A photograph of a person standing in a forest of tall, thin trees. The person is wearing a traditional Indigenous garment, a long, fringed tunic made of animal skins, and a wide-brimmed hat. They are standing on a dirt path, looking towards the trees. The forest is dense with tall, thin trees, and the ground is covered in moss and ferns. The lighting is soft, suggesting a misty or overcast day.

Standing Together & Caring For Each Other:

mobilizing cultural safety and
humility into practice

September 2021

Protocol & Intention Setting





Overview

PART 1 - Why Indigenous Cultural Safety?

- Terminology
- Key demographics
- Canadian Socialization & Anti-Indigenoussness

PART 2 - Understanding colonialism

- Examining the relationship between Canada and Indigenous Peoples

PART 3 - Bringing it all together

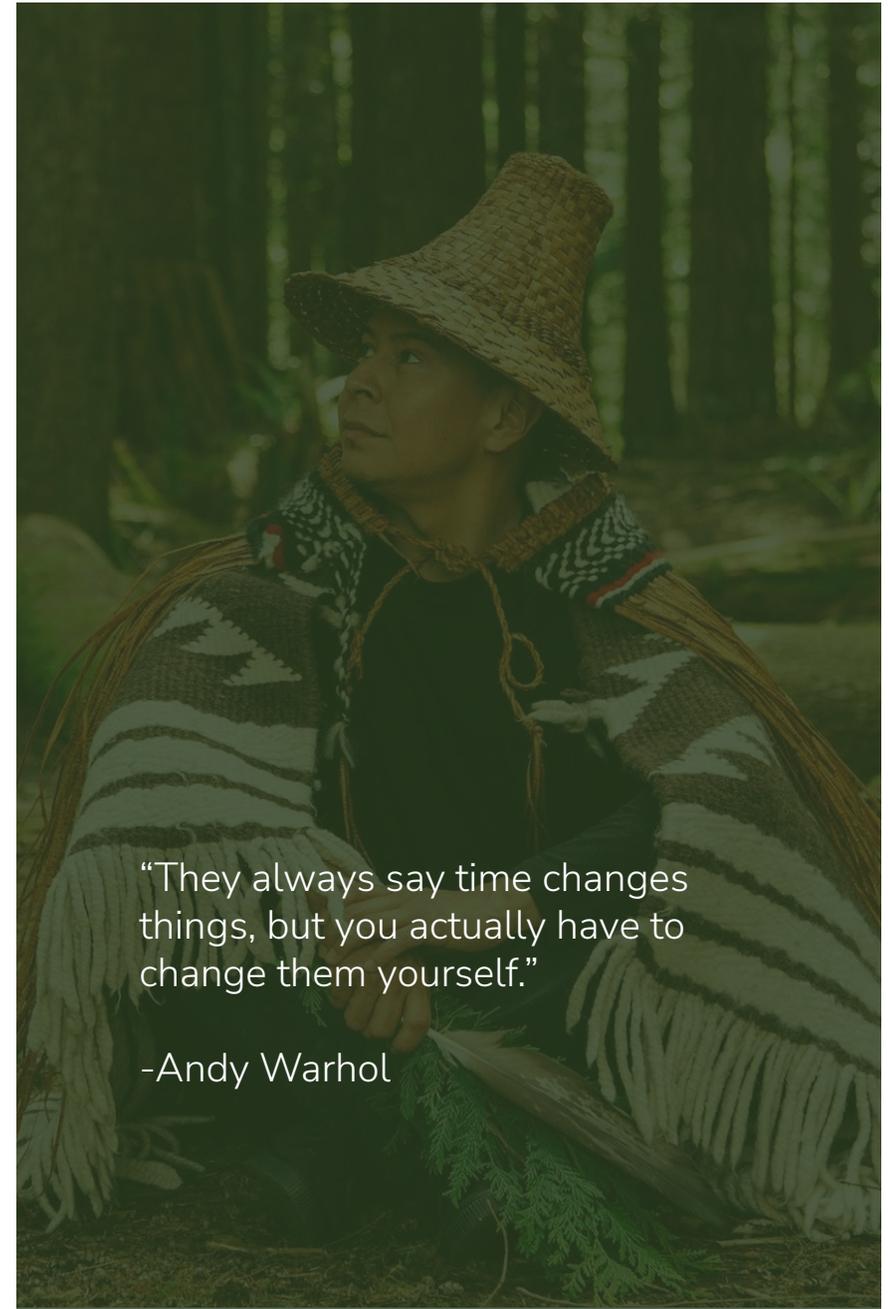
- What can we do to mobilize ICS and bring about change?



