

# Indigenous Cultural Safety, Cultural Humility and Anti-racism Learning Resources

## Definitions

**Anti-racism:** The practice of actively identifying, challenging, preventing, eliminating, and changing the values, structures, policies, programs, practices, and behaviours that perpetuate racism. It is more than just being “not racist” but involves taking action to create conditions of greater inclusion, equality, and justice.<sup>1</sup>

**Cultural humility:** A lifelong process of self-reflection and self-critique. It is foundational to achieving a culturally safe environment. While western models of medicine typically begin with an examination of the patient, cultural humility begins with an in-depth examination of the provider’s assumptions, beliefs and privilege embedded in their own understanding and practice, as well as the goals of the patient-provider relationship. Undertaking cultural humility allows for Indigenous voices to be front and centre and promotes patient/provider relationships based on respect, open and effective dialogue, and mutual decision-making. This practice ensures Indigenous Peoples are partners in the choices that impact them, and ensures they are party and present in their course of care.<sup>1</sup>

**Cultural safety:** A culturally safe environment is physically, socially, emotionally, and spiritually safe. There is recognition of, and respect for, the cultural identities of others, without challenge or denial of an individual’s identity, who they are, or what they need. Culturally unsafe environments diminish, demean, or disempower the cultural identity and well-being of an individual.<sup>1</sup>

**Colonialism:** Policies or practices whereby groups or countries partially or fully steal land and resources from Indigenous Peoples, occupy the land, and exploit the land and resources for economic purposes. Following the acquisition of land and resources, colonizers establish laws and processes that continuously violate the human rights of the Indigenous Peoples and force them to conform to the newly established laws and processes of the colonial state.<sup>1</sup>

**Indigenous:** The First Peoples of Canada who identify as First Nations, Métis, or Inuit.<sup>1</sup>

**Strengths-based practice:** An approach that focuses on identifying and supporting the various strengths, motivations, ways of thinking and behaving, as well as the protective factors—within the person or the environment—that support people in their journeys toward well-being.<sup>2</sup>

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<sup>1</sup> Turpel-Lafond, 2020. In plain sight: Addressing Indigenous-specific racism and discrimination in BC health care, full report. Retrieved from: <https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Summary-Report.pdf>

<sup>2</sup> First Nations Information Governance Centre, Strengths-Based Approaches to Indigenous Research and the Development of Well-Being Indicators, (Ottawa: 2020). 36 pages. Published in June 2020. Ottawa, Ontario

**Trauma-informed practice:** A strengths-based approach that is grounded in an understanding of and responsiveness to the impact of trauma and its links to substance use, mental illness, stigma, and health care access barriers. Trauma-informed care includes recognizing this link, ensuring that people feel psychologically, physically, and emotionally safe and are not re-traumatized by their care.<sup>3</sup>

**Two-spirit:** A term used within some Indigenous communities, encompassing cultural, spiritual, sexual and gender identity. The term reflects complex Indigenous understandings of gender roles, spirituality, and the long history of sexual and gender diversity in Indigenous cultures. Individual terms and roles for two-spirit people are specific to each nation. Not all Indigenous people who hold diverse sexual and gender identities consider themselves two-spirit; many identify themselves as LGBTQ+.<sup>4</sup>

## Resources

### Core resources

Organization/author	Title/link	Theme	Type of resource	Cost
Mary Ellen Turpel-Lafond	<a href="#">In Plain Sight Summary Report</a>	All apply	Report	Free
Chief Commissioner Marion Buller	<a href="#">National Inquiry into Missing and Murdered Indigenous Women and Girls - Reclaiming Power and Place</a>	All apply	Report	Free
National Centre for Truth and Reconciliation	<a href="#">Reports – NCTR</a>	All apply	Report	Free
United Nations	<a href="#">Declaration on the Rights of Indigenous Peoples</a>	All apply	Statement	Free
Government of BC	<a href="#">Declaration on the Rights of Indigenous Peoples Act – Bill 41, SBC 2019, c.44</a>	All apply	Government publication	Free

<sup>3</sup> BC Mental Health and Substance Use Planning Council, 2013; Hopper et al., 2010

