

INDIGENOUS CULTURAL SAFETY:

*An environmental scan of cultural safety initiatives
in Canada - Chapter 7: Cultural safety initiatives
in Ontario*



National Collaborating Centre
for Indigenous Health



Centre de collaboration nationale
de la santé autochtone

CULTURAL SAFETY AND RESPECTFUL RELATIONSHIPS

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INTRODUCTION

The focus of this chapter is on provincial-level cultural safety initiatives in Ontario that have been identified as part of the wider environmental scan. In keeping with the change model proposed by Greenwood (2019), this includes structural-level actions, such as legislation, tripartite and bi-lateral partnership agreements, as well as policy initiatives aimed at promoting cultural safety, humility, and anti-racism in health service delivery through, for example, advancements in Indigenous self-determination over health care planning, design, and delivery. System-level responses by national Indigenous and non-Indigenous organizations with a health mandate are also considered, and include strategic action plans, position statements, professional competencies, and practice standards and guidelines. The final sections provide an overview of cultural safety educational resources and training initiatives developed by Indigenous and non-Indigenous organizations and governmental departments.

A note to the reader: In 2017, the federal government replaced Indigenous and Northern Affairs Canada (INAC) with two new departments, Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada, to reflect its commitment to reconciliation.

LEGISLATION



Government of Ontario

Patients First Act, 2016

The *Patients First Act* legislated into law structural changes to help improve access to health care through more local and integrated health services, improved patient experiences, and the delivery of higher-quality care. The structural changes included more localized planning of the health care system to meet local needs, with a bigger role for LHINs to ensure that individuals within the respective regions were receiving the care they needed and that services were tailored to the needs of specific communities.

<https://www.ontario.ca/laws/statute/s16030>

Excellent Care for All Act, 2010

The *Excellent Care for All Act* committed the provincial government to providing quality, patient-centred, care that is driven by improving outcomes and patient satisfaction with services.

<https://www.ontario.ca/laws/statute/10e14>

Local Health Systems Integration Act, 2006

In 2006, the Ontario Government passed the *Local Health Systems Integration Act*, which created 14 LHINs across the province. These networks had responsibility for planning, integrating, and funding health services, and to do this work by engaging with citizens. Each LHIN had dedicated staff to directly engage with local Indigenous/First Nations, Inuit, and Métis communities, and worked in partnership with them to advance culturally appropriate care by ensuring the health system better met their local needs, priorities, and opportunities.

<https://www.ontario.ca/laws/statute/06l04>



PARTNERSHIP AGREEMENTS

Tripartite¹ partnerships

Government of Canada, Ontario,
and Nishnawbe Aski Nation

Charter of Relationship Principles: Governing Health System Transformation in the Nishnawbe Aski Nation Territory, 2017

In July 2017, Nishnawbe Aski Nation signed a Charter of Relationship Principles with the federal and Ontario governments. The Charter sets out objectives and commits the three parties to developing and sustaining a new relationship and to partnering in efforts to transform the delivery of healthcare to Nishnawbe Aski Nation communities.

<https://www.canada.ca/en/health-canada/corporate/transparency/health-agreements/charter-nan.html>

Government of Canada, Ontario,
Chiefs of Ontario, Indigenous
Representative Organizations

Tripartite tables, technical working groups and regional advisory groups on reforming Indigenous child and family services, 2018

As part of six commitments made by the Government of Canada that came out of an Emergency Meeting on Child and Family Services held in January 2018, Ontario established a Technical Table on Child and Family Well-being

that provides advice and recommendations to leadership on child and family services policy and funding reform. The Table is comprised of representatives of the Chiefs of Ontario, Ontario's Indigenous Representative Organizations, independent Ontario First Nations, ISC, and the Government of Ontario's Ministry of Children and Youth Services (ISC, 2020).

Bi-lateral² partnerships

Government of Canada and
Métis Nation Ontario

Memorandum of Understanding on Advancing Reconciliation between Métis Nation of Ontario (MNO) and Canada, 2017

This MOU commits the two Parties to establishing and participating in an exploratory discussion table with the purpose of developing a mutually acceptable framework agreement that can serve as the basis for negotiations to advance reconciliation with the MNO.

<https://www.metisnation.org/wp-content/uploads/2010/10/mno-canada-mou-on-reconciliation-final-february-3-2017.pdf>



¹ For the purposes of this report, tripartite activities are defined as involving any number of entities from both the federal and provincial/territorial governments plus any number of entities from Indigenous organizations or the health sector.

² For the purposes of this report, bilateral activities are defined as involving any number of entities from either the federal and provincial/territorial governments (but not both), plus any number of entities from Indigenous organizations or the health sector.

Government of Ontario – Indigenous Affairs and First Nations

Political Accord Between First Nations and the Government of Ontario, 2015

This political accord between the Government of Ontario and First Nations leadership committed both parties to: building upon and linking to existing bilateral or other community-led initiatives established between First Nations and Ontario; meeting regularly to assess progress on identified priorities and issues; working collaboratively to identify and address common priorities and issues; and working to resolve challenges and impasses impacting both parties (Indigenous Affairs, 2015).

Children's Aid Society (CAS) of Ottawa and City of Ottawa

Partnership between First Nation, Inuit, and Métis Service Providers and the Children's Aid Society of Ottawa

In 2007, the CAS hosted two community consultation sessions – one with service providers and one with community members – to discuss ways of “restoring relationships and relating in creative ways with First Nation, Inuit and Métis families residing in Ottawa” (First Nations Child and Family Caring Society of Canada, 2012, p. 24). The consultations resulted in a commitment to change within the CAS, driven from “the top-down”. The partnership established an Aboriginal forum and Liaison Committee. The Aboriginal Forum is comprised of staff from all departments within the agency who were expected to expand their knowledge about Indigenous Peoples and share it with colleagues. The Liaison Committee served as

a formal decision-making body of individuals who work for Indigenous services providers in Ottawa and CAS supervisors, with members meeting monthly, bringing issues to the table, and working collaboratively to make recommendations for resolving those issues.

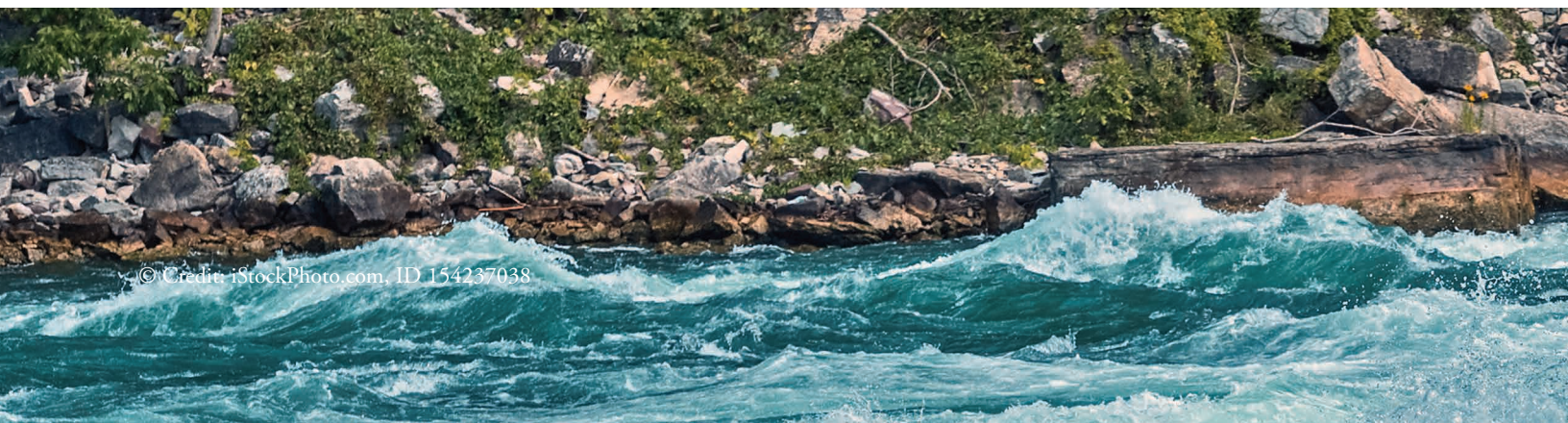
- An evaluation of the partnership was conducted in 2012. It reports on Indigenous involvement in knowledge sharing initiatives, education and cultural training, development of culturally appropriate approaches, and tangible changes to the relationship: https://fncaringsociety.com/sites/default/files/FN-I-M_CASO_evaluation_WEB2.pdf

Children's Hospital of Eastern Ontario (CHEO), Government of Nunavut, and other local Inuit organizations

Partnership supporting children and youth from the Qikiqtaaluk region of Nunavut with Ottawa Health Service Network Inc., the Government of Nunavut and other local Inuit organizations

CHEO developed a partnership with the Government of Nunavut, Ottawa Health Service Network Inc., and other local Inuit health organizations to provide culturally appropriate health services to children, youth, and families from the Qikiqtaaluk region. The partnership is grounded in Inuit Qaujimajatuqangit and led by Nunavut colleagues and service providers, and aims to meet the pediatric health and health care needs of Inuit clients in Ottawa and Qikiqtaaluk.

<https://www.cheo.on.ca/en/clinics-services-programs/nunavut-program.aspx>



POLICY AND PROGRAM RESPONSES

Tripartite policy responses

None identified.

Bilateral policy responses

Indigenous Services Canada and Government of Ontario

Mental Health Initiatives in Anishinaabe of Wauzhushk Onigum First Nation, 2022

Indigenous Services Canada and the Government of Ontario are providing funding to support a range of mental health and trauma supports to the Anishinaabe of Wauzhushk Onigum Nation. The Government of Ontario is contributing \$515, 079 in funding as part of its \$4 million investment in Indigenous Residential School specific mental health and addictions funding, while ISC is contributing \$70,000 to enhance community-based mental wellness programs and the delivery of cultural and emotional supports.

<https://news.ontario.ca/en/release/1001949/ontario-and-canada-supporting-mental-health-initiatives-in-anishinaabe-of-wauzhushk-onigum-first-nation>

Provincial government responses

Government of Ontario

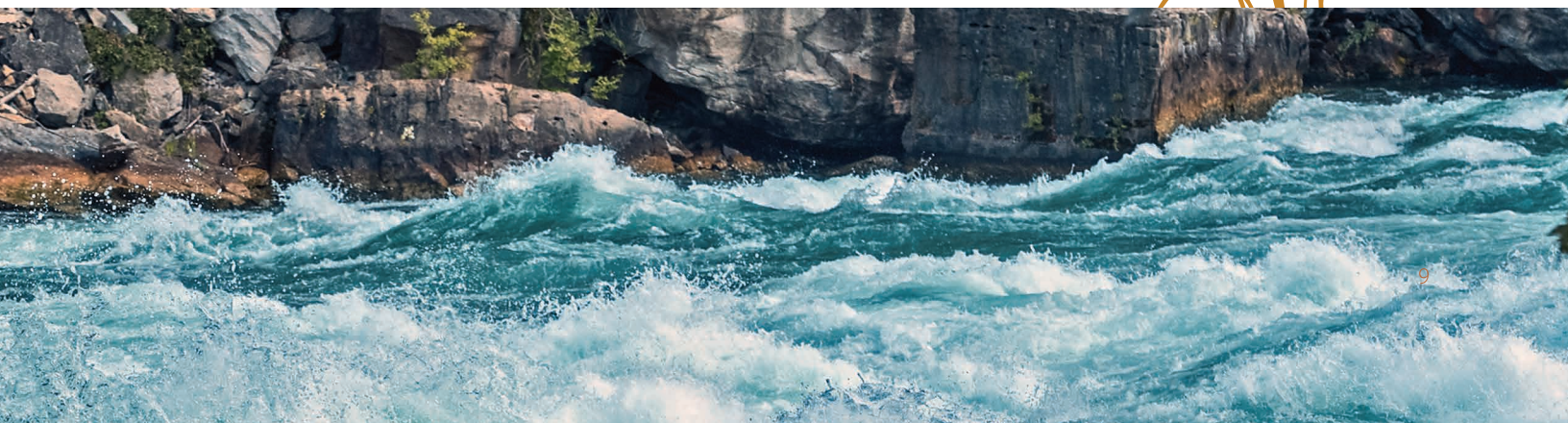
Roadmap to Wellness: A Plan to Build Ontario's Mental Health and Addictions System, 2020

This strategy adopts a whole-of-government, comprehensive, approach to addressing mental health and addictions. It is built on feedback from engagement with Indigenous communities and other priority groups. The strategy has four pillars:

1. improving quality,
2. expanding existing services,
3. implementing innovative solutions, and
4. improving access.

The strategy calls for continued collaboration with Indigenous partners and communities to co-develop programs and services that are high quality, culturally appropriate, and span across the continuum of care.