1

PART 1

Why Indigenous Cultural Safety?



“They always say time changes things, but you actually have to change them yourself.”

-Andy Warhol

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.

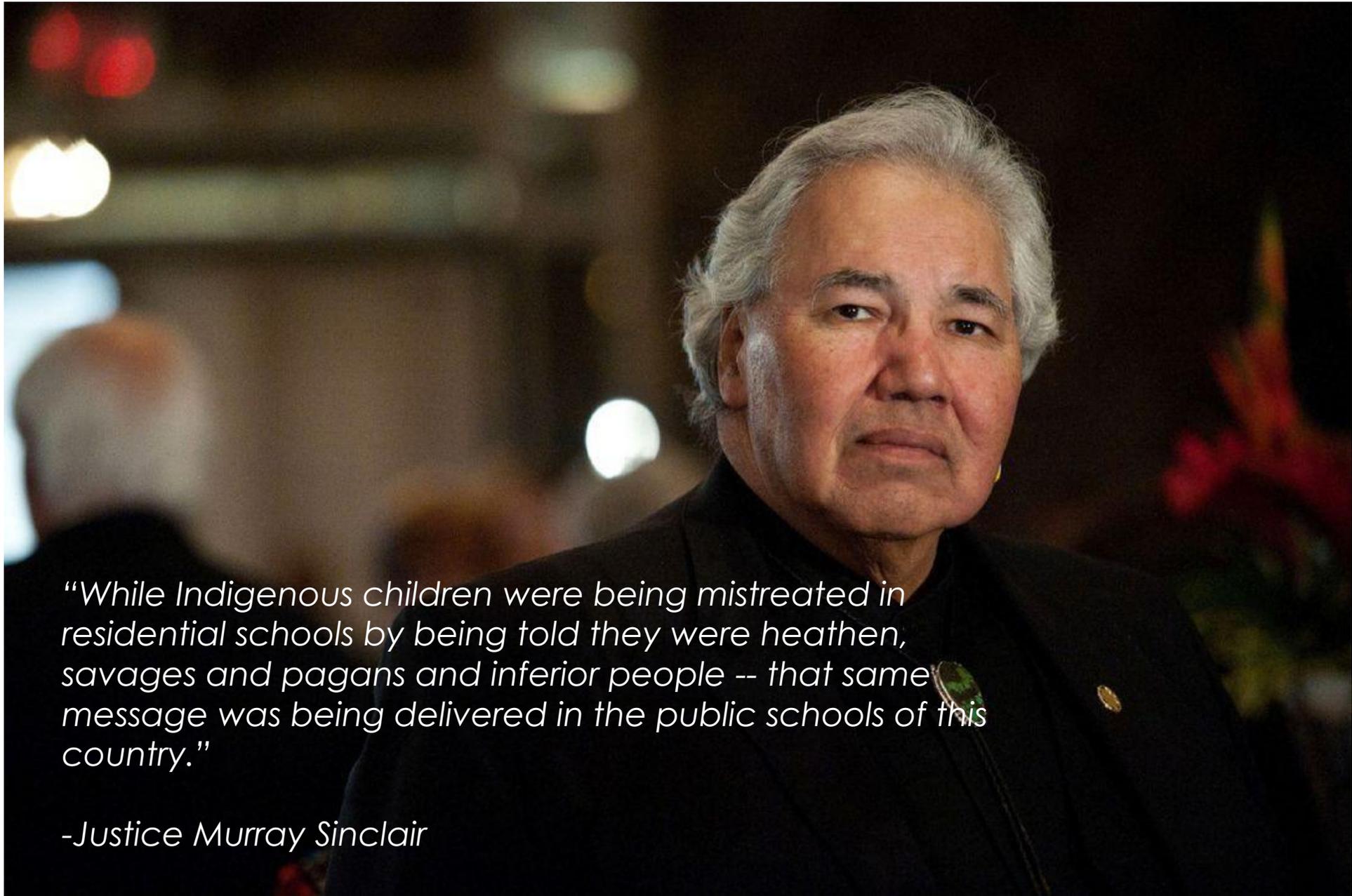
Terminology continued

- **Implicit bias** is a prejudice that is relatively inaccessible to conscious awareness and/or control. Even if you say that men and women are equally good at math, it is possible that you associate math more strongly with men without being actively aware of it.
- **Settler fatigue** arises from an unwillingness to take responsibility for colonial violence and resistance out of a fear of the loss of colonial entitlements (Stein 2020)
- **Reconciliation fatigue** arises when Indigenous peoples are tired of explaining, justifying, education, and advocating for human rights and Indigenous specific rights (Stein 2020)
