

# INDIGENOUS CULTURAL SAFETY:

*An environmental scan of cultural safety initiatives in Canada - Chapter 6: Cultural safety initiatives in Manitoba*



National Collaborating Centre  
for Indigenous Health



Centre de collaboration nationale  
de la santé autochtone

CULTURAL SAFETY AND RESPECTFUL RELATIONSHIPS

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# INTRODUCTION

The focus of this chapter is on cultural safety initiatives in Manitoba that have been identified as part of the wider environmental scan. In keeping with the change model proposed by Greenwood (2019), this includes structural-level actions, such as legislation, tripartite and bi-lateral partnership agreements, as well as policy initiatives aimed at promoting cultural safety, humility, and anti-racism in health service delivery through, for example, advancements in Indigenous self-determination over health care planning, design, and delivery. System-level responses by national Indigenous and non-Indigenous organizations with a health mandate are also considered, and include strategic action plans, position statements, professional competencies, and practice standards and guidelines. The final sections provide an overview of cultural safety educational resources and training initiatives developed by Indigenous and non-Indigenous organizations and governmental departments.

A note to the reader: In 2017, the federal government replaced Indigenous and Northern Affairs Canada (INAC) with two new departments, Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada, to reflect its commitment to reconciliation.



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# LEGISLATION



Government of Manitoba

## ***Bill 10: The Regional Health Authorities Amendment Act, 2019***

Bill 10 supports the successful implementation of the province's health system transformation by amending the existing *Regional Health Authorities Act* to transition existing organizations, departments, programs, services, and sites to Shared Health to allow for province-wide health system coordination and transformation. Amendments to the Bill are currently with the Legislative Assembly.

<https://web2.gov.mb.ca/bills/41-4/b010e.php>

## ***The Path to Reconciliation Act, 2016***

The Province of Manitoba passed *Bill 18, The Path to Reconciliation Act* that confirms the Government's commitment to reconciliation, guided by the TRC Calls to Action and the UNDRIP. The Act establishes a minister responsible for reconciliation as a member of the Executive Council, who will guide the development of a strategy for reconciliation, as well as the requirement to report on progress annually.

<https://web2.gov.mb.ca/bills/40-5/b018e.php>

The government provides updates on initiatives undertaken since 2015 in response to the Truth and Reconciliation Commission's (2015) Calls to action in the areas of child welfare, education, language and culture, health, justice, Aboriginal and Treaty Rights, and other Calls to Action. The reports are available in English and French, as well as a number of Indigenous languages.

<https://gov.mb.ca/inr/reports-and-expenses/path-to-reconciliation-act-annual-progress-reports.html>



# PARTNERSHIP AGREEMENTS



## Tripartite<sup>1</sup> partnerships

None identified.

## Bilateral<sup>2</sup> partnerships

Government of Canada and Assembly of Manitoba Chiefs

### ***Memorandum of Understanding with Assembly of Manitoba Chiefs aimed at achieving concrete outcomes in child welfare, 2017***

This MOU commits the Assembly of Manitoba Chiefs and the Government of Canada to work in partnership to improve Child and Family Services in Manitoba (Indigenous and Northern Affairs Canada [INAC], 2017). It supports the position that First Nations should have jurisdiction over child welfare.

<https://www.canada.ca/en/indigenous-services-canadanews/2017/1/canadasignsmouwithassemblyofmanitobachiefstodrivechangeinchild.html>

### ***Memorandum of Understanding between Assembly of Manitoba Chiefs and Her Majesty the Queen in Right of the Province of Manitoba. - Aboriginal Justice Inquiry – Child Welfare Initiative, 2000***

This MOU committed the Government of Manitoba and the Assembly of Manitoba Chiefs Inc. to work in partnership to support the transfer of responsibility of services under the *Child and Family Services Act* and the *Adoption Act* to First Nations and expand this authority to services provided to both on and off reserve members.

[http://www.aji-cwi.mb.ca/eng/memorandum\\_of\\_understanding\\_amc.html](http://www.aji-cwi.mb.ca/eng/memorandum_of_understanding_amc.html)

Government of Canada and Fisher River Cree Nation

### ***Memorandum of Understanding between Fisher River Cree Nation and Canada on Advancing Reconciliation, 2018***

This MOU committed the Government of Canada and the Fisher River Cree Nation to work together to advance the First Nation's vision of self-determination (Fisher River Cree Nation, 2018). It outlined next steps in the process and priorities for discussion with a focus on strengthening self-government and the relationship between the two parties.

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<sup>1</sup> For the purposes of this report, tripartite activities are defined as involving any number of entities from both the federal and provincial/territorial governments plus any number of entities from Indigenous organizations or the health sector.

<sup>2</sup> For the purposes of this report, bilateral activities are defined as involving any number of entities from either the federal and provincial/territorial governments (but not both), plus any number of entities from Indigenous organizations or the health sector.



Government of Canada and Manitoba  
Keewatinowi Okimakana (MKO) Inc.

