



# Unlearning and undoing systemic white supremacy and racism within the BC OPHO

Towards an environment of cultural safety, anti-racism & trustworthiness

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BC Provincial Health Officer

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Deputy Provincial Health Officer, Indigenous Health

## Inherent Rights of Indigenous Peoples



- First Nations territories stretch to every inch of this province.
- Inherent rights, rooted in connection to lands and waters, have never been ceded or surrendered.
- Inherent rights are upheld in international, national, and provincial law.
- Long-standing Indigenous laws and systems are integrally tied to the lands and waters of these territories.
- Generations of Indigenous rights holders who are First Nations, Métis, and Inuit from elsewhere in “Canada” also call these lands and waters home.

# Briefly, what are working towards?



**Unlearning** inherited and systemic white supremacist ways of thinking, to become meaningfully inclusive of diverse worldviews, perspectives, and approaches.



**Undoing** inherited systemic white supremacist approaches that are hardwired into structures, policies, practices, norms, and values within the OPHO (and whole health system).

# Guiding Principles

- Acknowledging that systemic white supremacy is an everyday problem that requires everyday attention to arrest, unlearn, and undo
- Truth comes before reconciliation
- BIPOC voices and perspectives are privileged
- Love and care
- Humility
- Open heart, open mind
- Willingness to own and fix harms that are identified
- Erring on the side of Indigenous rights
- Sharing lessons learned
- No one should have to do this work alone
- Doing our homework



