

Advancing Indigenous Cultural Safety through Humility in Renal Care

November 2, 2018

We are gathering on the traditional, unceded territory of the Coast Salish, home of the Musqueam, Tsleil-Waututh, and Squamish peoples.



Learning Objectives

- Understand the unique challenges and the importance to overcome the disparities faced by Indigenous patients and families in kidney and transplant care.
- Learn how Indigenous cultural safety training is enabling health care professionals to embrace cultural safety through humility in clinical practice.



Tiffany Bell



Danielle Mitchell



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Responding to Anti-Indigenous Racism in the Health Care System

BC Kidney Days Conference

Vancouver, British Columbia

November 2, 2018

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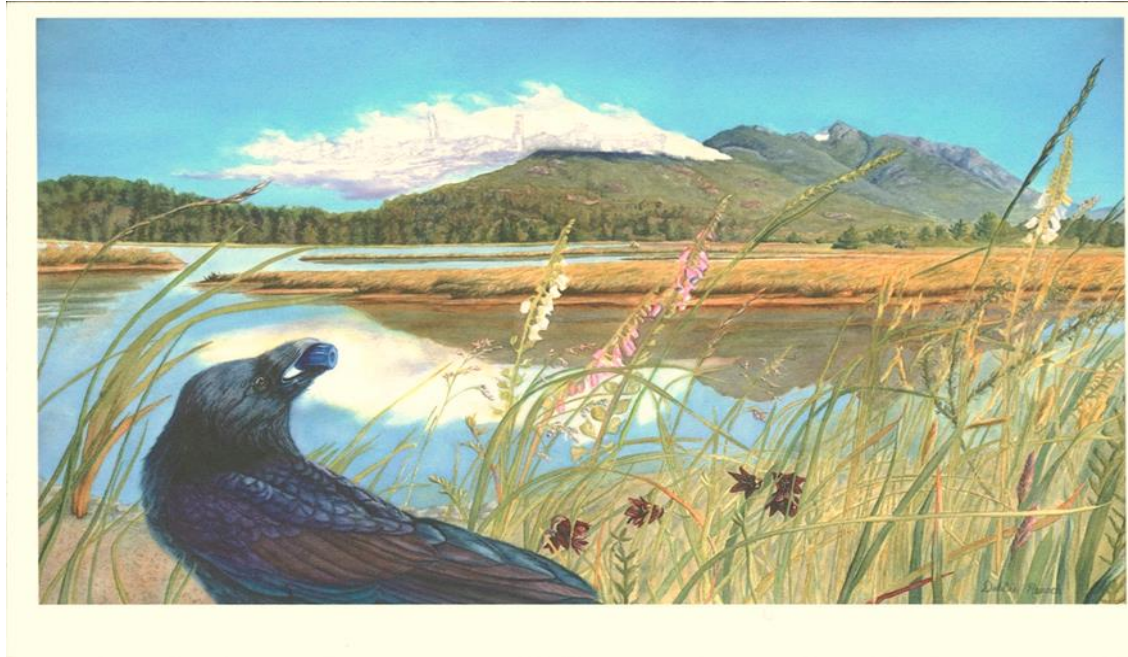
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All meetings are transformations, what brings you here?

~Kwakwaka'wakw saying



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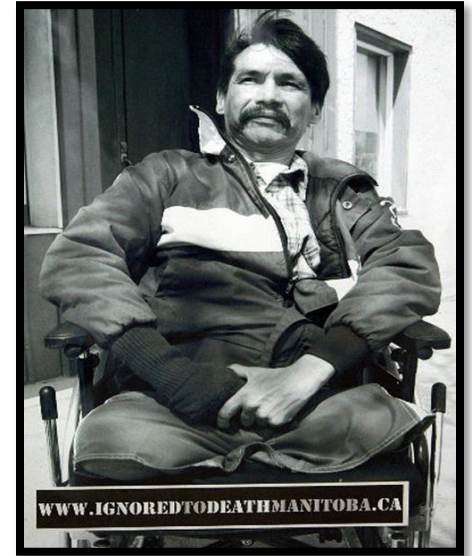
Intentions

- Setting the Context
- Stereotyping in Health Care
- Discrimination and Harms
- What works? Doesn't work?