- **Decolonization** a process of dismantling, deconstructing, and disrupting cultural & colonial barriers that separate us, suppress us, and quite often oppress us (Pierre 2019)
- **Settler colonialism** is a form of colonization in which outsiders come to a land inhabited by Indigenous peoples and claim it as their new home

Key demographics in Canada

- Indigenous peoples are the fastest growing demographic in Canada
- 977,230 people self-identify as First Nations
- 587,545 self-identify as Metis
- 65,025 self-identify as Inuit

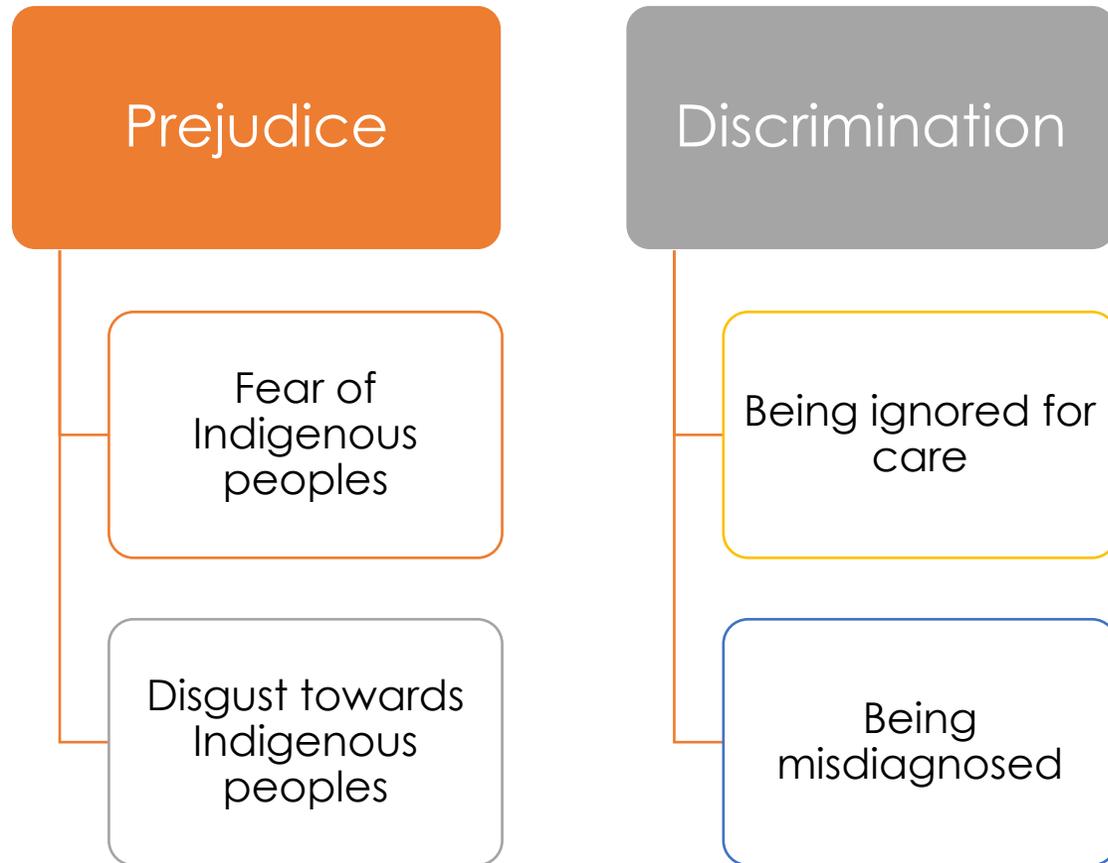
1.6 million Indigenous peoples in 2016



“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

Prejudice, discrimination, & socialization



Canadian Socialization:

