

Indigenous Cultural Safety Policy

Advancing Indigenous Wellness, Reconciliation and Cultural Safety at Providence Health Care

The policy provides the framework for ensuring that Indigenous Cultural Safety and Truth and Reconciliation are embedded in everything we do across Providence Health Care (PHC). It will empower staff to address inequities in health outcomes, embrace anti-racism and advance cultural safety for the Indigenous patients and families we serve.

PHC's Cultural Safety Policy was passed by Senior Leadership and is now available on SHOP.

Please read the full policy on SHOP and reach out to PHC's Indigenous Wellness and Reconciliation team at ICS@providencehealth.bc.ca with any questions about this new policy.

The Policy means we will:

Support Organizational Accountability to Indigenous Cultural Safety, making us all accountable for our commitments and performance.

Establish Inclusive and Meaningful Partnerships with host First Nations and key Indigenous partners to guide us as we design and deliver care.

Build Responsible Governance and Leadership so we will always be an organization that upholds Cultural Safety and Humility.

Invest in Financial and Physical Infrastructure to ensure a healing, respectful and welcoming environment for Indigenous people and communities.

Develop Human Capacity that makes Indigenous Cultural Safety an important aspect of building and supporting our workforce.

Build a Culture of Quality and Safety that supports Indigenous patients, residents, families, and staff in the health care system.

Design and Deliver Culturally Safe Services that respect the rights and needs of Indigenous people in our care.

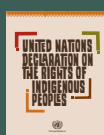
Collect Evidence and Conduct Research and Evaluation in ways that respect and affirm Indigenous Peoples as key partners and rights-holders in research involving or about them.

Who does the Policy apply to?

The policy applies to all sites and facilities within PHC, all PHC designated worksites and to all PHC staff including:

- Leaders and Managers
- Fellows, Researchers and Research Students
- Medical/Clinical Staff, Students and Trainees
- Volunteers, Contractors and Service Providers
- Non-Clinical Staff, Students and Trainees
- Indigenous Wellness and Reconciliation Team

 PHC is committed to addressing the findings and recommendations of **In Plain Sight** and other key reports.

 We recognize the **United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)** as reconciliation in action in health care.

 We have embedded our commitment to reconciliation and addressing anti-Indigenous racism through our **Indigenous Wellness and Reconciliation Action Plan**.

 This policy aligns with the **British Columbia Cultural Safety and Humility Standard**.