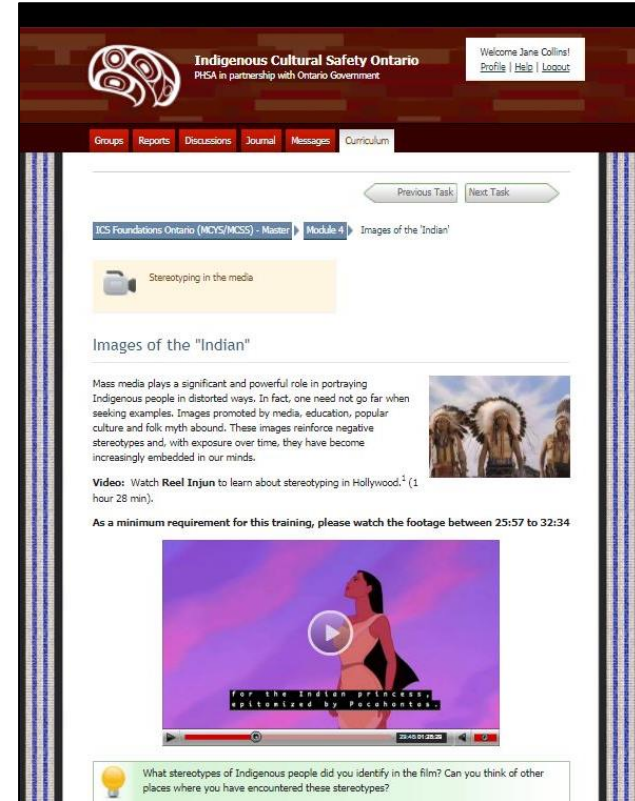
What is the context?

- Discrimination when seeking health care
- Racism is a social determinant of health
- Anti-racism strategies are required



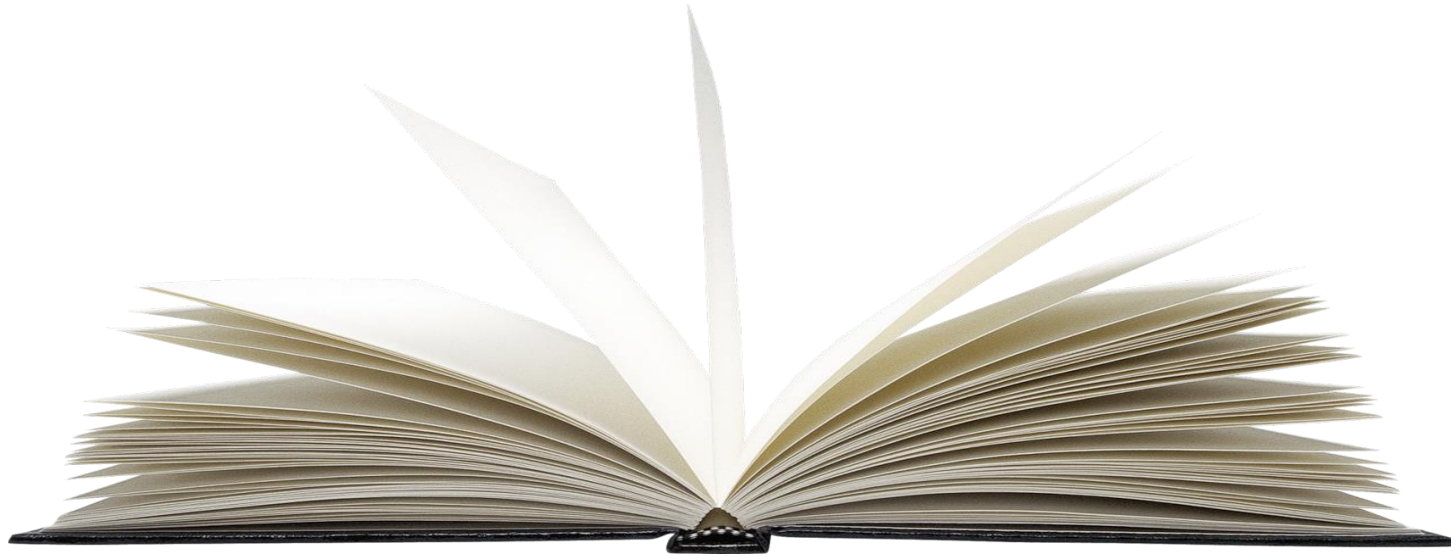
The San'yas Journey

- Goals are to increase awareness, enhance knowledge and develop skills
- Grounded in critical anti-racism and transformational learning pedagogy