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

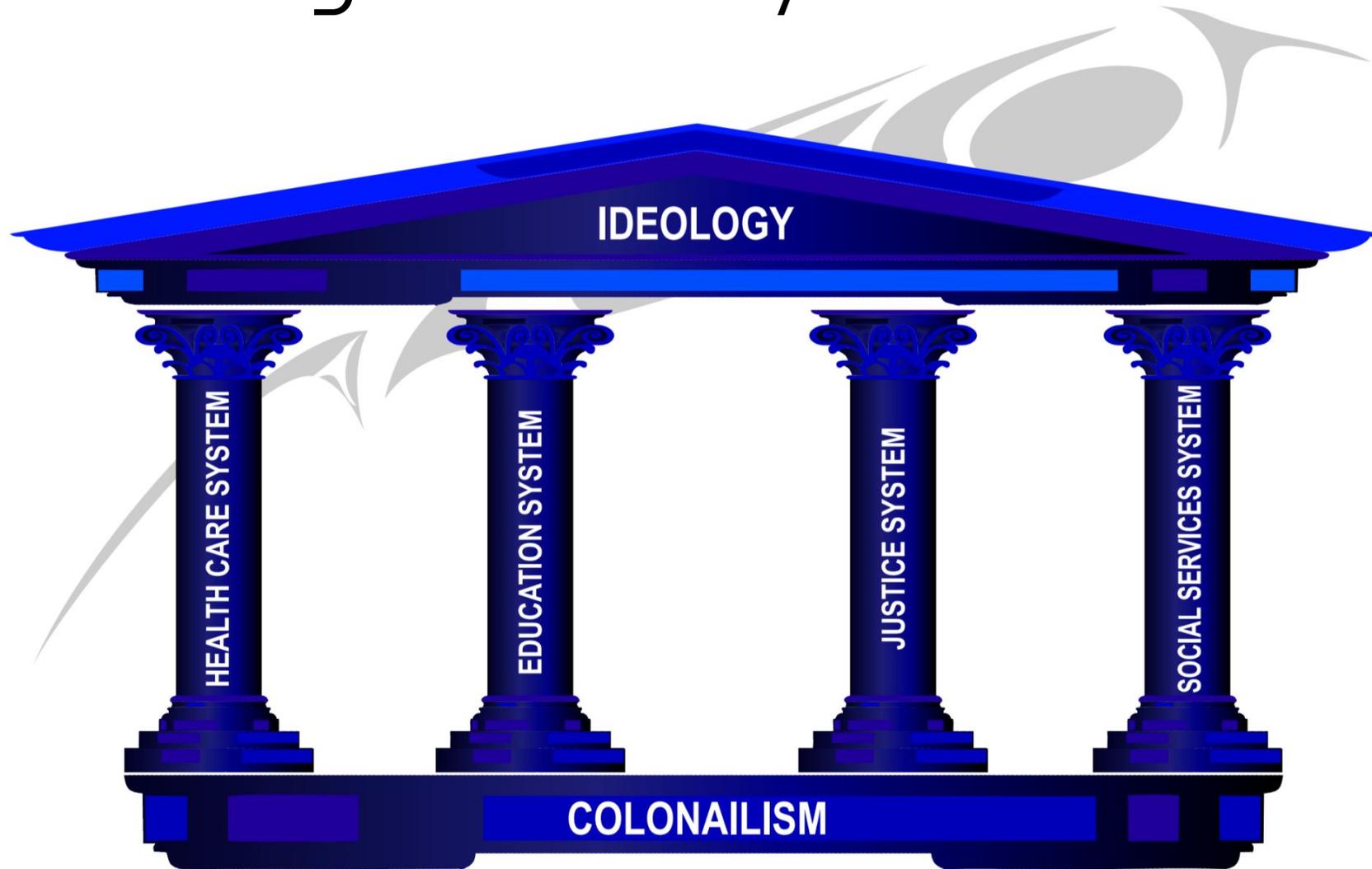
Institutional oppression

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
Microaggressions	"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

