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
Responding to Anti-Indigenous Racism in the Health Care System

BC Kidney Days Conference
Vancouver, British Columbia
November 2, 2018

Danielle Mitchell
Senior Manager, Indigenous Health
Provincial Health Services Authority
Vancouver, BC
All meetings are transformations, what brings you here?

~Kwakwaka’wakw saying
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
Indigenous Peoples’ Experiences in Health Care
A Closer Look....

[quote]
How Did We Get Here?

What is Racism?

<table>
<thead>
<tr>
<th>Anti-Indigenous Racism</th>
<th>Manifestations</th>
<th>Examples</th>
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</thead>
<tbody>
<tr>
<td><strong>Interpersonal Racism</strong></td>
<td>Between individuals</td>
<td>• One person makes a racist comment to another person</td>
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<tr>
<td><strong>Structural / Institutional Racism</strong></td>
<td>Organizational policies, practices and workplace culture</td>
<td>• All leaders of an organization are from the dominant racial group (e.g. all White senior leaders)</td>
</tr>
<tr>
<td><strong>Systemic Racism</strong></td>
<td>Societal norms, public policy, media &amp; public discourse</td>
<td>• Indigenous people are overrepresented in the poorest neighbourhoods</td>
</tr>
</tbody>
</table>
What Does Anti-Indigenous Racism Look Like?

Analysis of San’yas Data

Top 10 Stereotypes

- Alcoholic
- Drug addict
- Get or want free stuff
- Promiscuous
- Not Smart
- Abuse the system
- Don’t cooperate
- Lazy
- Can’t get over it
- Bad Parents

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

Insider Perspective

[quote]
Pathway to Harm

Adapted from Jackson (2012). The Psychology of Prejudice.
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

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

Addressing Anti-Indigenous Racism
Examples of Interventions

- 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
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
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