



COMMUNITY LIVING
BRITISH COLUMBIA

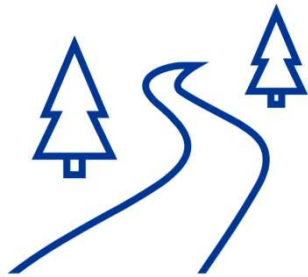
Advancing Reconciliation

Joanne Mills, Executive Director Indigenous Relations

Social Services Sector Roundtable Update

January 21, 2022

Reconciliation is a Journey



Reconciliation



Cultural Safety

The Lens we are working from....



What do we mean by lens”

As we advance reconciliation within CLBC and across our sector, there are several questions we ask ourselves to ground our work....



- ✓ How does this information apply?
- ✓ Does this advance reconciliation?
- ✓ Is there a principle to guide this work?
- ✓ Do we have the right people at the table to inform us?
- ✓ What does this mean to the people we support?
- ✓ How does a distinction-based approach apply to work?
- ✓ Are there other advancements in reconciliation we can learn from?

Lens #1: Mandate & Draft Action Plan



1. Strategic shift	Respect Indigenous peoples' distinctions-based approaches to self-determination, which may include community-driven and Nation-based.
2. Specific initiative and measurable impact	Support holistic models that reflect Indigenous wellness, spirituality, cultural safety, humility and healing practices with an interest to address the related and underlying contributors to healthy communities (i.e. through the social determinants of health).
3. High impact (i.e., addresses systemic barrier/directly addresses UNDRIP)	Build pathways for trust-based relationships to develop and support authentic engagement and collaboration, including between Indigenous and non-Indigenous partners.
4. Broad application and/or addresses commonly identified/shared priority	Ensure that initiatives are action-oriented and have measurable and/or qualitative results, which may use indicators that reflect both Indigenous and Western methodologies and ways of knowing.
5. New or future focus	Honour and build on the strengths, agency and resiliency of Indigenous peoples, and be responsive to and promote opportunities for capacity-building, where possible, through implementation the Declaration Act Action Plan.
6. Aligns with and further advances existing government strategic-level commitments	Generate a paradigm shift through transformative solutions to complex problems; new service delivery approaches that include the co-design and co-development of integration of social programs and services (including planning, design, implementation and evaluation); and pathways that involve Indigenous peoples in generating new ideas and making decisions that impact them
7. Responsive to Indigenous priorities	Reconciliation – identified through priorities analysis and/or engagement processes)

Draft Plan Guiding all Ministries

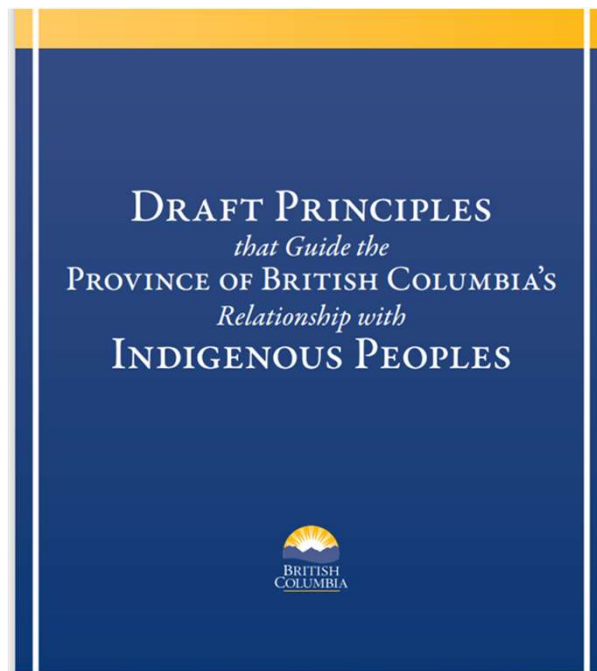


BC Gov 2021 DRAFT Action Plan:
[declaration_act_action_plan_for_consultation.pdf \(gov.bc.ca\)](https://www2.gov.bc.ca/gov/content/declaration_act_action_plan_for_consultation.pdf)



Lasting & Meaningful Reconciliation,
Address Equity & Anti-Racism.

Lens #2: Principles of DRIPA



Right to Self Determination

Reconciliation is a fundamental purpose of section 35 of the Constitution Act
Guides the conduct of Provincial employees in all its' dealings

Recognizes treaties, agreements and other constructive arrangements
Meaningful engagement and Prior informed consent.