<https://www.ontario.ca/page/roadmap-wellness-plan-build-ontarios-mental-health-and-addictions-system>



Open Minds, Healthy Minds: Ontario's Comprehensive Mental Health and Addictions Strategy, 2011

This strategy adopted a comprehensive, holistic, integrated, person-centred approach to addressing mental health and addictions among all Ontarians. The strategy focused on prevention and early intervention and providing equitable access to services for vulnerable children and youth at key transition points and in remote communities, with key actions targeted specifically at Indigenous communities.

https://www.opsba.org/wp-content/uploads/2021/02/Ontario_OpenMindsHealthyMinds_EN.pdf

Walking Together: Ontario's Long-Term Strategy to End Violence Against Indigenous Women, 2006

This strategy adopted a holistic and strengths-based approach to addressing violence against Indigenous women. Key priorities included the development of: community-based programs and services that were flexible, holistic, culturally appropriate, and supported healing from intergenerational trauma; a survivor-centred strategy to address human trafficking that met the cultural needs of Indigenous communities; and a culturally appropriate framework for measuring performance.

https://files.ontario.ca/mi-2006_evaiw_report_for_tagging_final-s.pdf

Ministry of Children, Community and Social Services

Indigenous Healing and Wellness Strategy, 1994 -

A collaborative initiative involving the ministries of Children, Community and Social Services, Health and Long-Term Care, and Indigenous Affairs, the *Indigenous Healing and Wellness Strategy* promotes health and wellness in Indigenous communities through a combination of traditional and mainstream programs and services that help improve Indigenous healing, improve health and wellness, and reduce family violence and violence against Indigenous women and children. The strategy promotes the development of community-based programs and services that are culturally appropriate and Indigenous-led.

<https://www.ontario.ca/page/indigenous-healing-and-wellness-strategy>

Ministry of Children and Youth Services

Ontario Indigenous Children and Youth Strategy, 2018

The Ministry of Children and Youth Services works with the Ministry of Indigenous Relations and Reconciliation and First Nations, Inuit, Métis, and urban Indigenous partners to co-implement an *Indigenous Child and Youth Strategy*. The Strategy aims to improve outcomes for children and youth engaging with Child and Youth Services by transforming the system of services into one that is culturally appropriate, preventive, and community-based, with services and programs that are designed, delivered, and governed by First Nations, Inuit, and Métis peoples.

<https://www.ontario.ca/page/ontario-indigenous-children-and-youth-strategy>

Ontario Public Health Standards for Programs, Services and Accountability, 2021

The Ministry of Health and Long-Term Care developed Standards for Public Health Programs and Services that aim to support improved health outcomes for individuals living in Ontario through the delivery of public health programs and services that fit with the needs and contexts of local communities. This document sets out minimum standards related to:

1. population health assessment,
2. health equity,
3. effective public health practice, and
4. emergency management.

It also sets out program-specific and accountability standards.

<https://files.ontario.ca/moh-ontario-public-health-standards-en-2021.pdf>

First Nations Health Action Plan, 2016

In May 2016, the provincial government launched a three-year \$222 million First Nations Health Action Plan to support the development and implementation of initiatives that provide First Nations people with more access to culturally appropriate care and improved outcomes. In addition to this investment, the province announced sustained funding of \$104.5 million annually to address health inequities and improve access to culturally appropriate health services over the long term (Government of Ontario, 2016). The Plan is implemented and evaluated in close partnership with Indigenous partners.

Patients First: Action Plan for Health Care, 2015

This action plan aimed to transform the health care system by putting patients at the centre. The plan called for partners in health care to work together to make the health system more accessible, equitable, and integrated, with goals and objectives identified to achieve this.

https://cdn.ymaws.com/www.alphaweb.org/resource/collection/822EC60D-0D03-413E-B590-AFE1AA8620A9/OAPHC_2015.pdf

Aboriginal Health Policy for Ontario, October 1999

Developed through the largest ever consultation with First Nations, Inuit, and Métis communities in Ontario for the time (Alliance for Healthier Communities, n.d.), this provincial health policy documents the relationship between Indigenous and provincial governments as partners in the goal to improve the health of the Indigenous population of Ontario, regardless of residency, status, or income level. It identifies community-led primary health care as a pillar for improving Indigenous health, leading to the creation of Aboriginal Health Access Centres across the province.

<https://ofifc.org/wp-content/uploads/2020/03/Aboriginal-Health-Policy-for-Ontario-full-document.pdf>

Aboriginal Community Health Centres (ACHCs)

There are currently three ACHCs in Ontario, each providing comprehensive integrated health and social services: Anishinawbe Health Toronto, Misiway Milopemahtesewin in Timmins, and Chigamik in Midland (Alliance for Healthier Communities, n.d.). These community-led primary health care organizations aim to improve health outcomes using an Indigenous, holistic healing and wellness model that addresses the underlying causes of poor health, including intergenerational trauma and impacts of systemic racism and stress.



Aboriginal Health Access Centres (AHACs), 1995

First announced in 1995, AHACs are Indigenous “community-led primary health care organizations... [that] provide a combination of traditional healing, primary care, cultural programs, health promotion programs, community development initiatives and social support services to First Nations, Métis and Inuit communities” (Alliance for Healthier Communities, n.d., para. 1). They provide a wide basket of health and social services and supports, using an Indigenous, holistic healing and wellness model that encompasses mental, physical, emotional, and spiritual care (AHACs and ACHCs, 2016). Currently, there are 10 AHACs in Ontario, some operating in multiple sites, providing services to both on and off-reserve Indigenous people living in urban, rural, and northern locations (Ontario’s Aboriginal Health Access Centres, 2015). They include:

- Anishnawbe Mushkiki (Thunder Bay)
- De dwa da dehs nye>s Aboriginal Health Centre (Hamilton, Brantford)
- Gizhewaadiziwin Health Access Centre (Fort Frances)
- Kanonhkwa’tshero:io AHAC (Mohawk Council of Akwesasne)
- N’Mninoeyaa Health Access Centre (Cutler)
- Noojmowin Teg Health Centre (Little Current)
- Shkagamik-Kwe Health Centre (Sudbury, Cochrane)
- Southwest Ontario Aboriginal Health Access Centre (London, Chippewas of the Thames, Owen Sound, Windsor)
- Wabano Centre for Aboriginal Health (Ottawa)
- Waasegiizhig Nanaandawe’iyewigamig (Kenora)

Indigenous Midwifery Program

Working jointly with the Association of Ontario Midwives, the Ministry of Health and Long-Term Care developed a funding stream for midwifery care initiatives to expand options for low-risk pregnancy and reproductive care to better serve the needs of families. One component of this initiative is the Indigenous Midwifery Program, which provides funding for programs that provide culturally appropriate Indigenous-led midwifery services to urban, rural, northern, and on-reserve Indigenous communities in Ontario.

<https://www.allianceon.org/Indigenous-Midwifery-Program-Expanded-Midwifery-Care-Models>

Ministry of Indigenous Affairs

The Journey Together: Ontario’s Commitment to Reconciliation with Indigenous Peoples, 2016

This document outlines the Government of Ontario’s strategy and commitment towards reconciliation.

https://files.ontario.ca/trc_report_web_mar17_en_1.pdf

- A progress report was released in 2017, summarizing actions towards reconciliation over the first year: <https://www.ontario.ca/page/journey-together-one-year-report>

Ministry of Indigenous Relations
and Reconciliation³

The Urban Indigenous Action Plan, 2018

Developed in partnership with the Ontario Federation of Indigenous Friendship Centres, the MNO, and the Ontario Native Women's Association (ONWA), this action plan supports reconciliation between urban Indigenous communities, the provincial government, and the broader public service. It provides guidance for all provincial ministries in developing policies and programs that better respond to the unique needs and priorities of urban Indigenous communities.

<https://www.ontario.ca/page/urban-indigenous-action-plan>

In the Spirit of Reconciliation: The Ministry of Indigenous Relations and Reconciliation's First 10 Years, 2017

This document highlights actions taken by the Government of Ontario since 2007 to strengthen respectful relationships between the government and Indigenous Peoples in the province.

https://files.ontario.ca/books/in_spirit_of_reconciliation_pdf_0.pdf

Ontario Public Service

Anti-Racism Policy, 2018

Developed and implemented in 2018, Ontario's *Anti-Racism Policy* addresses systemic racism and advances racial equity within the Ontario Public Service. The tools that are being used to address racism include:

1. systematic racism barrier identification and removal;
2. anti-racism competency and capacity building;
3. leadership diversification; and
4. anti-racism review of the Workplace Discrimination and Harassment Prevention Program.

https://files.ontario.ca/anti-racism_policy_overview_eng.pdf

³ Formerly the Ministry of Aboriginal Affairs.

A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan, 2017

This strategic plan identified concrete actions for building “a safer and more equitable province by recognizing systemic racism and challenging it head-on” (Government of Ontario, 2017, p. v). The focus of this strategy was on working to address policies and services in government that contributed to systemic racism. Actions were grouped into four categories:

1. Policy, Research and Evaluation;
2. Sustainability and Accountability;
3. Public Education and Awareness; and
4. Community Collaboration.

The plan included key actions targeted specifically at addressing anti-Indigenous racism.

https://files.ontario.ca/ar-2001_ard_report_tagged_final-s.pdf

Health sector responses

Brant Community Health Care System

Indigenous Health Services

To promote cultural safety, the Brant Community Healthcare System has implemented several measures, including a physician-led implementation of a Division of Indigenous Medicine, an Indigenous family space where patients and families can gather and practice traditional healing, and an Indigenous Cultural Safety Committee to develop cultural safety strategies.

https://www.bchsys.org/en/care-services/Indigenous_Health_Services.aspx#LHIN-Indigenous-Navigators

Cancer Care Ontario

First Nations, Inuit, Metis and Urban Indigenous Cancer Strategy, 2019-2023

This strategy provides a road map for improving the performance of the cancer system for and the well-being of urban Indigenous Peoples in Ontario by reducing the burden of cancer in these communities and empowering supportive and healthy environments that build on the strengths of Indigenous individuals, families, communities, and organizations.

<https://www.cancercareontario.ca/en/cancer-care-ontario/programs/aboriginal-programs/indigenous-cancer-strategy>

Path to Prevention: Recommendations for Reducing Chronic Disease in First Nations, Inuit and Métis, 2016

This document is a companion report to the “Taking Action to Prevent Chronic Disease: Recommendations for a Healthier Ontario (Taking Action),” which provided recommendations for reducing chronic disease risk factors and working towards equity. It provides the Ontario Government with recommendations to guide decision-making related to chronic disease prevention policy for First Nations, Inuit, and Métis communities.

https://www.ccohealth.ca/sites/CCOHealth/files/assets/FNIMPathtoPrevention_0.pdf





Aboriginal Cancer Strategy III, 2015-2019

Developed through engagement with Indigenous organizations, this third *Aboriginal Cancer Strategy* builds on the success of the previous strategies by continuing to promote health equity and well-being for First Nations, Inuit, and Métis people in Canada. The strategy provides a roadmap for addressing Indigenous Peoples' unique cancer care issues that promotes a holistic approach to health promotion, prevention, screening, and research.

<https://www.cancercareontario.ca/sites/ccocancercare/files/assets/CCOAboriginalStrategy3.pdf>

Taking Action to Prevent Chronic Disease: Recommendations for a Healthier Ontario, 2012

A collaborative effort by Cancer Care Ontario and Public Health Ontario, this strategy takes a health equity oriented and integrated approach to preventing chronic disease among Ontario residents. The report makes 22 recommendations for guiding a provincial strategy to reduce population level exposure to risk factors for chronic disease, build capacity for chronic disease prevention, and work towards health equity. Some of these recommendations are specific or highly relevant to First Nations, Inuit, and Métis populations.

<https://www.ontariohealth.ca/system-planning/chronic-disease-prevention>

Indigenous Cancer Care Unit

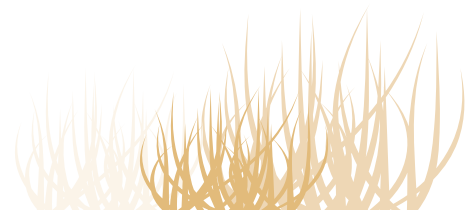
Cancer Care Ontario has created an Indigenous Cancer Care Unit to improve cancer care for First Nations, Inuit, and Métis people living in Ontario. It works to reduce inequities in care by building regional capacity through Indigenous navigators and regional Indigenous Cancer Leads, and by developing Regional Indigenous Cancer Plans.

<https://www.cancercareontario.ca/en/cancer-care-ontario/programs/indigenous-cancer-care-unit>

Indigenous Navigators

Cancer Care Ontario has hired Indigenous Navigators to provide support and advocacy for First Nations, Inuit, Métis, and urban Indigenous patients and families. This includes facilitating and coordinating access to cancer services for palliative and supportive care, addressing cultural and spiritual needs, and networking with Indigenous and non-Indigenous partners to ensure that patients have a culturally safe cancer journey experience.

<https://www.cancercareontario.ca/en/find-cancer-services/aboriginal-navigators>



Central Home and Community Care Support Services (HCCSS)⁴

Engagement Activities

Central HCCSS has engaged with Indigenous leaders, communities, and service providers to develop engagement plans, identify local needs and priorities, build relationships, and develop a framework for action to advance culturally appropriate and accessible health care services (Central HCCSS, 2021). It identified a commitment to working in partnership with Indigenous communities and organizations as a strategic priority in its Integrated Health Service Plan and Annual Business Plan, as well as in its accountabilities under the 2006 *Local Health System Integration Act*. It is also in the process of developing an engagement strategy and a five-year plan to explore the needs and opportunities for culturally appropriate services that foster improved health outcomes for Indigenous people in the region.

Better Care for Underserved Communities priority

Central HCCSS has identified providing better care for underserved communities as a priority in its *Integrated Health Services Plan, 2016-2019* (Central HCCSS, 2021). This priority aims to advance culturally appropriate services that contribute to better patient experiences, enhanced quality of care, and improved health outcomes for Indigenous residents in the region.

Co-designed Programs and Services

Central HCCSS has expressed a commitment to a co-design process that supports self-determination in developing culturally appropriate services (Central HCCSS, 2021). These services include:

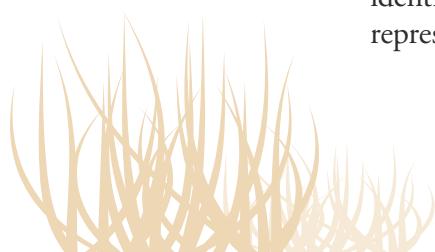
- transportation, exercise and nutritional classes;
- new and expanded Indigenous cultural healing programs and services for urban Indigenous people;
- funding and support for local Indigenous health services providers; and
- promotion, support, and funding for Indigenous cultural safety training for healthcare providers and HCCSS staff.

More than 800 health service providers have already received training.

Central East Home and Community Care Support Services (HCCSS)

Establishment of advisory groups

To support community-led approaches to wellness, the Central East HCCSS regularly engages with Indigenous partners through two advisory groups (Central East First Nations Health Advisory Circle and the Central East LHIN Métis, Inuit and Indigenous Peoples Health Advisory Circle), to identify priorities for the Indigenous communities represented (Central East HCCSS, 2021).



⁴ In 2021, the Local Health Integration Networks (LHINs) were renamed “Home and Community Care Support Services (HCCSS)”. For this section, initiatives implemented by a regional LHIN will be grouped with initiatives implemented by that regional HCCSS.

Engagement Framework

The Central East HCCSS developed a framework to ensure that engagement is meaningful and reflects a combination of Indigenous and Western cultures (Central East HCCSS, 2021). The framework has, at its core, the concepts of respect and relationship building, and utilizes a holistic approach that encompasses the knowledge individuals may have on a topic, the intended outcome, the thought process, and the steps to be taken to achieve the outcome.

Champlain Home and Community Care Support Services (HCCSS)/ LHIN

My Life, My Wellbeing: Aboriginal Youth Needs and Capacity Assessment, Mental Health and Addictions in the Champlain LHIN, n.d.

Commissioned by the Champlain Aboriginal Health Circle Forum, this report explores the life circumstances of Indigenous youth with mental health and addictions issues. It provides recommendations for addressing these issues in the region, which call for culture to be integral to treatment and support.

<https://wabano.com/wp-content/uploads/2020/08/My-Life-My-Well-Being-Report-EN.pdf>

Indigenous Health Circle Forum

The Champlain LHIN Indigenous Health Circle Forum provides a mechanism for ensuring that the needs of rural and urban First Nations, Inuit, and Métis communities are considered in planning and decision-making (Champlain HCCSS, 2021). The Forum membership is comprised of 10 representatives from various First Nations, Inuit, and Métis communities and organizations, and focuses on addressing local Indigenous priorities.

Now, Now, Now – Mental Wellness for Indigenous Youth in the Champlain Region, 2018

This report builds on recommendations made in the “My Life, My Wellbeing” report. It begins by providing an overview of what culturally based care is, then sets out guidelines for culturally based care for funders and mainstream organizations.

<https://wabano.com/wp-content/uploads/2020/08/now-now-now-mental-wellness-for-indigenous-youth-in-the-champlain-region-2018.pdf>

Support for Indigenous Cultural Safety Initiatives

The Champlain LHIN periodically provides funding for staff at health organizations to complete the online Indigenous cultural safety training program and for the Wabano Centre for Aboriginal Health’s development and implementation of an ICS training model that builds on current online content (Champlain HCCSS, 2021).

Support for Indigenous Youth with Substance Use Challenges

In 2017-18, the Champlain LHIN provided funding to the Wabano Centre for Aboriginal Health to hire a youth addictions outreach worker and traditional knowledge keeper to complement the Centre’s existing mental health team (Champlain HCCSS, 2021).



Erie St. Clair HCCSS

Indigenous Health Planning Committee

The Indigenous Health Planning Committee provides a venue for formal engagement with Indigenous Peoples in health care planning (Erie St. Clair HCCSS, 2021). It provides recommendations to senior management of the HCCSS on Indigenous patient and community health care needs and priorities, systemic barriers, social determinants of health, community engagement, and opportunities for integration and coordination. It also offers input on culturally appropriate and effective community-based strategies to address health care issues.

Hamilton Niagara Haldimand Brant (HNHB) HCCSS/ LHIN

Engagement Activities

To support community-led approaches to wellness, the HNHB HCCSS regularly engages with Indigenous partners through Indigenous Health Network meetings, community gatherings, local planning meetings, and regional steering committees (HNHB HCCSS, 2014a).

Aboriginal Patient Navigators

The HNHB LHIN hired Aboriginal Patient Navigators in several locations and settings (HNHB HCCSS, 2014a). De dwa da dehs nye>s Aboriginal Health Centre's (DAHC) navigators are housed at partnering organizations such as the Hamilton DAHC offices, Brant Native Housing, and the Indigenous Diabetes Health Centre in Niagara. Child and youth mental health and addictions patient navigators are housed at the DAHC Offices in Hamilton and at the Six Nations Health Services. There is also a Cancer Care Aboriginal Patient Navigator located at the Juravinski Cancer Centre/ Walker Family Cancer Centre.

Indigenous Health Service Providers

The HNHB LHIN provides funding and support for four Indigenous health services providers that deliver community-driven and culturally based programs and services: DAHC, Native Horizons Treatment Centre, and health centres in the Mississaugas of the Credit First Nation and the Six Nations of the Grand River Territory (HNHB HCCSS, 2014b).

Lakeridge Health

Inclusion, Diversity and Equity: Our Commitment, n.d.

Lakeridge Health, located in Ontario's Durham region, has expressed its commitment to fostering an environment that promotes inclusion, diversity, and equity. As part of this commitment, it has taken several steps that focus specifically on inclusion for Indigenous Peoples, including developing a smudge policy that respects spiritual and cultural practices, recognizing and acknowledging dates of significance such as National Indigenous Peoples' Day, and helping team members come together to acknowledge societal injustices such as the tragic death of Joyce Echaquan.

<https://www.lakeridgehealth.on.ca/en/aboutus/ide.asp>

Mississauga Halton HCCSS/ LHIN

Health Equity Strategy for the Mississauga Halton LHIN

The Mississauga Halton HCCSS has been working in collaboration with multidisciplinary cross-sectoral partners and individuals from diverse marginalized and underserved communities to develop a health equity strategy. The aim of the strategy is to better inform program development and ensure culturally appropriate and safe health care delivery (Mississauga Halton HCCSS, 2021a).

Indigenous Holistic Wellness Project: Enabling Culturally Safe and Responsive Care for First Nations, Métis, and Inuit

This two-year collaborative project, involving the CMHA – Halton Region, local Indigenous organizations, and the Mississauga Halton HCCSS, focuses on addressing four priorities in Indigenous health and wellness:

1. mental health and addictions,
2. chronic disease/diabetes,
3. Indigenous cultural safety, and
4. community wellness (Mississauga Halton HCCSS, 2021b).

Mississauga Halton LHIN Health Equity Capacity Building Project

To increase quality of care and improve health outcomes for diverse populations, the Mississauga Halton HCCSS has been working with health services providers to increase their health equity capacity. In this project, health services providers have been collecting and analyzing sociodemographic data through eight core questions and implementing the Ontario Ministry of Health's HEIA tool to identify how programs and policies will impact various groups (Mississauga Halton HCCSS, 2021a).

North East NCCSS/ LHIN

Aboriginal Health Care Reconciliation Action Plan, September 2016

Developed in collaboration with the North East Local Aboriginal Health Committee, and through LHIN-led engagements with Indigenous people living in the region, this action plan uses the Medicine Wheel as a guide, with four strategic directions: opportunities (east), relationships (south), knowledge and understanding (west), and sustainability and evaluation (north), to articulate a process for addressing health disparities of Indigenous Peoples in northeastern Ontario (North East LHIN, 2016).

Aboriginal, First Nation and Métis Mental Health and Addictions Framework, 2011

Developed through engagement with Indigenous people living in the region and in partnership with local communities and the Local Aboriginal Health Committee, this document provides direction for improving access to and quality of mental health and addiction services. The framework is grounded in a strong commitment to respect Indigenous self-determination and cultural perspectives in health (North East LHIN, 2011).



© Credit: iStockPhoto.com, ID 152172369

North West HCCSS/ LHIN

Aboriginal Health Services Advisory Committee

Established in 2009, the Advisory Committee brings together the diverse perspectives and expertise of Indigenous communities in the region to provide advice to the North West HCCSS on their health needs and priorities and the health service delivery issues that affect them (North West HCCSS, 2021).

The North West HCCSS has undertaken several initiatives to advance cultural safety in health services delivery. These include:

- providing funding for a 3-year pilot project to the Regional Critical Care Response Program to include outreach to four remote Indigenous nursing stations;
- launching an Indigenous Inter-professional Primary Care Teams Expansion initiative with Ontario's Ministry of Health and Long-Term Care, which created 10 new Indigenous-led Primary Care teams in the region;
- providing Point of Care testing to seven municipalities and 17 First Nations communities to offer services specifically to urban Indigenous people;
- providing a coordinated system response to assist First Nations communities in crisis;
- providing wrap-around cultural and recreational services to high school students to manage drug withdrawal;
- funding 44 Indigenous health service providers for their community-based programs and services; and
- working with First Nations community stakeholders to develop proposals for initiatives that meet community wellness needs (North West HCCSS, 2021).

The North West HCCSS has undertaken several evaluation and progress reporting activities on priorities related to Indigenous health. These include:

- North West LHIN Accomplishments, 2016- 2017
- North West Annual Reports, 2005-2017
- North West Integrated Health Service Plan, 2019-22
- LHINKages Quarter Annual Newsletters, 2015- 2018 (North West HCCSS, 2021).

North Simcoe Muskoka HCCSS/ LHIN

Aboriginal Health Circle

The Aboriginal Health Circle, comprised of 18 members and a three-person Aboriginal health Secretariat, advises the North Simcoe Muskoka HCCSS on Indigenous health service priorities. It provides opportunities for engagement with Indigenous populations and the integration and coordination of services to ensure they meet the needs of these populations (North Simcoe Muskoka HCCSS, 2021).

Aboriginal Patient Navigators

North Simcoe Muskoka LHIN has been offering Aboriginal Patient Navigation services since 2013 as part of Cancer Care Ontario's Aboriginal Cancer Strategy. The position helps facilitate and coordinate access not only to cancer services, but to all basic needs that patients might require, including food, shelter, education, and other health services (North Simcoe Muskoka LHIN, 2016).



Ontario Health's Equity, Inclusion, Diversity and Anti-Racism Framework, 2020

In 2020, Ontario Health developed a framework for addressing anti-Indigenous and anti-Black racism, with 11 areas of action. These actions included:

1. collecting equity data;
2. embedding principles of equity, inclusion, diversity, and anti-racism into strategic planning;
3. partnering to advance Indigenous health equity;
4. investing in implementation;
5. identifying clear accountability;
6. representing and reflecting local communities in service provision;
7. including and engaging staff and communities into the design, delivery and evaluation of programs and services;
8. addressing racism in all forms and all levels using targeted approaches;
9. reducing disparities;
10. contributing to population health; and
11. driving system improvement through publishing framework metrics and including an equity analysis in reporting and evaluation of progress.