# Net Metaphor of Settler Colonialism



# White Supremacy



*The Daddies, Kent Monkman*

# White Supremacy



Canadian Prime Ministers



BC Premiers

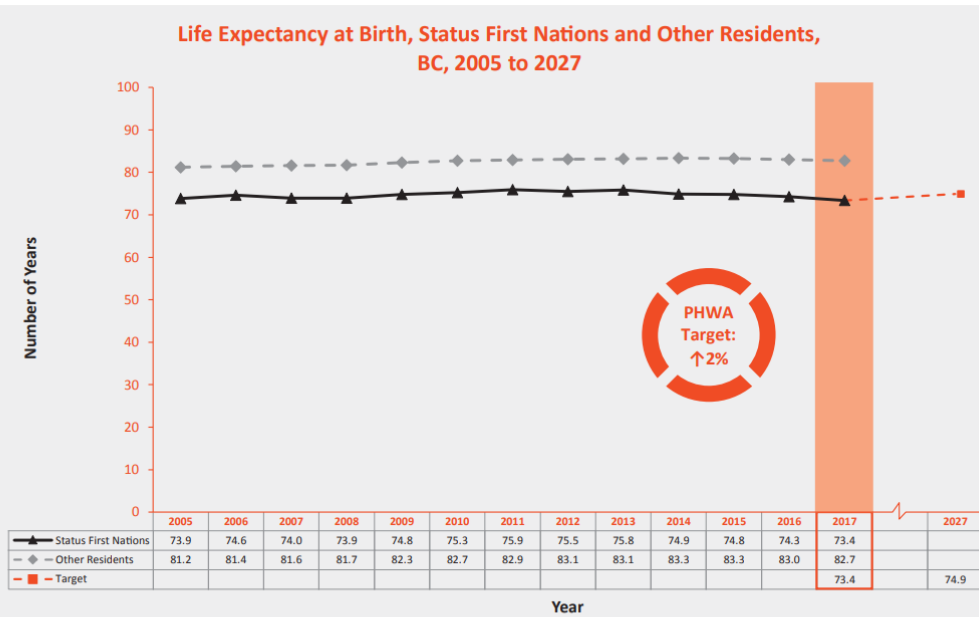


BC Ministers of Health Since 1990



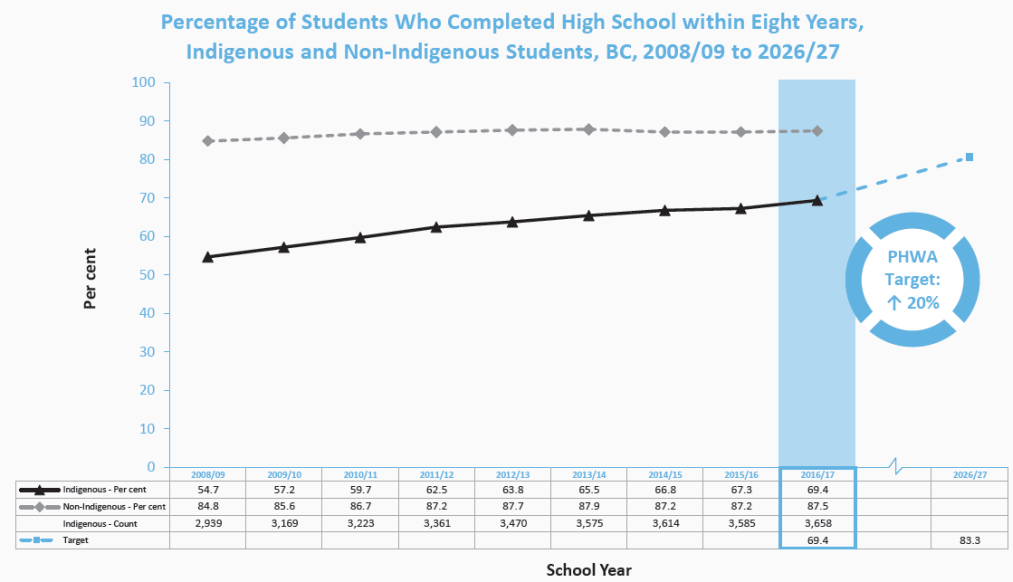
# Being subjected to Canadian colonial practices and policies is bad for Indigenous peoples health and education.

FIGURE 4.26



Notes: "Life expectancy" is the expected number of years of life remaining at a given age; in this case, at birth. See Appendix B for more information about these data sources. Sources: BC Vital Statistics Agency, data as of December 2018; BC Ministry of Health, Client Roster and First Nations Client File (Release 2017). Prepared by Population Health Surveillance and Epidemiology, BC Office of the Provincial Health Officer, BC Ministry of Health, August 2019.

FIGURE 3.8



Notes: The "eight-year completion rate" is the proportion of students who graduate, with a British Columbia Certificate of Graduation or British Columbia Adult Graduation Diploma, within eight years from the first time they enrol in grade 8, adjusted for migration in and out of British Columbia. The calculation includes both public and independent schools combined, but not on-reserve First Nations schools. "Indigenous" includes people who self-identify as having "Indigenous Ancestry" on a voluntary basis during school enrolment. This includes First Nations (both Status and Non-Status) on reserve and off reserve, Inuit, and Métis students. See Appendix B for more information about this data source. Source: BC Ministry of Education. Prepared by Population Health Surveillance and Epidemiology, BC Office of the Provincial Health Officer, BC Ministry of Health, August 2019.

# Foundational Commitments to Indigenous Peoples

## WHY - Obligations

- Treaties
- Canadian Constitution - Section 35
- Federal UNDRIP law
- Provincial UNDRIP law
- Stated commitments by governments



