

INDIGENOUS CULTURAL SAFETY:

*An environmental scan of cultural safety initiatives
in Canada - Chapter 11: Cultural safety initiatives
in Newfoundland and Labrador*



National Collaborating Centre
for Indigenous Health



Centre de collaboration nationale
de la santé autochtone

CULTURAL SAFETY AND RESPECTFUL RELATIONSHIPS

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For further information or to obtain additional copies, please contact:

National Collaborating Centre for Indigenous Health (NCCIH)
3333 University Way
Prince George, BC
V2N 4Z9 Canada

Tel: (250) 960-5250
Fax: (250) 960-5644
Email: nccih@unbc.ca
Web: nccih.ca

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INTRODUCTION

The focus of this chapter is on cultural safety initiatives in Newfoundland and Labrador 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

None identified.



PARTNERSHIP AGREEMENTS



Tripartite¹ partnerships

None identified.

Bilateral² partnerships

Government of Canada and Nunatukavut Community Council (NCC)

Memorandum of Understanding on Advancing Reconciliation, NCC and Canada, 2019

This MOU establishes a Recognition of Indigenous Rights and Self-Determination discussion table with representation from both the federal government and the NCC. The objectives of this discussion table are to identify the rights that the NCC may hold and to develop mutually acceptable negotiation mandates on NCC priorities.

<https://nunatukavut.ca/site/uploads/2019/09/Memorandum-of-Understanding-on-Advancing-Reconciliation-NCC-Canada-SIGNED.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.



POLICY AND PROGRAM RESPONSES



Tripartite policy responses

Governments of Canada, Newfoundland and Labrador, and leaders of Sheshatshiu Innu and Mushuau Innu

Labrador Innu Comprehensive Healing Strategy, 2000

The Labrador Innu Comprehensive Healing Strategy was developed at the request of Sheshatshiu Innu and Mushuau Innu of Labrador leaders to address a substance abuse and suicide crisis occurring among children and youth in their communities. As part of the strategy, the provincial and federal governments made a series of commitments, with the goal of restoring health and hope in Innu communities by helping to ensure children and youth were safe and secure; improving health and social conditions, educational outcomes of children and youth, job skills, and economic opportunities for Innu First Nation members; and increasing self-determination for Innu in relation to the planning, delivery, and management of culturally appropriate programs and services (Indian and Northern Affairs Canada, 2009).

- An impact evaluation of the strategy was released in 2010: https://www.rcaanc-cirnac.gc.ca/DAM/DAM-CIRNAC-RCAANC/DAM-AEV/STAGING/texte-text/aev_pubs_ev_lichs_1328287772839_eng.pdf

Governments of Canada, Newfoundland and Labrador, and Nunatsiavut

Labrador Inuit Tripartite Health Committee

The Labrador Inuit Tripartite Health Committee is a tripartite table established with representation from the federal, provincial, and Nunatsiavut Governments. The Committee meets 4 times a year with a mandate to identify, discuss, provide recommendations, and/or take actions that require a coordinated tripartite response to improve health programs and services for Labrador Inuit (Intergovernmental and Indigenous Affairs, 2019).

Bilateral policy responses

Government of Newfoundland and Labrador and Innu leadership

Memorandum of Understanding (MOU) between Innu Leadership and the Premier of Newfoundland and Labrador, 2017

This MOU committed the provincial government to call an inquiry on the treatment, experiences, and outcomes of Innu in the child protection system and make recommendations for change, with an agreement to be reached by July 31, 2017 on a Terms of Reference specifying the process and who will lead the inquiry.

