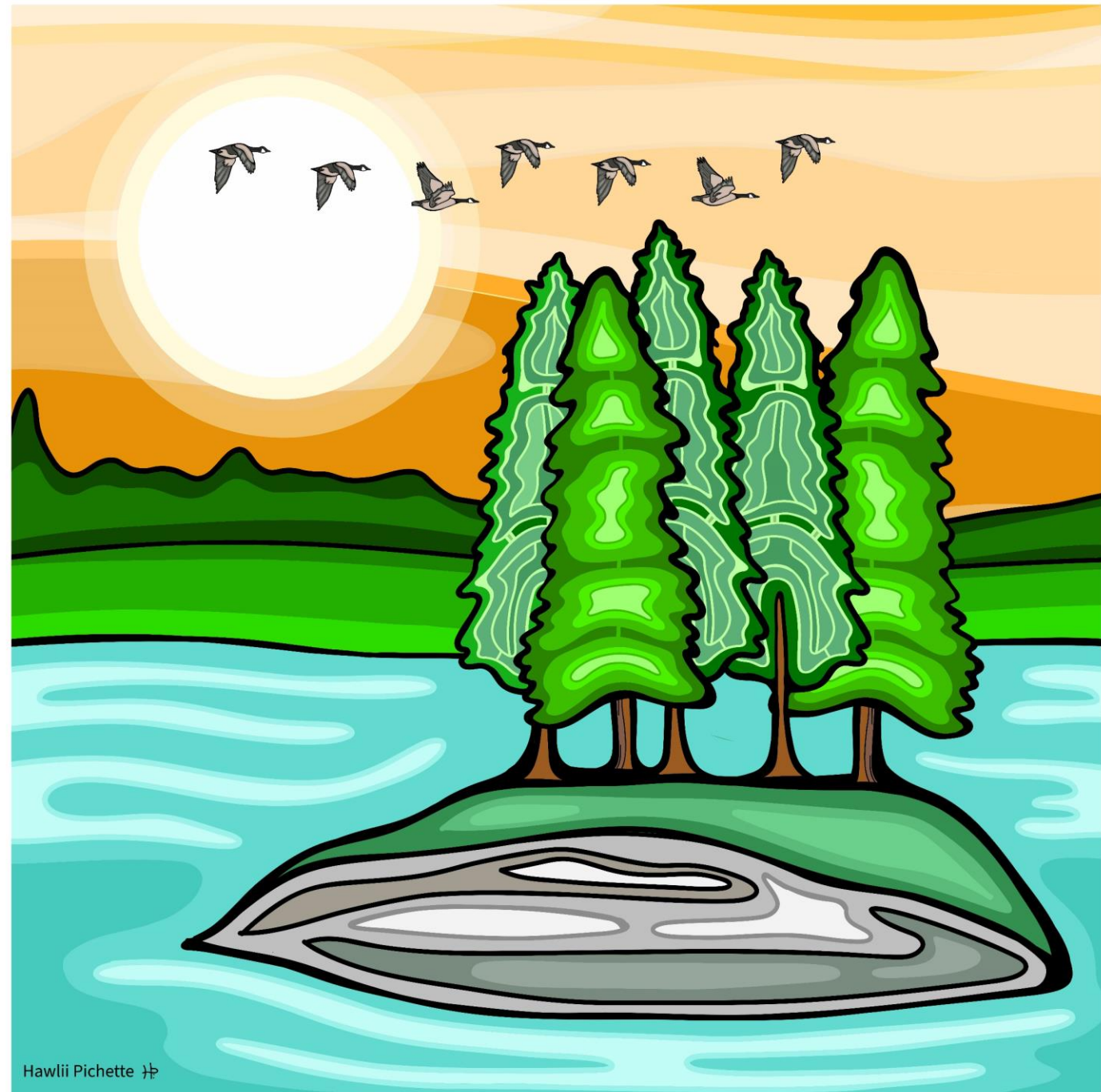




# Sample Acknowledgement for use in an Urban setting

\*Note this is a sample and the language used here will not always represent the lands you are giving thanks to\*

"I wish to recognize the long histories and rich cultures of Indigenous people in Ontario, including the diverse urban Indigenous community in (City), and show respect to them today"





# Building and Maintaining Relationships

- Accountability
- Formalizing relationships and governance structures where possible
- Reliability and respect
- Supporting Indigenous partners and including them in decision-making
  - Flexibility with timelines, being receptive to feedback, prioritizing and incorporating input
- Recognizing that relationships between organizations and communities take time
- Including Indigenous partners at the start of a project or initiative instead of as an afterthought



# Healing Through Culture

For many Indigenous individuals, families, and communities, healing can be found within Indigenous culture and approaches to wellness



# Breakout Group Activity

Draft your own land acknowledgement. You can begin by researching and determining which Nation/Community's territory you are on and go from there. Here are some questions you can ask yourself as you are drafting your acknowledgement:

- How does the relationship between Indigenous Peoples and the land inform the work that I do?
- Where does my family come from? How did I come to live here?
- What are some activities that I like to do on the land? Who do I do these activities with? What does being on the land mean to me?
- How has the land shaped my life?

“This is a Safe Space for you – we want all learners to feel confident in being able to ask questions. Now is the time to ask, and learn, so you are better equipped to provide culturally safe care”







# How IPHCC Can Help

- **Course** – Foundations of Indigenous Cultural Safety
- **Course in Development** - Strategies to Engage Indigenous Organizations and Communities in the Work of OHTs
- **Resource in Development** - OHT Wise Practices for Engagement Guide
- **Resource in Development** – Relationship Agreement Guide

# Questions







**Miigwetch  
Meegwetch  
Maarsii  
Nakurmiik  
Nia:wen!**