## WHAT - Framework

- UNDRIP is the framework for reconciliation
- 10 Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples



## HOW - Instructions

- TRC (94 Calls to Action)
- MMIWG (231 Calls for Justice)
- BC In Plain Sight (24 Recommendations)
- BC Declaration Act Action Plan (89 actions)
- HSO BC Cultural Safety & Humility Standard for health organizations (92 criteria)



## ACTION - Implementation

Ask:

- In my sphere of influence, how are we *upholding* or *undermining* these foundational commitments?
- How will we hardwire in *accountability* and *action*?
- Are we holding space for this work yet? If not, how will we hold space moving forward?

**Incomplete:  
Our attention,  
accountability,  
and action  
needed!**

# Approach



**Source:** Dene artist and bioethicist Lisa Boivin, PhD(c) is a member of the Deninu Kue First Nation in Northwest Territories

# What Work, Whose Work?

**Indigenous Health & Wellness:**  
First Nations, Inuit & Métis Work



**Cultural Safety, Anti-White  
Supremacy, & Anti-Racism:**  
Settler Work, with guidance from  
First Nations, Inuit & Métis



# Dr. Camara Jones' Science & Practice of Anti-Racism (Three Tasks)



**Source:** Jones, C. P. (2018). Toward the science and practice of anti-racism: launching a National Campaign against Racism. *Ethnicity & Disease, 28*(Suppl 1), 231.

## Desired Short-Term Outcomes

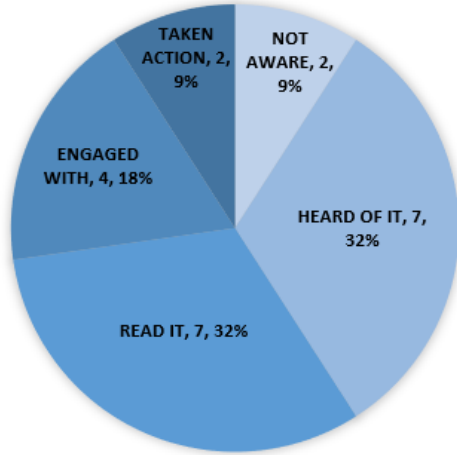
- See the net and our relationship to the net.
- Know which knots exist in our sphere of influence, as individuals and at work.
- Understand the path forward identified by Indigenous peoples (Foundational Directions).
- Know which Foundational Directions fall within our professional responsibility as a unit, a team, and an individual.
- Create ongoing processes to:
  - Continue to identify knots.
  - Quickly activate a culturally safe response to untie a knot when one is identified.
  - Assess new actions to ensure they are not creating new knots.