<sup>4</sup> PHSA, 2022. Two-Spirit. Retrieved from: <http://www.phsa.ca/transcarebc/gender-basics-education/terms-concepts/two-spirit>

Organization/author	Title/link	Theme	Type of resource	Cost
Royal Commission	<a href="#">Report of the Royal Commission on Aboriginal Peoples</a>	All apply	Publications	Free

***Publications***

Organization/author	Title/link	Theme	Type of resource	Cost
Vancouver Coastal Health	<a href="#">Aboriginal Cultural Practices: A Guide for Physicians and Allied Health Care Professionals</a>	Self reflection Knowledge Creating safe environments	Guide	Free
BC Ministry of Children and Family Development	<a href="#">Healing Families, Helping Systems: A Trauma-Informed Practice Guide for Working with Children, Youth and Families</a>	Self reflection Knowledge Strengths-based and trauma-informed practice	Guide	Free
The College of Family Physicians of Canada (CFPC)	<a href="#">Health and Health Care Implications of Systemic Racism on Indigenous Peoples in Canada</a>	Racism	Article	Free
BC Provincial Mental Health and Substance Use Planning Council	<a href="#">Trauma-Informed Practice Guide (2013)</a> <a href="#">Trauma-Informed Practice</a>	Trauma-informed practice	Guide and supporting resources	Free
Visions Journal	<a href="#">Here to Help</a>	Mental health and addictions	Journal	Free

Organization/author	Title/link	Theme	Type of resource	Cost
BC Patient Safety & Quality Council	<a href="#">Culturally Safe Engagement</a>	Creating safe environments	Publication	Free
First Nations Health Authority	<a href="#">Cultural Safety and Humility: What Matters to Indigenous (First Nations, Métis and Inuit) Patient Partners</a>	Cultural safety and humility	Main page	Free
Challenge Racist BC	<a href="#">Challenging Racist “British Columbia”: 150 years and counting</a>	History Knowledge Anti-racism	Publication	Free
National Collaborating Center for Determinants of Health	<a href="#">Let's talk about racism and health equity</a> <a href="#">Social determinants of health: Indigenous experiences with racism and its impacts</a>	Knowledge Anti-racism Creating safe environments	Publications	Free
UBC	<a href="#">EQUIP Health Care: Toolkit for equity-oriented care</a>	All apply	Toolkit	Free
PHSA/BC Women’s	<a href="#">Culturally Connected</a> <a href="#">Exercise self-reflection and critique</a>	Self reflection Creating safe environments Person-led care	Publication	Free
Montreal Urban Aboriginal Community Strategy Network	<a href="#">Indigenous Ally Toolkit</a>	Allyship Self-reflection	Publication	Free

Organization/author	Title/link	Theme	Type of resource	Cost
Wellesley Institute	<a href="#">First Peoples, Second Class Treatment</a>	History Knowledge Anti-racism	Publication	Free
Open Text BC	<a href="#">Pulling Together: Foundations Guide</a>	History Knowledge Anti-racism Creating safe environments	Book online	Free
First peoples	<a href="#">First peoples map of BC</a>	Indigenous land	Website	Free
Indigenous Corporate Training	<a href="#">Indigenous Peoples A Guide to Terminology</a>	Terminology	Publication	Free
UBC	<a href="#">Indian Residential School History and Dialogue Centre (indian hospitals)</a>	History Knowledge	Website	Free
The Canadian Encyclopedia Maureen K. Lux.	<a href="#">Indian Hospitals in Canada</a>	History Knowledge	Website	Free

**Webinar/videos**

Organization/author	Title/link	Theme	Type of resource	Cost
University of Victoria	<a href="#">Challenging Racist “British Columbia”</a>	History	Videos (~13 mins each)	Free

