



# DECLARATION of COMMITMENT

## Cultural Safety and Humility in Health Services Delivery for First Nations and Indigenous people in BC

Our Declaration of Commitment is symbolic of our commitment and reflects the high priority we place on Cultural Safety and Humility as essential dimensions of quality and safety in reaching our shared objective of promoting the highest standard of health care with and for First Nations and Indigenous populations in BC. It also reflects a personal desire to serve as champions of cultural safety and humility and create a permissive environment for others to become champions for positive change.

This Declaration of Commitment is based on the following guiding principles of Cultural Safety and Humility which are derived from those - developed collaboratively with the First Nations Health Authority, the provincial health authorities and the Ministry of Health:

- Cultural Humility is a process of self-reflection to understand personal and systemic conditioned biases, and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a life-long learner when it comes to understanding another's experience.
- Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the health care system. It results in an environment free of racism and discrimination, where people feel safe when receiving services.
- Cultural Safety and Humility must be understood, embraced and practiced at all levels of the health care system including governance and institutions, as well as within individual professional practice.
- All partners, including First Nations individuals, Elders, families, communities, and nations must be involved in co-development of action strategies and in the decision-making process with a commitment to reciprocal accountability. Communities, and nations must be involved in co-development of action strategies and in the decision-making process with a commitment to reciprocal accountability.

The BCCFP is proud to sign this Declaration of Commitment on behalf of our members. Together with the First Nations Health Authority, we understand that strong leadership and concrete actions at multiple levels are how we will demonstrate our commitment to embed cultural safety and humility as a means to deliver improved quality of health care services to First Nations individuals, families, and communities in BC, recognizing that this will also be of benefit to other Indigenous and non-Indigenous populations. The signing of the Declaration of Commitment is our first step on this journey. We, the undersigned leadership of the Doctors of BC, will:

### CREATE A CLIMATE FOR CHANGE:

- Articulating the importance of establishing Cultural Safety and Humility as a framework to improve health care services for First Nations and Indigenous people in BC.
- Opening an honest, informed and respectful dialogue with stakeholders to show that change is necessary.
- Participating as a member of a coalition of influential leaders and champions who are committed to the priority of embedding Cultural Safety and Humility in health care services.

- Contributing to a provincial vision of a culturally safe health care system and co-creating a set of actions that enable our shared vision of Cultural Safety and Humility.
- Encouraging, supporting and enhancing Cultural Safety and Humility among Family Physicians in BC.

### ENGAGE AND ENABLE:

- Communicate the vision of a culturally safe health system for First Nations and Indigenous people in BC and the critical need for commitment and understanding among partners.
- Open an honest and convincing dialogue within our circles of influence to show that change is necessary.
- Identify and remove barriers to progress.
- Visibly celebrate accomplishments.

### IMPLEMENT AND SUSTAIN CHANGE:

- Look for opportunities to continue embedding Cultural Safety and Humility into BC College of Family Physicians work.
- Encourage and empower our organization and members to develop Cultural Humility and foster a culture that strives for cultural safety.
- Supporting processes where individuals can raise and address problems without fear of reprisal.
- Lead and enable successive waves of action until cultural humility and safety are essential elements of the system.
- Identify systemic levers to "hardwire" cultural safety and humility and safety are essential elements of the system.
- Identify systemic levers to "hardwire" cultural safety and humility into policy, practice and quality.
- Develop and implement cultural safety and humility strategies and action plans, and track and evaluate progress for continuous learning.

### REPORTING ON PROGRESS BY:

- Working with the First Nations Health Authority to prepare an action plan that includes a timeline for annual reporting on strategic activities and demonstrating how the commitment is being met.

Our signatures demonstrate our long-term commitment to providing culturally safe health services for First Nations people in British Columbia and to champion the process which includes Cultural Humility required to achieve this vision.

This Declaration of Commitment is endorsed by the First Nations Health Authority and BC College of Family Physicians and signed by their representatives:

**SIGNED THIS DATE: 1 DAY OF NOVEMBER, 2019**

Dr. Evan Tesla II Adams, Chief Medical Officer  
First Nations Health Authority



First Nations Health Authority  
Health through wellness

Dr. Jeanette Boyd, President  
BC College of Family Physicians



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