



MEETING SD 19-20-24

STANDING COMMITTEE ON SOCIAL DEVELOPMENT

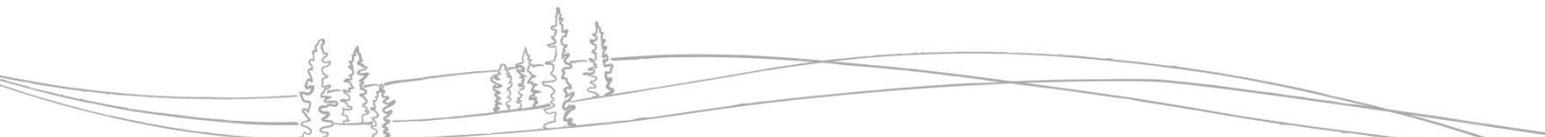
**MONDAY, JUNE 24, 2024
DET'ANCHOGH KÚÉ - EAGLE ROOM / ZOOM
1:30 PM**

AGENDA

1. Call to Order
2. Prayer
3. Review and Adoption of Agenda
4. Declarations of Conflict of Interest
5. Public Matters: Briefing with Minister of Health and Social Services on Systemic Racism in the Healthcare System
6. In Camera Matters:
 - a. Debrief
 - b. Work Plan
7. New Business
 - a.
8. Date and Time of Next Meeting:
 - a. Wednesday, July 3, 2024 1:00PM – Public Ministerial Briefing on Medical Travel
9. Adjournment



Cultural Safety and Anti-Racism Standing Committee on Social Development



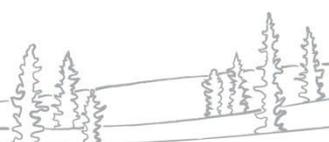
Presentation Outline

BACKGROUND | CONTEXT

ACTIVITIES | INITIATIVES

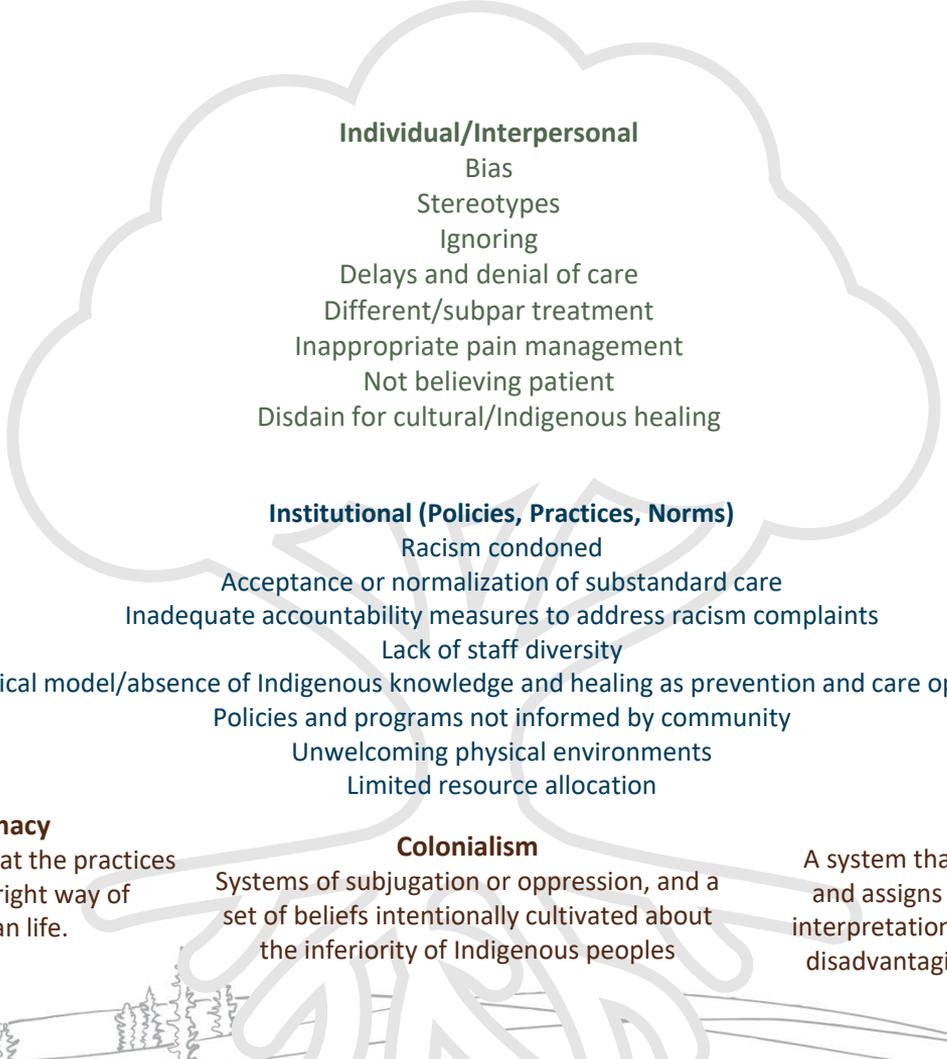
CHALLENGES | OPPORTUNITIES

KEY LEARNINGS | NEXT STEPS



Background | Context





Individual/Interpersonal

Bias
Stereotypes
Ignoring
Delays and denial of care
Different/subpar treatment
Inappropriate pain management
Not believing patient
Disdain for cultural/Indigenous healing

Institutional (Policies, Practices, Norms)

Racism condoned
Acceptance or normalization of substandard care
Inadequate accountability measures to address racism complaints
Lack of staff diversity
Dominance of biomedical model/absence of Indigenous knowledge and healing as prevention and care options (viewed as primitive)
Policies and programs not informed by community
Unwelcoming physical environments
Limited resource allocation

White Supremacy

A system that assumes that the practices of whiteness are the right way of organizing human life.

