Beyond Good Intentions: Moving to Indigenous Cultural Safety

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Journey to Safety: Creating a Place of Belonging

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All meetings are transformations, what brings you here?

Kwakwaka'wakw
An Agenda for Change

Mar 17, 2005 - A New Relationship
Jul 15, 2005 - First Nations Health Blueprint for BC
Nov 25, 2005 - Transformative Change Accord
Nov 27, 2006 - Bilateral First Nations Health Plan
Nov 27, 2006 - Tripartite First Nations Health Plan MOU
Jun 11, 2007 - Tripartite First Nations Health Plan
Indigenous Cultural Competency Training Program

Online – 8-10 hours
Interactive
Facilitated
Self-paced
Interdisciplinary learning pods
Group discussions and facilitated journal process
The Reality

The difference in health outcomes between First Nations [Indigenous people] and other British Columbians is unacceptable & unsustainable.

Transformative Change Accord First Nations Health Plan, 2005
Joanie
alcoholics 
also racist 
spade 
don't feel pain 
freeloaders 
spiritual 
poor hygiene 
aggressive 
good 
wise 
bad parents 
irresponsible 
unintelligent 
unemployed 
unemployed 
uneducated 
incompetent 
laZY 
we are all the same 
corrupt leaders 
abuse the system
Pathway to Cultural Destructiveness

Stereotype (beliefs)

"...they are all drunks!"

"...another one of those kids looking for free stuff."

"those people are just drug seeking."

Prejudice (attitudes)

Patronizing
Anger
Resentment
Disgust
Resentment
Etc.

Discrimination (behaviours)

- Avoiding
- Withholding services
- Putting beliefs into ACTION
Pathology

- Drunks
- Not fully human
- Defective genes
Denial

• “Discovery”

• Conquered people

• “Past is in the past”

You can’t change what has already happened. So don’t waste your time thinking about it. Move on. Let go and get over it.
Cultural Differences

- Families too large
- “just how they are..”
- “they don’t care about themselves”
Primary Narratives:

- Denial
- Cultural Differences
- Pathology
If it is not one thing it is another...
Facilitation

Primary Narratives

Reconciling

Implications for Practice
Participant Profile Spectrum

Highly Defended
Hostile

Engaged
Empathic

Truth tellers
Next Steps: ACTION

5-10%  20%  20%  20%  20%  5-10%
Sites of Resistance

“ummm...ok....sort of....”

Not so much...

HELLO I'M
White
(and privileged)

INDIAN LAND FOR SALE
GET A HOME OF YOUR OWN WITH EASY PAYMENTS
PERFECT TITLE WITH POSSESSION WITHIN THIRTY DAYS
FINE LANDS IN THE WEST IRRIGABLE GRAZING AGRICULTURAL DRY FARMING

In 1910 the Department of the Interior sold underScaled Res Allotted Indian Land as follows:

- Irrigated farming
- Grazing
- Agricultural farming
- Dry farming
Racism

“But my people experienced oppression too!”

“There are always a few bad apples...but”
Colour Blindness

“If people just worked harder...”

“I work hard to treat everyone exactly the same”
“Never mind him, he is probably just drunk!”

“What’s the problem? Our program treats everyone exactly the same!”

“I can’t believe how often I refer patients to the Sacred Space”

“It has taken a lot of work, but the numbers of Aboriginal patients has increased dramatically!”

“I think is essential to have Aboriginal perspectives here.”

“Training shouldn’t just be about Aboriginal people. Other people have experienced oppression too.”

Adapted from Terry Cross, 1988
Used with permission
Cultural Safety Continuum

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Clinical Interventions

Phase I
Foundational Training
Pre & Post Testing

Phase II
Nation Specific Training

Phase III
Communities of Practice
Issues Integration

Anti-Racism Response Training Interventions

Organization Wide Training Plan

Evaluation

Strategies for Backlash Resistance to Training

Complaints Internal Interventions “Hot Spots”

Community Profiles Partnerships Accountability Loop

ICC Program 2014

Organizations: Indigenous Cultural Safety
"I am no longer accepting the things I cannot change. I am changing the things I cannot accept." - Angela Davis
"If You Think Truth is Hard, Reconciliation is Harder"

Justice Murray Sinclair, 2014

Questions?
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www.culturalcompetency.ca
Sources


Indigenous Cultural Competency Training Program (ICC), Provincial Health Services Authority, Vancouver, BC.


Martis, T. *FRAMEWORK FOR ACTION: Cultural Proficiency & Diversity.* Winnipeg Regional Health Authority.


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