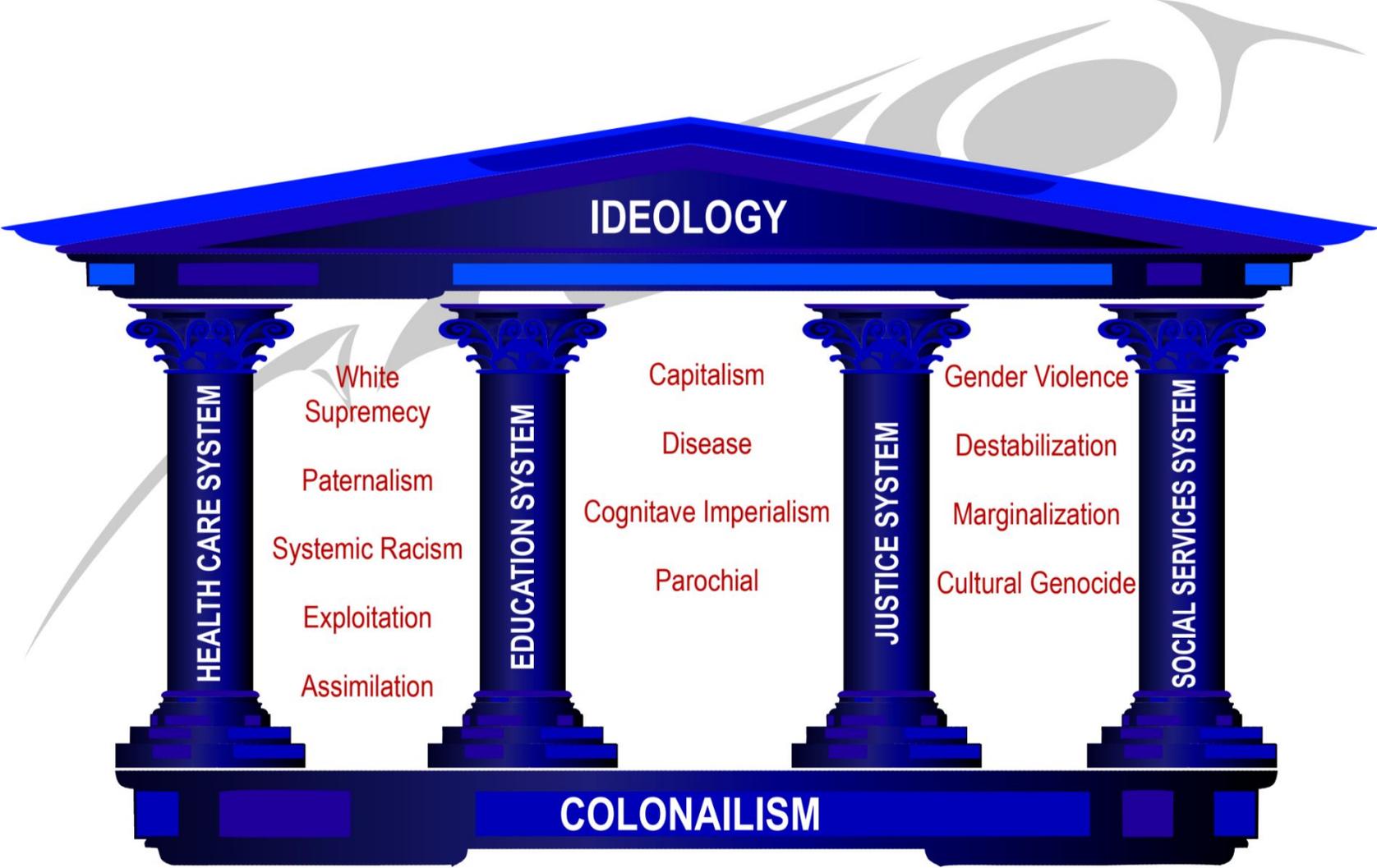
Do you understand the left-handed experience?