Respecting and implementing rights is essential....

Renewed fiscal relationship, developed in collaboration with the federal government.
Recognizes reconciliation is an ongoing process.

Distinctions-based approach.

Spotlight: Possible Service Delivery Principals



Cultural Safety & Humility -
*we are all learning
*2 eyed seeing

Culturally Sensitive and
Indigenous Trauma-
Informed

Culturally informed.

Decolonization - undoing,
restoring or rectifying past
harms if possible. Duty of
Care.

Promote Indigeneity
through the (service,
support, approach).

Distinctions based
approach recognizing
Identity is diverse.

Impactful & Enduring.
(moving away from “one
and done”)

Self-determined, co-
developed and Indigenous
led solutions (the right
people, for the right
reasons, at the right time).

Substantive Equality is a
consideration in
recruitment and
procurement.

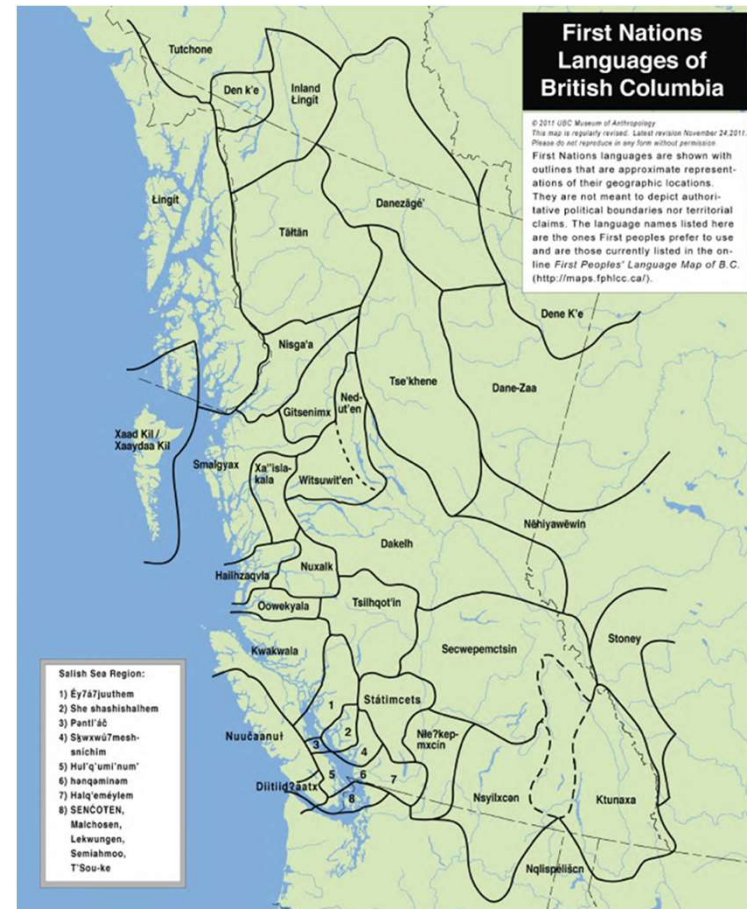
We recognize that the
Social Determinants of
Indigenous People’s health
includes the experience of
racism.

Aligned Provincially,
Regionally & with our
Indigenous Partners
Priorities

Sustainable & Iterative. We
will continue to strive for
balanced solutions &
strategies.

Distinctions Based Approach

- B.C. has 34 First Nations languages with 7 distinct, unrelated language families.
- There are 93+ dialects within the languages.
- There are 3 languages once spoken that are now sleeping.
- More than 50% of First Nations Languages in Canada are indigenous to BC.
- Languages indigenous to other parts of Canada are also spoken in B.C.





MÉTIS NATION
BRITISH COLUMBIA

- According to Statistics Canada, there are nearly 90,000 Métis people in BC. More than 20,000 are registered MNBC Citizens.
- MNBC represents thirty-eight (38) Métis Chartered Communities in British Columbia
- MNBC's mandate is to develop and enhance opportunities for Métis communities by implementing culturally relevant social and economic programs and services.