https://www.releases.gov.nl.ca/releases/2017/exec/memo_understanding.pdf

Provincial responses

Advanced Education, Skills and Labour

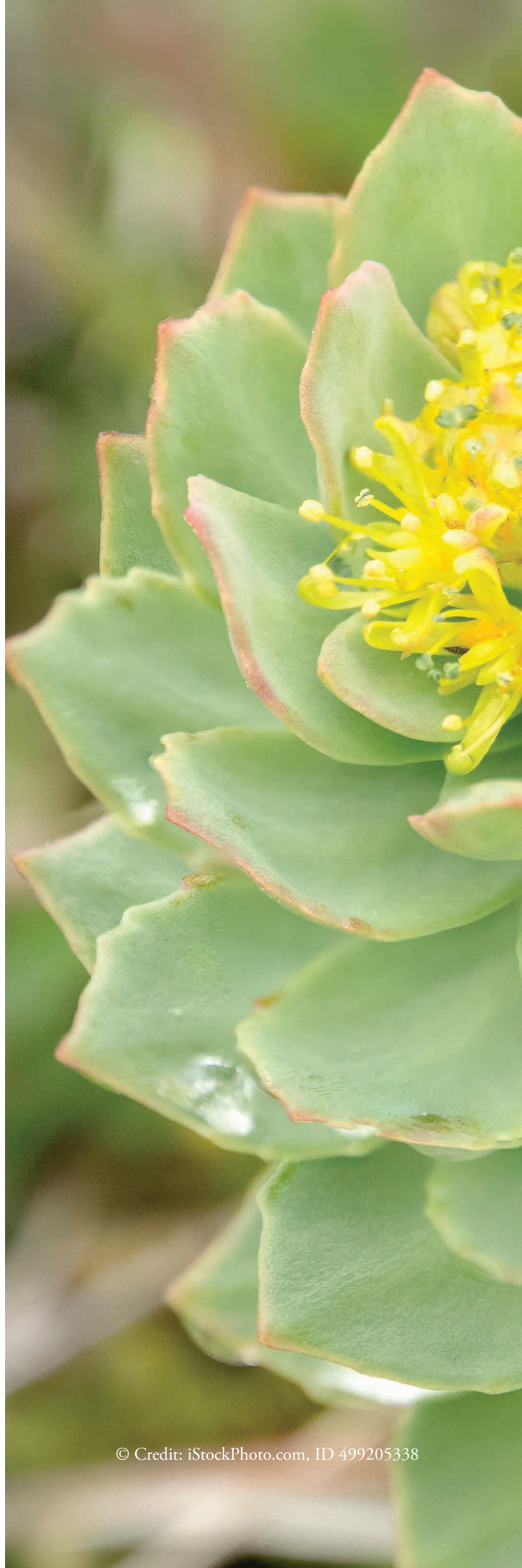
Funding for Cultural Competency Training, 2018

On January 23, 2018, the provincial government announced funding for the development of a cultural competency training program for frontline provincial government employees, beginning with the Department of Children, Seniors and Social Development (Advanced Education, Skills and Labour, 2018). The funding responds to a recommendation made by the Child and Youth Advocate for culturally responsive services and was facilitated through the Office of Immigration and Multiculturalism. While the funding is not specific to Indigenous populations, any cultural competency training has the potential to improve the quality of services provided to Indigenous populations as well.

Executive Council

Commitment to National Action Plan to Address Violence against Indigenous Women and Girls, 2020

The Government of Newfoundland and Labrador expressed its commitment to work in partnership with federal, provincial, and territorial counterparts as the federal government moves forward with the development of a national action plan to address violence against Indigenous women, girls, and 2SLGBTQQIA+ individuals (Executive Council, 2020). As part of this commitment, the Office of Women and Gender Equality and the Department of Justice and Public Safety engaged with relevant provincial departments and agencies to identify all current provincial government initiatives responsive to the 231 Calls for Justice. The Premier, Andrew Furey, has called on key ministers to continue to advance necessary work in response to the final report of the National Inquiry into Indigenous Women and Girls (Furey, 2021).





