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Exploring Indigenous Cultural Competency and Humility Webinar

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Definition for Cultural Humility



Cultural humility is not a task or checklist process.

It applies self-reflection, understanding and respect to identify personal biases and barriers to building mutually trusting relationships.

Cultural humility involves acknowledging oneself as a learner when it comes to understanding another person's experiences

Definition for Cultural Safety

Cultural safety is respectful engagement.

This respectful engagement directly works to eliminate power imbalances inherent in the healthcare system.

The transformed environment is free of racism and colonial roles, where health care services work to empower and support self-determination.



Why is Cultural Humility and Safety Important

- Creating an organizational environment that inclusive, appropriate, and safe.
- Advancing greater understanding towards a work environment that encourages stronger interactions among employees.
- Creating an atmosphere that encourages knowledge transfer understanding and stronger relations between employees.
- Building a systemic organizational environment that responds to working more effectively with First Nations, Inuit communities and Métis groups in Canada.

Darien Thira (2019) Describes Three Pathways to Wellness

Recognizing	Recognizing Colonization as a Disease
Accepting	Accepting Culture as the Cure
Embracing	Embracing Community as the Medicine

Recognizing Colonization as a Disease

- Values are seen by Indigenous Peoples as the root to wellness.
- Values are engaged through daily life and in doing so values support wellness.
- Through stereotypes and historical wrongs Indigenous Peoples were taught negative values systems.
- Colonization has significantly unbalanced the heart, mind, body, and spirit and interrupted the way of life.
- “Despite the diversity of Indigenous Peoples and communities, all Indigenous Peoples in Canada share the experience of colonization, in one form or another.”

Accepting Culture as the Cure

Culture is stronger than colonization -- it is the root of wellness.

“Indigenous Peoples promote wellness and those living it daily become Elders. Family living in wellness are very important to raising Elders -- because the task of an Elder is to live their culture.”

“Wellness is like a tree. The wellness values of care, respect, contribution, and culture/spiritual vision are its roots. They grow into wellness gifts of connection, empowerment, purpose, and meaning, which is the trunk.”

Contributing-Purpose is a critical value that tells an Indigenous Person that they have something valuable to offer to the world - and leads him/her to realize that his/her life matters.

Embracing Community as the Medicine

How can the community reclaim wellness for its individuals and families?

If we want to see community supporting healing among its members, a significant change needs to occur.

Change shifts the focus from ‘problem’ to “Opportunity”.

It is easy to focus on ‘problems’ with a person, and this focus supports them in being experts on ‘problems’. But when we focus on solutions, we can begin to see the “Opportunity” and create a shift to support change in individuals.

However, a bigger shift is needed that transforms the focus from the ‘Individual’ to a more holistic focus on “Community”.

“Community can more easily seize “Opportunity” that can heal the individuals and families.

Why Do organizations implement cultural competency and safety/humility training?

- Creating more harmony and relations within the workspace
- Educating and providing knowledge about Indigenous culture to everyone within the organization
- Supporting communication and understanding about who Indigenous people are: the diversities; the worldviews; protocols; understanding the historical implications; creating culturally appropriate responses to various scenarios
- Creating an organizational environment that is inclusive; responsive to inappropriate actions (racism) and understanding among colleagues
- Finding ways in identifying solutions and new practices with Indigenous employees and establishing external relations with Indigenous communities



Other potential outcomes

- Increased success in recruiting Indigenous candidates to your organization
- Increased success in retaining Indigenous employees
- Stronger relations with Indigenous organizations and communities
- Creating inclusion and safe environments for all employees
- Appropriate use of Indigenous culture in the workplace
- Identifying solutions, potential policies internally to support inclusive workplace - including strategies
- Actively supporting TRC call of action 92
- Becoming an employer of choice

Elements of Cultural Competency Training

- Building the understanding purpose and definition of cultural competence and humility training
- Highlights of historical implications and contributions
- Building awareness of Indigenous priorities
- Understanding Indigenous diversities: First Nation, Metis, Inuit
- Creating workplace scenarios to support cultural competency applications and skills
- Understanding worldviews and the differences
- Skills towards the development in successful relationship building, Indigenous protocols and communications
- Education of Indigenous landscape, who contact etc.

Essential applications in implementing Cultural Competency Training

- Strong commitments throughout the organization towards cultural competency - senior management to all other employees
- Cultural competency is a lifelong commitment - it is not just one workshop or training opportunity
- Creating levels and advancements to support greater skills in cultural competencies
- Building a cultural competency program that is relevant and appropriate for your organization
- Having Indigenous people lead, guide and prepare cultural competency training
- Committing resources and training time to support cultural competency training

Thank You, Miigwech,



Further Questions or Comments?