

# A DEPARTMENTAL SOCIAL ACCOUNTABILITY FRAMEWORK FOR INDIGENOUS CULTURAL SAFETY AND ANTI-RACISM

Patricia E. Birk, MD, FRCPC

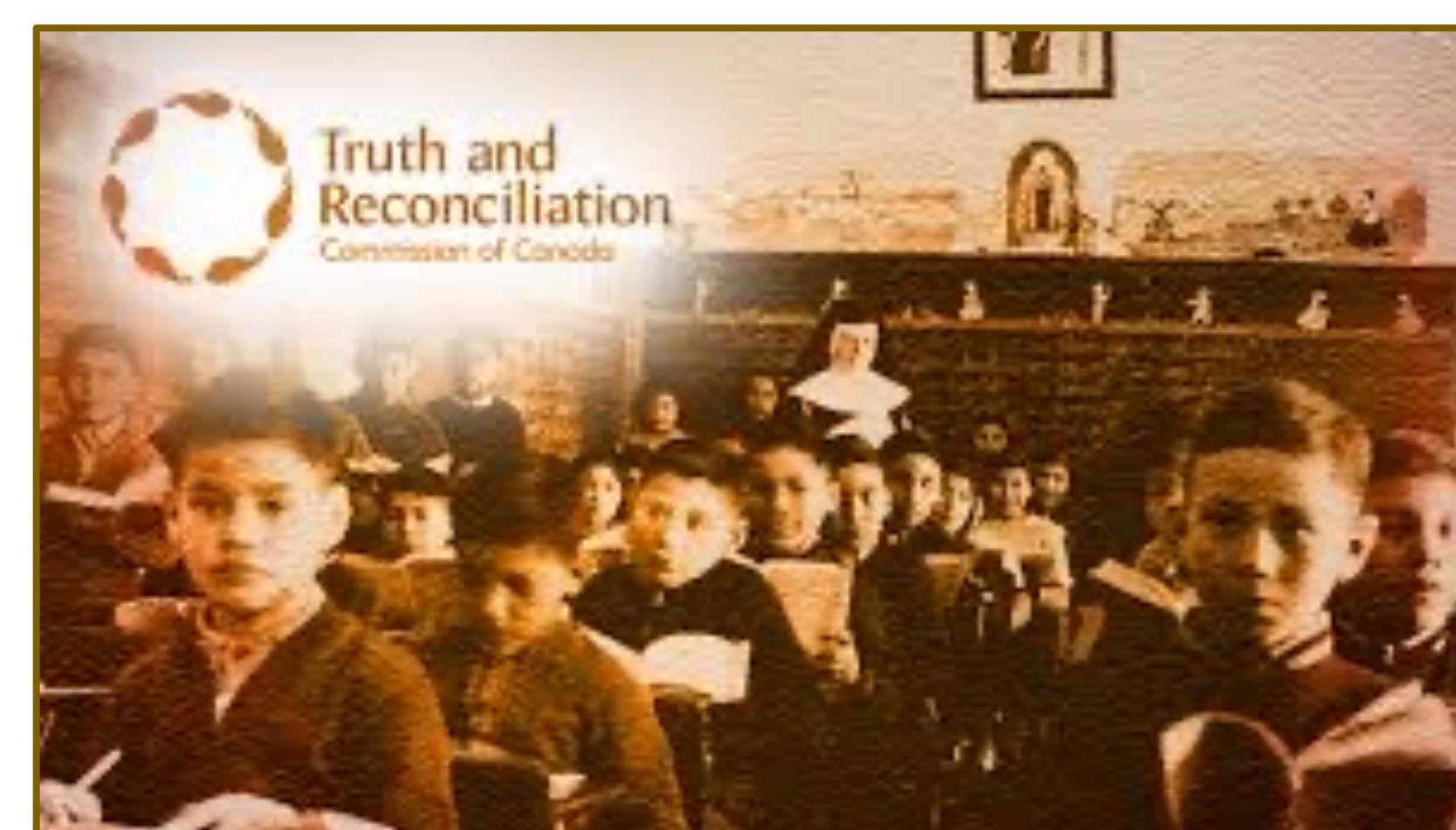
Department of Pediatrics and Child Health, College of Medicine, Rady Faculty of Health Sciences, University of Manitoba

**Sponsors:** B. Postl, Dean and Vice-Provost, S. Israels, Vice Dean-Academic Affairs, Rady Faculty of Health Sciences

**Collaborators:** M. Anderson, M. Buss, M. Chan, L. Diffey, J. Hamilton, M. McKinnon, M. Morris, I. Whetter, for The Faculty Development TRAP Working Group

## BACKGROUND

- The Indian Residential School System (IRSS) was a Canadian government initiative which promoted the cultural assimilation of Indigenous peoples in Canadian society. Over 120 years, 150,000 Indigenous children and youth were removed from their traditional communities and relocated to residential schools.
- IRSS survivors represent a lost generation of childhood and parenting and continue to suffer an astonishing array of illnesses related to intergenerational poverty and physical and emotional trauma.
- The Truth and Reconciliation Commission (TRC) of Canada was established to document the testimonies of 7,000 IRSS survivors and the impacts of cultural assimilation and colonialism. In 2015, the TRC published 94 calls to action. Among the most relevant to healthcare professionals is the provision of "skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism."