***Memorandum of Understanding with  
Manitoba Keewatinowi Okimakana (MKO)  
Inc. to support health care transformation  
for MKO communities, 2018***

This MOU commits the federal government and MKO communities to work together to improve health and well-being of First Nations people in northern Manitoba, based on locally driven and defined health care (Net News Ledger Staff, 2018).  
[https://mkonation.com/mko/wp-content/uploads/03-30-2021-Media-release-MKO-NHR-joint-statement-on-ending-racism-in-health-care\\_FINAL.pdf](https://mkonation.com/mko/wp-content/uploads/03-30-2021-Media-release-MKO-NHR-joint-statement-on-ending-racism-in-health-care_FINAL.pdf)

***Memorandum of Understanding between  
Manitoba Keewatinowi Okimakanak (MKO)  
Inc. and Her Majesty the Queen in Right  
of the Province of Manitoba. - Aboriginal  
Justice Inquiry – Child Welfare Initiative,  
2000***

This MOU committed the Government of Manitoba and the MKO Inc. to work in partnership to support the transfer of responsibility of services under the *Child and Family Services Act* and the *Adoption Act* to First Nations and expand this authority to services provided to both on and off reserve members.  
[http://www.aji-cwi.mb.ca/eng/memorandum\\_of\\_understanding\\_mko.html](http://www.aji-cwi.mb.ca/eng/memorandum_of_understanding_mko.html)





Government of Canada and Southern  
Chiefs' Organization

***Memorandum of Understanding (MOU) re  
health transformation, 2020***

On June 18, 2020, the Southern Chief's Organization signed a MOU with the Government of Canada enabling the Anishinaabeg and Dakota peoples to assume greater control over their health and wellness and address gaps in the health care system. The MOU commits both parties to work together on a new health system governance model that is representative of, and accountable to, First Nations communities.

[https://wfpquantum.s3.amazonaws.com/pdf/2020/69315\\_SCO-MOU-unsigned-on-health-transformation.pdf](https://wfpquantum.s3.amazonaws.com/pdf/2020/69315_SCO-MOU-unsigned-on-health-transformation.pdf)

Manitoba Keewatinowi Okimakanak (MKO)  
and Northern Health Region

***Partnership with Manitoba Keewatinowi  
Okimakanak (MKO) to Eliminate Anti-  
Indigenous Racism in Health Care in  
Northern Manitoba, 2021***

On March 30, 2021, a partnership between MKO and the NHR announced a joint initiative to eliminate anti-Indigenous racism in health care (MKO, 2021). The announcement commits the partners to working with First Nations in the region to create a declaration or agreement outlining goals and objectives and defining the partnership.





# POLICY & PROGRAM RESPONSES



## Tripartite policy responses

Canada, Manitoba, Interlake-Eastern Regional Health Authority, and local First Nations

### ***Giigewigamig Traditional Healing Centre, 2017 -***

A partnership between the federal and provincial governments, Interlake-Eastern Regional Health Authority, and local First Nations, the Giigewigamig Traditional Healing Centre is managed by the Giigewigamig First Nation Health Authority and is intended to serve First Nations whose families are in the Pine Falls Hospital Health Complex. It is a place of education on First Nation history, culture, and healing that reflects the identity and healing traditions of the four local First Nations: the Sagkeeng, Black River, Hollow Water, and Bloodvein (Interlake-Eastern Regional Health Authority, 2017a).

### ***Primary Health Care Centre, 2017***

A partnership between the federal and provincial governments, Interlake-Eastern Regional Health Authority, and local First Nations, the Primary Health Care Centre provides an expansion to the existing Powerview-Pine Falls Health Centre complex by offering acute, primary, and long-term care services, as well as traditional healing practices, mental health, home care, public health, chronic disease, and community wellness services (Interlake-Eastern Regional Health Authority, 2017b).

Canada, Manitoba, First Nations political organizations, First Nations Child and Family Services agencies and authorities

### ***Regional Advisory Committee on First Nations Child and Family Services, 2018***

As part of six commitments made by the Government of Canada that came out of an emergency meeting on Child and Family Services held in January 2018, the Regional Advisory Committee on First Nations Child and Family Services was established in Manitoba to help reform Indigenous child and family services (ISC, 2020). The Committee is comprised of representatives from the provincial government, First Nations political organizations, and First Nations Child and Family Services agencies and authorities.

## Provincial responses

Government of Manitoba

### ***Investments to support Indigenous Residential Healing Centres and expand awareness, 2022***

On April 4, the Government of Manitoba announced a \$500,000 investment to improve mental health and trauma supports for residential school survivors and their families. The money will be used to support the construction of 10 Indigenous residential school healing centres across the province.

<https://news.gov.mb.ca/news/index.html?item=54057>

### ***Investments to support Indigenous-led, healing-focused programming during Truth and Reconciliation week, 2021***

On September 21, the Government of Manitoba announced \$200,000 in funding, with \$25,000 distributed to seven Indian Residential School Healing Centres to support healing and wellness supports, with the remainder used to support Truth and Reconciliation Day cultural events and events focused on reconciliation and healing.

<https://news.gov.mb.ca/news/index.html?item=52532>

### ***Collaboration between Government Partners and the First Nations Pandemic Response Coordination Team, 2020-21***

Government partners established a partnership with First Nations to respond to the COVID-19 pandemic. The partnership led to First Nations-specific COVID-19 data, which guided the First Nations public health response and informed vaccination plans to protect First Nations people. The partnership worked to ensure equitable access for First Nations to vaccines, both on and off reserve, and that vaccine rollout is done in a way that is responsive to First Nations priorities (Government of Manitoba, 2021a).

### ***Transforming Child Welfare Legislation in Manitoba: Opportunities to Improve Outcomes for Children and Youth – Report of the Legislative Review Committee, 2018***

The Government of Manitoba created a Legislative Review Committee to review child welfare legislation in Manitoba. This report presents key themes and findings from this review and makes numerous recommendations to improve outcomes for all children and families, especially First Nations, Inuit, and Métis children who are over-represented in the child welfare system.

[https://www.gov.mb.ca/fs/child\\_welfare\\_reform/pubs/final\\_report.pdf](https://www.gov.mb.ca/fs/child_welfare_reform/pubs/final_report.pdf)

### ***Transforming the Manitoba Public Service: A Strategy for Action, 2018***

This document outlines the Government of Manitoba's approach to improving outcomes for Manitobans. It is based on two plans: one to transform the work of the Public Services, including by monitoring, public reporting, and citizen engagement; and the other to transform the culture of the Public Service through focussing on the client, harnessing talent, and fostering innovation. The strategy aims to address barriers to effective and equitable service delivery brought about through working in siloes, achieve excellence through continuous improvement, and advance reconciliation.

[https://www.gov.mb.ca/asset\\_library/en/proactive/transformation\\_2018.pdf](https://www.gov.mb.ca/asset_library/en/proactive/transformation_2018.pdf)

## **Manitoba Government Diversity and Inclusion Strategy, 2014**

This strategy focuses on building a representative workforce across all levels of government by recruiting from a diverse, qualified, group of potential applicants; identifying and removing employment barriers; and cultivating a culture that motivates individuals to contribute to their full potential.

[https://www.gov.mb.ca/govjobs/pdf/manitoba\\_government\\_diversity\\_and\\_inclusion\\_strategy\\_public.pdf](https://www.gov.mb.ca/govjobs/pdf/manitoba_government_diversity_and_inclusion_strategy_public.pdf)

## **Manitoba: Measuring Progress – Transparent Reporting on Government’s Progress, n.d.**

As part of its commitment to transparent reporting on the government’s progress, the Government of Manitoba has created an interactive website that tracks progress on key indicators, including on advancing inclusion, advancing reconciliation, enhancing client services, involving Manitobans in decision making, and fostering and advancing innovation (Government of Manitoba, 2021b). The monitoring tool is currently being updated and will be relaunched later in 2023.

<https://mbmeasuringprogress.ca/>

Ministry of Families

## **Shared Priorities, Sustainable Progress: A 12-Month Action Plan for Manitoba Families, 2019**

Articulating the need for transformative changes in child and family services, this action plan sets forth priorities for the Department of Families for the next fiscal year (Ministry of Families, 2019). This includes priorities for implementing national standards introduced in relation to the federal government’s *An Act respecting First Nations, Inuit and Metis children, youth and families* and the Manitoba’s *Child and Family Services Transformation Plan*; creation of a new single envelope funding to support integrated service delivery models; and development of a community-led emergency response system that is culturally competent and more responsive to the individual needs of families and children in crisis. It also outlines priorities for early learning and child care in relation to increasing choice for families and improving access.

## **Transforming Child Welfare in Manitoba: Reform. Renew. Results, 2018**

This document briefly summarizes the Government of Manitoba’s goals for developing a comprehensive plan for achieving better outcomes for children and families. The plan focuses on community-based prevention, lifelong connections through reunification and permanence, establishing enhanced and more flexible funding with an emphasis on prevention and service integration, and reforming legislation to enable communities and families to have more influence on decisions and the system to better respond to vulnerable children and families.

[https://www.gov.mb.ca/fs/child\\_welfare\\_reform/pubs/child\\_welfare\\_reform.pdf](https://www.gov.mb.ca/fs/child_welfare_reform/pubs/child_welfare_reform.pdf)

### ***Indigenous Partnership Strategic Framework, 2020***

One of 25 integrated projects underway as part of the first wave of health system transformation in Manitoba, the Indigenous Partnership Strategic Framework is led by a project team of eight individuals, with advice from 17 members of an Advisory Committee with extensive knowledge, wisdom, and experience in the Indigenous health field. The framework is grounded in UNDRIP, with its recognition that respectful partnerships with Indigenous peoples is a right, not a corporate social responsibility (Government of Manitoba, 2020), and is intended to ensure equal participation, equal power, and joint priority identification with Indigenous communities, organizations, and citizens and guide the ongoing health system transformation work. It is not currently accessible on the internet.

### ***Manitoba Health, Seniors and Active Living Transformation Program Charter, 2020***

This document defines the health transformation program to establish a baseline for ongoing management and assessment of overall success. It identifies the scope of the Transformation Program, including its role and mandate, and ensures there is a sound foundation for governance.

<https://www.gov.mb.ca/health/hst/docs/transformation-program-charter.pdf>

- Updates on the status of health system transformation in Manitoba: <https://www.gov.mb.ca/health/hst/resources.html>

### ***Creation of Shared Health, 2019***

To address duplication of services and health system inefficiencies, the Government of Manitoba established a new organization, Shared Health, to plan clinical and preventive services for delivery across the five regional health authorities in Manitoba. Shared Health works collaboratively with these health authorities, service delivery organizations, and communities to bring services closer to home and ensure they are delivered effectively and compassionately.

<https://sharedhealthmb.ca>

### ***Manitoba Quality and Learning Framework, 2019***

Approved by the Manitoba Health Transition Leadership Team in 2018, this living document is intended to guide healthcare quality improvement for Manitobans. The framework is based on 14 key attributes of high performing health systems, identified from an environmental scan and literature review. It is guided by four principles: respect for every individual, value, continuous improvement and learning, and accountability. Principles of cultural safety, health equity, and reconciliation are embedded through a number of the dimensions of quality, including: safety, client-centred, accessibility, continuity, population focus, equity, and effectiveness.

<https://sharedhealthmb.ca/files/quality-and-learning-framework-2019.pdf>

### ***Manitoba Clinical Leadership Council, 2017***

The Manitoba Clinical Leadership Council consists of health leadership across Manitoba who work to develop cost-effective models of care, establish consistent standards of care, and support regional health authorities in the recruitment and retention of health professionals (Government of Manitoba, 2017). The Council includes the provincial lead of Indigenous Health to provide an Indigenous lens to policies and programs.

### ***The Provincial Implementation Team Report on the Recommendations of the Brian Sinclair Inquest Report, 2015***

This report outlines actions that have been undertaken by the Provincial Implementation Team to implement Provincial Court Judge Tim Preston's recommendations from the Brian Sinclair inquest. The report identified short, medium-, and long-term plans for assessment and implementation of the recommendations. While most of the recommendations were technical, some were related to cultural safety, including having Indigenous Elders present in Emergency Departments, hiring and retaining Aboriginal discharge planners, establishing rural Indigenous personal care homes in Manitoba, reviewing informational pamphlets at each hospital site to ensure they are available in Indigenous and Inuit languages, ensuring all ED security personnel receive cultural safety training, and initiating policies for implementing mandatory and ongoing cultural safety training for all health care workers, among others.

[https://www.gov.mb.ca/health/documents/bsi\\_report.pdf](https://www.gov.mb.ca/health/documents/bsi_report.pdf)

Ministry of Indigenous Reconciliation and Northern Relations

### ***Manitoba Indigenous and Northern Relations Ministry***

The Manitoba Indigenous and Northern Relations Ministry emerged from the former Aboriginal and Northern Affairs Ministry. It focuses on supporting healthy, safe, and sustainable Indigenous communities by working to close gaps in quality of life between Indigenous people and other Manitobans, enhancing food security, and fulfilling constitutional obligations and provincial responsibilities to achieve greater social justice and reconciliation. This work is done in consultation and collaboration with Indigenous people and other Manitoba government departments, as well as industry leaders and community stakeholders.

<https://www.gov.mb.ca/inr/>



## Health system responses

Northern Health Region (NHR)

### ***Indigenous Health Strategy, June 2017***

This health strategy was developed to address the significant health disparities between Indigenous and non-Indigenous populations of the NHR.

[https://northernhealthregion.com/wp-content/uploads/2019/02/6015\\_Northern\\_Health\\_Region-Indigenous\\_Health\\_Strategy\\_-\\_Revised\\_June\\_14\\_2017\\_-\\_Approved.pdf](https://northernhealthregion.com/wp-content/uploads/2019/02/6015_Northern_Health_Region-Indigenous_Health_Strategy_-_Revised_June_14_2017_-_Approved.pdf)

Shared Health

### ***Manitoba's Clinical and Preventive Services Plan: Investing in Better Care, Closer to Home Final Report, 2019***

Created in collaboration with clinical providers and health system leaders to improve the delivery of health care across Manitoba, with feedback from over 3000 individual and organization stakeholders, this report makes recommendations for new models of care in clinical and preventive services to align with the provincial government's commitment to broad system transformation. Elements of the plan's structure include reconfiguring all services in a provincial context, leading in equitable care, and innovating care delivery. The plan commits Manitoba to a "new future for Indigenous health based on a collaborative model of co-design and enablement among Indigenous communities and the provincial health system" (Shared Health, 2019a, p. 12).

[https://sharedhealthmb.ca/wp-content/uploads/Final\\_PCPSP\\_Final-Report\\_2019Nov-28.pdf](https://sharedhealthmb.ca/wp-content/uploads/Final_PCPSP_Final-Report_2019Nov-28.pdf)

### ***Improving Access and Coordination of Mental Health and Addiction Services: A Provincial Strategy for all Manitobans, 2018***

This strategy focuses on ways to improve access to and coordination of mental health and addiction services in Manitoba. It identifies six strategic priorities:

1. population health-based planning, disparity reduction, and diversity response;
2. comprehensive continuum of evidence-informed services and support;
3. seamless delivery of integrated services across sectors, systems, and the life span;
4. a focus on mental wellness of children and youth;
5. better meeting the mental wellness needs of Indigenous Peoples through more culturally informed services and language supports, as well as resolution of long-standing jurisdictional challenges in service delivery; and
6. a healthy and competent mental health and substance use workforce (Virgo Planning and Evaluation Consultants, Inc., 2018).

The plan calls for engagement with Indigenous communities in system planning, breaking down jurisdictional barriers that impact access and coordination, and increasing cultural competency of staff and cultural safety of clients.

<https://www.gov.mb.ca/mhcw/>



***Indigenous Recruitment and Retention Strategy, n.d.***

This strategic approach to solving inequity in health care focuses on engaging with communities as a foundation for building trust with First Nations, Inuit, and Métis communities and organizations; encouraging Indigenous Peoples to explore health care career opportunities and training; providing cultural safety education/training to employees working with Indigenous peers, clients, and patients; attracting qualified Indigenous workers to job opportunities; and addressing issues affecting the retention of Indigenous employees.

<https://www.southernhealth.ca/en/join-our-team/why-work-here/indigenous-employment/indigenous-recruitment-and-retention-strategy/>

***Indigenous Workforce Partnership Agreement, 2010***

This agreement encouraged and supported the development of specific initiatives to prepare and develop the Indigenous workforce and work together to increase the representation of Indigenous Peoples in all healthcare occupations.

<https://www.southernhealth.ca/en/join-our-team/why-work-here/indigenous-employment/indigenous-workforce-partnership-agreement/>

***Indigenous Support Worker Program***

This program aims to ensure that Indigenous clients feel supported as they navigate an unfamiliar health system. The program is part of an overall strategy developed to modify the health care system so that it better meets the needs of Indigenous people living in the region.

<https://www.southernhealth.ca/en/finding-care/care-by-topic/indigenous-health>

Winnipeg Regional Health Authority (WRHA)

***Framework for Action: Cultural Proficiency and Diversity, 2012***

This report describes a cultural proficiency strategy embraced by the WRHA to respond to the diverse populations in the region in an appropriate way. The strategy is informed by findings from an environmental scan that aimed to identify cultural proficiency frameworks, best practices, and cultural proficiency assessment tools, and an organizational scan of initiatives the WRHA has undertaken to provide more culturally responsive health services.

<https://wrha.mb.ca/files/diversity-framework-for-action.pdf>



# ORGANIZATIONAL RESPONSES



## Professional organization and regulatory body responses

College of Licensed Practical Nurses of Manitoba

### ***Standards of Practice and Conduct for Manitoba's Practical Nurses, 2021***

This document outlines 66 standards adopted by the CLPNM for ensuring practical nurses in Manitoba provide safe, ethical, and clinically competent practice. These standards are organized into seven categories: professional accountability, competent practice, therapeutic relationships, client-centred practice, collaborative care, client records and documentation, and leadership. Key standards of relevance to Indigenous cultural safety are embedded in professional accountability, competent practice, collaborative care, and leadership, while a number of other standards contribute to culturally safe practices.

<https://www.clpnm.ca/wp-content/uploads/2022/07/CLPNM-Standards-of-Practice-and-Conduct-2021.pdf>

College of Midwives of Manitoba

### ***Response to the Truth and Reconciliation Commission of Canada's Calls to Action, 2018***

This statement demonstrates the College's commitment to acting on the TRC's Calls to Action and identifies key actions the College will take to act on this commitment in the areas of education, training, and advocacy (College of Midwives of Manitoba, 2018).

College of Registered Nurses of Manitoba

### ***Entry-Level Competencies (ELCs) for the Practice of Registered Nurses, 2019***

This document provides a list of entry-level competencies for registered nurses in Manitoba related to their various roles, including specific competencies related to cultural safety and humility.

<https://www.crnmb.ca/resource/entry-level-competencies-elcs-for-the-practice-of-registered-nurses/>

### ***Entry-Level Competencies for Registered Nurses (Nurse Practitioners), 2016***

This document provides a list of entry-level competencies for registered nurses and nurse practitioners in Manitoba, including specific competencies related to cultural safety and humility.

[https://www.crnmb.ca/uploads/document/document\\_file\\_256.pdf?t=1541454059](https://www.crnmb.ca/uploads/document/document_file_256.pdf?t=1541454059)



Doctors Manitoba

### ***Truth and Reconciliation, 2021***

To honor the first National Day for Truth and Reconciliation, this website provides information on the role that doctors have in reconciliation, and actions that physicians should take to advance reconciliation. The website also links physicians to diverse resources that can help improve their understanding of Indigenous Peoples' history and social and political context.

<https://doctorsmanitoba.ca/news/national-day-for-truth-reconciliation>

### [Indigenous organizational responses](#)

Please refer to Bilateral Partnership Agreements.

### [Mainstream \(non-Indigenous\) organizational responses](#)

Klinik Community Health

### ***Klinik Community Health's Statement on Reconciliation, 2017***

This statement outlines Klinik Community Health's commitment to working toward solidarity and taking actions to address the harms that stem from colonial systems and practices, acknowledges the clinic's role in contributing to ongoing power imbalances, and identifies internal and external actions to take in support of reconciliation.

<https://klinik.mb.ca/wp-content/uploads/2015/06/Reconciliation-Board-Approved-Sept-13-2017-1.pdf>





# EDUCATIONAL RESOURCES & TRAINING INITIATIVES



## Provincial government educational resources and training initiatives

Cancer Care Manitoba

### ***Patient Story Video – Underserved Population, 2017***

This video presents experiences of First Nation, Inuit, and Métis patients and family members about their experiences of being diagnosed with cancer, in order to inform practitioners about how to deliver cancer information in a respectful way.

<https://www.youtube.com/watch?v=69XbMBGT5VI>

### ***First Nations Patient Guide, n.d.***

This guide provides culturally appropriate information for First Nations about cancer and cancer treatment.

[https://www.cancercare.mb.ca/export/sites/default/Patient-Family/.galleries/files/underserved-population-files/CancerCare\\_Manitoba\\_First\\_Nations\\_Patient\\_Guide.pdf](https://www.cancercare.mb.ca/export/sites/default/Patient-Family/.galleries/files/underserved-population-files/CancerCare_Manitoba_First_Nations_Patient_Guide.pdf)

## Health system educational resources and training initiatives

Prairie Mountain Health

### ***Indigenous Focused Education***

Employees are encouraged to participate in Indigenous-focused workshops and training sessions throughout the year (Prairie Mountain Health, 2023).

Southern Health-Santé Sud

### ***Cultural Awareness Workshop***

These cultural awareness workshops provide workforce education intended to increase knowledge and understanding of Indigenous Peoples' unique cultural norms and traditions, as well as distinctive values and beliefs about health, illness, and treatment.

<https://www.southernhealth.ca/en/join-our-team/why-work-here/indigenous-employment/cultural-awareness-workshops/>



Winnipeg Regional Health Authority (WRHA)

### ***Collaborative Care with an Indigenous Lens, 2017***

This PowerPoint presentation highlights the Indigenous Health unit of the WRHA and describes how it works collaboratively to provide culturally responsive and safe health services to First Nations, Inuit, and Métis people.

<https://mcswh.ca/wp-content/uploads/2017/11/MCSW-Collaborative-Care-with-an-Indigenous-Lens-Presentation.pdf>

### ***Education Sessions and Presentations***

These short education sessions aim to help increase cultural awareness throughout the region. The sessions are open to everyone but focus on information health region staff can use to develop culturally safe programs, services, and environments throughout the region.

<https://wrha.mb.ca/indigenous-health/cultural-initiatives/education-sessions/>

### ***Grand Rounds in Indigenous Health***

These educational grand rounds are designed to increase cultural awareness throughout the region. They are open to everyone but focus on information health region staff can use to develop culturally safe programs, services, and environments throughout the region.

<https://wrha.mb.ca/indigenous-health/cultural-initiatives/grand-rounds/>

### ***Manitoba Indigenous Cultural Safety Training (MICST)***

Offered by the WRHA, this online cultural safety training program is designed for service providers working with Indigenous Peoples in Manitoba to improve their ability to develop and deliver culturally safe care. The training enables participants to learn about Indigenous cultures, the impact of colonization, health disparities, social determinants of health, the importance of cultural safety, and the potential role of culture and Indigenous healing in patient care, as well as explore personal cultural assumptions, beliefs, and attitudes with respect to Indigenous Peoples.

<https://wrha.mb.ca/indigenous-health/cultural-initiatives/micst/>



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[Professional organization and regulatory body educational resources and training initiatives](#)

Manitoba College of Social Work

***Approved content-specific 8-hour workshops: Social work with Indigenous Peoples, n.d.***

This document provides a list of workshops and training that the College of Social Work deems appropriate for cultural safety training for social workers.

**<https://mcsw.ca/wp-content/uploads/2016/11/Content-Specific-Approved-Workshops-Social-Work-with-Indigenous-Peoples-10-Nov-2016.pdf>**

Manitoba Society of Occupational Therapists (MSOT)

***Enhancing Cultural Humility and Culturally Safer Practices for Indigenous Clients in Occupational Therapy: Professional Development Resource for Occupational Therapists, 2021***

Developed in partnership between the MSOT and the University of Manitoba by occupational therapy students under the supervision of faculty, this resource is a starting point and step towards reconciliation by the MSOT and its members. The resource aims to serve as a tool for occupational therapists to take practical steps towards reconciliation in their practice. It provides self-reflection activities, practice framework considerations, information about Indigenous Peoples in Manitoba and their health and cultures, recommendations for creating a culturally safe practice, and additional resources to further knowledge.

**<http://www.msot.mb.ca/wp-content/uploads/2021/09/1-MSOT-Cultural-Humility-Resource-FINAL-2021.pdf>**



## Indigenous-developed educational resources and training initiatives

Manitoba Aboriginal Health and Safety Initiative

### ***Manitoba Aboriginal Health and Safety Initiative: Safety Essentials E-Course, n.d.***

Developed through the Manitoba Aboriginal Health and Safety Initiative, a 2-year project that aimed to develop culturally appropriate workplace health and safety training for Indigenous workers, employers, and other stakeholders, this E-course provides a blend of essential health and safety training and traditional knowledge and culture, including components on cultural awareness and cultural safety. The course is available at no cost.

<https://www.mahsi.ca/about.php>

Sawano Pinesiwān

### ***Cultural Safety Training Program***

The Sawano Pinesiwān Cultural Safety Training Program provides culturally appropriate education for government, Crown Corporation, and industry employees to help them improve their relationships with Indigenous clients or employees. Curriculum focuses on stereotypes, misconceptions, and awareness, and understanding and acceptance of Indigenous culture and people.

<https://www.sawanopinesiwān.com/cultural-safety>

## Other educational resources and training initiatives

Klinic Community Health

### ***Trauma-informed: The Trauma Toolkit, 2nd Edition, 2013***

This resource is designed to provide knowledge to service organizations and providers working with adults who have experienced trauma. It explores issues associated with trauma and identifies how health and social services can become trauma-informed, develop relevant policies and procedures, and encourage interactions that foster healing and growth for clients.

[https://trauma-informed.ca/wp-content/uploads/2023/04/trauma-informed\\_toolkit\\_v07-1.pdf](https://trauma-informed.ca/wp-content/uploads/2023/04/trauma-informed_toolkit_v07-1.pdf)

Manitoba Association of Women's Shelters

### ***Cultural Safety: An Introduction, n.d.***

This fee-based course provides an introduction to cultural humility, including what culture is, how cultural humility differs from cultural competency, the key tenants of cultural humility, and how they can be applied to the helping professions.

<https://maws.mb.ca/courses/cultural-humility/>



### ***Indigenous Perspectives, n.d.***

Learners in this fee-based course will learn about Indigenous Peoples, their colonial history, diverse Indigenous perspectives and the seven teachings, the legacy of colonialism, their right to land, and their right to culture and language.

<https://maws.mb.ca/courses/indigenous-perspectives/>

Manitoba Trauma Information and Education Centre

### ***Trainings and Webinars on trauma-informed care, n.d.***

These training opportunities range from shorter half-day interactive workshops to several day-long courses for service providers. They are intended to give service providers a better understanding about what trauma is, how to integrate trauma-informed principles into practice, how to build trauma-informed relationships, and other trauma-related topics.

<https://trauma-informed.ca/>

Provincial Health Services Authority (PHSA) of BC and WHRA

### ***Manitoba Indigenous Cultural Safety (ICS) Training, 2013***

Developed in partnership with Indigenous leaders and educators in Manitoba, this accredited training program is an adaptation of BC's San'yas Indigenous Cultural Safety Training Program to the Manitoba context. The training aims to develop skills needed to work with Indigenous Peoples in a safe way, increase confidence in working with Indigenous people, and acquire tools needed to bring reconciliation into one's work.

<https://sanyas.ca/core-training/manitoba>





# SUMMARY



Prior to 2019, Manitoba had a decentralized system of health governance composed of five regional health authorities (Interlake-Eastern, Northern, Prairie Mountain, Southern, and Winnipeg) and three associated agencies (Diagnostic Services Manitoba, Cancer Care Manitoba, and the Addictions Foundation of Manitoba), which worked independently to manage health care services. This led to some instances of inefficiencies and duplication of services (Government of Manitoba, n.d.-a). In 2019, the Province initiated broad health system transformation aimed at “improving the quality, accessibility and efficiency of health-care services across Manitoba” (Government of Manitoba, n.d.-a, Section 2, para. 1), establishing the Manitoba Health, Seniors and Active Living Transformation Program to guide this process. The provincial government developed a Transformation Program Charter outlining the scope and mandate of the transformation program, established a Transformation Leadership Team, and developed a Transformation Blueprint and Program Roadmap to guide the system transformation journey. The first wave of the transformation process saw twenty-five projects implemented, including development of an Indigenous Partnership Strategic Framework to guide the creation of meaningful and respectful partnerships with First Nations, Inuit, and Métis peoples (Government of Manitoba, 2020). To ensure policies and programs incorporate an Indigenous lens, Indigenous representation has been included on key health leadership teams.

A key part of making health care more patient-focused and culturally safe is the creation of a new provincial health organization, Shared Health. This organization aims to “enable provincial planning and integration of services, improve patient care and provide coordinated support to the five regional health authorities across the province” (Government of Manitoba, n.d.-b, para. 2). The Manitoba Health, Seniors and Active Living Department developed the Manitoba Quality and Learning Framework, which guides healthcare quality improvement, including in the areas of patient-centred care, racism, and promoting cultural safety, health equity, and reconciliation (Shared Health, 2019b).

In addition to health system changes, the Government of Manitoba took steps to address the TRC’s Calls to Action. It passed *The Path to Reconciliation Act* (2016) and reports annually on progress achieved. It established an Indigenous and Northern Relations Ministry with a mandate to support healthy, safe, and sustainable Indigenous communities by working to achieve greater social justice and reconciliation, in consultation and collaboration with Indigenous Peoples and other government and non-government stakeholders. Collectively, these changes have resulted in cultural safety initiatives being undertaken by various government departments and agencies at multiple levels.



Manitoba has been involved in several tripartite partnerships and discussion tables, including a tripartite Advisory Committee on First Nations Child and Family Services (ISC, 2020) and a partnership between the federal and provincial governments, First Nations, and the Interlake-Eastern Regional Health Authority. The goal of this partnership is to improve culturally appropriate care through the establishment of a new primary health care centre and the Giigewigamig Traditional Healing Centre in the Interlake-Eastern region (Interlake-Eastern Regional Health Authority, 2017a, 2017b).

The provincial government made engagement with Indigenous populations a core feature of its work to promote cultural safety throughout the public service going forward (Manitoba Ministry of Families, 2018). As a result of this engagement, a new Indigenous-led model of child welfare service delivery was recommended that better reflects the reality of most children in care. In addition, the Province implemented a Diversity and Inclusion Strategy to build a representative workforce (Government of Manitoba, 2014) and another strategy to address barriers to effective and equitable services delivery within the Manitoba Public Services (Government of Manitoba, 2018). It took cultural safety related actions to respond to recommendations from the Brian Sinclair Inquest Report (Provincial Implementation Team, 2015) and developed a partnership with First Nations to respond to the COVID-19 pandemic in culturally appropriate ways. The provincial government also studied ways to improve healthcare delivery and implemented recommendations to provide more culturally appropriate services for Indigenous people, specifically in the areas of mental health and addiction services, Child and Family Services, and clinical and preventive services. Additionally, several cultural appropriate resources were developed by Cancer Care Manitoba for First Nations patients undergoing cancer treatment.

Prior to the centralization of the health system in 2019, cultural safety initiatives were also being implemented by all five of the province's regional health authorities. This includes initiatives to build a culturally responsive and representative workforce, creation of an Indigenous Support Worker Program, implementation of an Indigenous Health Strategy, development of a partnership with a local First Nation to address anti-Indigenous racism in health care, development

of cultural awareness and safety educational and training programs and initiatives, and implementation of a cultural proficiency strategy framework.

Few cultural safety initiatives were undertaken by professional associations and regulatory bodies in Manitoba over this period. These include a response by the College of Midwives of Manitoba (2018) to the TRC's Calls to Action, the development of entry-level cultural safety and humility related competencies by the College of Registered Nurses of Manitoba (2016, 2019), and a resource for social workers on approved content-specific workshops related to cultural safety. Most of the cultural safety related initiatives led by Indigenous organizations were bilateral agreements with the federal government to facilitate greater self-determination in health and social services delivery for First Nations. These included a Memorandum of Understanding with the Southern Chiefs' Organization (SCO) to work together on a new health system governance model for Anishinaabeg and Dakota peoples (Government of Canada and SCO, 2020), with the Assembly of Manitoba Chiefs to facilitate First Nations jurisdiction over child welfare (INAC, 2017), and with the Manitoba Keewatinow Okimakanak to facilitate greater self-determination for First Nations in the areas of child welfare and health care (Government of Canada and MKO, 2000, 2018). In addition to these initiatives, two cultural safety training programs were developed by Indigenous organizations.

Additionally, the Internet search identified six cultural safety initiatives led by non-Indigenous organizations, most of which were tools or resources to help practitioners provide culturally safe care. These included Klinik Community Health's statement on reconciliation and a toolkit to help service providers practice trauma-informed care, training opportunities on trauma-informed care provided by the Manitoba Trauma Information and Education Centre, the adaptation of BC's popular San'yas Indigenous Cultural Training Program to the Manitoba context, and an educational module on Indigenous Cultural Safety developed by the Manitoba Association of Women's Shelters.





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