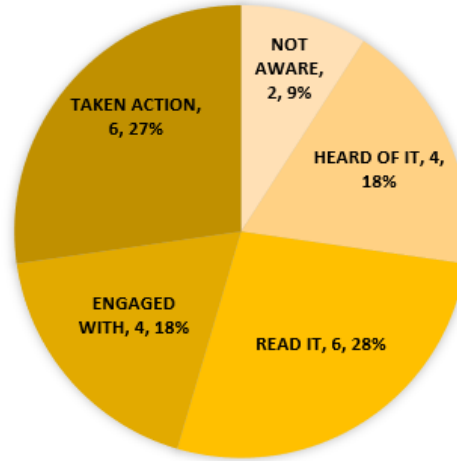
# **Briefly – Key Learnings & Tools**

# OPHO Engagement with Foundational Commitments to Indigenous Peoples (n=22)

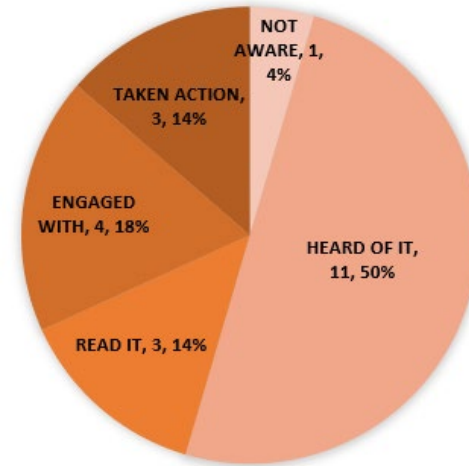
UNDRIP, 2007



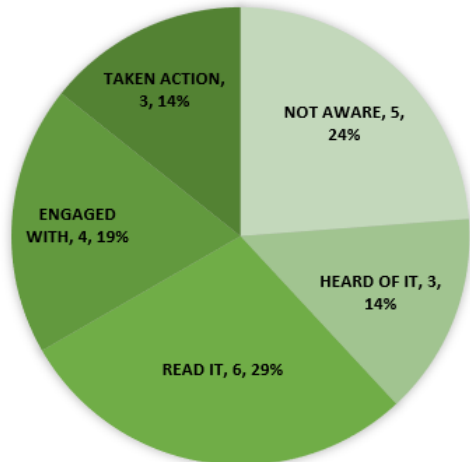
TRC, 2015



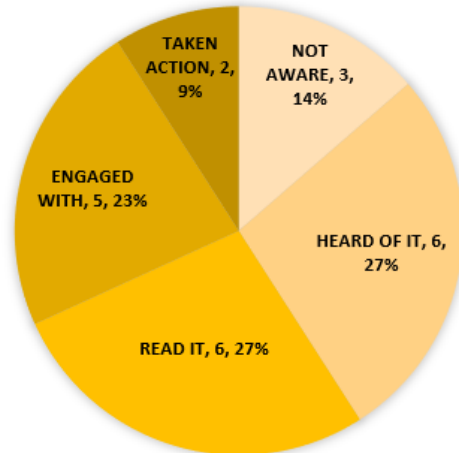
MMIWG, 2019



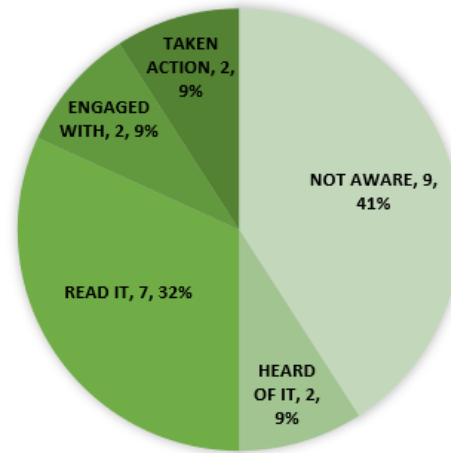
BC 10 DRAFT PRINCIPLES, 2018



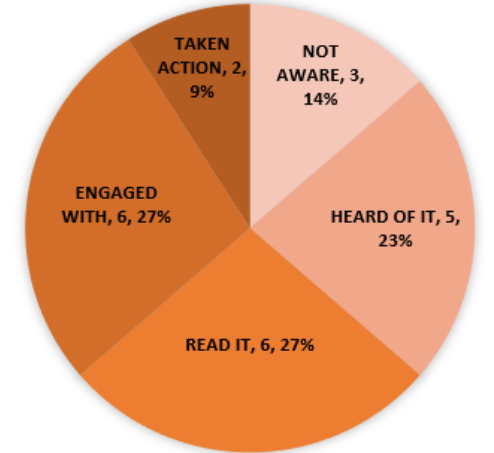
BC DRIPA, 2019



BC DRIPA Action Plan, 2022



IN PLAIN SIGHT, 2020



# A Handful of Pragmatic Findings to Arrest White Supremacy & Indigenous-Specific Racism in the OPHO



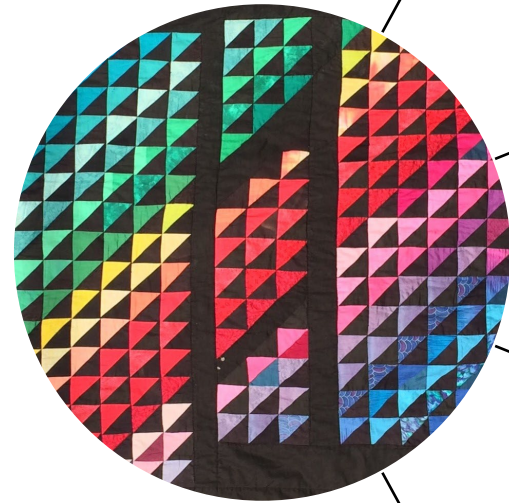
# The BC Office of the Provincial Health Officer:

Recognizes the inherent rights and title of BC First Nations and the inherent rights of all First Nations, Metis, and Inuit people living in BC.

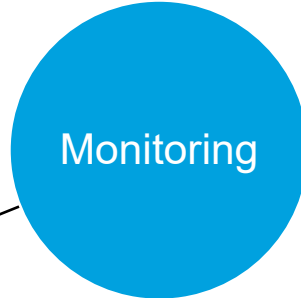
Acknowledges that these rights can only be fully exercised when the ecosystems in which they are embedded, are vibrant, biodiverse and loved and cared for, therefore we share a collective responsibility to the health and wellness of these territories.

Actively works to uphold the inherent rights of Indigenous peoples by taking actions on specific Foundational Commitments made to Indigenous Peoples (e.g., UNDRIP, TRC, MMIWG & In Plain Sight), being trustworthy in relationships with Indigenous partners, and taking anti-racist actions in all aspects of OPHO work.

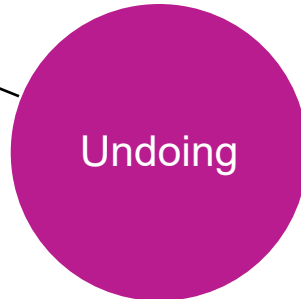
# Tools We're Using



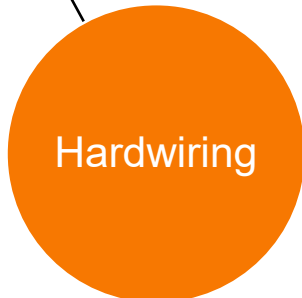
1. Hellos & Building Common Language
2. OPHO-wide Unlearning Club
3. Rights, Reconciliation & Anti-racism Library
4. Foundational Commitments Series



5. Action on Foundational Commitments Self Assessment Survey
6. Rapid Reflections
7. Knot Log



8. Rapid Colonial Knot Review Tool
9. Indigenous Recruitment & Retention Quick Reconciliation Checklist
10. Policy & Process Review
11. Knot Crew



12. Four Point Project Protocol
13. OPHO Vision
14. (Upcoming - Create OPHO SOP)
15. (Upcoming - Create OPHO Fdnl Comtmnts Action Plan)