The screenshot shows the website for Indigenous Cultural Safety Ontario (PHSA in partnership with Ontario Government). The user is logged in as Jane Collins. The navigation menu includes Groups, Reports, Discussions, Journal, Messages, and Curriculum. The current page is titled "Images of the 'Indian'" and is part of a module on "Stereotyping in the media". The page contains text explaining that mass media plays a significant role in portraying Indigenous people in distorted ways, reinforcing negative stereotypes. A video player is embedded, showing a scene from the movie "Reel Injun" with the text "for the Indian princess, captured by Pocahontas". Below the video is a reflection prompt: "What stereotypes of Indigenous people did you identify in the film? Can you think of other places where you have encountered these stereotypes?"

Indigenous Peoples' Experiences in Health Care



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A Closer Look....

[quote]



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How Did We Get Here?



Angus Reid Institute. (2016). <http://angusreid.org/life-satisfaction/>
Henry & Tator. (2010.) The Colour of Democracy: Racism in Canadian Society.



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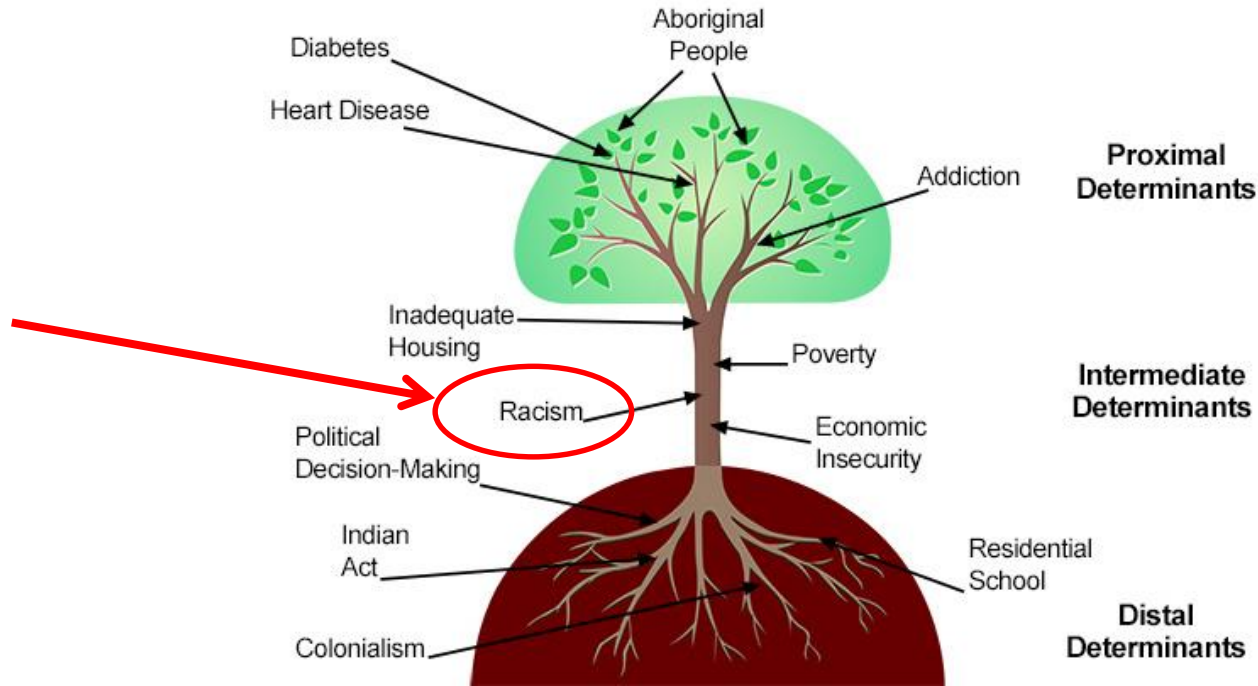
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What is Racism?