Understanding colonial systems



Understanding colonial systems



PART 2: Understanding colonialism in Canada

02

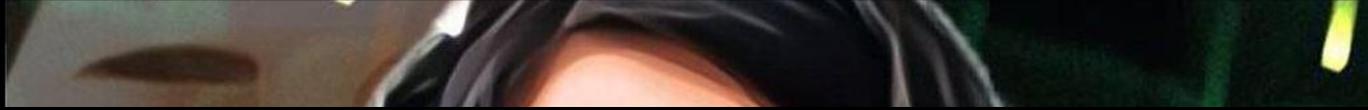
CONTENT WARNING

Some of the content in this segment can have an emotionally triggering effect for some participants.

This emotional response is normal and your vulnerability is appreciated for this learning transformation.

Please remember to take care of yourself, you can mute the call or walk away from your device for a moment until you are ready to come back.

2020



2021





3

PART 3

Bringing it all together

Locating racism

Interpersonal

- Between individuals
- One person makes a racist comment towards another

Institutional

- Organizational policies, practices, & workplace culture
- All leaders of an organization are from the dominant racial group

Systemic

- Societal norms, public policy, media, & public discourse
- Indigenous people are overrepresented in the poverty & incarceration



The pathway to harm

Colonial ideology

“They just need to get over it” which means Indigenous people should surrender their human rights for the comfort of settlers

Stereotypes

Don't feel pain
Drug seeking
Drunk
Bad parents
Non-compliant
Less capable
Less worthy

Prejudice

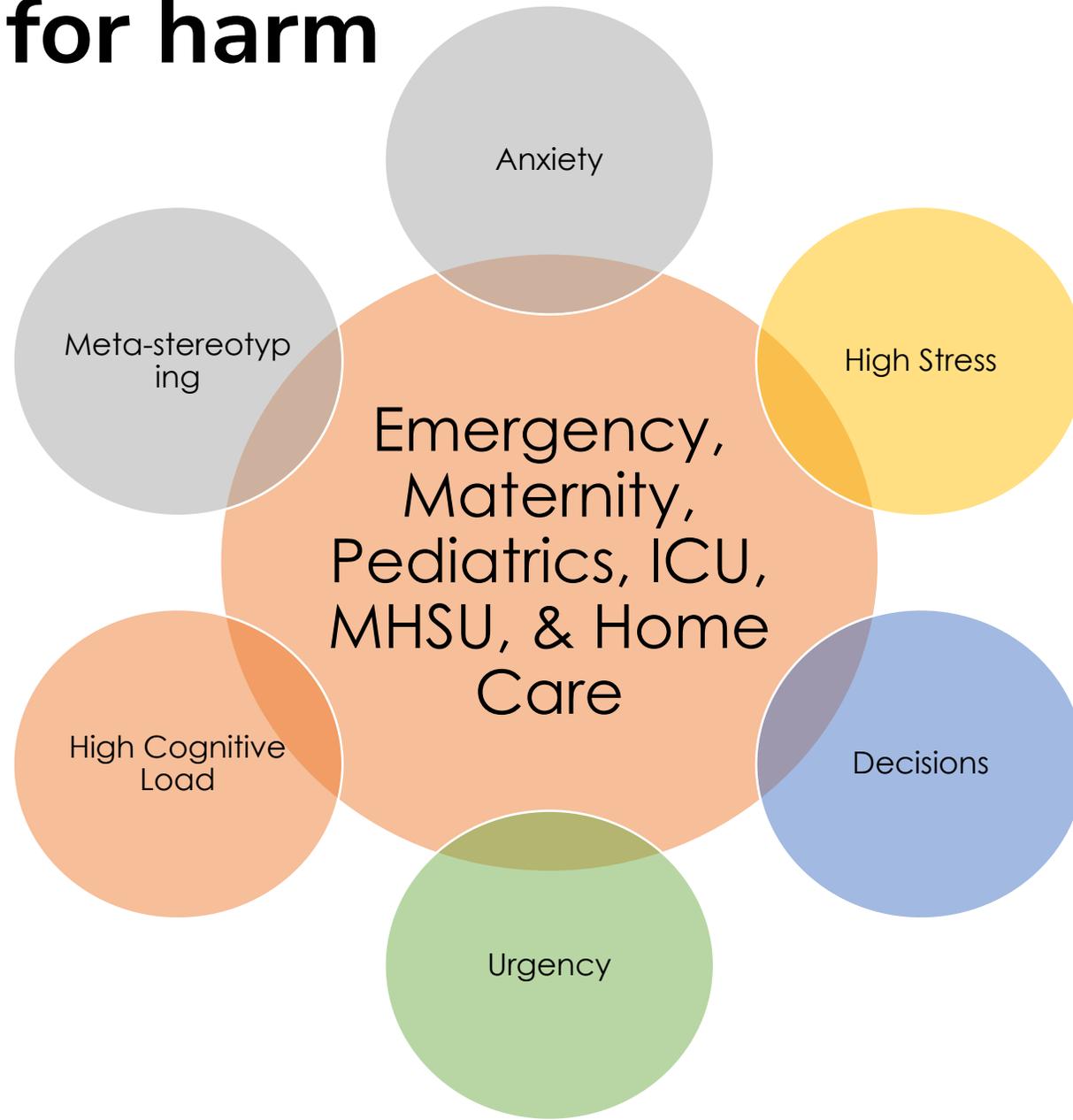
Patronizing, pity, anger, resentment, hostility, disgust, contempt