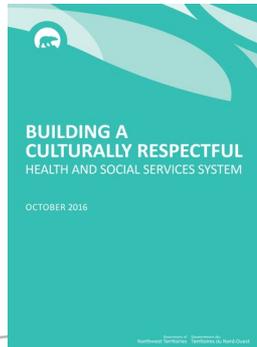
Colonialism

Systems of subjugation or oppression, and a set of beliefs intentionally cultivated about the inferiority of Indigenous peoples

Racism

A system that structures opportunities and assigns value based on the social interpretation of how one looks (unfairly disadvantaging some and advantaging others)

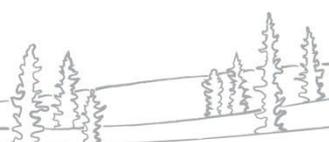
Timeline



Activities | Initiatives



Cultural Safety and Anti-Racism Training



Training Aim

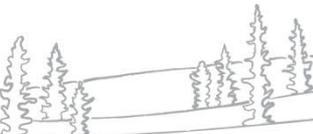
To ensure that all staff working within the NWT HSS system have the foundational knowledge, skills, and self-awareness to address anti-Indigenous racism and facilitate cultural safety for the HSS system.

This training will provide HSS staff with a common language and basis to understand the root causes of anti-Indigenous racism and to identify action required at individual and organizational levels to dismantle it.



Training Approach & Stats

- Roll-out in 2020-21
- Mandatory for all HSS staff (Indigenous staff exception)
- Maximum of 30 staff/session
- Team delivery approach
- Mix of activities and guest speakers
- Counseling support available
- Since 2021/22 = 600 trained

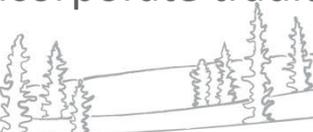


Program, Planning & Design

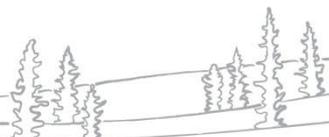


Cultural Safety and Anti-Racism Division

- Indigenous Advisory Body
- Cultural Safety and Anti-Racism Guiding Principles
- Cultural Safety and Anti-Racism Tool
- Document reviews
- Evaluation of training
- Commitment statements for job descriptions
- Outstanding Cultural Safety Action Plan items
 - Patient Rights and Responsibilities
 - Conduct environmental scan on existing traditional healing practices and services in NWT
 - Facilitate a gathering of Knowledge holders to develop strategies on ways to incorporate traditional healing practices alongside programs and services

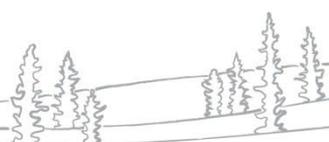


Client Feedback and Advocacy



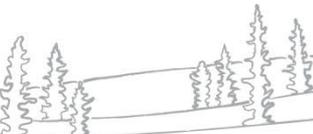
Office of Client Experience Update

- First year at a glance
- Highly committed to meaningful impact
- Learning to support our people
- Relationships and influence
- Client at the heart
- Survey data- clients feeling listened to, respected, and culturally safe



What We Know

- OCE staff manage events of institutional and interpersonal anti-indigenous racism across the HSS System
- Clients know what is best for them
- System support is crucial
- Community partnerships and having Indigenous leadership can expedite meaningful change
- Indigenous language support is a challenge
- When harm happens, we need to do better in supporting our clients and families

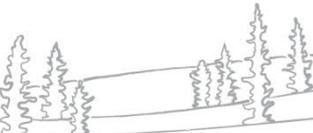


Challenges | Opportunities



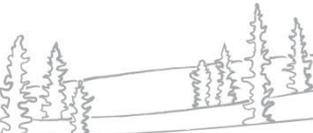
Challenges

- Small teams that are mostly Indigenous
- Dealing with frequent resistance to addressing racism is high emotional labour for cultural safety and anti-racism program leads and staff
- Reliance on temporary and 3rd Party Funding
- New and existing structures (IAB, Indigenous Client Experience Council, Training Program) require high level of administrative and planning support
- Addressing systemic racism requires a culture shift and action at all levels



Opportunities

- Leveraging data and client experiences from the Office of Client Experience to inform system change
- HSO Cultural Safety and Humility Standards
- Team commitment and skill to addressing systemic racism
- Anti-racism facilitation training
- Innovative approach to Primary Health Care Reform by centering cultural safety and anti-racism
- Planning to understand steps necessary to take a whole-of-government approach to cultural safety and anti-racism



Key Learnings | Next Steps



Key Learnings | Next Steps

- **Dig up the Roots:** Patience and time for the system to learn and change
- **Strengthen the Trunk:** Build momentum for policy and program changes based on feedback
- **Grow:** Expand training for staff with resources and additional access to patient supports and advocacy.



Questions

Mársı | Kinanāskomitin | Thank you |
Merci | Hąǵ' | Quana | Qujannamiik |
Quyanainni | Máhsı | Máhsı | Mahsì