- In 2020, the Rady Faculty of Health Sciences (RFHS) issued its policy on the "Disruption of All Forms of Racism," including systemic racism. All learners, faculty and staff are expected to work in an environment that is free of discrimination and harassment.
- Despite efforts to promote Indigenous cultural safety practices and anti-racism policies for undergraduate and post-graduate learners, there remain gaps in training for faculty, leading to the potential for a hidden curriculum of ongoing institutional racism and the perpetuation of racial inequities in health care.

## GOAL

- To develop a social accountability framework for Indigenous cultural safety and anti-racism policies in the Department of Pediatrics and Child Health, College of Medicine, RFHS.

## ACKNOWLEDGEMENT

- We dedicate this work to the IRSS survivors of Canada. Megwiich.*

## SHORT-TERM OBJECTIVES

### 1. Equity/Diversity and Inclusion

- To sponsor an Indigenous Health Physician Lead in the Department of Pediatrics and Child Health.
- To cultivate Indigenous Knowledge Keeper and Elder relationships to inform the visioning of cultural safety practices.
- To establish relationships with the Office of Equity, Diversity and Inclusion to help define best practices for implicit bias training.

### 2. Cultural Safety and Anti-racism

- To build an innovative faculty development tool-kit for Indigenous cultural safety and anti-racism training.

## LONG-TERM OBJECTIVES

### 1. Faculty Development

To establish expectations and timelines for Indigenous cultural safety and anti-racism training for faculty members in the Department of Pediatrics and Child Health.

### 2. Communication Platform

To develop a departmental digital communication platform (website, social media) for the promotion of Indigenous cultural safety practices and anti-racism policies.

### 3. Infrastructure Development

To build an Indigenous Healing Room to promote, teach and maintain Indigenous cultural practices within the Children's Hospital-Health Sciences Centre, Winnipeg, MB, Canada.



Ancestral Teachings  
By Jackie Traverse

## APPROACH

### 1. Equity/Diversity and Inclusion

- Appointment of an Indigenous Health Physician Lead in the Department of Pediatrics and Child Health.
- Position deliverables include:
  - ✓ Establishing collaborations within the College of Medicine and Shared Health Manitoba, including Indigenous communities, advocacy groups, and service providers.
  - ✓ Advocating for the recognition and acceptance of traditional healing practices at Children's Hospital.
  - ✓ Developing and implementing strategies for culturally-safe practices, anti-racism policies and Indigenous perspectives for faculty, staff and trainees.
  - ✓ Developing faculty performance standards for culturally-safe practices.
  - ✓ Liaising with other academic leaders within the department and across Canada and sharing expertise at a national level.

