



RESOURCES FOR SELF-LEARNING

TRUTH & RECONCILIATION COMMISSION & UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES (UNDRIP)

Truth & Reconciliation Commission publications: <http://nctr.ca/reports.php>

Reconciliation Canada toolkits for individuals, communities and organizations <https://reconciliationcanada.ca/resources/toolkits/> (great ideas about how to create safe spaces for discussions and learning)

United Nations Declaration on the Rights of Indigenous People (2007) United Nations General Assembly http://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf

Indigenous terms describing identity (2020). Created by WRHA Indigenous Health.
LINK TO BE INSERTED

CULTURAL SAFETY & HEALTH EQUITY

Manitoba Indigenous Cultural Safety Training (MICST) (2016) is an 8 week on-line, interactive training for WRHA staff and partners that provides an overview of historical and current relations, and the impacts on social determinants of health. It introduces concepts of implicit bias and cultural safety. Created by WRHA Indigenous Health and BC Health Services Authority.

- Training is free for WRHA staff who complete it in entirety. Registration form can be found here <https://wrha.mb.ca/indigenous-health/cultural-initiatives/micst/>
- External agencies may access training for a fee by calling 204-940-8880 or 1-877-940-8880.

Cultural safety and humility planning documents from BC First Nations Health Authority.

- Policy <https://www.fnha.ca/Documents/FNHA-Policy-Statement-Cultural-Safety-and-Humility.pdf>
- Key Drivers <https://www.fnha.ca/Documents/FNHA-Cultural-Safety-and-Humility-Key-Drivers-and-Ideas-for-Change.pdf>

WRHA Health equity position statement and action plan website <https://wrha.mb.ca/health-equity/>

- **Community Health Assessment** (2019) <https://wrha.mb.ca/files/cha-2019-full-report.pdf>
- **Health Equity: What is it Anyway?** Interactive workshop for staff provides information on promoting health equity in the region. Register on the Learning Management System.



WRHA Collaborative care model website <https://professionals.wrha.mb.ca/collaborative-care/>

The health status of and access to healthcare by registered First Nation peoples in Manitoba (2019) provides data on the growing health inequities http://mchp-appserv.cpe.umanitoba.ca/reference//FN_Report_web.pdf

National Collaborative Centre for Determinants of Health (NCCDH) has a number of webinars and articles <https://nccdh.ca/>

- **Disruptive opportunities to enhance capacity for equity-oriented action in the health sector** (2020) https://www.youtube.com/playlist?list=PLFvgvG0dOW27Tg3EeAu9gEeGpFX_nf0Vx

National Collaborating Centre for Indigenous Health has a number of Indigenous-specific webinars and articles. <https://www.nccih.ca/34/Publication.nccih>

- [**Taking action for justice: steps to addressing systemic violence toward missing and murdered Indigenous women, girls, and gender-diverse people amidst a delayed national action plan**](#) (2020). Presentation by the Native Women's Association of Canada.
- [**Policies, programs and strategies to address anti-Indigenous racism: a Canadian perspective**](#)

Culturally Connected is a resource developed in collaboration by the Health Literacy team of BC Children's Hospital and the Population Health Promotion team of BC Women's Hospital. It includes definitions, [case studies](#), cultural humility & health literacy [tools and resources](#) helpful to care providers. <http://www.bccdc.ca/health-professionals/clinical-resources/covid-19-care/education-and-training/culturally-safe-care>

Indigenous Cultural Safety Collaborative Learning Series has a number of webinars and articles <https://www.icscollaborative.com/home>

- **Setting the context for Indigenous cultural safety: facing racism in health** (2016). <https://www.icscollaborative.com/webinars/setting-the-context-for-indigenous-cultural-safety-facing-racism-in-health>

St. Elizabeth First Nations, Inuit & Red River Metis Program has a number of webinars and articles <https://fnim.sehc.com/>

Métis perspectives of Missing and Murdered Indigenous Women, Girls and LGBTQ2S+ People (2019) <https://en2.metiswomen.org/wp-content/uploads/2019/11/LFMO-MMIWG-Report.pdf>

Decolonizing place: The Nanatawihowikamik Healing Lodge and Wellness Clinic – a culturally safe Indigenous-led space that was developed using Indigenous Cultural Responsiveness Theory