Commitment to Reconciliation and the Truth and Reconciliation Commission of Canada's Calls to Action

The Government of Newfoundland and Labrador expressed its commitment to reconciliation with Indigenous Peoples and communities. In the April 4, 2019 Speech from the Throne, the Newfoundland and Labrador Government noted it had “engaged with provincial Indigenous Governments and organizations about the recommendations involving our Government, and are responding in ways that will build a better future while recognizing and addressing the challenges” (Executive Council, 2019, n.p.). A key action was the government’s commitment to ensuring that all government staff receive training on Indigenous perspectives and culture, and that policies and programs will be “founded on mutual understanding and respectful relationships” (Executive Council, 2021, n.p.).

Government of Newfoundland and Labrador

Health Accord, 2020

The Health Accord outlines steps for creating a 10-year plan for health transformation that focusses on awareness of and intervention in the social determinants of health, and a balance between community-based and hospital-based services. The hope for this transformation is to achieve a better, more integrated, and coordinated health care system that is accessible, inclusive, and equitable. The Accord provides for the creation of four committees: an Indigenous Advisory Group, a Community Sector Circle, Key Informant Groups, and an Engagement Group.

https://healthaccordnl.ca/wp-content/uploads/2021/01/10_Year_Health_Accord_overview.pdf

- A report outlining progress in developing a 10-year plan for health transformation: **https://www.gov.nl.ca/hcs/files/Health_Accord-NL_Interim_Report.pdf**

Submission of Her Majesty in Right of Newfoundland and Labrador, National Inquiry into Missing and Murdered Indigenous Women and Girls, 2018

This document is a response to the Federal Government's request for an outline of programs and services that potentially support Indigenous persons, either directly or indirectly, in Newfoundland and Labrador. Highlights include actions taken to strengthen relationships and improve partnerships with Indigenous Peoples, cultural diversity and sensitivity training, culturally appropriate social services, proactive recruitment and retention, addressing mental health, addictions and violence in Indigenous communities, and addressing socio-economic determinants of Indigenous Peoples' health.

<https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Combined-Signed-Closing-Submission-Government-of-Newfoundland-and-Labrador.pdf>

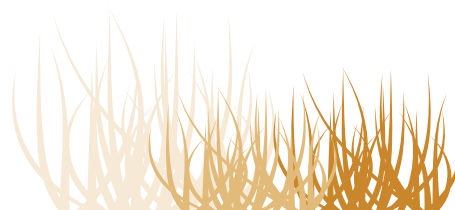
The Way Forward – Towards Recovery: The Mental Health and Addictions Action Plan for Newfoundland and Labrador, 2017

Developed with extensive consultation with stakeholders, including Indigenous communities, regional health authorities and health care providers, this 5-year action plan for addressing mental health and addictions highlights 54 recommendations which came out of its “Vision for a Renewed Mental Health and Addictions System” engagement process. Actions are identified in four key policy areas:

1. promotion, prevention, and early intervention;
2. person-centred care;
3. improved service access, collaboration, and continuity of care; and
4. including all people everywhere.

<https://www.gov.nl.ca/hcs/files/mentalhealth-committee-mentalhealth-pdf-mentalhealth-addictions-plan.pdf>

- A report highlighting what was heard from consultation processes that informed the action plan: <https://www.gov.nl.ca/hcs/files/all-party-committe-report.pdf>
- A report highlighting progress achieved in implementing the recommendations outlined in the action plan: <https://www.gov.nl.ca/hcs/files/publications-pdf-progress-update-mental-health-way-forward.pdf>



A Soft Place to Land: Lessons for Client-Centered Care, 2020

This report draws lessons learned from an investigation into the life and death of one young person who committed suicide and his/her access to supports and resources. The report makes recommendations for improvements for how such cases are handled.

<https://www.childandyouthadvocate.nl.ca/files/ASoftPlaceToLandOctober2020.pdf>

A Long Wait for Change: Independent Review of Child Protection Services to Inuit Children in Newfoundland and Labrador, 2019

This independent review of the child protection system stemmed from a formal request from the Nunatsiavut Government to investigate Inuit children's experiences in the child protection system. The review involved engagement with young people, parents, extended families, Elders, foster parents, community representatives, and professionals working with Inuit children. The report provided several recommendations for the provincial government, its departments, and agencies to improve the child protection system.

<https://www.childandyouthadvocate.nl.ca/files/InuitReviewExecutiveSummaryEnglish.pdf>

Status Report on Recommendations 2018-19

This document reports on progress made in achieving 199 recommendations that were made in various reviews and investigations relating to children and youth, including those related to culturally responsive services. Progress achieved includes the implementation of Intercultural Competency Awareness Training for frontline government professionals.

<https://www.childandyouthadvocate.nl.ca/files/StatusReportOnRecommendations2018-19.pdf>

The Case for Culturally Responsive Services, 2017

This report stems from an investigation into a child welfare case initiated in 2013, where children were authorized to be removed from their immigrant parents and placed into the child protection system. The report provided recommendations for revisiting practices to respond to a culturally diverse population, including in relation to the provision of culturally responsive and trauma-informed services.

<https://www.childandyouthadvocate.nl.ca/files/CulturallyResponsiveServicesReport2017.pdf>



Office of Indigenous Affairs
and Reconciliation

Activity Plan, 2020-2023

The Government of Newfoundland and Labrador's Office of Indigenous Affairs and Reconciliation is mandated to advance reconciliation in the province, with the goal of increasing Indigenous well-being and creating a more inclusive society. This document outlines strategic priorities, goals, and activities for the period 2020-23, including in relation to cultural sensitivity training for elected officials and public servants; establishment of a public inquiry into the treatment, experiences, and outcomes of Innu in the child protection system; and working to ensure the unique interests of Indigenous people are considered in public policy, programs, services, and legislation.

<https://www.gov.nl.ca/exec/iar/files/Indigenous-Affairs-Reconciliation-Activity-Plan-2020-23.pdf>

Health system responses

Eastern Health

Aboriginal Patient Navigator Program, 2008 -

As the largest regional health authority in the province, and home to tertiary care provincial programs and services including cancer care, oncology, and tertiary health centres, patients from other regional health authorities must travel to access these specialized services offered through Eastern Health. As a result, Aboriginal patient navigators were hired to assist patients and their families in navigating the healthcare system and act as a liaison between patients and Eastern Health staff (Eastern Health, 2016).

Community Advisory Councils

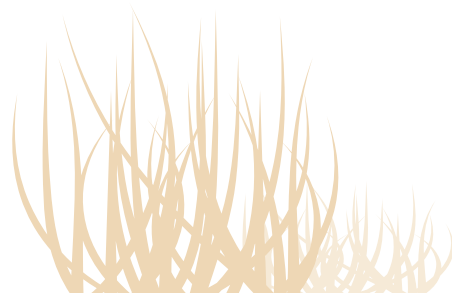
Eastern Health developed and implemented Community Advisory Councils to facilitate engagement with community members in each of the six primary health care zones (Labrador-Grenfell Health, 2020).

Eastern Health, Labrador-Grenfell Health, Nunatsiavut Government, Mushuau Innu First Nation, Sheshatshiu Innu First Nation, Nunatukavut Community Council, and Dr. H. Bliss Murphy Cancer Care Foundation

A Journey in the Big Land: Enhancing Cancer Care Services for First Nations, Inuit and Métis in Labrador, 2014-2017

Funded by the Canadian Partnership Against Cancer (CPAC), this project involved a partnership between Eastern Health, the Nunatsiavut Government, Mushuau Innu First Nation, Sheshatshiu Innu First Nation, the Nunatukavut Community Council, Labrador-Grenfell Health and the Dr. H. Bliss Murphy Cancer Care Foundation to enhance transitions in care between hospital and community settings, expand tele-oncology for improving access to care, and increase cultural safety in the delivery of cancer care services.