<https://www.ontariohealth.ca/sites/ontariohealth/files/2020-12/Equity%20Framework.pdf>

Talking Together to Improve Health - Gi-noondidaa ji mina-maajiishkag noojimoowin: Ontario Public Health Unit Survey, 2018

This research report presents results from a survey aimed at identifying mutually beneficial, respectful, and effective principles and practices of engagement between First Nations communities and public health units in northeastern Ontario as an important first step in working toward improved opportunities for health.

- **Full report:** <https://www.publichealthontario.ca/-/media/documents/L/2018/ldcp-firstnations-engagement-survey-report.pdf?la=en>
- **Condensed summary:** <https://www.publichealthontario.ca/-/media/documents/L/2018/ldcp-firstnations-engagement-survey-summary.pdf?la=en>

Community Engagement Protocol

South East LHIN has been engaging with First Nations, Inuit, and Métis communities to open lines of communication, learn about traditional values and practices, hear about their experiences with the healthcare system, and learn about better ways of working together going forward (South East HCCSS, 2021).

Indigenous Lead

South East LHIN created an Indigenous Lead position to support goals related to developing partnerships and relationships with Indigenous communities (South East HCCSS, 2021).

These include:

1. better understanding local needs, priorities, and opportunities;
2. developing local Indigenous engagement and strategic plans;
3. facilitating relationships across the health care sector;
4. building a knowledge base with better data and traditional approaches to healing and wellness; and
5. developing an action framework for advancing culturally appropriate, accessible, and equitable healthcare services.



Indigenous Nurse Practitioners

The South East HCCSS currently has one Indigenous Nurse Practitioner providing services in the Napanee area but is seeking funding to hire an additional one operating with the Mohawks of the Bay of Quinte's Community Wellbeing Centre (South East HCCSS, 2021).

Regional Plan for Providing Culturally Safe Palliative Care

The South East LHIN has been working to introduce the Ontario Palliative Care Network's provincial strategy in Indigenous communities (South East HCCSS, 2021). As part of this process, it has been holding discussions about palliative care in the region to gather Indigenous views on death and dying and their thoughts on how to improve access and equity in hospice palliative care.

Indigenous Health Committee

The Indigenous Health Committee provides a mechanism for building relationships with First Nations, Inuit, and Métis people in the region, understanding and incorporating their needs and priorities in health planning, and facilitating culturally appropriate health services delivery (South West HCCSS, 2021a). The Committee, which meets twice per month, provides advice to the South West HCCSS for planning and health priorities, gathers relevant health system information, and works in partnership with Indigenous health services providers, Indigenous leadership, Indigenous communities, mainstream health services providers, and Ontario Health West.

Indigenous Inclusion and Reconcili-ACTION Roadmap

The South West HCCSS is currently engaging with Indigenous communities to develop a roadmap for guiding respectful engagement and inclusion (South West HCCSS, 2021b). The roadmap will provide clear and consistent direction on when, how, and where Indigenous perspectives will be sought and incorporated into the HCCSS's work and articulate the role of Indigenous knowledge(s) and experiences in the knowledge base to inform decision-making processes.

The South West NCCSS/LHIN has undertaken several initiatives to maintain and improve patient care (South West NCCSS, 2021b). These include:

- evaluating existing Indigenous access to care and pursuing quality improvement opportunities;
- improving the tracking and monitoring of Indigenous patient complaints;
- ensuring health care staff have taken Indigenous Cultural Safety training;
- ensuring that coordinated care planning is accessible for all patients;
- building a pathway to hospice palliative care for Indigenous individuals and their families;
- transitioning care coordination to an Indigenous led model;
- building capacity through training and connecting care; and
- bridging gaps in care through enhanced resources to support transportation and services for seniors.

Toronto Central Regional Cancer Program
and Cancer Care Ontario

Toronto Indigenous Health Advisory Committee (TIHAC)

The TIHAC was created in 2015 to respond to the TRC's Calls to Action and the ongoing legacy of colonialism and is based on recognition of Indigenous Peoples' right to self-determination in developing and delivering programs and services. The steering committee, comprised of representatives of Anishnawbe Health Toronto, Toronto Public Health, and Toronto Central LHIN (TIHAC, 2016), provides recommendations to Toronto Public Health and Toronto Central LHIN on how to improve health outcomes for urban Indigenous people and advice on improving the social determinants of health.

Supporting and Enabling Indigenous Ceremonial Practices within Healthcare Institutions: A Wise Practices Guideline, n.d.

This document offers information and guidance to support holistic healing with Indigenous patients, families, communities, and staff, through barrier-free access to legally enshrined ceremonial practices. The guideline provides background information on Indigenous Peoples, ceremonial practices and the current state of accessing them within healthcare institutions in the Toronto Central region, and legal and policy statements pertaining to Indigenous ceremonial practices.

https://www.trcp.ca/en/indigenous-cancer-program/Documents/CWP_Guideline.pdf



A Reclamation of Well Being: Visioning a Thriving and Healthy Urban Indigenous Community - Toronto's First Indigenous Health Strategy, 2016-2021

The TIHAC provides advice and recommendations to Toronto Public Health and Toronto Central LHIN on improving health outcomes for Indigenous people in Toronto, as well as broad policy and advocacy direction on the social determinants of Indigenous health (TIHAC, 2016). This Indigenous health strategy, the first in Toronto, makes recommendations for strategic priorities and actions for providing health programs and services and addressing social determinants of health for urban Indigenous dwellers.

<https://www.toronto.ca/wp-content/uploads/2018/02/9457-tph-tihac-health-strategy-2016-2021.pdf>

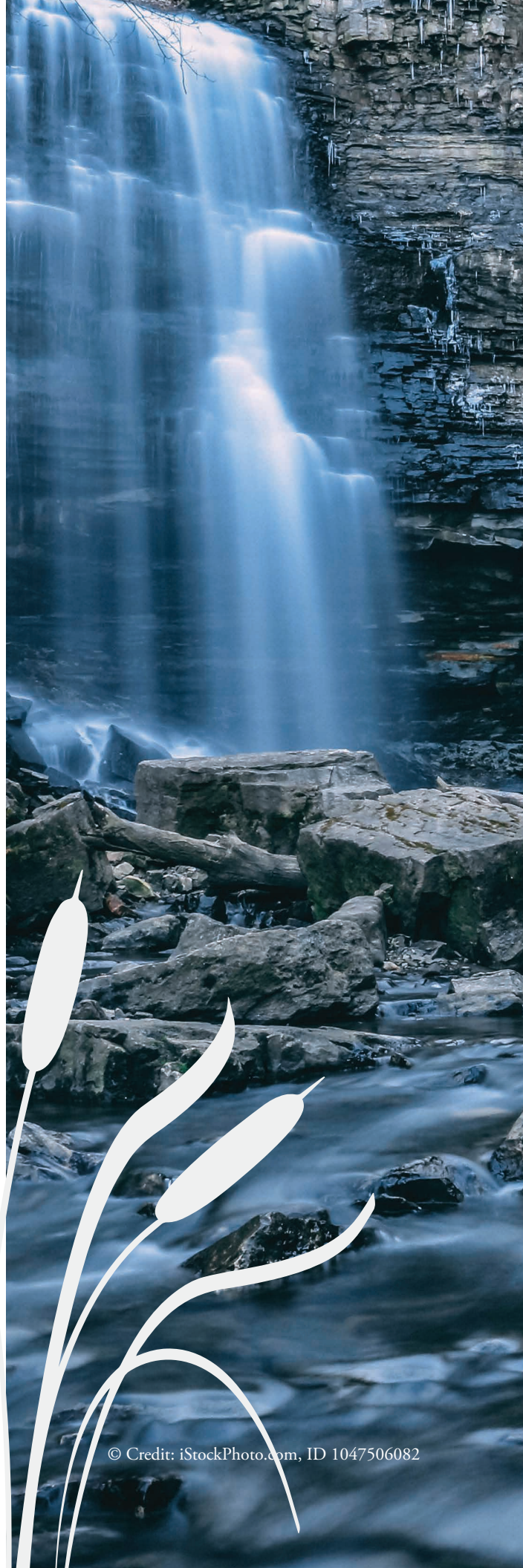
Aboriginal Community Engagement Strategy, 2011

This document outlines the strategy used by the Waterloo Wellington LHIN in their assessment of Indigenous health needs as part of its integrated health planning process (Waterloo Wellington HCCSS, 2021). This includes the principles that provided the foundation for the engagement process, the challenges for community engagement, and recommendations that came out of the needs assessment for improving Indigenous health.

Waterloo Wellington HCCSS/ LHIN

Aboriginal Health Needs Assessment, 2011

As part of its integrated health planning process, the Waterloo Wellington LHIN undertook a comprehensive study of the health care needs of Indigenous residents in the region (Waterloo Wellington HCCSS, 2021). The assessment resulted in recommendations for improving Indigenous health.





ORGANIZATIONAL RESPONSES



Professional organization and regulatory body responses

Association of Local Public Health Agencies (ALPHA)

Truth and Reconciliation Commission of Canada (TRC) Calls to Action, alpha Resolution A17-2, n.d.

Sponsored by Peterborough Public Health, this document articulates the ALPHA's resolution of commitment to working towards Indigenous cultural competency and to taking actions to ensure the provision of culturally safe care in response to the TRC's Calls to Action.

https://cdn.ymaws.com/www.alphaweb.org/resource/collection/57E8E6A2-71DE-4390-994B-185C6E0387E2/Resol_A17-2_TRC_Peterborough.pdf

College of Nurses of Ontario

Entry-to-Practice Competencies for Registered Nurses, 2020

This document lists competencies for registered nurses in Ontario, including some specific competencies related to cultural safety and humility.

<https://cno.org/Assets/CNO/Documents/Become-a-Nurse/41037-entry-to-practice-competencies-2020.pdf>

Entry-to-Practice Competencies for Nurse Practitioners, 2018

This document lists competencies for nurse practitioners in Ontario, including some specific competencies related to cultural safety and humility, such as providing culturally safe care and integrating clients' cultural beliefs and values in all client interactions; identifying personal beliefs and values and providing unbiased care; and using relational strategies.

<https://cno.org/Assets/CNO/Documents/Standard-and-Learning/Practice-Standards/47010-np-etp-competencies.pdf>

College of Occupational Therapists
of Ontario

Culture, Equity, and Justice in Occupational Therapy Practice, 2021

This document aims to complement the *Competencies for occupational therapists in Canada*. It outlines expectations for how occupational therapists can provide culturally safe services while upholding human rights of clients. Topics covered include what oppression is and how it is reinforced and challenged in everyday practice, the harms and inevitability of bias, the difference between available and accessible, the prevalence of trauma, and what occupational therapists can do to deliver culturally safe and anti-oppressive services. The Appendix include key definitions and practice examples.

<https://www.coto.org/resources/culture-equity-justice-in-occupational-therapy-practice-applying-culture-equity-and-justice-in-practice>

Ontario College of Social Workers and Social
Service Workers

Cultural Humility Consultation and Stakeholder Engagement, 2019

This report presents findings from a consultation and engagement session that aimed to determine whether current College resources related to cultural humility were sufficient to assist members in ensuring they provided services in a sound and ethical way.

<https://www.ocswssw.org/2019/04/22/cultural-humility-consultation-and-stakeholder-engagement>

Ontario Public Health Association (OPHA)

OPHA Anti-Racism Task Group Action Plan, 2021-2024

This document highlights the goals, values and principles that guide the Anti-Racism Task Group's work and outlines its intended activities over the period 2021-24 to promote anti-racist practice.

<https://opha.on.ca/wp-content/uploads/2021/08/ARTG-Action-Plan-2021-2024.pdf>

Anti-Racism Task Group, 2020

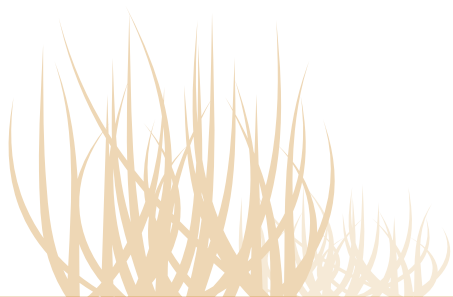
Formed in 2020, the OPHA's Anti-Racism Task Group aims to promote anti-racism practice among public health professionals in Ontario; identify ways in which racism and anti-racism impact health outcomes among racialized communities; advocate for an anti-racist public health and health care system in Ontario; and address racism and anti-Indigenous racism beyond the field of public health by working with organizations across Ontario that are dedicated to social justice in healthcare. Their key activities include: advocacy, knowledge exchange, anti-oppressive decision-making, racial justice and health equity, breaking down of power dynamics, employing best available evidence, and continuous learning and knowledge seeking in regards to racism in public health.

