



Introduction to Cultural Safety & Humility



LEN
PIERRE
CONSULTING

Introduction & Intention Setting



It is my intention to create a safe virtual space for learning that is respectful, reflective, and reciprocal.

Huycep:ca siem
(thank you all respectfully)

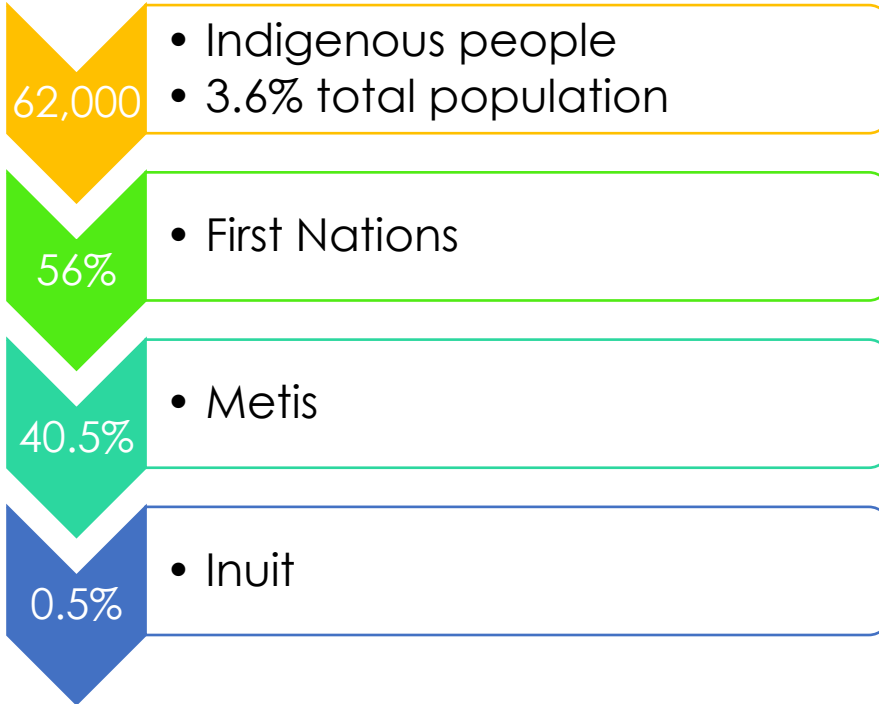
Overview:

1. Terminology & Demographics in Fraser region
2. Why Indigenous Cultural Safety?
3. What is Cultural Safety
4. Historical Context
5. Contemporary Context
6. Next steps on the journey

Indigenous Terminology:

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

Indigenous Peoples in Fraser Valley:



- 32 First Nation Communities
- 2 Friendship Centres
- 6 Metis Chartered Communities
- 2 Aboriginal societies (LFVAS, FRANAS)
- 2 Housing societies
- Indigenous organizations

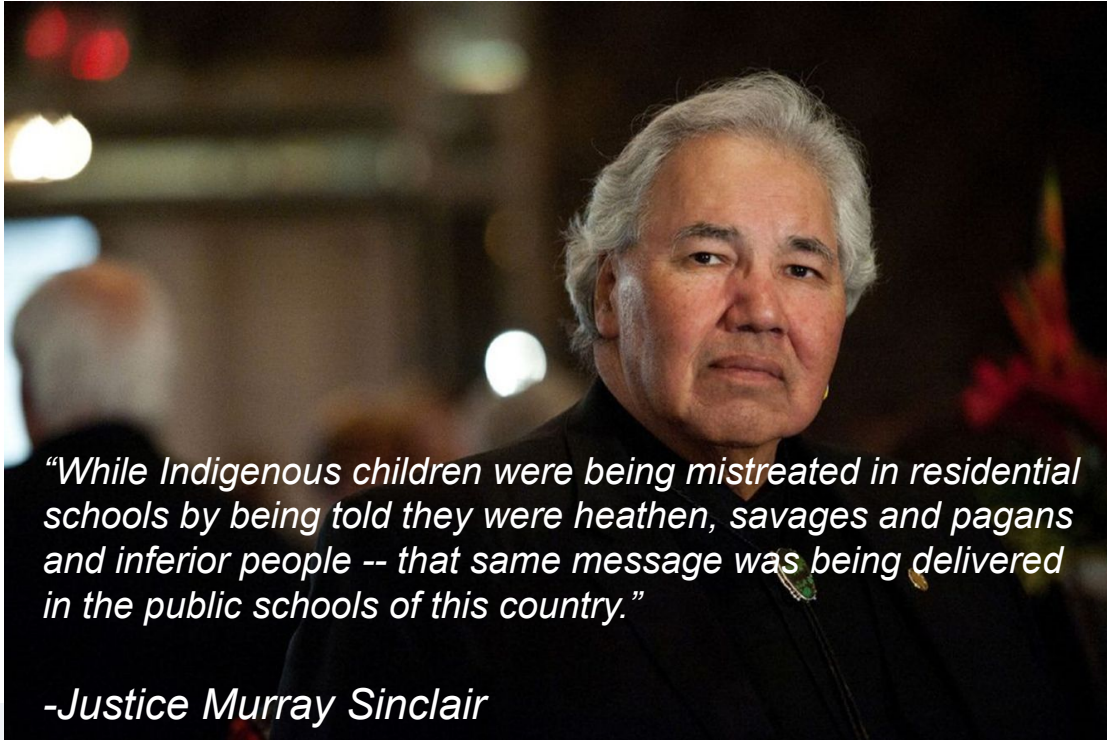
Why Indigenous Cultural Safety?