- PDF <https://www2.uregina.ca/education/news/wp-content/uploads/2017/11/p8-9final.pdf>
- Webinar https://www.vawlearningnetwork.ca/webinars/recorded-webinars/2018/webinar_2018_8.html



“More exposed and less protected” in Canada: Systemic racism and COVID-19 (2020). Background paper by Western University Centre for Research & Education on Violence Against Women & Children. http://www.vawlearningnetwork.ca/our-work/backgrounders/more_exposed_and_less_protected_in_canada_systemic_racism_and_covid19/

Inclusive pronouns <https://www.mypronouns.org/>

University of Manitoba has an extensive listing of anti-racism articles, books, podcasts and websites, etc. https://umanitoba.ca/faculties/health_sciences/edi/disruption-of-all-forms-of-racism.html

Providing culturally safe care to Indigenous people living with diabetes: Identifying barriers and enablers from different perspectives (2021). Article about a Quebec research project involving Atikamekw people which identified a number of strategies for cultural safety best practices. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8077144/>

Culturally safe health initiatives for Indigenous peoples in Canada: A scoping review (2018). Brooks-Cleator, Lauren, et al. Canadian Journal of Nursing Research, vol. 50, no. 4, 2018, pp. 202–13, <https://doi.org/10.1177/0844562118770334>

Massachusetts Center for Native American Awareness has a number of resources on colonialism and ongoing impacts <https://www.mcnaa.org/news/21-day-racial-equity-indigenous-challenge-fighting-white-supremacy-since-1492>

INDIGENOUS PROTOCOLS

Culture and protocol by University of Manitoba provides guidance for working with Elders and Knowledge Keepers <https://umanitoba.ca/indigenous/culture-and-protocol>

Guidelines for respectful engagement with Knowledge Keepers & Elders by Brandon University <https://www.brandonu.ca/indigenous/policies-guidelines/knowledge-keepers-and-elders/>

Wise practices for working with Elders by the Resource Sub-Committee Manitoba Collaborative Indigenous Education Blueprint <https://www.mcieb.ca/pdf/wise-practices.pdf>

Working in good ways project by University of Manitoba identifies strategies to engage Indigenous communities, developed with Indigenous contributors <https://umanitoba.ca/community-engaged-learning/working-in-good-ways>

Elders and Traditional Knowledge Keepers: guide to Indigenous protocols by University of Ottawa https://www.uottawa.ca/indigenous/sites/www.uottawa.ca.indigenous/files/icca_19_1126_reference_guide_eng_final2.pdf



Elders, Knowledge Keepers, and Cultural Advisors by Queen's University

<https://www.queensu.ca/indigenous/ways-knowing/elders-knowledge-keepers-and-cultural-advisors>

Authentic engagement of First Nations and Métis Traditional Knowledge Keepers by the Wîchitowin Conference Committee https://uakn.org/wp-content/uploads/2018/12/Wichitowin_AuthenticEngagementBooklet_V8.pdf

Guidance from Athabasca University on **writing about Indigenous terms/concepts** in a way that reflects a decolonized approach <https://www.athabascau.ca/brand/editorial-guidelines/indigenous-peoples-language.html>

Land acknowledgement guidance, both for organizations and individuals,:

- University of Toronto Indigenous Student Centre has Know the Land and About Land Acknowledgements <https://indigenous.utoronto.ca/about/land-acknowledgement/>
- Laurier University & Indigenous Students Centre has comprehensive information <http://www.lspirg.org/knowtheland/>
- Whose Land Canadian maps <https://www.whose.land/en/#>
- Trent University <https://www.trentu.ca/teaching/how-do-land-acknowledgment>
- Native Land Digital teaching guide to know your territory <https://native-land.ca/> and the importance of land acknowledgements <https://native-land.ca/resources/territory-acknowledgement/>

ANTI-RACISM

Race relations in Canada (2019). Environics Institute Survey on Canadians perceptions of races https://www.environicsinstitute.org/docs/default-source/project-documents/race-relations-2019-survey/race-relations-in-canada-2019-survey---final-report-english.pdf?sfvrsn=ef8d61e3_2

Southern Chiefs Organization Survey on experiences of racism in the Manitoba health care system (2021). <https://scoinc.mb.ca/wp-content/uploads/2021/02/SCO-Racism-Report.pdf>

In plain sight: Addressing Indigenous-specific racism and discrimination in B.C. health care (2021). Government of BC.