# Guiding Principles

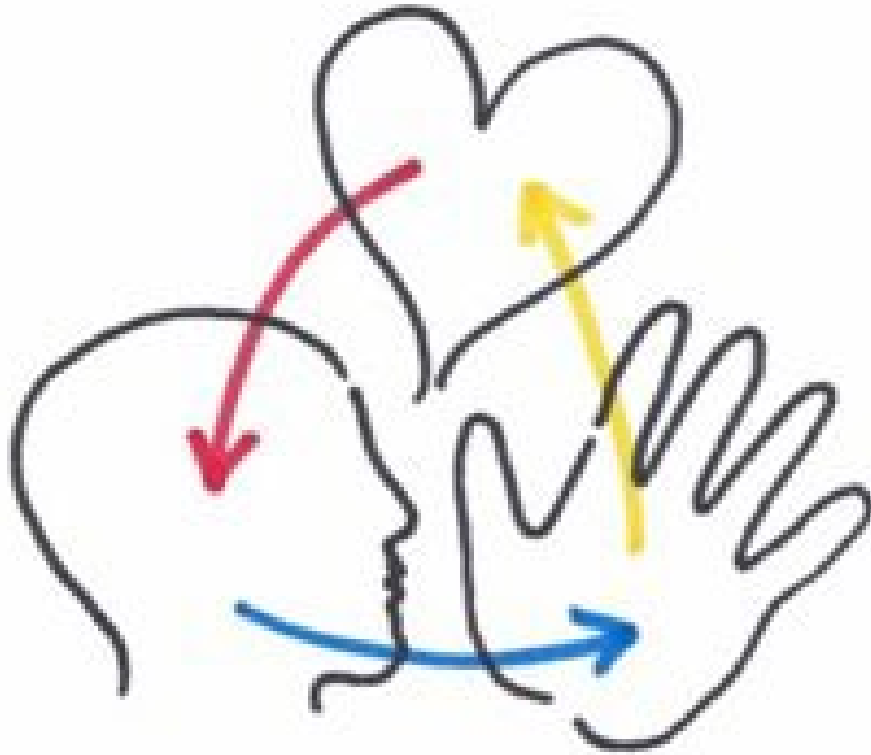
- Acknowledging that systemic white supremacy is an everyday problem that requires everyday attention to arrest, unlearn, and undo
- BIPOC voices and perspectives are privileged
- **Love and care**
- Humility
- Open heart, open mind
- Willingness to own and fix harms that are identified
- Sharing lessons learned towards development of evidence-based wise practices (Indigenous knowledge) and best practices (mainstream knowledge) from a two-eyed seeing perspective.
- No one should have to do this work alone.
- **Doing our homework**



**What is one act of love and care you will take for yourself later today?**



# In the next week, what is **ONE** thing you commit to doing to 'do your homework' and unlearn/undo white supremacy in your sphere of influence?



- How will you make space to give arresting white supremacy everyday attention?
- Do you know which Foundational Instructions have been provided that are relevant to your work?
- What steps will you take to identify and address colonial knots in your sphere of influence?

## **Part 2: Getting into the details of the how**



# 3. PHO Indigenous Rights, Reconciliation, and Anti-Racism Library

Unlearning

Activities



## 2. OPHO Unlearning Club (17 months)

### Month 1 | April 2022 – Welcome

Our Teacher(s)	DR. CAMARA JONES MD, MPH, PHD Former president of the American Public Health Association who launched a national campaign against racism.
Quick Dip	TED TALK (20m31s) Allegories on race and racism <a href="https://youtu.be/GNhcY6fTyBM">https://youtu.be/GNhcY6fTyBM</a>  ARTICLE (4pages) Toward the Science and Practice of Anti-Racism: Launching a National Campaign Against Racism <a href="https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6092166/pdf/ethndis-28-231.pdf">https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6092166/pdf/ethndis-28-231.pdf</a>
Deep Dive	DOCUMENTARY (1h40m) 13 <sup>th</sup> <a href="https://www.netflix.com/ca/title/80091741">https://www.netflix.com/ca/title/80091741</a>
Additional Preparation	Please bring an object that represents who you are and where you come from to our first monthly session.

### Agenda for each monthly visit:

- Land acknowledgement (rotating responsibility, 10m)
- Opening Circle – reflections on the prep work (30m)
- Mini module presented by the host (15m)
- Break (5m)
- Discussion Circle – reflect on discussion question (40m)
- Closing Circle – one word (10m)
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# 6. Rapid Reflection on Unlearning & Undoing Systemic White Supremacy Tool (Monthly)

Thinking about this month's material & discussion:

1. What was/were the KEY LEARNING(S) for you this month?
2. Please reflect on anything about this month's material or discussion that SURPRISED YOU.
3. Please reflect on any aspect of the material or discussion that made you UNCOMFORTABLE.
4. Please reflect on any aspect of this month's material or discussion that felt AFFIRMING.
5. How does this month's material or discussion relate to your personal or professional sphere of influence?
6. Please share any actions you took this month to undo systemic white supremacy or racism, or any actions you took to uphold the foundational commitments.
7. Please share any 'colonial knots' you identified or witnessed related to OPHO work over the course of the month.
8. Is there anything else you would like to comment on?