<https://opha.on.ca/anti-racism-task-group>

OPHA's Resolution on the Public Health Response to the Truth and Reconciliation's Calls to Action, n.d.

This document outlines the OPHA's initial actions to respond to the TRC's Calls to Action, including acknowledging the harms done to Indigenous Peoples, recognizing that reconciliation must be grounded in a rights-based framework, and identifying specific actions that the OPHA will take towards reconciliation.

<https://opha.on.ca/wp-content/uploads/2020/09/OPHA-Resolution-on-the-Public-Health-Response-to-the-Truth-and-Reconciliation.pdf?ext=pdf>



Registered Nurses Association of
Ontario (RNAO)

Indigenous-Focused Best Practice Spotlight Organizations® (BPSOs), 2022

Created in partnership with nine Indigenous partners across Ontario, this program creates Indigenous-focused BPSOs that are tailored to honour Indigenous ways of knowing and support holistic community wellness, through the integration of Indigenous traditional and western practices. As of May 31, 2022, three new Indigenous-focused BPSOs have been created, involving the Shibogama First Nations Council, the Southwest Ontario Aboriginal Health Access Centre, and the Maamwesying North Shore Community Health Services Inc. (RNAO, 2022).

Creation of an Indigenous Nurses and Allies Interest Group, 2022

Established in 2022, the goal of this Interest Group is to foster more Indigenous representation and education in nursing and health-care settings to create cultural safety for Indigenous populations. The Group's mission is to advocate for nursing practice that follows the TRC's calls to action, fosters anti-racist and anti-discriminatory environments, and promotes culturally safe health care. Membership to the group is free for Bachelor of Science in Nursing students and \$20 for registered nurses and nurse practitioners.

https://chapters-igs.rnao.ca/node/2226?_ga=2.98178973.329503446.1657908684-876833919.1657908684

RNAO Position Statement: Indigenous Residential Schools, 2021

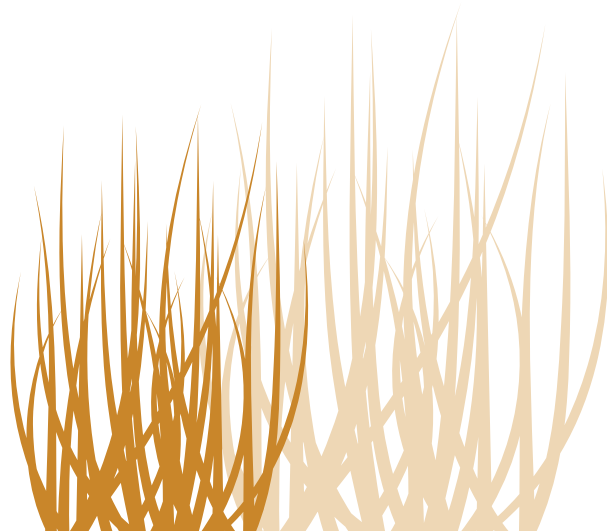
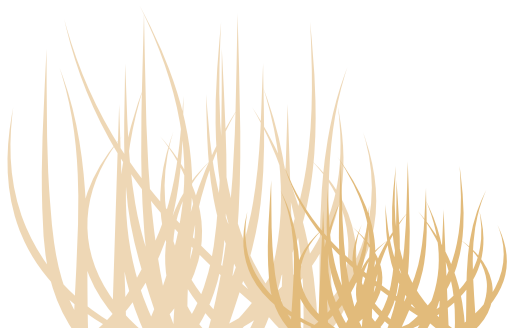
In this position statement, the RNAO apologizes for colonization and acknowledges the nursing profession's role in this colonial history, as well as commits to supporting the implementation of the TRC's seven health-related calls to action.

https://rnao.ca/sites/default/files/2021-08/FINAL%20Residential%20Schools%20Position%20Statement%20July%2027th%2C%202021_3.pdf?_ga=2.241200258.1069559295.1630326847-844372844.1624279987

Feedback on Revised Standards for Public Health Programs and Services, 2017

This document represents the RNAO's written submission to the Ministry of Health and Long-Term Care's draft Standards for Public Health Programs and Services, which aim to support improved health outcomes for individuals living in Ontario through the delivery of public health programs and services that fit with the needs and contexts of local communities. The document expresses the RNAO's concerns about the draft standards.

https://rnao.ca/sites/rnao-ca/files/RNAO_Submission_-_Ontario_Public_Health_Standards_May_2017.pdf





Indigenous organizational responses

Ottawa Inuit Children's Centre

Research Report: Background for an Inuit Children and Youth Strategy for Ontario – Final Report, 2019

The Ottawa Inuit Children's Centre and Tungasuvvingat Inuit undertook a community engagement project that aimed to determine what culturally appropriate services looked like for First Nations, Inuit, Métis, and urban Indigenous children and youth. This report provides recommendations from that engagement project to inform a provincial children and youth strategy.

https://www.inuuqatigiit.ca/_files/ugd/356930_0139a49773eb43c88261d75114aed5ae.pdf

Sioux Lookout

Oshkee Meekena Residential Treatment Centre

The Oshkee Meekena Residential Treatment Centre is a treatment centre for First Nations youth struggling with addictions. It provides a residential facility for up to eight youth, offers a 3-month treatment program for youth who are experiencing addiction or have behavioural problems, and provides support to families, parents, and communities.

<https://www.northwesthealthline.ca/displayservice.aspx?id=141062>

Six Nations of Grand River Territory

Tsi Non:we Ionnakeratstha Ona:grahsta Maternal and Child Health Centre

Opened in 1996, the Tsi Non:we Ionnakeratstha Ona:grahsta Maternal and Child Health Centre provides care for women during pregnancy, labour and delivery, and after the birth of their babies, using a balance of traditional and contemporary midwifery services (Association of Ontario Midwives, 2021).

<https://www.snhs.ca/child-youth-health/birthing-centre>

Southwest Ontario Aboriginal Health Access Centre (SOAHAC)

Southwest Ontario Aboriginal Health Access Centre

The SOAHAC provides Indigenous specific and informed integrated health and social services to on- and off- reserve First Nations, Inuit, and Métis people living in the Southwest region. They use a model of care that recognizes Indigenous rights to determination in health, traditional healing approaches, and holistic care blended with culturally competent, western clinical practices (SOAHAC, 2014a). Culturally-appropriate services include: COVID-19 vaccination, Indigenous Palliative Care Team, Aboriginal Midwifery services, tele-mental health for children and youth, dental services,



clinical services, diabetes education, traditional healing, mental health and addiction services, seniors support services, Fetal Alcohol Spectrum Disorder Services, and the Nshwaasnangong Child Care and Family Centre (SOAHAC, 2014a, 2014b).

Aboriginal Health Access Centres (AHACs) and Aboriginal Community Health Centres (ACHCs)

AHACs and ACHCs are community-led health centres that provide comprehensive, integrated health and social services using an Indigenous holistic healing and wellness model. Several progress reports related to AHACs and ACHCs were identified in the Internet search, including the following:

- Aboriginal Health Access Centres and Aboriginal Community Health Centres. (2016). *Report to Communities*, https://www.allianceon.org/sites/default/files/documents/AHAC_Aboriginal_CHC_Report_2016.pdf
- Chigamik Community Health Centre. (2018). *Annual Report 2017-2018*, <https://www.chigamik.ca/wp-content/uploads/chigamik-annual-report-2017-18-sms-for-online-ENG.pdf>

Mainstream (non-Indigenous) organizational responses

Alliance for Healthier Communities

Health Equity Charter, 2019

Drafted in 2012 and revised in 2019, this foundational document guides the Alliance in their collective efforts to recognize and confront barriers to equitable health and well-being for residents of Ontario. It expresses a commitment to Action by the Alliance and its member organizations to recognize and confront barriers to equitable health, and the values, beliefs, and principles that are foundational to the Alliance and its members. This includes a social justice and human rights approach, a determinants of health approach, shared responsibility, distribution of power, integrity and cultural humility, Indigenous self-determination, and a commitment to reconciliation and allyship. <https://www.allianceon.org/sites/default/files/documents/Alliance%20Charter%202021-Full-English-Revised.pdf>

Centre for Addiction and Mental Health (CAMH)

Truth and Reconciliation Action Plan, 2020-2023

Spearheaded by the Reconciliation Working Group, this action plan builds on the CAMH's "One CAMH" strategic plan. It outlines actions needed to create an environment of safety for all Indigenous staff, physicians, and all Indigenous patients and their families when accessing CAMH services.

<https://www.camh.ca/-/media/files/truthandreconciliationactionplan-may2021-pdf.pdf>

One CAMH, 2020

The CAMH launched this strategic plan in 2020 with the aim of a vision to redefine health and develop a comprehensive public commitment to reconciliation, using an anti-racist and anti-oppression framework (CAMH, 2020).

Reconciliation Working Group, 2018

The Reconciliation Working Group was established by the CAMH to respond to the TRC's (2015) Calls to Action. The committee's work focuses on facilitating systems change through practices that foster cultural safety and address anti-Indigenous racism. It is comprised of 31 Indigenous and non-Indigenous committee members, including service providers, clinicians, and policy makers at the CAMH.

<https://www.camh.ca/en/camh-news-and-stories/camh-reconciliation-working-group-awarded-leading-practice>

- Annual report highlighting initiatives undertaken towards reconciliation in health care by the CAMH over the period 2019-2020: <https://www.camh.ca/-/media/files/shkaabe-makwa-rwg-ar-2019-2020-pdf.pdf?la=en&hash=346530AEA8336F6E089D7E7C0F3D0DFC8F3648A5>

Guiding Directions: A Plan to Strengthen our Practices and Partnerships with First Nations, Inuit and Métis Peoples, 2016

Stemming from the movement towards reconciliation, this document represents the CAMH's strategic plan, which aims to build respectful partnerships and improve mental health care for underserved populations. The plan was developed in consultation with First Nations, Inuit, and Métis stakeholders, and is focused on providing respectful and culturally competent mental health services and promoting community-driven and community directed approaches.

<https://www.camh.ca/-/media/files/shkaabe-makwa-guiding-directions-pdf.pdf?la=en&hash=B83D3645B8A62CCC2C8E00247B021CDB4DFA60E7>

HIV and AIDS Legal Clinic Ontario

Commitment to Reconciliation, n.d.

This document represents the HIV and AIDS Legal Clinic Ontario's declaration of commitment to reconciliation and the development of a Reconciliation Action Plan.

<https://www.halco.org/about/commitment-to-reconciliation>

Ontario HIV Treatment Network (OHTN)

The OHTN's Commitment to Truth and Reconciliation, 2021

This document articulates the OHTN's commitment to reconciliation and outlines actions it will take to establish and maintain mutually respectful relationships and better understand Indigenous ways of knowing, healing practices and knowledge systems.

<https://www.ohtn.on.ca/the-ohtns-commitment-to-truth-and-reconciliation>

Ontario Palliative Care Network

The Ontario Palliative Care Competency Framework: A Reference Guide for Health Professionals and Volunteers, April 2019

This document includes several new competencies specific to First Nations, Inuit, Métis, and urban Indigenous Peoples, developed through engagement with Indigenous health leaders, to ensure a comprehensive and inclusive framework for palliative care. These include specific competencies related to communication, cultural safety and humility, advocacy, death and bereavement, among others.

<https://www.cancercareontario.ca/en/guidelines-advice/treatment-modality/palliative-care/toolkit-aboriginal-communities>

Ontario Trillium Foundation

The Philanthropic Community's Declaration of Action, June 2015

This document articulates the Foundation's commitments to acting on the TRC's Calls to Action through funding initiatives that enhance Indigenous health and well-being.

<https://the-circle.ca/media-and-publications/declaration-of-action>

Ottawa Hospital

Stronger Voices, Better Care: Serving the People of Nunavut, 2018

Written by Don Lenihan and the Middle Ground Policy Research Inc., this report aims to provide advice to the Ottawa Hospital on how to strengthen its relationship with the Inuit communities it serves in Nunavut. The report gathered views from Inuit health care stakeholders, organized into four main themes:

1. recognizing the past;
2. building cultural competence;
3. navigating the Ottawa environment; and
4. working together.

The report is one of three initiatives to engage Indigenous stakeholders in this way, with intentions to reach out to Mohawk and Algonquin First Nations and Métis about their perspectives as well.

<https://www.scribd.com/document/375519138/Stronger-Voices-Better-Care-Serving-the-People-of-Nunavut>

Ottawa Public Health (OPH)

Ottawa Public Health Reconcili-ACTION Plan, 2018

Guided by the TRC's Calls to Action, Patients First, and Ontario Standards for Public Health Programs and Services, this action plan identifies goals and actions for advancing "Indigenous health equity through efforts to develop/promote systematic processes that enable individual and collective action related to reconciliation" (OPH, 2018, p. 1). Actions are grouped to correspond to specific Calls to Action.