- Summary Report <https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Summary-Report.pdf>
- Full Report <https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Full-Report.pdf>



The coin model of privilege and critical allyship: implications for health (2019). Journal article by Stephanie Nixon, *BMC Public Health* 19, 1637.

- Article www.bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-019-7884-9 and
- Webinar https://www.youtube.com/watch?v=IGQmdoK_ZfY&t=0s

Addressing anti-Indigenous racism in Canada's health care systems through measurement and Indigenous data governance (2022). Canadian Institute for Health Information (CIHI) produced standards for cultural safety identifiers.

- Discussion paper <https://www.cihi.ca/sites/default/files/document/measuring-cultural-safety-in-health-systems-report-en.pdf>
- Indicators <https://www.cihi.ca/sites/default/files/document/measuring-cultural-safety-in-health-systems-addendum-en.pdf>
- Webinar <https://resources.cihi.ca/Mjg3LVZLSS04NjEAAAGHuNKObPF2gQwPO9eWEY-TqZ1Dk9qQNYJX8FyloYLn8uOqe9IC1QH8JjWI24P7MZW0kUcQ7Lw=>

Racism without racists: Color-blind racism and the persistence of racial inequality in America (2021). Book by Eduardo Bonilla-Silva, Professor of Sociology at Duke University, on systemic racism in health care. He describes contemporary racism as being covert, and avoiding discussion of racism.

The strangest of all encounters: racial and ethnic discrimination in US health care (2017). Article by James Sherman, Epidemiologist at Duke University. In 2003, a Committee of the Institute of Medicine of the National Academy of Sciences summarized hundreds of studies documenting that US racial minorities receive poorer quality health care. It is reflected in less attention, less respectful communication, less touch, less pain control, and other biased behaviours.

<https://www.researchgate.net/publication/316872524> The strangest of all encounters Racial and ethnic discrimination in US health care

How structural racism works (2017). **Video** by Tricia Rose

<https://www.youtube.com/watch?v=bC3TWx9IOUE>

Implicit bias & medical school admissions, and strategies to combat implicit bias (2020). University of Manitoba Rady Faculty of Health webinar recording by Jackie Gruber.

https://media1.cc.umanitoba.ca/legacy/bann/med/mmi_2020/2020-02-06%20MMI_gruber.mp4

How to identify, understand, and unlearn implicit bias in patient care (2019). Journal article by Jennifer Edgoose, MD, and Michelle Quiogue, MD

<https://www.aafp.org/pubs/fpm/issues/2019/0700/p29.html>

Implementing anti-racism interventions in healthcare settings: a scoping review (2021). Journal article in *International Journal of Environmental Research and Public Health* https://mdpi-res.com/d_attachment/ijerph/ijerph-18-02993/article_deploy/ijerph-18-02993-v2.pdf



Time to bring down the twin towers in poor Aboriginal hospital care: addressing institutional racism and misunderstandings in communication (2012). Journal article by A. Durey, S.C. Thompson & M. Wood in Internal Medicine Journal - Wiley Online Library
<https://onlinelibrary.wiley.com/doi/10.1111/j.1445-5994.2011.02628.x>

[Diversity and inclusion in quality patient care your story/our story – A case-based compendium](#) (2019). Book with case examples of unconscious bias in health care, by Marcus L. Martin, Sheryl Heron, Lisa Moreno-Walton, & Michelle Strickland (editors). Springer International Publishing: Springer.

