

Cultural Competency & Cultural Safety Toolkit

Click on the linked documents below to explore ways you can engage in reflection, relationship building, and reconciliation.

Reflection

Absorbing New Information & Engaging in Critical Thinking

In order to appreciate present challenges to cultural safety, it's important that we take the time to understand the historical context of colonialism, including policies and practices from the past as well as the present.



- First Peoples, Second Class Treatment
- Reconciliation not opportunity to 'get over it': Justice Murray Sinclair
- Challenging Hidden Assumptions: Colonial Norms as Determinants of Aboriginal Mental Health
- Where are the Children—Healing the Legacy of the Residential Schools
- Aboriginal People: History of Discriminatory Laws
- The Blanket Exercise
- What We Have Learned: Principles of Truth & Reconciliation
- Cultural Safety Primer

Relationship

Strengthening Relationships & Exploring our Values

While institutional racism plays out in our systems, policies, and cultural norms, we are also impacted by racism at a personal level. Reflecting upon our personal privilege helps us to work towards cultural safety in every aspect of our lives.



- White Privilege: Unpacking the Invisible Knapsack
- Levels of Racism: A Theoretic Framework & A Gardener's Tale
- Soapbox: Wab Kinew (video)
- White Settlers & Indigenous Solidarity (audio)
- Indigenous Voices: White Settler Identity
- What is an Ally? (video)
- Are you an Ally? Being an Ally to Racialized People (video)
- Allyship: The Anti-Oppression Network
- How to be an Ally

Reconciliation

Taking Action Toward Reconciliation & Creating Culturally Safe Spaces

Colonialism continues to impact relationships between Indigenous and settler communities in Canada. It often manifests as institutional racism, and poses a core challenge to cultural safety in our communities and health care system.



- Empathy, Dignity, & Respect: Creating Cultural Safety for Aboriginal People in Urban Health Care
- Op Ed: Creating cultural safety for aboriginal people in urban health care
- Sinclair victim of stereotyping, professor says
- Living in fear of being written off as another 'high-risk' Aboriginal woman
- The Creator's Gift to Mothers (video)
- Calls to Action—Truth & Reconciliation Commission of Canada
- Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth & Reconciliation Commission of Canada
- Truth & Reconciliation Commission Calls to Action: Links with Population & Public Health

Reflections to Support Cultural Competency & Cultural Safety



Reflection

What role does reconciliation play in creating cultural safety?

How can I participate in the process of reconciliation - in my work and in my personal life?

Daily reflection questions:

- How did my work today contribute to the process of reconciliation?
- What else could I do to contribute to reconciliation?
- What do I need to learn about the process of reconciliation?



Relationship

How do visible and invisible power imbalances created by colonialism impact my work?

Daily reflection questions:

- Why did I respond the way I did?
- Why did I see the situation in a particular way?
- What did I focus on or overlook when working with that person or in that situation?
- What do I believe about this issue, practice, or population? How do my beliefs influence my practice?

How has cultural or racial privilege affected me this week?

Daily reflection questions:

- What are the messages about race, culture, privilege or entitlement that are part of [or that connect with] my own story?
- How much do I know about the people I (we) seek to work with?
- What are my assumptions and from where did they originate?
- Who are we leaving behind or excluding?



Reconciliation

What can I do in my practice to ensure interactions with the health care system do not re-traumatize persons with negative experiences of residential school or Indian hospitals?

Daily reflection questions:

- Is there a particular set of assumptions, beliefs, or theories that guide my work? How do these support culturally safe practice?
- How does my professional role influence my approach to practice?

"Self-reflection leads to empathy, the capability to share another being's emotions and feelings, which in turn improves the therapeutic encounter with clients and their communities, leading to better health outcomes."

- Aboriginal Cultural Safety Initiative, Anishnawbe Health Toronto