<https://www.partnershipagainstcancer.ca/about-us/who-we-are/first-nations-inuit-metis/foundational-work/journey-big-land-labrador>



Labrador-Grenfell Health (LGH)

Moving Forward Together: Ensuring Cultural Safety in Healthcare Initiative, 2019

The Labrador-Grenfell Regional Health Authority received funding through the Health Services Integration Fund with Indigenous Services Canada for this initiative, which aims to support collaborative projects between LGH and local First Nations and Inuit to ensure culturally safe care. The Moving Forward Together Initiative aims to increase collaboration with First Nations and Inuit, as well as support the design and delivery of educational awareness and relationship building opportunities with LGH staff and Indigenous partners (Labrador-Grenfell Health, 2020).

- A report highlighting activities undertaken by the regional health authority over the 2018-19 fiscal year that contributed to the advancement of cultural safety in the health care system:
<https://www.gov.nl.ca/hcs/files/Labrador-Grenfell-Health-Annual-Report-2019-20.pdf>

Inpatient room at the Labrador Health Centre in Happy Goose-Valley Bay

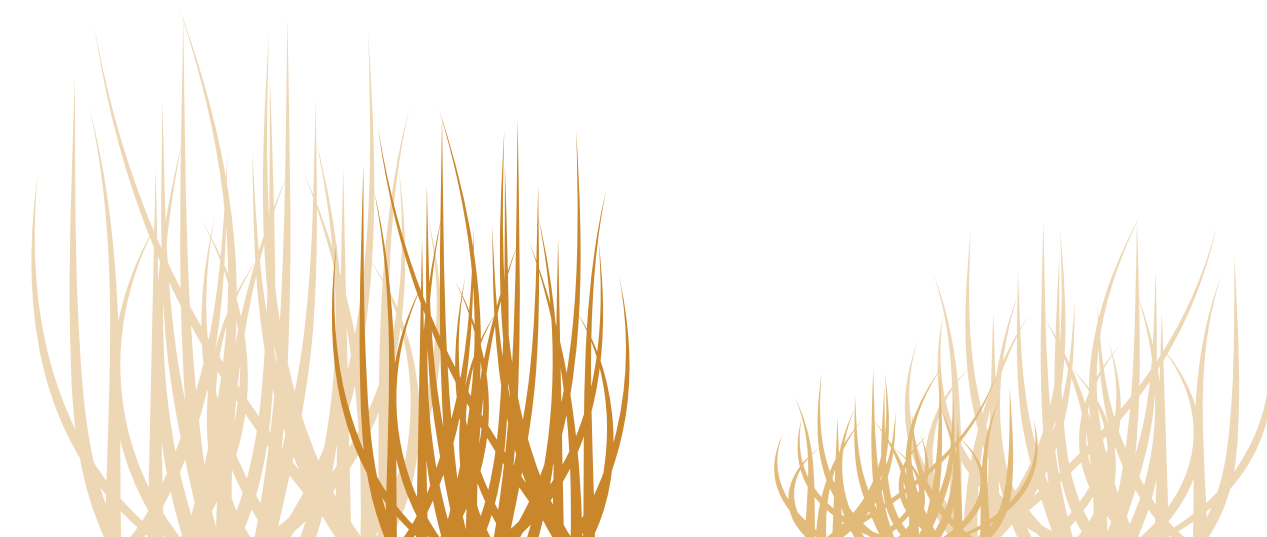
Working in partnership with the Innu Nation and the Nunatsiavut Government, the Labrador-Grenfell Regional Health Authority has created an inpatient room at the Labrador Health Centre in Happy Goose Valley Bay, which supports the needs of Indigenous patients and their families in times of illness (Labrador-Grenfell Health, 2019).

Provincial Cancer Care Program of Newfoundland and Labrador

Journey Across the Island, 2020 -

Done in collaboration with Indigenous partners located on the island portion of the province, this initiative aims to improve the quality and accessibility of care provided to Indigenous cancer patients and their families throughout their cancer journey. The project focuses primarily on transitions in care, the burden of care, and the development of an Indigenous cancer care strategy for Newfoundland and Labrador.