Non-conscious bias in medical decision making: what can be done to reduce it? (2011). Journal article in Association for the Study of Medical Education <https://onlinelibrary.wiley.com/doi/10.1111/j.1365-2923.2011.04026.x>

First Nations status and emergency department triage scores in Alberta: a retrospective cohort study (2022). Journal article by Patrick McLane, Cheryl Barnabe, Leslee Mackey, Lea Bill, Katherine Rittenbach, Brian R. Holroyd, Anne Bird, Bonnie Healy, Kris Janvier, Eunice Louis and Rhonda J. Rosychuk in CMAJ January 17, 2022 194 (2) E37-E45; DOI <https://doi.org/10.1503/cmaj.210779>

Perceived racial discrimination in clinical encounters (2010). Journal article by Tawanda Greer, University of South Carolina, Department of Psychology <https://muse.jhu.edu/article/372099>

Implicit bias in healthcare - video by the Pennsylvania Patient Safety Authority
<https://youtu.be/xhEV2ayMag8>

Training on unconscious bias - video by the LPNs of Alberta <https://youtu.be/o1KhCWZ9KnU>

Racial microaggressions in everyday life (2007). Journal article by Derald Wing Sue, Christina M. Capodilupo, Gina C. Torino, Jennifer M. Bucceri, Aisha M. B. Holder, Kevin L. Nadal, and Marta Esquilin. American Psychologist Journal.

- https://www.cpedv.org/sites/main/files/file-attachments/how_to_be_an_effective_ally-lessons_learned_microaggressions.pdf
- <https://www.everydayhealth.com/emotional-health/microaggressions-what-they-are-and-why-they-can-have-macro-effects/>
- https://priceschool.usc.edu/wp-content/uploads/2021/07/microintervention.toolkit.brochure_part_1.pdf

Harvard University Implicit association tests. See website to take a number of tests to check your level of bias in several areas <https://implicit.harvard.edu/implicit/selectatest.html>

Deconstructing & decentralizing whiteness in practice: A three-part series (2020). Center for Practice Transformation, University of Minnesota:



- Webinar – Part I: "Recovery from white conditioning: Building anti-racist practice and community", Cristina Combs, MSW, LICSW, July 22, 2020
<https://z.umn.edu/RecoveryFromWhiteConditioningJuly222020Recording>
- Webinar – Part II: "Shifting the mental health paradigm to a mind body healing practice", Jessica Gorneau, PhD, LP, July 29, 2020
<https://z.umn.edu/ShiftingtheMentalHealthParadigmJuly292020WebinarRecording>
- Webinar – Part III: "Walking the talk: Practicing restorative justice and anti-racism", Sheryl Wilson, MLS, August 5, 2020 <https://z.umn.edu/WalkingtheTalkAug52020WebinarRecording>

Unequal treatment: Confronting racial and ethnic disparities in health care (2003). Book by the US Institute of Medicine <https://pubmed.ncbi.nlm.nih.gov/25032386/>

Unreserved - CBC **Podcast** that talks about historical and contemporary Indigenous issues <https://www.cbc.ca/radio/podcasts/current-affairsinformation/unreserved/>.

Media Indigena – Canadian academic and journalism **Podcast** that talks about historical and contemporary Indigenous issues <https://mediaindigena.com/>

Putting racism on the table - US **Podcast** by the Washington Regional Association of Grantmakers <https://www.puttingracismonthetable.org/>

Anti-racist health care practice (2009). Book by Elizabeth McGibbon & Josephine Etowa. Canadian Scholars' Press Inc., Toronto, ON.

American Psychological Association has a number of webinars on critical race theory, equity and other topics <https://apa.content.online/>

The new Jim Crow: Mass incarceration in the age of colourblindness (2012). Book by Michelle Alexander, civil rights lawyer, talks about the mass incarceration of black people and structural racism. New York: New Press. Also available as an audiobook from Winnipeg Public Library.

Doing our work - US **podcast** by the Guildford Anti-Racism Alliance, <https://www.meetup.com/Guilford-Anti-Racism-Alliance/events/>

White fragility (2018). Book by Robin DiAngelo talks about how to understand racism, both individually and structurally, and she challenges the defensive arguments that individuals use to avoid change. Beacon Press.

- **Video** <https://www.youtube.com/watch?v=45ey4jgoxeU>

Impact of unconscious bias in healthcare: how to recognize and mitigate it (2019). Journal article by Jasmine R Marcelin, Dawd S Siraj, Robert Victor, Shaila Kotadia, and Yvonne A Maldonado. Journal of Infectious Diseases https://academic.oup.com/jid/article/220/Supplement_2/S62/5552356



Cognitive biases in health care (and safety actions to consider) (2016). Backgrounder by the Joint Commission, Division of Health Care Improvement https://www.jointcommission.org/-/media/tjc/documents/newsletters/quick_safety_issue_28_oct_2016pdf.pdf

21 things you may not know about the Indian Act (2019). Book by Bob Joseph .