Socialization:

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

Why cultural safety?



"While Indigenous children were being mistreated in residential schools by being told they were heathen, savages and pagans and inferior people -- that same message was being delivered in the public schools of this country."

-Justice Murray Sinclair

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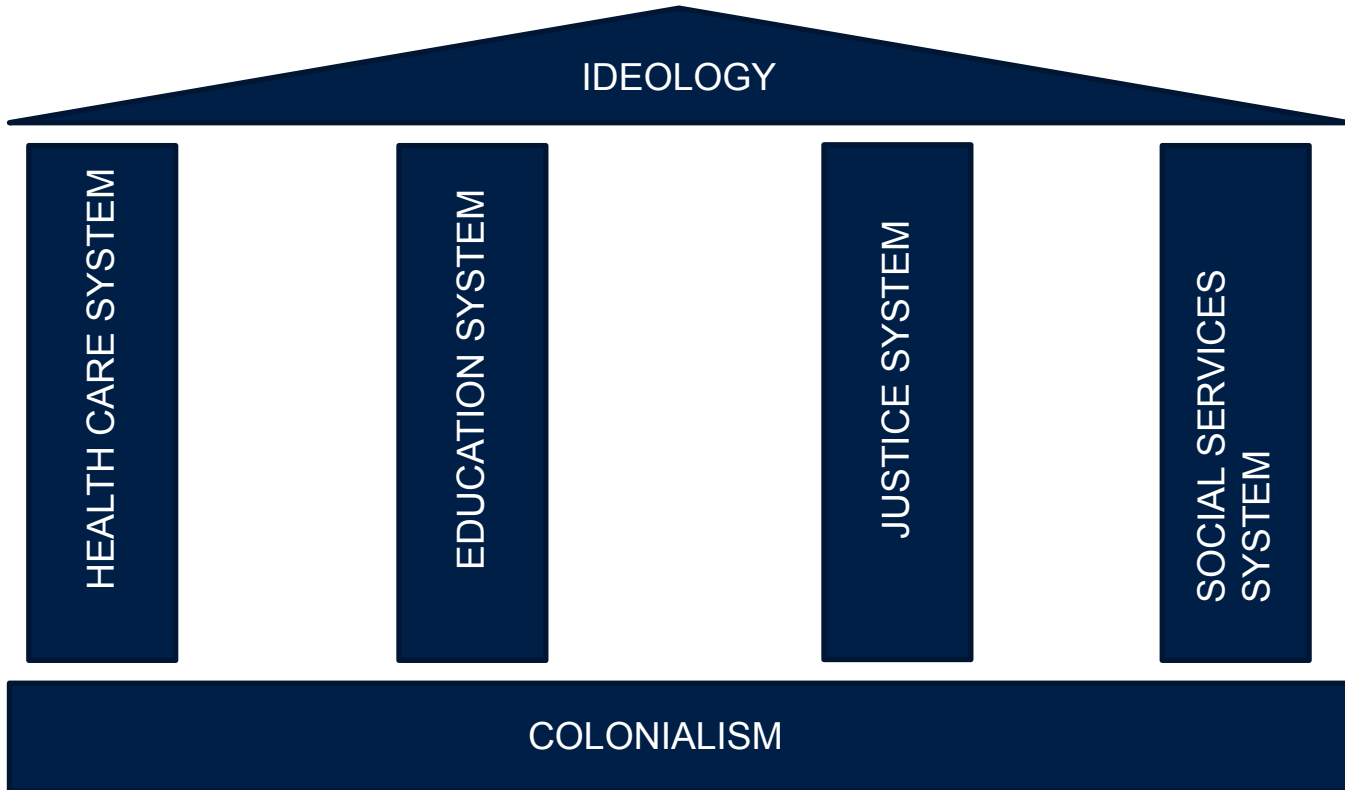
Why cultural safety?