Organization/author	Title/link	Theme	Type of resource	Cost
PHSA	<a href="#">Cultural Safety Education Series</a>	All apply	Video (5 hours, all videos)	Free
UBC	<a href="#">UBC Cultural Safety Resources</a>	All apply	Video (14 different courses)	Free
Marcia Anderson's Ted-X talk	<a href="#">Indigenous Knowledge to Close Gaps in Indigenous Health</a>	Creating safe environments	Video (18 mins)	Free
Indigenous Cultural Safety Collaborative	<a href="#">National Indigenous Cultural Safety Webinars Videos</a>	Racism	Video (15 videos, 2 hours each)	Free
FNHA and BC Patient Safety & Quality Council	<a href="#">Cultural Safety &amp; Humility Action Series</a>	History Racism	Video (11 webinars, ~ an hour each)	Free
Northern Health and National Collaborating Centre for Aboriginal Health	<a href="#">Cultural Safety for Indigenous Peoples: A Determinant of Health</a> series <a href="#">Healing in Pandemic Times: Indigenous Peoples, Stigma, and COVID-19</a> <a href="#">Local Cultural Resources</a> (short videos)	Person-led care Trauma-informed practice	Video series (~ 1.5 hours total)  Short video (4 ½ minutes)	Free
Aussie Michelin	<a href="#">How to talk about indigenous people</a>	Terminology	Video (2 ½ mins)	Free

Organization/author	Title/link	Theme	Type of resource	Cost
The Agenda with Steve Paikin (TVO)	<a href="#">The Indian Act Explained</a>	History	Video (26 mins)	Free
World Health Organization (2017, June 21)	<a href="#">What is people-centred care?</a>	Person-led care	Video	Free
Canadian Medical Association	<a href="#">The Unforgotten</a>	History Anti-racism	Videos	Free
CBC	White Coat Black Art podcast <a href="#">November 27, 2020: Fear of racism deters many Indigenous people from seeking medical treatment, says health-care leader</a> <a href="#">June 19, 2021: SafeSpace app</a>	Self-reflective practice Creating safe health-care experiences	Podcast	Free

### Readings

Organization/author	Title/link	Theme	Type of resource	Cost
Samir Shaheen-Hussain	<a href="#">Fighting for a Hand to Hold: Confronting Medical Colonialism against Indigenous Children in Canada</a>	History	Book	Free
National Centre for Truth and Reconciliation	<a href="#">A Knock on the Door</a>	History (residential schools)	Book	\$

Organization/author	Title/link	Theme	Type of resource	Cost
Creative Health Care Management Koloroutis, M., & Abelson, D. (Eds.). (2017).	<a href="#">Advancing relationship-based cultures</a> -	Person-led care Creating safe health-care experiences	Book	Free
<a href="#">Tricia McGuire-Adams</a> Health Education Journal	<a href="#">Settler allies are made, not self-proclaimed: Unsettling conversations for non-Indigenous researchers and educators involved in Indigenous health</a>	History Creating safe environments	Journal article	Free
Sara Marie Cohen-Fournier	<a href="#">Decolonizing health care: Challenges of cultural and epistemic pluralism in medical decision-making with Indigenous communities - Cohen-Fournier - 2021 - Bioethics - Wiley Online Library</a>	All apply	Journal article	Free
Wanda Phillips-Beck	<a href="#">Confronting Racism within the Canadian Healthcare System: Systemic Exclusion of First Nations from Quality and Consistent Care - PubMed (nih.gov)</a>	History Anti-racism	Journal article	Free
The Health Foundation (UK) (2016, January)	<a href="#">Person-centred care made simple: What everyone should know about person-centred care</a>	Person-led care	Guide	Free
University of Alberta	<a href="#">Healing histories: stories from Canada's Indian hospitals</a>	History	Book	\$



Organization/author	Title/link	Theme	Type of resource	Cost
Robert Carter and Alex Pieterse	<a href="#">Measuring the effects of racism: guidelines for the assessment and treatment of race-based traumatic stress injury</a>	Anti-racism	Journal article	Free with access or (~\$35)
Browne, A.J., Varcoe, C., Lavoie, J. et al	<a href="#">Enhancing health care equity with Indigenous populations: evidence-based strategies from an ethnographic study</a>	Anti-racism Person-led care	Journal article	Free
Ronica Mukeriee	<a href="#">Clinician's guide to LGBTQIA+ care: cultural safety and social justice in primary, sexual, and reproductive healthcare</a>	Person-led care	Guide	Free with access or (~\$55)
National Collaborating Centre for Determinants of Health	<a href="#">Whiteness and Health Equity webinars and resource paper</a>	History Anti-racism	Paper	Free
Bev Sellars	<a href="#">They Called Me Number One: Secrets and Survival at an Indian Residential School.</a>	Personal stories	Book	\$ or library
BMC Public Health 19: 1637.(2019).	<a href="#">The coin model of privilege and critical allyship: implications for health.</a> Nixon, S.	Person-led care Trauma-informed practice	Article	Free
Relationship-centered Care: A Constructive Reframing. <a href="#">Mary Catherine Beach</a>	<a href="#">Relationship-centered Care (nih.gov)</a>	Person-led care	Article	Free