Loppie, C. (2010).
Adapted for San'yas
Indigenous Cultural
Safety Training.
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Anti-Indigenous Racism



Manifestations



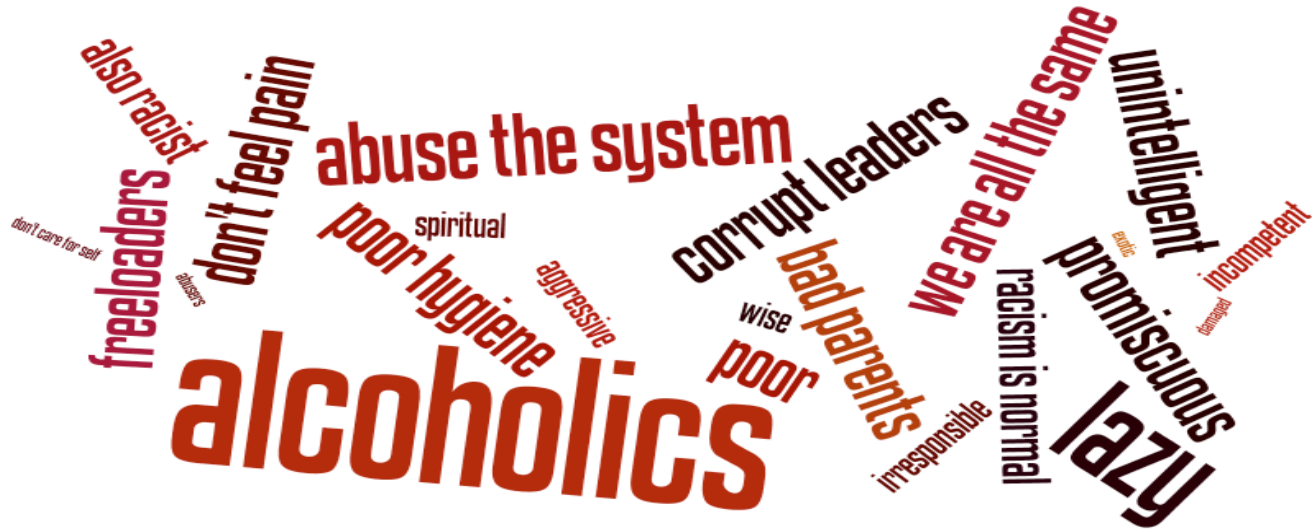
Examples



- Between individuals
- Organizational policies, practices and workplace culture
- Societal norms, public policy, media & public discourse

- One person makes a racist comment to another person
- All leaders of an organization are from the dominant racial group (e.g. all White senior leaders)
- Indigenous people are overrepresented in the poorest neighbourhoods

What Does Anti-Indigenous Racism Look Like?



Reciprocal Consulting. (2014). San'yas Program Evaluation.



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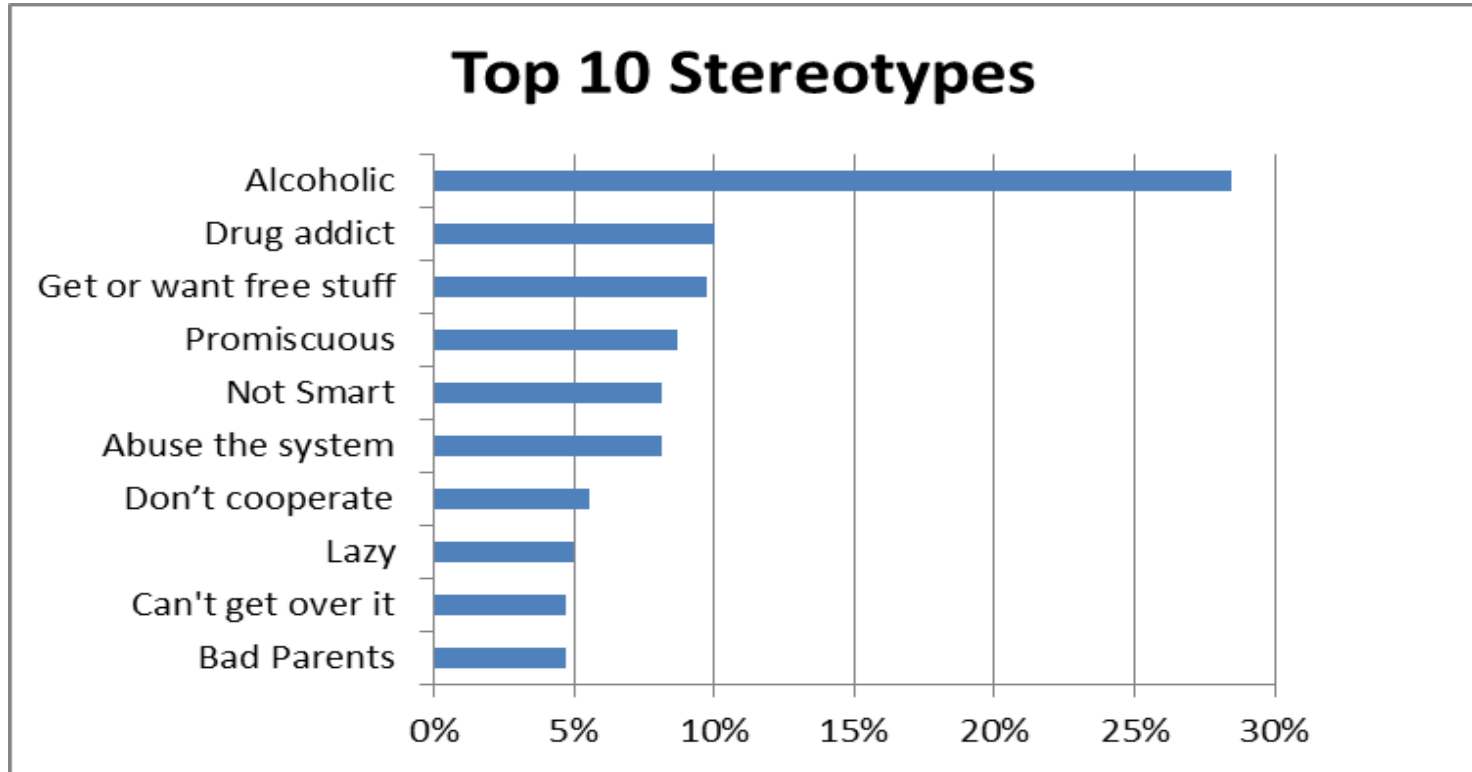