# 5. OPHO Action on Foundational Commitments Self-Assessment (Every 6 months)

Rank

	Not Aware	Heard of	Read it	Engaged with, personally or professionally	Taken action to uphold them within OPHO work
UNDRIP (2007)					
BC DRIPA (2019)					
DRIPA ACTION PLAN (2022)					
TRC (2015)					
10 PRINCIPLES (2018)					
MMIWG (2019)					
IN PLAIN SIGHT (2020)					

Reflect

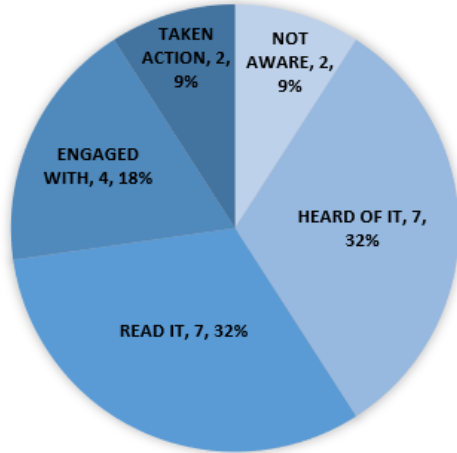
- What prompted you to give this ranking? If you said, “engaged with” or “took action”, what did that mean in your context?

Strategize

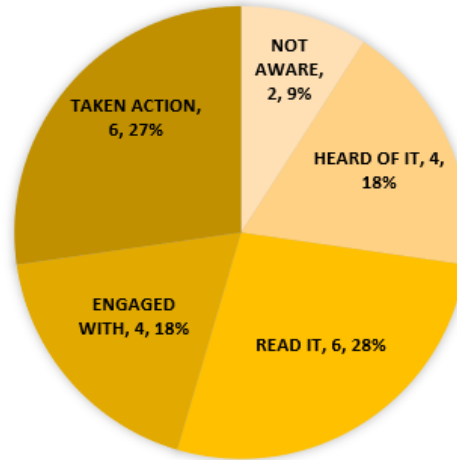
- What facilitators currently exist that SUPPORT you to take action to uphold foundational commitments in your everyday work?
- What barriers currently exist that IMPEDE you from taking action to uphold foundational commitments in your everyday work?
- What else is NEEDED for you to be able to incorporate anti-racism and uphold foundational commitments as part of your everyday work?