Organization/author	Title/link	Theme	Type of resource	Cost
The Indigenous Health Writing Group of the Royal College 2019	<a href="#">Indigenous Health Primer</a>	History	Guide	Free
Richardson, L. & Murphy, T. (2018).	<a href="#">Bringing Reconciliation to Healthcare in Canada: Wise Practices for Healthcare Leaders</a>	Anti-racism Trauma-informed practice	Article	Free
CMAJ, 192(9), E208-E216. March 20200	<a href="#">Indigenous-led health care partnerships in Canada</a> Allen, L. et al.	Person-led care	Article	Free
Thomas King	<a href="#">An Inconvenient Indian</a>	History	Book	\$ or library loan
Bryan et al.	<a href="#">CAEP 2021 Academic Symposium: recommendations for addressing racism and colonialism in emergency medicine - PubMed (nih.gov)</a>	Anti-racism	Article	Free
Renee Linklater	<a href="#">Decolonizing Trauma Work – Fernwood Publishing</a>	Trauma-informed practice	Book	\$
Suzanne Methot	<a href="#">Legacy: Trauma, Story, and Indigenous Healing</a>	History Trauma-informed practice	Book	\$

Organization/author	Title/link	Theme	Type of resource	Cost
Bob Joseph	<a href="#">21 Things You May Not Know About the Indian Act: Helping Canadians Make Reconciliation with Indigenous Peoples a Reality</a>	History	Book	\$

### Courses

Organization/author	Title/link	Theme	Type of resource	Cost
UBC	<a href="#">Reconciliation Through Indigenous Education</a>	Building Indigenous relationships	Course - synchronous	Free
PHSA	<a href="#">British Columbia — San'yas Indigenous Cultural Safety Online Training (sanyas.ca)</a>	History Anti-racism	Courses/Modules	\$300
PHSA	<a href="#">Learning Hub</a> Search “cultural safety”	All	Self-directed learning	Requires access
Island Health	<a href="#">For the Next Seven Generations – for the Children</a>	History Safe care	Self-directed learning Learning hub (4–5 hours)	Requires access
University of Alberta	<a href="#">Indigenous Canada</a>	History	Self-directed learning (21 hours)	Free with enrolment

Organization/author	Title/link	Theme	Type of resource	Cost
University of Victoria	<a href="#">Cultural Safety: Module One   Peoples Experiences of Colonization (uvic.ca)</a> <a href="#">Cultural Safety: Module Two   Peoples Experiences of Oppression (uvic.ca)</a> <a href="#">Cultural Safety: Module Three   Peoples Experiences of Colonization in Relation to Health Care (uvic.ca)</a>	History Anti-racism	Self-directed learning	Free
Indigenous Corporate Training Inc	<a href="#">Training (ictinc.ca)</a>	Building Indigenous relationships	Self-directed learning or program (individual or group)	\$65-\$3000
UBC Faculty of Education	<a href="#">Trauma Informed Practice Institute 2021 Training</a>	Trauma informed practice	Synchronous class (8-hour session)	\$134.74 – \$167.04
Royal Roads	<a href="#">INDS400- Global perspectives on Indigenous ways of knowing</a>	Person-led care, creating safe health care experiences, building knowledge through education	Self-directed learning or programs	\$ depending on course
Camosun College	<a href="#">TELFIN TFE WILNEW (TTW)</a>	History	In-person or zoom classes (4 hours over 9 weeks)	\$
Northern Health Indigenous Health	<a href="#">Local Cultural Resources</a>	Indigenous culture	Self-directed learning	Free