Public Health Support for Actions that Promote Reconciliation and Advance Indigenous Health Equity: Update, 2017

Submitted by the Medical Officer of Health to the Ottawa Board of Health, this report provides an update on the OPH's commitment to and support for actions that promote reconciliation and advance Indigenous health equity (OPH, 2017).

Health Inequities in Ottawa: Implications for Action by Ottawa Public Health, 2016

Submitted by the Medical Officer of Health to the Ottawa Board of Health, this report provides recommendations for advancing health equity work in Ottawa and highlights OPH's commitment to addressing Indigenous health inequities through ongoing collaboration with Indigenous service providers and the community (OPH, 2016).



Saint Elizabeth First Nations, Inuit and Métis Program

"Walk a Mile in My Moccasins" - Foundations for Action in First Nations Cancer Control: An Environmental Scan and Related Analysis of Cancer Care Pathways and Leading Models of Cancer Care in Rural, Remote and Isolated First Nations Communities, and Leading Culturally Responsive Cancer Control Resources Originating from those Communities, 2012

This environmental scan aims to enhance understanding about current cancer pathways for First Nations across Canada and identify promising and leading practices and models of cancer care that are culturally responsive and safe.

<https://www.saintelizabeth.com/getmedia/60380147-c3b4-492c-a437-395e967ac4f0/Walk-a-Mile-in-My-Moccasins-Foundations-For-Action-in-First-Nations-Cancer-Control.pdf.aspx>

Women's College Hospital

The Centre for Wise Practices in Indigenous Health

The Centre provides an innovative approach to mobilize and implement health care and education recommendations specific to the health and well-being of all First Nations, Inuit, and Métis individuals, families, and communities. It provides clinical care for women that is guided by UNDRIP principles, is strengths-based, and incorporates both modern and traditional approaches. It also offers educational programming, including cultural safety training.

<https://indigenoushealth.womenscollegehospital.ca>

Various health centres across Ontario

Indigenous Patient Navigators

Indigenous Patient Navigators have been hired in health centres, hospitals, and health units across Canada including:

- **Niagara Health**, <https://www.niagarahealth.on.ca/site/aboriginalpatientnavigators>
- **Bluewater Health**, <https://www.bluewaterhealth.ca/types-of-care/indigenous-navigation-services>
- **Grey Bruce Health Services**, <https://www.brightshores.ca/aboriginal-patient-navigator-services>
- **Sunnybrook Health Sciences Centre**, <https://sunnybrook.ca/content/?page=occ-indigenous-patient-navigator>
- **Mount Sinai Hospital**, <https://www.sinaihealth.ca/areas-of-care/cancer/coping-with-cancer>
- **Hamilton Health Sciences**, <https://www.hamiltonhealthsciences.ca/patients-visitors/while-youre-here/patient-and-family-services/indigenous-care-services>
- **Kingston General Hospital, Health Sciences Centre**, <https://www.southeasthealthline.ca/displayservice.aspx?id=187453>
- **Windsor Regional Hospital**, <https://www.eriectclairhealthline.ca/displayservice.aspx?id=187283>
- **Thunder Bay Regional Health Sciences Centre**, <https://tbrhsc.net/home/indigenous-health-services/indigenous-patient-navigators-and-liaisons>

Yellowhead Institute

Calls to Action Accountability: A 2021 Status Update on Reconciliation, 2021

This report tracks progress on the implementation of the TRC's Calls to Action. It notes that three Calls to Action have been completed over the past year, but there is an ongoing failure on the federal government's part to meaningfully enact substantial and structural changes that would change the current realities of Indigenous Peoples.

<https://yellowheadinstitute.org/trc>



EDUCATIONAL RESOURCES AND TRAINING INITIATIVES



Provincial government educational resources and training initiatives

Ministry of Health and Long-Term Care

Health Equity Impact Assessment (HEIA) Tool

The HEIA tool can be used by organizations across Ontario's health care system, health service providers, as well as organizations outside the health care system whose work can have an impact on health outcomes. The tool is comprised of a template and a workbook with instructions on how to use the tool that takes users through five steps of the health equity assessment process (scoping, potential impacts, mitigation, monitoring, and dissemination), with results recorded in the template. Additional supplements are available for specific populations, such as LGBT2SQ populations, immigrant populations, a Public Health Unit Supplement that outlines special considerations for the public health sector in applying HEIA, and a French Language Services supplement.

<https://www.camh.ca/en/professionals/professionals--projects/heia/heia-tool>

Ministry of Children and Youth Services

Achieving Cultural Competence: A Diversity Tool Kit for Residential Care Settings, 2008

This toolkit aims to facilitate positive organizational change by providing information for staff on how to create culturally competent residential care settings for diverse child and youth populations.

https://youthrex.com/wp-content/uploads/2019/02/achieving_cultural_competence.pdf

Health sector educational resources and training initiatives

Brant Community Health Care System

Two-Eyed Seeing: Discovering You Don't Know What You Don't Know, 2019

Presented by Dr. Amy Montour as part of the BCHCS's speaker series, this video presentation highlights three key messages in relation to the healthcare system. The first is the importance of truth in reconciliation relationships between Indigenous and non-Indigenous peoples, the second is the impact of Canada's sociopolitical history on the wellbeing of Indigenous Peoples, and the third is the importance of utilizing a two-eyed seeing approach in health care.

<https://www.youtube.com/watch?v=QsGLwIDBZGs>

Cancer Care Ontario

Indigenous Relationship and Cultural Safety Courses

To support one of the TRC's Calls to Action, Cancer Care Ontario provides access to a series of 13 online, freely accessible, courses for individuals working with First Nations, Inuit, and Métis people. Topics focus on the historical and contemporary realities of Indigenous Peoples, their cultures and perspectives on health and well-being, strategies, and services to address cancer in Indigenous populations and barriers to care, among others.

<https://www.cancercareontario.ca/en/resources-first-nations-inuit-metis/first-nations-inuit-metis-courses>

Champlain HCCSS/ LHIN

Identifying Wise Practices: Diabetes Management with Indigenous Clients, 2021

This report stems from a project undertaken by the Champlain LHIN Indigenous Health Circle Forum to better understand how to improve diabetes prevention and management, and barriers to the recruitment and retention of Indigenous Peoples, in diabetes and prevention programs (Champlain HCCSS, 2021).

Indigenous Cultural Safety Training (ICS): Advancing ICS Training in the Champlain Region, 2017

This video is intended to encourage health practitioners in the Champlain region to take Indigenous cultural safety training. It discusses the challenges faced by First Nations patients accessing health services in the region, the impacts of biased behaviours on First Nations health, and the need to foster culturally safe environments.

<https://www.youtube.com/watch?v=ioXkkQRzUko>

Hamilton Niagara Haldimand Brant (HNHB) Indigenous Health Network

Indigenous Allyship Toolkit: A Guide to Honouring Culture, Authentic Collaboration and Addressing Discrimination, 2019

Developed in partnership with the HNHB LHIN, this toolkit aims to support healthcare providers in the region in addressing inequities and is intended “to provide essential resources to inspire settlers to advocate for social justice for Indigenous people and to appropriately act upon anti-Indigenous racism” (HNHB LHIN, 2019, p. 2).

https://www.bchsys.org/en/care-services/resources/Documents/HNHB-IHN_Indigenous-Allyship-Toolkit_Final.pdf



Kingston, Frontenac, Lenox and Addington
Children and Youth Services Planning
Committee Indigenous Services Circle

Indigenous Training Library, 2017

Targeted at frontline workers and organizational staff working with First Nations, Inuit, and Métis children and families, this learning resource and reference guide provides access to training resources to foster more culturally appropriate services, using the traditional Medicine Wheel as a framework.

<https://kflachildrenandyouthservices.ca/indigenouselearningcircle>

Sherbourne Health and Rainbow
Health Ontario

Health in Focus: Racialized 2SLGBTQ People: An Evidence Review and Practical Guide Designed for Healthcare Providers and Researchers, 2022

This tool was created to highlight the health and social needs of racialized 2SLGBTQ people. Key topics covered include:

1. the legacy of racism, discrimination and exclusion;
2. anti-black racism and other forms of racism, plus determinants of health;

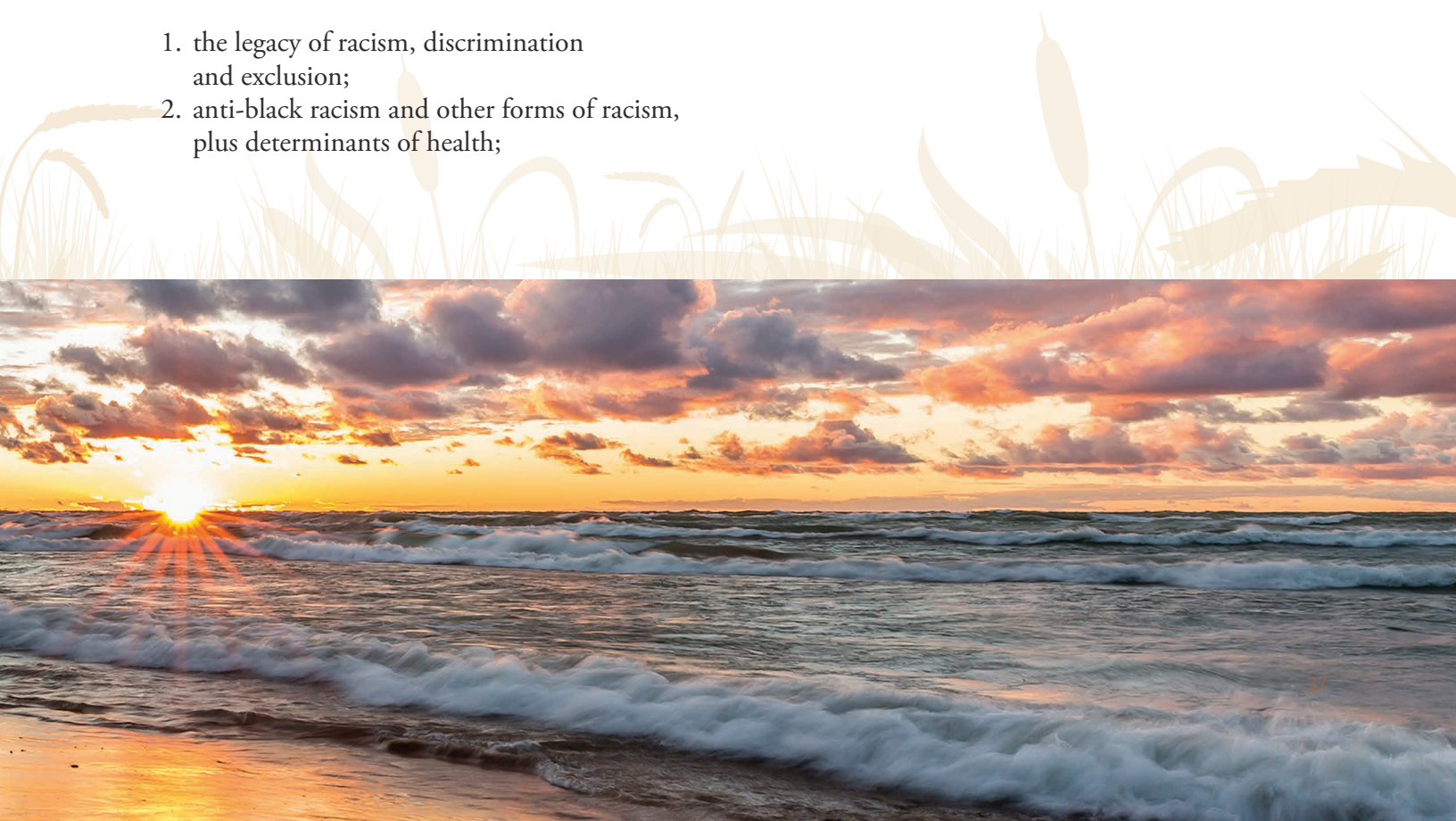
3. intersectionality;
4. health disparities by area of health;
5. violence and victimization;
6. resiliency;
7. supporting competent healthcare services for 2SLGBTQ populations; and
8. legislative and regulatory context regarding racialized 2SLGBTQ populations.

<https://www.rainbowhealthontario.ca/wp-content/uploads/2022/03/Health-in-Focus-Racialized-2SLGBTQ-Health.pdf>

North East LHIN

Cultural Mindfulness Training

The North East LHIN offers cultural mindfulness training to LHIN-funded providers in the region (West Parry Sound Health Centre, 2018). Provided in a learning circle format, the training gives participants the ability to explore Indigenous ways of knowing, culture, histories, and perspectives.