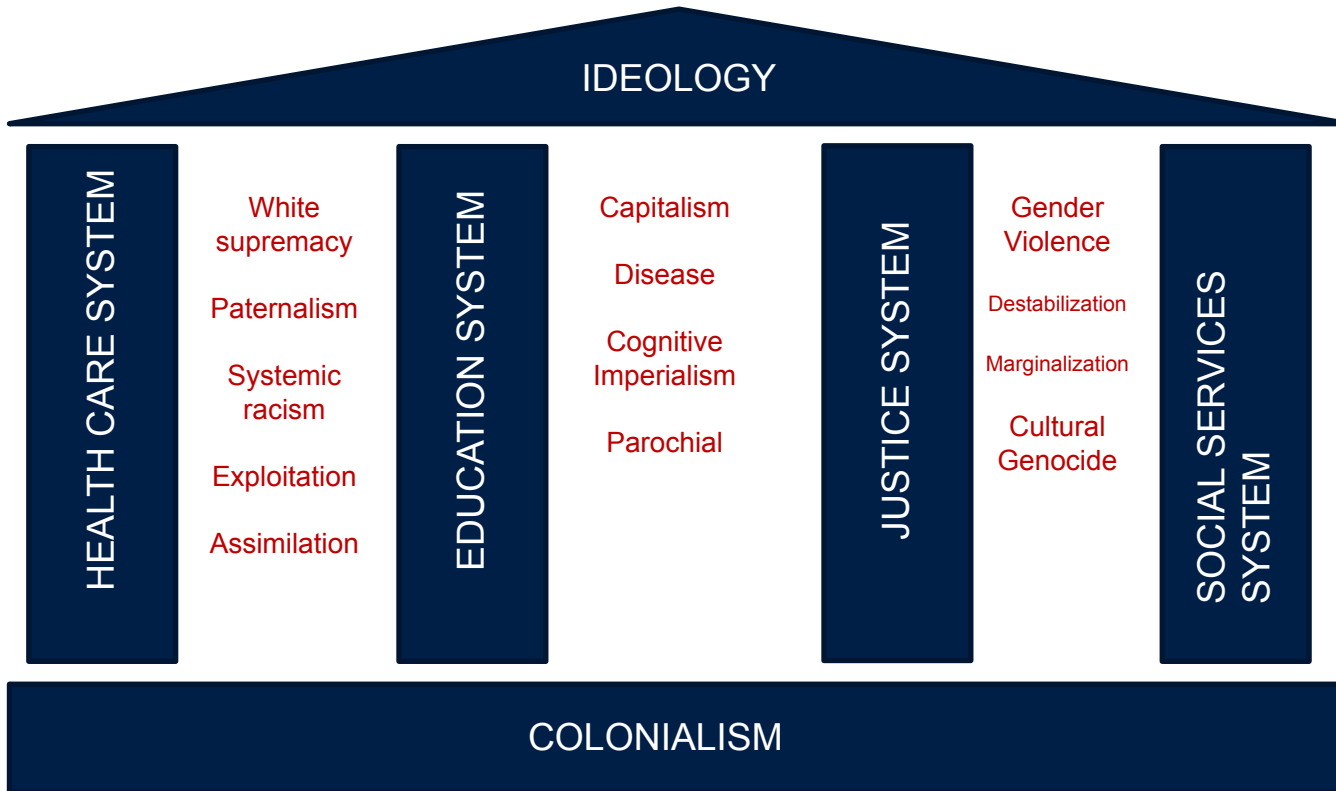
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Colonial Infrastructure



Colonial Infrastructure pt 2



Prejudice

Fear of
Indigenous
peoples

Disgust towards
Indigenous
peoples

Discrimination

Being ignored

Being
mistreated



Institutional Oppression



Institutional Oppression



Institutional Oppression



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

What is Cultural Safety?

Cultural Advocacy

Cultural Safety

Cultural Sensitivity

Cultural Awareness

Cultural Avoidance

Cultural safety is an outcome based on **respectful engagement** that recognizes and strives to **address power imbalances** inherent in western systems. It results in an environment **free of racism and discrimination**, where people **feel safe** accessing programs and services.

THE CULTURAL ICEBERG



SURFACE CULTURE

Food
Music Games
Holidays Fashion
Dances Language
Festival Literature

DEEP CULTURE

Communications Styles and Rules:

Facial Expressions Body Language
Eye Contact Personal Space Gestures
Handling and Displaying of Emotion

Notions of:

Courtesy and Manners
Friendship Leadership
Beauty

Concepts of:

Time Family Self
Past and Future
Fairness and Justice

Attitudes toward:

Senior Citizens Children
Rules Work Age
Cooperation vs. Competition
Authority Animals
Death

Approaches to:

Religion Courtship
Raising Children Marriage
Decision-Making
Problem Solving

Access to culture is also cultural safety



- ▶ Elders & knowledge keepers
- ▶ Drumming & singing
- ▶ 4 sacred medicines
- ▶ Ceremony
- ▶ Smudge
- ▶ Land-based healing
- ▶ Decolonial practices
- ▶ Indigenized spaces
- ▶ Land acknowledgements
- ▶ Indigenous mentors & staff persons
- ▶ Cultural protocols
- ▶ Land as literacy
- ▶ Exploring identity



What is cultural safety?



Wise practices

Cultural Safety Training

Implicit Association Testing

Recruitment & retention strategy

Zero tolerance policy

Accountability for discrimination

Public anti-racism/ICS campaign

Indigenous representation

Human Rights lens

Indigenous-focused health equity strategy

Q & A

Slides are available on website

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QUESTIONS