Discrimination

Ignored, labelling, violence, aggression, maltreatment, avoidance, denial of care, misdiagnosis



Common areas for harm



What is cultural safety?

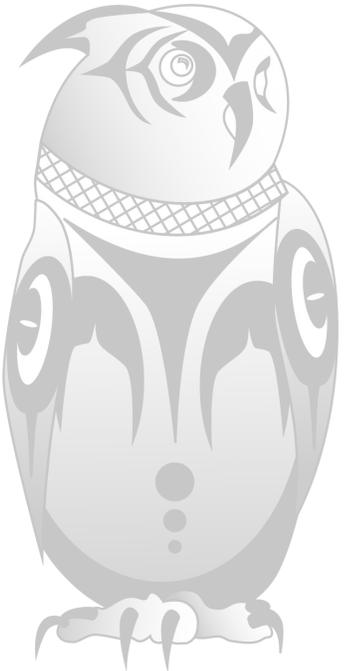
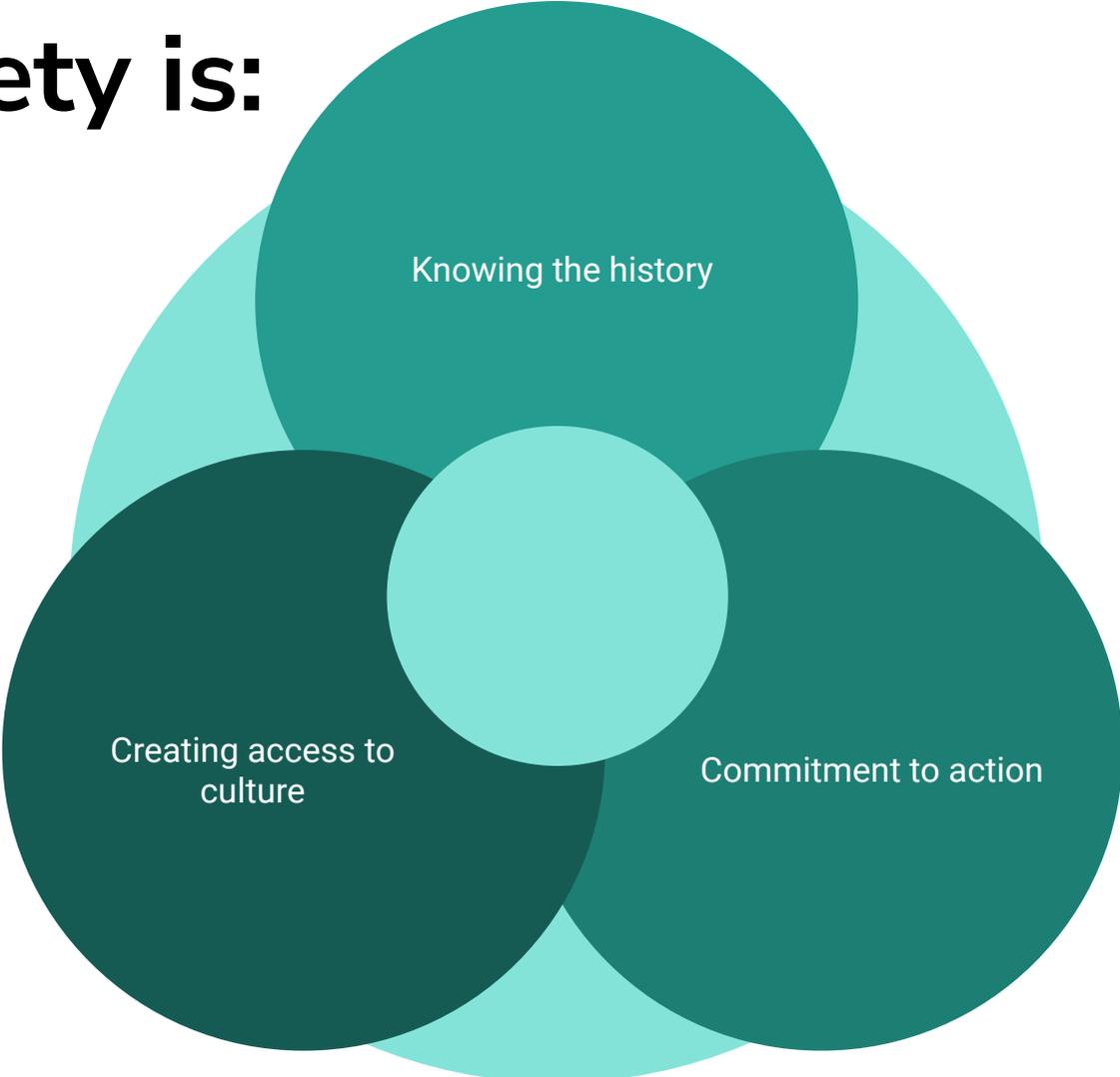