<https://qalipu.ca/journey-across-the-island-first-nations-inuit-and-metis-cancer-strategy-development-and-practice-change-implementation-initiative>





ORGANIZATIONAL RESPONSES



Professional organization and regulatory body responses

Newfoundland and Labrador Association of Social Workers

Standards for Cultural Competence in Social Work Practice, 2016

This document sets out standards for cultural competence in social work practice grounded in the ethics and values of the social work profession (Newfoundland and Labrador Association of Social Workers, 2020).

Indigenous organizational responses

Child Welfare League of Canada and Innu Round Table Secretariat (IRTS)

Innu Prevention Approach, 2016

Conducted by the Child Welfare League of Canada for the IRTS to gather information needed to improve the well-being of children and families in the two Innu communities of Sheshatshiu and Natuashish, this document reports findings from a needs assessment related to child and family services and presents a plan for improving child welfare in Innu communities. The plan focuses on providing coordinated and enhanced services to children and families; implementing child abuse and neglect prevention initiatives; preventing removal of Innu children from families, communities, and culture; providing Innu children with nurturing, culturally appropriate, placements; decreasing the number of children and youth in care; and building agency capacity to enhance services and promote best practices to children and families.

<https://www.irtsec.ca/2016/wp-content/uploads/2016/01/Innu-Prevention-Approach-Final-edited-Report-Jan-20-2016.pdf>



Eastern Health, Labrador-Grenfell Health, Nunatsiavut Government, Mushuau Innu First Nation, Sheshatshiu Innu First Nation, Nunatukavut Community Council, and Dr. H. Bliss Murphy Cancer Care Foundation

A Journey in the Big Land: Enhancing Cancer Care Services for First Nations, Inuit and Métis in Labrador, 2014-2017

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<https://www.partnershipagainstcancer.ca/about-us/who-we-are/first-nations-inuit-metis/foundational-work/journey-big-land-labrador>

First Light Native Friendship Centre

Culturally Appropriate Programs and Services

The First Light Native Friendship Centre offers a number of culturally appropriate programs and services. These include:

1. Baby and Me – a program that promotes childhood growth and development through interactive activities and parent-child bonding for children ages 0-2.
2. Breathe – a program that offers a safe space for parents to practice self-care and engage in peer support; the program provides childminding so that parents can engage in activities that promote emotional, spiritual, intellectual, and physical health.
3. Parent Child Mother Goose – a group program for parents and young children up to age 2 to foster child development. The program integrates Indigenous words, stories and values as parents and children learn and share rhymes, songs, and stories in a group setting.
4. Men's Group program that aims to support men in developing inter-personal skills through weekly activities and outings that reflect Indigenous cultures and are typically land-based.
5. First Light Youth Program for young people ages 8-15 that is aimed at youth empowerment and building leadership and skills. It offers a variety of activities that promote healthy living and focus on the cultural needs of youth.
6. First Light Childcare Centre, which provides early childhood education for off-reserve First Nations and Inuit children in St. John's. The Centre emphasizes the learning of cultural traditions and values.

<https://firstlightnl.ca/program>



Innu Round Table Secretariat

Innu Healing Strategy, 2014

The Innu Healing Strategy set out a vision and priorities for addressing the health and healing needs of Innu communities of Labrador. It was based on an assumption that healing is a personal and family responsibility, and thus implementing the strategy rests primarily with local community resources and services (Innu Round Table Secretariat, n.d.). The strategy was grounded in Innu values and included 14 healing priorities and a measurement framework that was based on selected determinants of health.

<https://www.irtsec.ca/2016/wp-content/uploads/2014/08/An-Innu-Healing-Strategy-June-2014-4.pdf>

Mushuau Innu First Nation, the Sheshatshiu Innu First Nation, and the Innu Nation

Innu Round Table Secretariat

Incorporated in 2014, the Innu Round Table Secretariat is the collective organization of the Mushuau Innu First Nation, the Sheshatshiu Innu First Nation, and the Innu Nation. It was created to coordinate the administration of common priorities, including capacity development, devolution of programs, and managing the tripartite process with federal and provincial governments. The Secretariat has five departments: Income Support, Prevention Services, Capacity Development, Justice and Policing, and Health and Healing. The Secretariat has been tasked with participating in tripartite negotiations on ways to improve federally funded Child and Family Services (Indigenous Services Canada, 2021).