- Summary article <https://www.piquenewsmagazine.com/must-reads/21-things-you-may-not-know-about-canadas-indian-act-3843260>
- Podcasts & interviews <https://www.ictinc.ca/press>

Why subtle bias is so often worse than blatant discrimination (2016). Article By Eden King & Kristin Jones in Harvard Business Review <https://hbr.org/2016/07/why-subtle-bias-is-so-often-worse-than-blatant-discrimination>

Biased: Uncovering the hidden prejudice that shapes what we see, think, and do (2020).

Book by psychologist and researcher, Jennifer Eberhardt, with a perspective that is scientific, investigative, and informed by personal experience.

- Journal of Science article <https://www.sciencemag.org/news/2020/03/meet-psychologist-exploring-unconscious-bias-and-its-tragic-consequences-society>

Ontario Human Rights Commission policy & guidelines on racism and racial discrimination (2005). <https://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination>

Anti-racism/anti-oppression Fidelity Assessment Scale was created by the Centre for Research on Inner City Health in partnership with Across Boundaries: An Ethno-Racial Mental Health Centre, and is used by organizations to assess their knowledge of anti-racist/anti-oppressive practice <https://kmb.camh.ca/uploads/e14ef2ec-41c5-433e-86ef-bedfffe45c2d>

INDIGENOUS HEALING

Booklet on teachings about the **Great Law of Peace and the Seven Sacred Teachings** produced with support from Bridging the Gap, a Manitoba environmental educational support program for school-aged children http://www.btgwinnipeg.ca/uploads/5/2/4/1/52412159/the_seven_sacred_teachings_.pdf

Improving access to Indigenous medicine for patients in hospital-based settings: a challenge for health systems in northern Canada (2019). International Journal of Circumpolar Health <https://www.tandfonline.com/doi/full/10.1080/22423982.2019.1577093>

Integrating traditional medicines into western medical treatment (2012). National Aboriginal Health Organization fact sheet about traditional medicines, website <https://fnim.sehc.com/getmedia/c03a81be-c9de-4e81-89c6-6cf23db46d43/Traditional-Medicine-Fact-Sheet.pdf.aspx?ext=.pdf>



Traditional Indigenous medicine in North America: A scoping review (2020).

<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0237531>

Understanding Indigenous Canadian traditional health and healing [Doctoral dissertation by an Indigenous author, Gus Louis Paul Hill]. Wilfred Laurier University, Faculty of Social Work, 2008.

<https://scholars.wlu.ca/cgi/viewcontent.cgi?referer=&httpsredir=1&article=2049&context=etd>

TRAUMA INFORMED CARE

Trauma-informed toolkit (2013). By the Manitoba Trauma Information & Education Centre, on the Klinik website: http://trauma-informed.ca/wp-content/uploads/2013/10/Trauma-informed_Toolkit.pdf

Strategies for working with Indigenous individuals experiencing trauma (2019). Webinar by Dr. Holly Graham, Psychologist, University of Saskatchewan, on the Learning Networks website

<http://www.vawlearningnetwork.ca/webinars/recorded-webinars/2019/webinar-2019-5.html>

Trauma informed practice guide (2013). Created by BC Ministry of Health https://cewh.ca/wp-content/uploads/2012/05/2013_TIP-Guide.pdf

Post-traumatic stress disorder in Aboriginal People in Canada: Review of risk factors, the current state of knowledge and directions for further research (2015). Report by Sherry Bellamy, MSc, BSc and Cindy Hardy, PhD, RPsych. National Collaborating Centre for Aboriginal Health <https://www.cnsa-nccah.ca/docs/emerging/RPT-Post-TraumaticStressDisorder-Bellamy-Hardy-EN.pdf>

<https://www.cnsa-nccah.ca/docs/emerging/RPT-Post-TraumaticStressDisorder-Bellamy-Hardy-EN.pdf>

Trauma informed care from a Native American perspective – numerous research articles, presentations and documents have been produced by Dr. Maria Yellow Horse Brave Heart, University of New Mexico.