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Analysis of San'yas Data



Harmful Practice Behaviours

1. Less effort
2. Misdiagnosis
3. Improper procedure
4. No treatment/no medication
5. Condition minimized
6. Delay/denial of service
7. Withholding pain medication



Harding, L. (2017) Unpublished Doctoral Dissertation, SFU

Insider Perspective

[quote]



Pathway to Harm

Colonial Ideology
(Worldview)

Stereotype
(Beliefs)

Prejudice
(Attitudes)

Discrimination
(Behaviours)

“They are inferior to us”

“They just need to get over the past”

“They are more prone to disease”

“They are slow learners”

“Why should they get special treatment?”

“They’re all drunks”

**Patronizing
Pity**

**Anger
Resentment
Hostility**

**Disgust
Contempt**

**Invisible/Ignored
Labelling**

**Violence
Aggression
Maltreatment**

**Avoidance
Denial of Care
Misdiagnosis**

Stereotyping and Racial Discrimination



[quote]

Stereotype Activation

[quote]

Impact?

Stereotype?

Accountability?

Stereotype Activation

Conditions

- Anxiety
- High stress
- Decisions
- Urgency
- High cognitive load

Empowered by

- Workplace culture
- Lack of accountability
- Inadequate mechanisms to address discrimination



Jackson (2012). The Psychology of Prejudice.



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Hot Spots for Harm

1. Emergency Rooms
2. Maternal Care
3. Pediatrics
4. Acute Care/ICU/Surgery
5. Mental Health and Addictions
6. Home & Community Care



Harding, L. (2017) Unpublished Doctoral Dissertation, SFU

Addressing Anti-Indigenous Racism



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Anti-Indigenous Racism



Manifestations



Examples of Interventions



Between individuals

Organizational policies, practices and workplace culture

Societal norms, public policy, media & public discourse

- Indigenous Cultural Safety training
- Implicit Association Testing

- Recruitment & retention strategy
- Zero tolerance anti-racism policy
- Accountability for discrimination

- Public anti-racism campaign
- Indigenous representation
- Human Rights lens

What is Cultural Safety?

Cultural Safety is the process of making spaces, services and organizations safer and more equitable for Indigenous people by considering colonial history and responding to structural racism and discrimination.



PHSA Indigenous Cultural Safety Strategy



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Moving Forward

- Make Indigenous health equity a priority
- Address all levels of racism
- Create accountability mechanisms
- Identify, grow and nurture leadership





“We can’t say goodbye to a problem, until we have said hello.”

~ Gerry Oleman, San’yas Elder



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Reflection

What can you do to disrupt anti-Indigenous racism, discrimination and stereotyping?



Gilakas'la

For more information about San'yas:

www.sanyas.ca

Watch the National Indigenous Cultural Safety Learning Series:

www.icscollaborative.com



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