<https://www.irtsec.ca>



Mainstream (non-Indigenous) organizational responses

Child Welfare League of Canada and Innu
Round Table Secretariat (IRTS)

Innu Prevention Approach, 2016

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<https://www.irtsec.ca/2016/wp-content/uploads/2016/01/Innu-Prevention-Approach-Final-edited-Report-Jan-20-2016.pdf>

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<https://www.partnershipagainstcancer.ca/about-us/who-we-are/first-nations-inuit-metis/foundational-work/journey-big-land-labrador>



EDUCATIONAL RESOURCES AND TRAINING INITIATIVES

Provincial government educational resources and training initiatives

Department of Health and Community Services, Indigenous governments, and regional health authorities

Aboriginal Culture and Health – Understanding Cultural Safety in Health Care, 2016

During the 2015-16 fiscal year, Indigenous governments and organizations, in partnership with the Government of Newfoundland and Labrador and the regional health authorities, developed this cultural safety module for use with regional health authority staff (Eastern Health, 2016).

Health system educational resources and training initiatives

Department of Health and Community Services, Indigenous governments, and regional health authorities

Aboriginal Culture and Health – Understanding Cultural Safety in Health Care, 2016

During the 2015-16 fiscal year, Indigenous governments and organizations, in partnership with the Government of Newfoundland and Labrador and the regional health authorities, developed this cultural safety module for use with regional health authority staff (Eastern Health, 2016).



Labrador-Grenfell Health

Cultural Safety Training E-Learning Module

The regional health authority implemented an Indigenous cultural model within their E-learning platform and face-to-face education sessions with staff, with participation of Indigenous Elders and leaders who talk to staff about their communities and culture (Labrador-Grenfell Health, 2019).



Professional organization and regulatory body educational resources and training initiatives

None identified.

Indigenous-developed educational resources and training initiatives

Department of Health and Community Services, Indigenous governments, and regional health authorities

Aboriginal Culture and Health – Understanding Cultural Safety in Health Care, 2016

During the 2015-16 fiscal year, Indigenous governments and organizations, in partnership with the Government of Newfoundland and Labrador and the regional health authorities, developed this cultural safety module for use with regional health authority staff (Eastern Health, 2016).

Innu Round Table Secretariat

A Guide to the Innu Care Approach, 2017

This guide aims to provide a supportive environment for encouraging children to grow strong in all aspects of their life, by setting out an approach to caring for children that is based on Innu healing values and consistent with the Innu Healing Strategy.

<https://www.irtsec.ca/2016/wp-content/uploads/2018/01/A-Guide-to-the-Innu-Care-Approach-Dec-2017.pdf>

First Light Friendship Centre

Indigenous Cultural Diversity Training

The Friendship Centre has developed and offers Indigenous cultural diversity training sessions for people who want to become more culturally aware. Shorter training (1 hour and 3 hour) sessions are available for anyone who wants to learn about the diversity of Indigenous Peoples and cultures, and the importance of cultural humility, while a one-day training session is available to individuals in the service field.

<https://firstlightnl.ca/advocacy/training>

Memorial University and New Brunswick
Aboriginal Peoples Council (NBAPC)

Environmental Scan – Indigenous Cultural Competency Training within Newfoundland and Labrador, the Traditional Territory of the Inuit, Beothuck, Innu and Mi'kmaq, 2018

A deliverable under the “Looking out for Each Other” project, a partnership between the researchers and the NBAPC which aimed to enhance collective understanding of cases involving missing and murdered Indigenous women, girls, and sexual minorities in Eastern Canada, this report aimed to determine whether individuals in certain professions had training about Newfoundland Indigenous populations, how the training had been obtained, the nature and effectiveness of the training, and whether there were any movements within their professions to offer training related to Indigenous people within Newfoundland.