Go to <https://www.ihs.gov/> and search for Maria by name and all of her presentations/documents will come up.

Language matters quick reference guide on using trauma informed language

<https://nada.org.au/resources/language-matters/>

Language guide: promoting dignity for those impacted by FASD [LAEO-Language-Guide.pdf](https://www.fasdcoalition.ca/LAEO-Language-Guide.pdf) ([fasdcoalition.ca](https://www.fasdcoalition.ca))

Indigenous harm reduction – reducing the harms of colonialism policy brief from 2019 by the Canadian Aboriginal AIDS Network, in partnership with the Interagency Coalition on AIDS and Development

<http://www.icad-cisd.com/pdf/Publications/Indigenous-Harm-Reduction-Policy-Brief.pdf>

Story shifters: Co-creating new stories about trauma (2019). Dissertation by Dr. Barbara Ward, MSW, RSW, Ph.D. The Taos Institute.



- Presentation - <https://www.cppa.ca/resources/Documents/Minutes/Dissertation%20Presentation%20Pos%20Psych%20Conference%20June%202016%20Barb%20W.pdf>
- Youtube **video** - <https://www.youtube.com/watch?v=nLkVX1FrGEY>

MENTAL HEALTH AND SUBSTANCE USE

Racialization and mental health (2022). Webinar by Dr. Monnica Williams, Ph.D, a licensed clinical psychologist, specializing in cognitive-behavioral therapies. She is an Associate Professor in the School of Psychology at the University of Ottawa, [Canada Research Chair](#) in Mental Health Disparities, and Director of the [Laboratory for Culture and Mental Health Disparities](#).

https://media1.cc.umanitoba.ca/legacy/bann/entrada_offline/zoom/Zoom_GR_May12.mp4

- See Monnica Williams' website for a wealth of documents teaching about assessing and treating racial trauma. <https://www.monnicawilliams.com/racial-trauma-readings.php>

Residential and non-residential substance use treatment within Indigenous populations: a systematic review (2019) . Dr. Christopher Mushquash, Ph.D., C.Psych. Residential and nonresidential substance use treatment within Indigenous populations: a systematic review. Journal of Ethnicity in Substance Abuse: Vol 20, No 2. <https://www.tandfonline.com/doi/full/10.1080/15332640.2019.1622478>

Perspectives on Indigenous mental health: cultural teachings and implications for care (2019).

Dr. Christopher Mushquash, Ph.D., C.Psych.

https://umanitoba.ca/faculties/health_sciences/medicine/units/clinical_health_psych/media/Winnipeg_Feb_13_2019.pdf

Indigenous peoples and professional training in psychology in Canada (2019). Article by multiple Indigenous psychology scholars <https://psycnet.apa.org/doi/10.1037/cap0000189>

Pekiwewin (coming home): clinical guidelines for health and social service providers working with Indigenous people experiencing homelessness (2020) <https://www.cmaj.ca/content/192/10/E240>

Psychology's response to the Truth and Reconciliation Commission of Canada's report (2018)

https://cpa.ca/docs/File/Task_Forces/TRC%20Task%20Force%20Report_FINAL.pdf

CULTURAL COMPETENCE AND EQUITY ASSESSMENT TOOLS

Organizational cultural competence: Self-assessment tools for community health and social service organizations (2005). Marcela Olavarria, Julie Beaulac, Alexandre Bélanger, Marta Young, & Tim Aubry. Centre for Research in Community Services, University of Ottawa



<https://kflchildrenandyouthservices.ca/indigenouslearningcircle/wp-content/uploads/sites/3/2020/01/Organizational-Self-Assessment-tool-for-Community-Health-Social-Services-Ottawa-U-2005.pdf>

Equity, diversity and inclusion requirements and practices (2019). Canada Research Chairs Action Plan on Equity website <https://www.chairs-chaieres.gc.ca/program-programme/equity-equite/index-eng.aspx>

- [Equity, Diversity and Inclusion: A Best Practices Guide for Recruitment, Hiring and Retention](#)
- [Exemplary equity and diversity practices recognition process](#)

Self-assessments of many types are available at the National Centre for Cultural Competence at Georgetown University, Washington, DC, <https://nccc.georgetown.edu/>

Organisational systems' approaches to improving cultural competence in healthcare: A systematic scoping review of the literature (2017). [Janya McCalman](#), [Crystal Jongen](#) & [Roxanne Bainbridge](#).