Cultural safety is an outcome based on **respectful engagement** that recognizes and strives to **address power imbalances** inherent in the healthcare system. It results in an environment **free of racism and discrimination**, where people **feel safe** when receiving health care.





Cultural Safety is:





Cultural Safety is not:

1 **Being kind/polite/sensitive**
It is about justice doing

2 **Just learning about culture**
We have to learn the history

3 **Inclusive or diverse**
ICS cannot exist in EDI models





From systemic racism to systemic accountability:

Moving forward

Commitment to ongoing ICS Learning

Implicit Association Testing

Recruitment & retention strategies

Zero tolerance policies backed by accountability frameworks

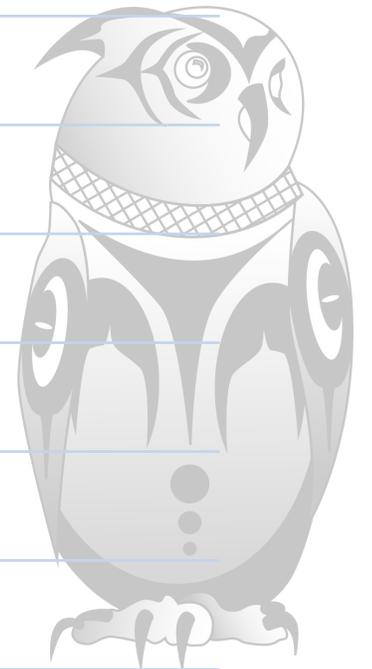
Accountability for discrimination

Learn about the land and Nations you live on

Indigenous representation & participation

Reflective practice (debrief, performance review, journaling)

Indigenous-focused health equity strategy



“

“Safety is not the absence of threat... it is the presence of connection”

DR GABOR MATE

THANK YOU
HAY CX^W QΘ



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