<https://nbapc.org/wp-content/uploads/2018/11/LOFEO-MUN-Environmental-Scan-May-2018.pdf>

Other educational resources
and training initiatives

Memorial University and New Brunswick
Aboriginal Peoples Council (NBAPC)

Environmental Scan – Indigenous Cultural Competency Training within Newfoundland and Labrador, the Traditional Territory of the Inuit, Beothuck, Innu and Mi'kmaq, 2018

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<https://nbapc.org/wp-content/uploads/2018/11/LOFEO-MUN-Environmental-Scan-May-2018.pdf>





SUMMARY

The Province of Newfoundland and Labrador has participated in several tripartite and bilateral initiatives to advance cultural safety. In 2005, the Labrador Inuit Land Claims Agreement established the Nunatsiavut Government, an Inuit government which was empowered to make laws in relation to matters respecting Inuit health. The Agreement established the Labrador Inuit Tripartite Health Committee, a mechanism for working together on issues requiring a coordinated tripartite response to improve health programs and services for Labrador Inuit. In 2011, the federal and provincial governments signed an Agreement-in-Principle, out of which the Innu of Labrador are currently negotiating a final land claim and self-government. In 2012, the Innu Round Table was created. Its Secretariat coordinates the administration of Innu priorities and manages the tripartite process.





The Office of Indigenous Affairs and Reconciliation is responsible for ensuring the province's longstanding commitment to adopting culturally appropriate programs and services. Engagement with Indigenous Peoples and communities is reflected in broad system-level initiatives, many of which include accountability mechanisms. Examples of these initiatives are the government's Health Accord, which established an Indigenous Advisory Group to inform the development of a 10-year plan for health transformation; and a plan for transforming the mental health and addictions system, which established an Indigenous Health Team as part of its governance structure. Several provincial-level initiatives have also focused on providing more culturally responsive services for Indigenous children and youth who come to the attention of the child protection system. The same office has also identified cultural safety training for all elected officials and public servants as a strategic priority, and progress has been made in implementing cultural competency awareness training and cultural safety training for frontline government professionals and health professionals working in select relevant sectors.

The province's Department of Health and Community Services provides support to four regional health authorities, at least two of which lead several cultural safety initiatives. For example, Eastern Health (the province's largest regional health authority) and Labrador-Grenfell Health undertook a collaborative project, Journey Across the Island, in partnership with Indigenous governments and other stakeholders, to enhance cancer care services for Indigenous people in Labrador. Eastern Health, which also receives patients from other regions, implemented an Aboriginal Patient Navigator Program in partnership with the First Light Native

Friendship Centre. Labrador-Grenfell Health implemented the Moving Forward Together: Ensuring Cultural Safety in Healthcare Initiative, which includes multiple components that help advance cultural safety.

Only one professional organization appeared to implement cultural safety related initiatives for their members - the Newfoundland and Labrador Association of Social Workers, which set out standards for cultural competence in social work practice. Relatedly, only two initiatives that advanced cultural safety seem to have been developed by other organizations with a health mandate: in 2016, the Child Welfare League of Canada undertook research to inform the development of the Innu Prevention Approach for the Innu Round Table Secretariat; and in 2018, Memorial University partnered with the New Brunswick Aboriginal Peoples Council to undertake a project which aimed to assess the state of cultural competency training among persons in certain professions, with the goal of enhancing understanding of cases involving missing and murdered Indigenous women, girls, and sexual minorities.

By contrast, several Indigenous-led initiatives have helped enhance cultural safety. For example, the Innu Round Table developed an Innu Healing Strategy grounded in Innu values. Among other outcomes, it developed a guide that sets out an approach to caring for children based on Innu healing values. The First Light Native Friendship Centre offers several culturally appropriate and responsive programs for individuals at multiple life stages. They also operate an Aboriginal Patient Navigators program and they developed and run Indigenous cultural diversity training sessions.

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