

Cultural Safety and Leadership Creating a Change Environment

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UBC Learning Circle
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Main Themes for Today

- Context and Contextual Definitions
- Important Qualities of Leadership
- Engaging with a Question in the Circle

“How have you as a leader or the leaders within organizations or communities that you are part of, interacted with the TRC and implemented steps that align with the Calls to action? What have the results of these actions been?”

Introduction & Journey to the work of Cultural Safety

- My Roots
- Indigenous Process person
- Indigenous Rights Advocacy
- Dismantling Racism/Oppression
- Conflict Resolution Practitioner
- Trauma Informed Practice
- Cultural Safety Facilitator

Context: Cultural Safety

The right to feel ‘culturally safe’ is for everyone. Aboriginal peoples, as the first peoples of Canada, hold a unique place within our history and within our society.

The history of cultural assimilation, residential schools and health care and their impacts is one of the saddest chapters in Canadian history. **Comparative health statistics reflect unacceptable health disparities between Aboriginal and non-Aboriginal populations in Canada.**

CULTURAL SAFETY is about...

feeling respected

feeling understood

feeling honored

feeling cared for

feeling who you are is important

feeling included in your care

feeling safe to share

First Nation Health Authority's definitions

- **CULTURAL SAFETY**

is an *outcome* based on respectful engagement that recognizes and strives to address power imbalances inherent in the health care system. It results in an environment free of racism and discrimination, where people feel safe when receiving health care.

- **CULTURAL HUMILITY**

is a *process* of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience.

Island Health Cultural Safety Foundations

- Cultural Safety origins
- Accords, Agreements, Statements & Commitments, Calls to Action
- Looking to Indigenous Community
- Indigenous Relational Processes

Context: Leadership

**Story about a Leader from an Indigenous
Perspective**

Context: The TRC

- Background to the Truth and Reconciliation Commission (TRC) for Indian Residential Schools here in Canada and the 94 Calls to Actions.

Qualities of Leadership from a CS Lens

“Vulnerability; the gate way to Creativity and
Innovation” Brené Brown

Working from an Analysis of Oppression; Anti-racism

...Systemic Racism

- Simply put; its deeply rooted racism in all levels of society. Joe Feagin
- A popular definition of *Racism* is: Race Prejudice + Systemic Abuse of Power = *Racism*
- The work of Dr. Verna St Denis “A Culturally Safe/Anti-Racism approach vs A Culturally Responsive one

Qualities of Leadership from a CS Lens... continued

- Trauma Informed Practice (TIP)
- Relational Practice
- Value based
- Paying attention to neurobiology for creating the environment for change

Understanding the/your *brain on change*

- Change is pain and it
 - Requires lots of energy
 - Wired to detect errors and can *trigger* fear
- Behaviorism doesn't work - *the carrot and the stick*
- Humanism- *empathy is good but it also requires community connections; we are all in this together*
- Focus is power - *70-20-10 model of learning*
- Expectation shapes reality- *unsettling the narratives so we begin to think differently*
- Attention density shapes identity- *self-directed neuroplasticity; self-reflection/critique*

A quote from an Aboriginal Activist group in Australia

“If you’ve come here to help me you’re wasting your time. If you’ve come because your liberation is bound up with mine, then let us work together.”

Question for the Circle

- *“How have you as a leader or the leaders within organizations or communities that you are part of, interacted with the TRC and implemented steps that align with the Calls to action? What have the results of these actions been?”*

Thank You!