Professional organization and regulatory body educational resources and training initiatives

Association of Ontario Midwives

Indigenous Cultural Safety Resources, 2021

This website provides information about cultural safety in a variety of Indigenous and health setting contexts, as well as links to useful resources.

<https://www.ontariomidwives.ca/indigenous-cultural-safety-resources>

College of Dietitians of Ontario

Professional Practice: Cultural Competence and Informed Consent, 2013

Written by Carole Chatalalsingh, this fact sheet is intended to help Registered Dietitians become culturally competent in their practice to ensure they gain informed consent from clients in relation to treatment being proposed. It defines cultural competence, discusses three components of cultural competence in practice, and identifies the attitudes, knowledge, and skills needed by Registered Dietitians to become culturally competent.

<https://collegeofdietitians.org/wp-content/uploads/2024/07/RDs-Understand-Obligations-in-Providing-Culturally-Competent-Services-2014.pdf>

College of Nurses of Ontario

Culturally Sensitive Care, 2018

This website provides information about providing culturally sensitive care as a component of patient-centred care, using a series of scenarios and listing strategies to address each scenario.

<https://cno.org/standards-learning/ask-practice/client-centred-care>

Ontario College of Pharmacists

Ask, Listen, Learn: Understanding Opportunities to Enhance Care for Indigenous Patients, Pharmacy Connection, 2020

Pharmacy Connection is the official digital publication of the Ontario College of Pharmacists. In the December 2 issue, Dr. Jaris Swidrovich, a member of the Yellow Quill First Nation, is interviewed about ways to address cultural inequities to improve patient outcomes and resources registrants can access to enhance the care they provide to Indigenous patients and communities.

<https://pharmacyconnection.ca/ask-listen-learn-understanding-opportunities-to-enhance-care-for-indigenous-patients-fall-2020>

Evidence Based Medicine through an Indigenous Lens, 2020

In this CPA and CPHA webinar, Dr. Jaris Swidrovich presents on evidence-based medicine (EBM). Learning objectives of the webinar are to:

1. summarize evidence-based medicine through an Indigenous lens;
2. name and critically evaluate EBM with regard to the knowledge system(s) that inform it; and
3. describe intercultural counseling strategies that honour Indigenous approaches to health and wellness.

<https://pharmacists-2.wistia.com/medias/rvbhr7uu37>



Ontario College of Social Workers and Social Service Workers

***Practice Notes: Cultural Humility –
A Commitment to Lifelong Learning, 2019***

Written by Christina Van Sickle, this practice note is an educational tool for social workers, social service workers, employers, and the general public to provide guidance on practicing from a lens of cultural humility. To facilitate learning, several scenarios are provided and discussed from a cultural humility lens.

https://www.ocswssw.org/wp-content/uploads/PN_Cultural_Humility.pdf

Ontario Public Health Association (OPHA)

***Translating Anti-Racism Knowledge from
Theory to Public Health Practice, 2021***

Hosted by the Anti-Racism Task Group and presented by Diane Smylie and Samiya Abdi, this webinar discusses the failure to address racism as a public health problem and ways to move beyond theory on racism as a determinant of health to concrete actions to address the issue. Diane focuses on the ongoing effects of anti-Indigenous racism on First Nations, Inuit, and Métis peoples, while Samiya focuses on anti-Black racism.

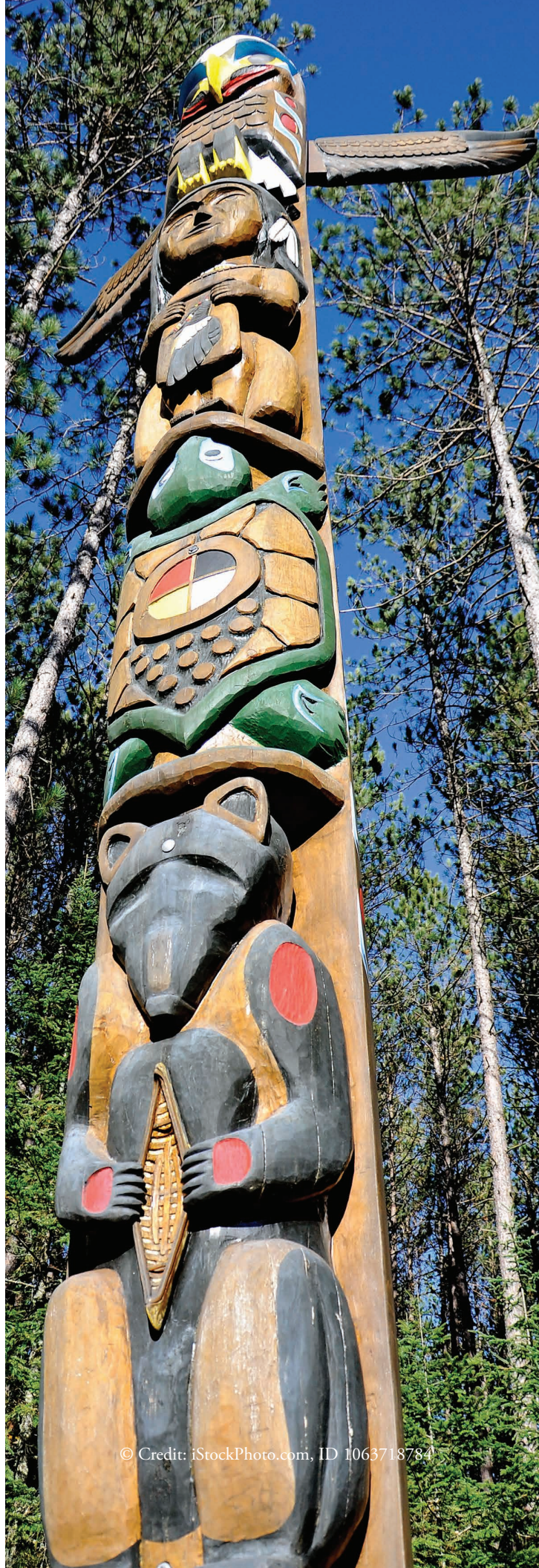
<https://www.youtube.com/watch?v=msxj8Rf3Uzo>

Toronto Central Regional Cancer Program and Cancer Care Ontario

***Indigenous Ceremonial Requests and Other
Resources amidst COVID-19, n.d.***

This document recommends that every effort be made to allow ceremony to take place in the context of a No Visitor Policy, and describes ways for healthcare practitioners to facilitate this through Indigenous supports and programming.

https://www.trcp.ca/en/indigenous-cancer-program/Documents/Indigenous_Resources_COVID-19.pdf



Indigenous-developed educational resources and training initiatives

Anishinawbe Health Toronto

Walking Together: Aboriginal Cultural Safety Initiative, 2014

Anishinawbe Health Toronto's Aboriginal Cultural Safety Initiative involved the development of curriculum for future healthcare providers to address gaps in postsecondary health sciences curricula at colleges and universities in Ontario (Shah and Reeves, 2015). Topics covered in the module included Indigenous worldviews, impacts of colonization, determinants of health and health outcomes, gaps in mainstream health and social services for Indigenous clients, and Indigenous concepts of health and healing.

Association of Native Child and Family Services Agencies of Ontario

Becoming an Ally: Culturally Safe Child Welfare Practice with First Nations, Métis, and Inuit Families in Ontario

Intended for practitioners working with Indigenous children, families, and communities, this program provides cultural awareness training.

<https://ancfsao.ca/home/about-2/training>

HEART and SPIRIT Training

This program is intended for social workers in both Indigenous and non-Indigenous child and family services agencies to provide them with a more culturally appropriate and effective approach to engaging caregivers of Indigenous children and youth in need. The program is grounded in Indigenous philosophies, values, and practices focused on child and youth caring traditions and aims to help caregivers of Indigenous children and youth to learn about these traditions and how they have been interrupted by historical events.

<https://ancfsao.ca/home/about-2/training/heart-and-spirit-training>

Indigenous Primary Health Care Council (IPHCC)

Anishinaabe Mino'ayaawin (People in Good Health) Cultural Safety Training Course, 2021

Created for individuals working in the healthcare system, this training course aims to promote a combination of cultural competency education and training in cultural safety. The course includes tools, resources, assessments, checklists and other resources that can be used to help individuals respond and provide safer care to Indigenous clients and patients.

<https://www.youtube.com/watch?v=g6WIRsCJ8go>

Cultural Competency Guideline for Ontario Public Health Units to Engage Successfully with Aboriginal Communities, 2018

Developed in partnership with the Government of Ontario, this document articulates why cultural safety is important in public health care, provides tips for how to engage effectively and in a culturally safe way with Indigenous communities, and discusses how to develop strong partnerships in service delivery and improve stakeholder relations (IPHCC, 2018).

Ontario Federation of Indigenous Friendship Centres

Indigenous Cultural Competency Training

This training program, intended for frontline workers, management, and individuals involved in governance, aims to build skills, knowledge, and values essential for building positive and effective relationships with Indigenous people. It is delivered over four cycles that build upon each other.
<https://ofifc.org/training-learning/indigenous-cultural-competency-training-icct>

Ontario Métis Family Records Center

Cultural Safety Training Guide, n.d.

This guide is intended for health care providers working in Indigenous communities to educate them about the history, culture, traditions, and experiences of First Nations and Métis Peoples so they can provide appropriate, acceptable, healthcare to their clients.
<https://omfrc.org/2017/10/cultural-safety-training-guide>

Public Health Ontario and National Collaborating Centre for Determinants of Health

Introduction to Health Equity online course

A collaboration between the NCCDH and Public Health Ontario, this free, 2.5 hour long, self-directed course, consisting of five modules, aims to help public health staff, managers, and leaders support actions on health equity.
<https://learn.nccdh.ca>

Ottawa Inuit Children's Centre

Promising Child Welfare Practices for Inuit Children, Youth and Families, 2018

This report highlights child welfare practices that have shown promise for Inuit children, youth, and families and contribute to the broader reconciliation movement, identified through consultations with experts and a literature review.
https://www.inuuqatigiit.ca/_files/ugd/356930_79899883598446e4aea951f9f7107779.pdf

Sioux Lookout Meno Ya Win Health Centre

Bimaadiziwin Program

The Bimaadiziwin training program is based in Indigenous Peoples' understandings of health and well-being and their cultural values and is intended to support employees of the Health Centre as they move along the cultural safety continuum to cultural competency. It includes the Anishinaabe Cultural Training program, a two-day training session focused on learning about traditional perspectives and distinct challenges experienced by First Nations people living in northern Ontario, and Culturally Safe Training, a one-day training session focused on learning how one's own cultural experiences affect their work and strategies for improving cross-cultural relations in the context of patient care.

<https://slmhc.on.ca/departments-and-services/traditional-program/bimaadiziwin>

Wabano Centre for Aboriginal Health

Creating Cultural Safety: Looking at Ottawa, January 2014

This document is part of a two-year initiative funded by Ontario Trillium Foundation to develop curriculum for service providers that specifically meets the needs of urban Indigenous people living in Ottawa. Drawing from a literature review and qualitative research, the project aimed to define cultural safety and examine how it can be achieved in Ottawa. Findings from this study will inform the development of this curriculum.

<https://www.ontariomidwives.ca/sites/default/files/2019-08/Creating-Cultural-Safety.pdf>

Wabano-win: The Art of Seeing Clearly Indigenous Cultural Safety Course, n.d.

This cultural safety course is intended for service providers working with Indigenous people in the Ottawa region and provides anti-racism training from an Indigenous perspective.

<https://wabano.com/education/professional-development/indigenous-cultural-safety-training>

Other educational resources and training initiatives

Alliance for Healthier Communities

Health Equity Toolkit: A Resource Inventory for Health Care Organizations, 2018

Designed to help health care organizations build their capacity around operationalizing health equity, this toolkit maps out resources available in Ontario at the individual user, team, and organizational levels. It includes resources that introduce relevant concepts and describes how these concepts can be applied in practice. The tools are categorized based on a health equity framework adapted from the Institute for Healthcare Improvement's, "Achieving Health Equity: A Guide for Health Care Organizations" (Wyatt et al., 2016).

https://www.allianceon.org/sites/default/files/documents/Health%20Equity%20Toolkit_Final.pdf



Atuaqsijut: Following the Path Sharing Inuit Specific Ways: Resource for Service Providers Who Work with Parents of Inuit Children in Ontario, 2019

This document provides Inuit specific knowledge and cultural practices about pregnancy and parenting and shares best practices for service providers working with parents of Inuit children.