# OPHO Engagement with Foundational Commitments to Indigenous Peoples (n=22)

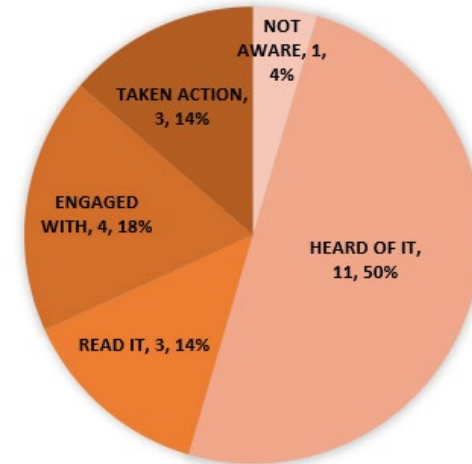
UNDRIP, 2007



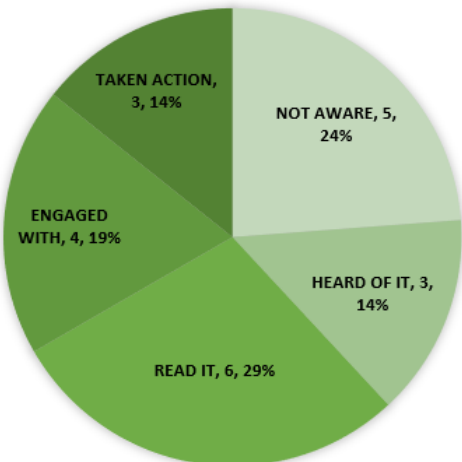
TRC, 2015



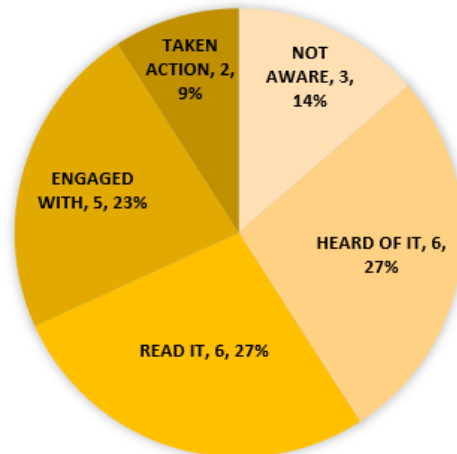
MMIWG, 2019



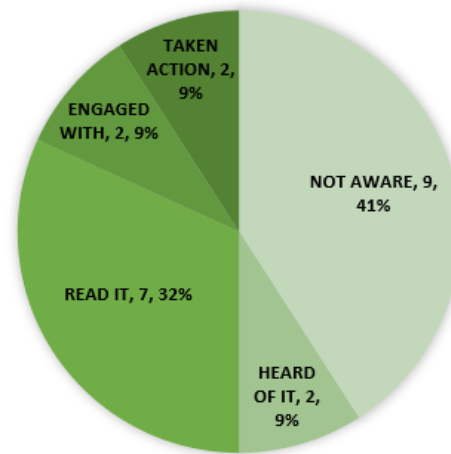
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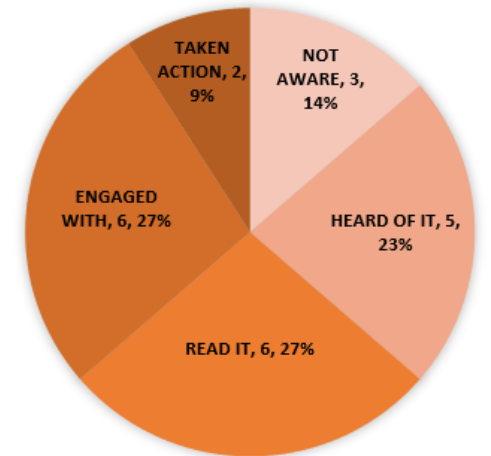
BC DRIPA, 2019



BC DRIPA Action Plan, 2022



IN PLAIN SIGHT, 2020



# OPHO Foundational Commitments Series (Fall 2022)

## Existing Colonial Knot(s)

First round of survey demonstrated considerable variability across the OPHO in terms of knowledge of and engagement with the Foundational Commitments to Indigenous Peoples.

## Towards Untying the Knot

- Created OPHO Foundational Commitments to Indigenous Peoples Series.