International Journal for Equity in Health

<https://equityhealthj.biomedcentral.com/articles/10.1186/s12939-017-0571-5>

TOOLS FOR EDUCATORS

It's our time: Plain talk (2017). Assembly of First Nations has multiple modules covering concepts from the Indian Act, to Indigenous world views, urban life, and more

<https://education.afn.ca/afntoolkit/learning-modules/>

Stolen lives: Indigenous peoples and residential schools (2015). A book by Facing History and Ourselves describing the historical context for colonization and residential schools, written in plain language, suitable for young learners <https://www.facinghistory.org/stolen-lives-indigenous-peoples-canada-and-indian-residential-schools>

- Facing History and Ourselves has become a global organization with a network of over 100,000 teachers, in every type of middle grade and secondary level school setting. Get access to free publications and webinars, and online courses (fee) <https://facinghistory.org>

TOOLS FOR SOCIAL WORK

Alberta government, children's services practice documents – co-created with Indigenous researchers and Knowledge Keepers:

- **Well-being and resiliency: evaluation framework** (2019). The Evaluation Framework includes indicators and measures for the defined continuum of services; processes to measure and report on outcomes and effectiveness of wellbeing and resilience programs provincially; and supports regular reporting on the achievement of the overarching outcome of helping children



and youth be safe and reach their full potential

<https://open.alberta.ca/publications/9781460143377>

- The miyo resource discusses foundational beliefs and approaches of Indigenous peoples to promote well-being and resiliency and outlines an evaluative process that honours an Indigenous worldview <https://open.alberta.ca/publications/9781460143384>

Truth, reconciliation, and social work: A critical pathway to social justice and anti-oppressive practice (2019). Article describing implications for social work education and practice. Journal of Social Work Values & Ethics https://jswve.org/download/fall_2019_volume_16_no_2/articles/70-Truth-reconciliation-social-work-16-2-Fall-2019-JSWVE.pdf

Incorporating diversity and Inclusion into trauma-informed social work: Transformational leadership (2021). Book by Laura Quiros. New York, NY : Routledge.

Indigenous people and the social work profession: Defining culturally competent services (1999). Social Work Vol. 44, No. 3 (May 1999), pp. 217-225 (9 pages). Published By: Oxford University Press. <http://www.jstor.org/stable/23717945>

Honouring sacred relationships: Wise practices in Indigenous social work by Alberta College of Social Workers
https://acsw.in1touch.org/uploaded/web/RPT_IndigenousSocialWorkPracticeFramework_Final_20190219.pdf

Cultural humility and standards of practice for social work by Saskatchewan Association of Social Workers <https://www.sasw.ca/document/6908/Cultural-Humility-Guidance-March2022.pdf>

LONG-TERM CARE

The Challenges of Delivering Continuing Care in First Nation Communities (2018). Report of the Standing Committee on Indigenous and Northern Affairs
<https://www.ourcommons.ca/Content/Committee/421/INAN/Reports/RP10260656/inanrp17/inanrp17-e.pdf>

WOMEN & TRADITIONAL BIRTHING PRACTICES

Website for the National Aboriginal Council of Midwives www.indigenoumidwifery.ca

- Stories and Teachings About Birth NACM Booklet



Perinatal Services BC has numerous resources:

- Honouring Indigenous Women's and Families' Pregnancy Journeys" http://www.perinataleservicesbc.ca/Documents/Resources/Honouring_Indigenous_Womens_and_Families_Pregnancy_Journeys.pdf
- Aboriginal Pregnancy Passport <http://www.perinataleservicesbc.ca/Documents/Resources/Aboriginal/AboriginalPregnancyPassport.pdf>

Decolonizing Indigenous Birth Work and Reproductive Health. Article by Miranda Kelly (2021), Centre for Gender and Sexual Health Equity <https://cgshe.ca/news/2021/06/decolonizing-birth-the-path-to-indigenous-resistance-and-resurgence/>