<https://resources.beststart.org/wp-content/uploads/2019/01/K84-A.pdf>

Taking Care of Our Children Facilitator Guide: Parent Workshop on Childrearing in First Nations Families and Communities, 2019

Intended to help facilitators prepare for and provide parenting workshops about childrearing in First Nations families, this guidebook includes information on contemporary and traditional parenting styles and approaches, ceremonies, how to guide children, respond to their needs and behaviours, and ensure their safety and security, and how to manage stress, among other topics. It also shares teachings from First Nations in Ontario about parenting and information about the impact of the Residential School system on parenting in First Nations communities.

<https://www.ontariomidwives.ca/sites/default/files/2019-08/Taking%20Care%20of%20our%20Children%20-%20Facilitator%20Guide.pdf>

Open Hearts, Open Minds: Services That are Inclusive of First Nations, Métis and Inuit Families, 2013

This report shares information for service providers, policy makers, and program developers on how to make policies, programs, and practices more inclusive of diverse cultures, experiences, and needs. It discusses key concepts and approaches for inclusivity, provides an overview of Canada's colonial history as it pertains to Indigenous Peoples, offers insights on inclusive strategies, and discusses how to determine the needs of and how to engage with Indigenous families in services.

<https://resources.beststart.org/product/j15e-services-inclusive-first-nations-metis-inuit-families-report>

Supporting the Sacred Journey: From Preconception to Parenting for First Nations Families in Ontario, 2012

This resource is intended to help service providers who work with First Nations families to understand some traditional teachings about birth and parenting, and about the barriers and challenges First Nations face with the goal of strengthening services and fostering service coordination to improve outcomes.

<https://resources.beststart.org/wp-content/uploads/2018/12/E31-A.pdf>

Central East Stroke Network, Ontario Stroke system, Northwestern Ontario Regional Stroke Network, and South East Toronto Stroke Network

A Stroke Resource for Healthcare Providers: A Guide for Working with Aboriginal Peoples of Ontario, 2012

This guidebook provides core clinical and educational information for health service providers working with Indigenous individuals, their families, and communities about stroke prevention, care, and recovery.

<https://www.tostroke.com/wp-content/uploads/2012/12/Aboriginal-Resource-Guide-all-logos-password.pdf>

Centre for Addiction and Mental Health and Health Equity Impact Assessment Community of Interest

Promising Practices for Health Equity Training in a Healthcare Setting, 2020

This document outlines principles for effective health equity training, including in relation to organizational climate, competency, and evaluation-based training, tailored curriculum, an interactive and applied approach, and considerations about safety.

<https://www.camh.ca/en/professionals/professionals--projects/heia/resources/promising-practices-for-healthcare>

Promising Practices in Equity in Mental Healthcare: Health Equity Impact Assessment, 2020

This fact sheet provides an overview of a HEIA tool developed by the Ontario Ministry of Health and how it can be used in the planning and development of policies, programs and services, and the identification of potential health inequities.

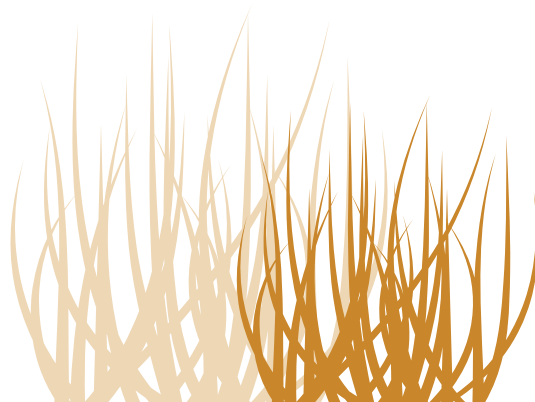
https://kmb.camh.ca/eenet/sites/default/files/2018/2019/Promising%20Practice_HEIA.pdf

Centre for Education and Research on Aging and Health, Lakehead University

Preparing for the Journey: Caring for Indigenous People who are Seriously Ill, 2017

Intended to help build capacity among Indigenous service providers, family members, and community members in Indigenous communities, this resource manual provides practical guidelines and support, within a broad philosophy of an Indigenous Wellness Framework, for individuals who are caring for Indigenous people who are seriously ill.

<https://cerah.lakeheadu.ca/uploads/docs/Preparing%20for%20the%20Journey%20March%202018/Prep%20for%20Journey%20Nov%201.compressed.pdf>



Centre for Urban Health Solutions, Ontario
Indigenous Cultural Safety Program,
SOAHAC, Ontario's AHAC's

***Evidence Brief: Wise Practices for
Indigenous-Specific Cultural Safety Training,
August 2017***

This evidence brief presents lessons learned from both peer-reviewed and grey literature with regards to designing and implementing Indigenous cultural safety training for healthcare professionals in Ontario.

<http://www.welllivinghouse.com/wp-content/uploads/2019/05/2017-Wise-Practices-in-Indigenous-Specific-Cultural-Safety-Training-Programs.pdf>

Champlain Community Chronic Disease Risk
Assessment Program

***Cultural Sensitivity Training and Workshops,
SCREEN Program***

This website provides access to a series of cultural safety training and workshops for healthcare providers, offered by the Champlain Community Chronic Disease Risk Assessment Program. Past presentations are accessible as PDFs.

<https://www.champlainscreen.ca/toolbox/healthcare-providers>

Charity Village

Assessing Intercultural Competence, 2019

Targeted at professionals across all sectors, this webinar helps participants understand what intercultural competence is, how it can affect an organization, and how to use assessments to achieve cultural competence and inclusion goals.

<https://charityvillage.com/assessing-intercultural-competence-2>

Children's Hospital of Eastern Ontario (CHEO)

Cultural Competency Modules

CHEO developed four modules to support health practitioners in providing culturally competent health services for residents of the Qikiqtaaluk region. The modules include information on the region's geography, history and demographics, Inuit culture, values and ways of life, the challenges faced in providing health care services in Nunavut, and what cultural competence is and how it affects health care.

<https://www.cheo.on.ca/en/clinics-services-programs/nunavut-program.aspx>

End-of-Life Care in First Nations Communities
Project Team, Centre for Education
and Research on Aging and Health,
Lakehead University

***Developing Palliative Care Programs in First
Nations Communities: A Workbook, 2015***

Developed in partnership with First Nations in Ontario and Manitoba, this workbook is intended as a guide for First Nations communities on how they can provide better end-of-life care for community members and their families. The guide provides an outline for creating palliative care programs in First Nations communities.

<https://eolfn.lakeheadu.ca/wp-content/uploads/2015/07/Palliative-Care-Workbook-Final-December-17.pdf>





Evidence Exchange Network for Mental Health and Addictions, CAMH

Resources on Culturally Safe and Competent Care that Reflects Cultural Knowledge: Sharing Together, 2017

Part of the CAMH's Provincial Support Program, the Evidence Exchange Network connects people with evidence to build a better mental health and addictions system in Ontario. It provides links to the Network's resources on a number of themes related to mental health and addictions, including one which focuses on best practices in providing core services that are accessible, culturally safe, and trauma informed.

<https://kmb.camh.ca/eenet/resources/resources-culturally-safe-and-competent-care-reflects-cultural-knowledge>

Hospice Palliative Care Ontario

Indigenous Palliative Care: Cultural Competency and Safety, 2022

This fact sheet provides some information about Indigenous palliative care and strategies for providing culturally safe and competent Indigenous palliative care services.

<https://www.hpcoc.ca/indigenous-palliative-care-cultural-competency-and-safety>

Provincial Health Services Authority (PHSA) of BC and SOAHAC

San'yas Anti-Racism Indigenous Cultural Safety Training Program - Ontario, 2013

Developed in partnership with Indigenous leaders and educators in Ontario, this training program is an adaptation of the San'yas Indigenous Cultural Safety Training Program in BC to the Ontario context. The training aims to enhance knowledge, awareness, and skills of participants so they can work safely and effectively with Indigenous people.

<https://sanyas.ca/courses/ontario>

Public Health Training for Equitable Systems Change

Health Equity Training and Resources

This website provides suggestions for training and resources on health equity, including cultural safety, cultural humility, and anti-oppression training for Indigenous specific and all priority populations.

<https://phesc.ca/health-equity#culturalsafety-indigenous>

Northwestern Ontario Regional Stroke Network and Thunder Bay Regional Health Sciences Centre

A Guide for Working with Aboriginal People of Northwestern Ontario: A Stroke Resource for Healthcare Providers, 2014

This guidebook is intended for health service providers working with Indigenous individuals and families who have had experiences with strokes. It provides clinical and educational tools, information on Indigenous history, strokes, and best practices that can help service providers engage and offer effective stroke-related education and care to Indigenous individuals and families.

<https://tbrhsc.net/wp-content/uploads/2014/12/Stroke-Toolkit.pdf>

Ontario Peer Development Initiative

Practicing Cultural Humility, 2022

The OPDI offers a series of online presentations (in both audio and visual formats) on topics of relevance to cultural safety. The presentation, Practicing Cultural Humility, defines key related terms, describes the key dimensions of cultural humility, discusses the impacts of trauma, the qualities of a culturally safe care provider, and how to achieve cultural safety and humility.

https://www.peerworks.ca/de/cache/modules_listing/198/rs_Cultural%20Humility%20Slides%20&%20RECORDING.pdf

Windsor Essex Child/Youth Advocacy Centre

Cultural Competence: Manual for Servicing Diverse Populations – Building Awareness among Service Providers, n.d.

This report aims to increase cultural competency and culture awareness among social service providers to ensure processes are culturally appropriate and sensitive. The manual examines concepts related to culturally appropriate care, explores common themes in collectivist cultures related to the child welfare sector, and discusses the importance of intergenerational and historical trauma.

<https://cac-cae.ca/wp-content/uploads/WECYAC-Cultural-Competence-Manual.pdf>





SUMMARY

Ontario's commitment to engaging First Nations, Inuit, and Métis individuals and communities in advancing culturally appropriate health care services across the province is mandated in the Local Health Systems Integration Act (2006). The Act created the Local Health Integration Networks (LHIN)—now called Home and Community Care Support Services (HCCSS)—which have the directive to, among many other tasks, work in partnerships with First Nations, Inuit, and Métis communities to develop an action framework that advances culturally appropriate, accessible, and equitable health services. In the nearly two decades since this Act came into force, the province has undergone health system restructuring and implemented further health-related Acts (Excellent Care for All Act, 2010; Patients First Act, 2016) to enhance quality and patient-centred care and expand the role of the LHINs/HCCSSs to allow for a more local and integrated health care system that better meets the unique needs of communities across Ontario. The most significant restructuring took place in 2019, when responsibility for coordinating the provincial

health care system and monitoring of its progress was centralized into a single large entity—Ontario Health. The impacts of this structural change on the advancement of cultural safety and humility in the health system remain to be seen.

The Ontario government has undertaken numerous broad, systems-wide initiatives to enhance cultural safety for Indigenous Peoples in the Province. In the 1990s, they implemented a comprehensive Aboriginal Health Policy and associated Aboriginal Healing and Wellness Strategy, which brought together Traditional and Western approaches to care. This led to the creation of Aboriginal Health Access Centres that provide culturally safe and appropriate health and social services for on- and off-reserve Indigenous populations across Ontario. Since that time, they have also established mechanisms to work together collaboratively on common priorities and developed policies, strategies, and action plans to address reconciliation and specific health issues that incorporate principles of cultural safety, cultural humility, and health equity.



Despite the recent move towards centralization, the Ontario government has implemented several initiatives that aim to facilitate improved access to culturally appropriate services in geographically and culturally specific locales. Examples include funding Indigenous midwifery programs and hiring Indigenous Navigators to provide support for Indigenous cancer patients. Various provincial government departments and agencies have also developed some cultural safety tools and resources, such as a health equity impact assessment (HEIA) tool, a series of online courses for individuals working with First Nations, Inuit, and Métis people, and a diversity tool kit for achieving cultural competence in residential care settings. Moreover, many of the HCCSSs have developed policies and programs that have incorporated principles of cultural safety and humility, as have several other regional health organizations. Significantly, many HCCSSs have implemented mechanisms for ensuring Indigenous engagement in the development of local policies, programs, and services.

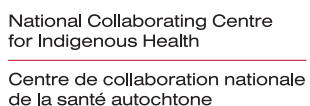
Ontario also has a number of Indigenous service providers who have undertaken initiatives to ensure their services are culturally appropriate and safe for their clients, including Aboriginal Health Access Centres (AHACs), Aboriginal Community Health Centres (ACHCs), community-based health clinics, and child and family services organizations. Finally, several professional associations and regulatory bodies have demonstrated active investment in cultural safety in diverse ways, including, for example, declarations of commitment to reconciliation; stakeholder engagement to determine the adequacy of current resources related to cultural safety and humility for health professionals and local communities; and development of cultural safety training resources.



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