### September

- UNDRIP
- BC DRIPA
- DRIPA Action Plan

### October

- TRC
- MMIWG

### November

- In Plain Sight

### December

- Our Accountability

Undoing

Activities

**UNDOING WHITE SUPREMACY & UPHOLDING FOUNDATIONAL COMMITMENTS  
RAPID REVIEW - SNAPSHOT OF CURRENT STATUS**

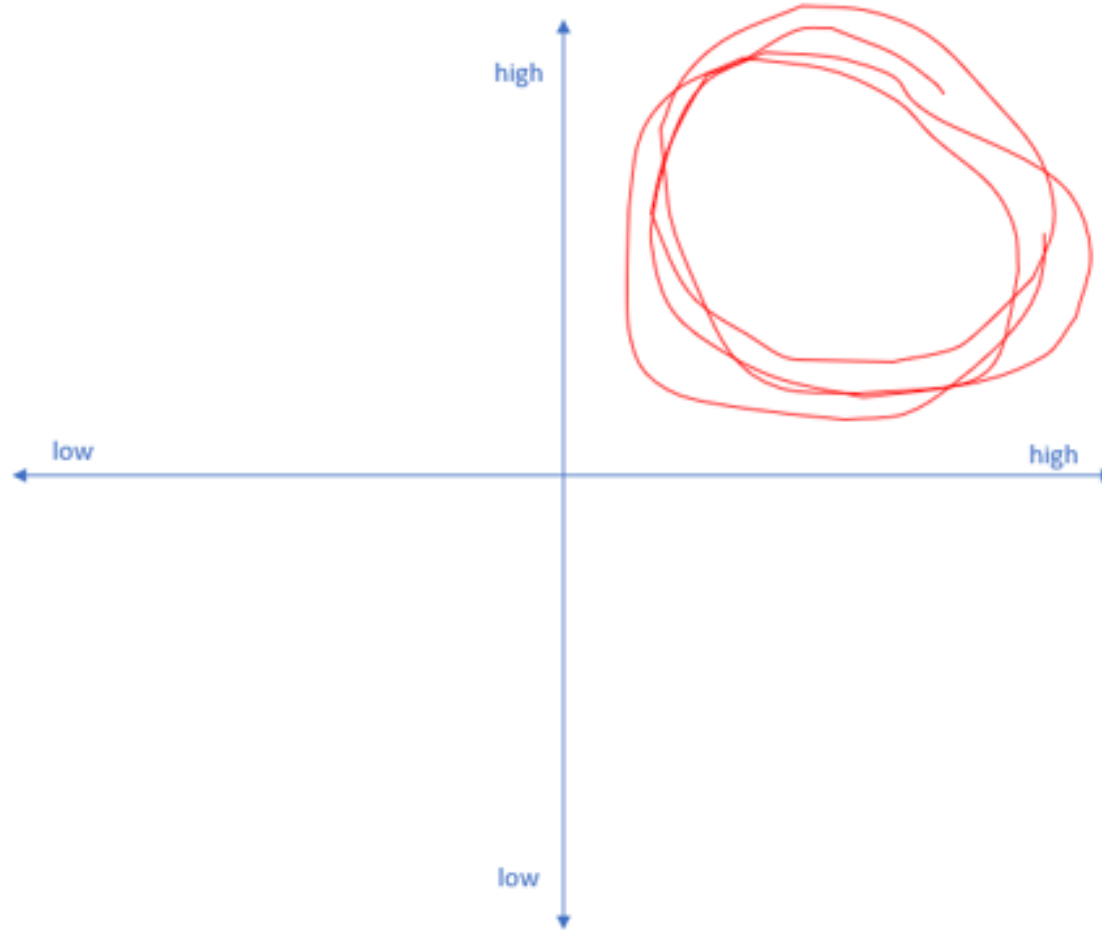
<b>Upholding Indigenous self-determination</b>	Are the inherent rights of Indigenous peoples explicitly acknowledged?	
	Have Indigenous peoples been meaningfully involved in the document/policy development and has this been transparently described in the document?	
	Is the mechanism for shared decision-making with Indigenous peoples clearly articulated?	
<b>Upholding foundational commitments</b>	Are the anticipated impacts to Indigenous peoples clearly described?	
	Are relevant foundational commitments explicitly articulated?	
	Are actions and processes to uphold foundational commitments made explicit?	
<b>Identifying and undoing racism</b>	Does the document in its current state uphold any of the following sites of institutional racism <sup>1</sup> :	x/4
	<ul style="list-style-type: none"> <li>Tyranny of the majority</li> </ul>	
	<ul style="list-style-type: none"> <li>Including mainstream evidence; excluding Indigenous evidence</li> </ul>	
	<ul style="list-style-type: none"> <li>Lack of meaningful partnership with Indigenous rights holders: Over consultation, flawed consultation, or no consultation</li> </ul>	
	<ul style="list-style-type: none"> <li>Indigenous policy implementation requiring non-Indigenous agreement</li> </ul>	
<b>Intersections</b>	Are gender equity considerations and strategies made explicit?	
	Are sexual identity equity considerations and strategies made explicit?	
	Are disability equity considerations and strategies made explicit?	
	Are youth inclusion considerations and strategies made explicit?	

# Knot Log + Knot Review + Knot Crew

Undoing

Activities

Degree of white  
supremacy



Degree it shapes the  
work of OPHO

# Indigenous Recruitment & Retention – Quick Reconciliation Checklist

*The following checklist should be asked of every OPHO job posting, including temporary, auxiliary, and internal job postings. Danièle and Kate are here to support if you need us!*

1. Is Indigenous preference stated?	
<p>2. Have the two OPHO-wide Indigenous rights, reconciliation, and addressing Indigenous-specific racism accountabilities been included?</p> <ul style="list-style-type: none"> <li>• Recognizes the inherent rights and title of BC First Nations and the inherent rights of all First Nations, Metis and Inuit people living in BC.</li> <li>• Actively works to uphold the inherent rights of Indigenous peoples by taking actions on specific Foundational Commitments made to Indigenous Peoples (e.g., UNDRIP, TRC, MMIWG &amp; In Plain Sight), being trustworthy in relationships with Indigenous partners, and taking anti-racist actions in all aspects of OPHO work.</li> </ul>	
3. Are Indigenous relations behavioural competencies included?	
4. Is Indigenous Applicant Advisory contact included?	
5. Has the posting been shared with the Indigenous networks list?	
6. Do you have a plan in place to enact Indigenous preference immediately following screening?	

# Four Point Project Protocol

All documents/slide decks must include an introduction section that recognizes the inherent rights of First Nations in BC (land/title), and inherent rights of other Indigenous peoples that now call BC home.

All documents/slide decks/discussions must begin with a section on hardwiring Indigenous Rights and Truth & Reconciliation.

Indigenous Rights and Reconciliation must be placed at the very top of every priority list.

Every 'other' priority topic area must include two sections:

1. Foundational Commitments to Indigenous peoples that relate to the priority area of interest
2. Recognition of Indigenous expertise/knowledge about addressing the specific priority of interest

# Recap of Our Practical Tools