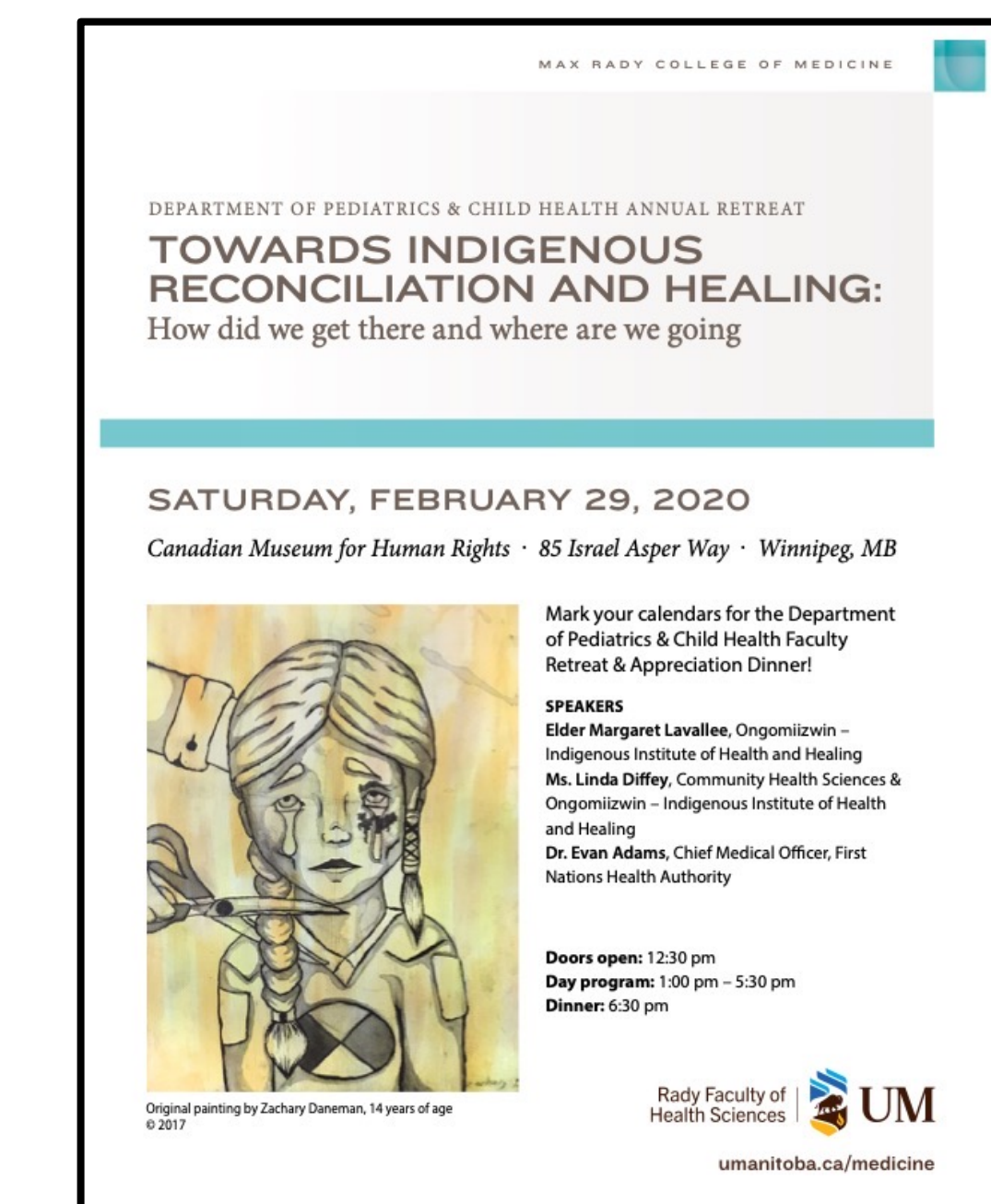
### 2. Faculty Development

- Existing cultural safety and anti-racism materials will be reviewed and selected for the development of training modules.
- The faculty development tool-kit is envisioned to be a two-year "hop-on" virtual program with the existing Manitoba Indigenous Cultural Safety Training (MICST), podcasts, op-eds, and lunch and learn series. Linkages will be established with the newly-developed departmental website.
  - The Department of Pediatrics and Child Health will partner with renowned Indigenous Institute of Health and Healing-Ongomiizwin for content expertise.



## WORK TO DATE

- ✓ Visioning retreat and departmental commitment to Indigenous reconciliation
- ✓ Hiring of Indigenous Health Physician Lead and establishment of position deliverables
- ✓ Establishment of Faculty Development Working Group for the Truth and Reconciliation Action Plan (TRAP)
- ✓ Completion of architectural renderings for Indigenous Healing Room
- ✓ Development of knowledge translation strategies



## LESSONS LEARNED AND IMPLICATIONS

- This IAP supports the values of the RFHS, which include: community and collaboration, scholarship and innovation, equity and inclusion and professionalism and social accountability.
- This project highlights the importance of:
  - ✓ Allyship and sponsorship
  - ✓ Stakeholder partnering for content expertise
  - ✓ Historical and political context for content development
  - ✓ Institutional policy change for implementation of anti-racism initiatives
- The faculty development tool-kit will be shared with all Colleges in the RFHS.

## REFERENCES

- Truth and Reconciliation Commission of Canada: Calls to Action. Truth and Reconciliation Commission of Canada, 2015.
- Chartier M, Brownell M, Star L, Murdock N, Rhonda Campbell R, Phillips-Beck W, Meade, C, Au W, Schultz J, Bowes JM, Cochrane B. Our Children, Our Future: The Health and Well-being of First Nations Children in Manitoba. Winnipeg, MB. Manitoba Centre for Health Policy. Winter 2020.
- Disruption of All Forms of Racism Policy. Rady Faculty of Health Sciences, 2020. ([https://umanitoba.ca/faculties/health\\_sciences/media/Disruption-of-all-Forms-of-Racism\\_Policy-approved-August-25-2020.pdf](https://umanitoba.ca/faculties/health_sciences/media/Disruption-of-all-Forms-of-Racism_Policy-approved-August-25-2020.pdf)).
- The Indigenous Institute of Health and Healing-Ongomiizwin. ([https://umanitoba.ca/faculties/health\\_sciences/indigenous/institute/background.html](https://umanitoba.ca/faculties/health_sciences/indigenous/institute/background.html))
- Manitoba Indigenous Cultural Safety Training (MICST). (<https://wrha.mb.ca/indigenous-health/cultural-initiatives/micst/>)