



CVS Indigenous and Metis Cultural Safety Plan (Created July 2021)

About this plan:

CVS wishes to take an approach that focuses on the CVS community attaining skills, knowledge, and attitudes to work in more effective and respectful ways with Indigenous and Metis individuals we support.

Our approach to support should be based on humble acknowledgement of ourselves as learners when it comes to understanding a person's experiences. This plan will be a "living" document that changes to reflect current best practices along with feedback from the Indigenous and Metis communities. Revision of this plan will be an ongoing process of learning and being self-reflexive. This plan will also follow the following principles:

INDIGENOUS CULTURAL SAFETY PRINCIPLES

1. Indigenous culturally competent and responsive support practices are embedded throughout CVS.
2. Indigenous communities and organizations are central in the identification, development, delivery and evaluation of services for Indigenous people.
3. Indigenous cultural practices are included in culturally competent service delivery for Indigenous or Metis and those who identify as Indigenous people.
4. Indigenous and Metis people have an inherent and recognized right to access cultural practices as part of their personal support plan.
5. Indigenous and Metis people's connection to traditional and unceded

territories is recognized as an integral component to well-being and care.

BECOMING A CULTURALLY SAFE ORGANIZATION

1. INCLUSION OF INDIGENOUS KNOWLEDGE AND EXPERTISE

CVS will include Indigenous knowledge and expertise in all levels of service delivery. This will be reflected in engagement with Aboriginal Health leadership, community and clients, staff education, recruitment and retention, and service delivery.

2. WELCOMING AND ACKNOWLEDGMENT OF TRADITIONAL TERRITORY

As official CVS protocol, leadership will give a land acknowledgement at formal meetings, public events or conferences. The CVS website will also include acknowledgement of all traditional territories where CVS services are delivered.

3. RIGHT TO TRADITIONAL MEDICINES

CVS staff will facilitate the inclusion and access to traditional medicines in care planning on request.

4. RIGHT TO TRADITIONAL PRACTICE AND CEREMONY

CVS staff will facilitate the inclusion and access to traditional practice and ceremony in personal planning and daily life on request.

RESPONSIBILITIES/ PRACTICE

SENIOR LEADERSHIP WILL:

- Lead and demonstrate the overall organizational commitment to delivering accessible Indigenous Cultural Safety;
- Endorse and support organizational initiatives and the development of practice guidelines that strengthen Indigenous Cultural Safety;
- Support the meaningful engagement of Indigenous groups in governance and decision making; and planning and delivery of services that meet the needs of Indigenous people.

MANAGEMENT / SUPERVISORS WILL:

- Support the meaningful engagement and partnerships with Indigenous people in the planning and delivery of services;
- Facilitate the development of policies, procedures and other changes in CVS's operations to enhance Indigenous Cultural Safety;
- Plan and deliver services that meet the needs of Indigenous people;
- Respond to practices and barriers that hinder Indigenous Cultural Safety. These practices and barriers may be identified by staff, external agencies or communities;
- Provide ongoing professional development opportunities and resources for staff to build Indigenous Cultural Safety; and
- Support staff to incorporate Indigenous Cultural Safety into the delivery of services and to put knowledge and skills into Practice.
- Gain knowledge about the effects of intergenerational Trauma and Reconciliation
- Be knowledgeable in how to seek Indigenous mental health assistance and emergency response services if needed

FRONTLINE STAFF WILL:

- Provide appropriate, equitable and culturally safe care;
- Support Indigenous clients to engage in decision-making around their own Cultural practices and support;
- When possible and requested, integrate traditional Cultural Practices into support care plans based on safety and benefit;
- Develop personal and professional knowledge and skills in Indigenous Cultural Safety;
- Participate in improving Indigenous Cultural Safety;

- Identify barriers to services whenever possible and report barriers to management;
- Identify ways to enhance the Indigenous Cultural Safety practices of staff, as well as policies, programs and services;
- Encourage participation within Cultural Ceremonies and Events
- Gain knowledge about the effects of intergenerational Trauma and Reconciliation

Audit: Bi-annually- audited Dec 14, 2021

Position Responsible: Director of Human Resources and Quality Assurance

Reviewed: