Decolonizing Health Authorities: Embedding Cultural Safety and Humility in Fraser Health
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**Background**

- This project responds to inequities within health authorities which directly and indirectly affect Indigenous populations in BC.
- Fraser Health has partnered with the First Nations Health Authority to provide more culturally safe and responsible practices and care to the First Nations communities in the Fraser Salish Region.
- In the 2012 Health Partnership Accord, Fraser Health and the Fraser Salish Regional Caucus committed to developing and implementing strategies to eliminate First Nations health inequities.
- Fraser Health has been working towards developing and promoting cultural safety and anti-racism organizational initiatives. The development and implementation of culturally safe practices involves promoting self-reflexivity for healthcare practitioners, creating spaces within health systems for diverse cultural values and teachings, and critically analyzing the concepts of self-determination and decolonization.
- Fraser Health aspires to construct the concept of decolonization towards an analysis of global cultural safety organizational initiatives, as decolonization is not just an Indigenous concern.
- Successful decolonization is an active process, which requires developing and adapting practical strategies to be extended through the organization.

**Objectives**

- To develop an operational understanding of the principles of cultural safety
- To identify cultural safety and anti-racism organizational change initiatives on a local and national level
- To describe the attitudes, beliefs, and opinions of the members of Fraser Health, FNHA, and PHSA on current cultural safety training opportunities
- To apply knowledge gained by collecting information from the environmental scan and consultations towards meaningful change

**Deliverables**

- Complete First Nations Historical Impacts Training
- Conduct an environmental scan of current cultural safety training in Canada, Australia, and New Zealand. Contact organizations and document the course enrollment rates, and whether the training is mandatory for staff. Create a resource map displaying this information.
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- Meet with staff from Fraser Health, FNHA, and Métis Nation BC to discuss what should be included in the curriculum content
- Attend community engagement events to gain a greater understanding of Fraser Health’s role in Aboriginal health, and to meet with the community members served
- Attend meetings to gain insight and understanding into the relationships Aboriginal Health has with other departments, and the projects currently being undertaken by the Aboriginal Health team
- Create a 15-minute cultural safety e-learning Module for Fraser Health staff based on information gathered from the environmental scan, and community and staff consultations

**Strategies**

- Complete Chilliwack Healthier Communities’ First Nations Historical Impacts Training
- Conduct an environmental scan of training opportunities within Canada, New Zealand, and Australia, focusing on cultural safety with an emphasis on decolonization
- Consult with an advisory of staff from Fraser Health Authority, the Provincial Health Services Authority, the First Nations Health Authority, Métis Nation BC, and other organizations in the Fraser region to elicit feedback on curriculum content, design, and presentation

**Capstone Statement**

I wish to discuss the process of creating an educational tool for a health authority. I will reflect upon the steps taken to create this online module, including determining what to include in a 15-minute course, translating and sharing the knowledge I gained, and accurately representing Indigenous communities in the Fraser-Salish Region. I will also use my Capstone Project to reflect on my own social location as a settler creating a learning tool about Indigenous health within a health authority. This will include my prospective reflexive practice as a public health professional.

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