Lens #3 – Reimagining Community Inclusion

RCI 2018 Milestones

4.1 Services for Indigenous People are evaluated from an Indigenous Led Perspective

4.2 Culturally Safe Services Are Available for Indigenous People

4.3 Non-Indigenous Services are more Culturally Responsive and Appropriate

4.4 Coordination is Improved when accessed by Indigenous People

RCI 2021 – Our Accomplishments

- 15 Advisory Committee Members
- 30 hours of meetings
- 45 hours of preparation time
- 1 external test session with BCAAFC Executive Directors
- 3 internal test sessions.
- 12 evidence documents

Vision for 2028

Services to Indigenous Peoples are Self-determined and Self – defined

Services for Indigenous peoples are evaluated from an Indigenous Perspective using an Indigenous approach.

Indigenous Service standards are developed, have clear definitions, and are implemented across our sector.

Indigenous /strength based evaluation framework (Literature review, evidenced based approaches, assessment instruments, QOL measures)

Assessment instruments are aligned with Indigenous cultures and traditions (DSM, GSA,)

Systemic barriers (e.g. accreditation) are identified and remedied where possible.

Indigenous models for reporting and accountabilities are developed and implemented

Quality of Life indicators are expanded to include Indigenous QOL

We collaborate and align with Government Partners and initiatives co-occurring across the Province (Reachback example)

Data supports our planning, and holds us accountable to our outcomes. (defends against systemic racism/discrimination)

Indigenous evidence based approaches are sourced used in the planning, delivery and evaluation of services

Indigenous people, key partners, and community are actively engaged in co-designing approaches to evaluate supports that we provide.

Supports are culturally safe regardless of where people are supported.

Indigenous people and communities have confidence (trust) in CLBC; and have housing & support options that meet their needs.

Housing & Support models are trauma informed, able to mitigate effects of intergenerational trauma.

Early life connections, including those with former caregivers are valued and supported to continue.

Culture Service Plans/social history (*by consent) such as MY BOOK. are a practice standard for all Indigenous youth transitioning.

People have choices of where they live and who supports them.

Connection to a natural support is available to every person that wants one. Restoring & Maintaining connections is valued and supported through policy & funded supports.

Culture and spiritual connections are valued and formally supported.

We understand what is important and unique to Indigenous people, their families, and their communities in order to better support them across their lifespan.

Non-Indigenous Supports are culturally safe and prepared to work differently with Indigenous people

Indigenous people have a range of support and housing options both on and off reserve and are aware of those options.

Contracted services are supported to incorporate traditional practices for health, mental health & wellness *(example smudging policy)

Cultural safety assessment is added to the prequalification process; When we monitor, we include metrics to evaluate cultural safety & continuity.

Indigenous caregiver and staffing targets are added to the procurement prequalification process

Elder & cultural supports are funded through our procurement processes

Community Living funds & supports activities that advance our collective vision.

Indigenous Community (FN, Metis & Inuit) Organizations provide supports to people living with diverse-abilities at an equitable rate to the population we support.

CLBC has a mechanism to support Indigenous procurement, and to promote cultural safety across our sector.

CLBC has a range of Indigenous providers across BC providing a range of supports from CI to Housing.

CLBC has a modified Procurement strategy when working with FN who want to maintain their families/individuals at home.

Financial models are in place to support Indigenous led supports delivery on and off reserve

CLBC is a leader in cultural safety from top to bottom.

CLBC has a global performance goal for Executive to support DRIPA in divisional plans; and Regional have a global performance goal to advance cultural safety

Section 42 BC Human rights exclusions are applied to a 5% of positions regardless of classification

CLBC adopts Cultural Safety behavioral competencies developed by the House of Learning.

CLBC invests in training to build confidence in staff and promote the "organic" growth of culturally safe practices & processes.

Staff are supported to work differently, recognizing the inherent desire to form & maintain connections, be culturally safe, etc.

CLBC adopts processes & practices that incentivize cultural safety (e.g. Built Space Strategy, or Cultural Safety & Humility Declaration).

Service Coordination ensures best possible Outcomes for Indigenous Individuals and Families

Indigenous Innovation is supported by cross sectoral partnerships including post secondary institutions, researchers, government, & community organizations

Coordination is a practice standard when planning with Indigenous People (transitioning youth, at risk of homeless, mcn)

Families are supported to understand the complex systems of care around their person

Protocols are established to ensure funding, collaboration for successful cultural connections for people to return home.

Individuals have choices where they live (on or off nation) and collaborative planning ensures they are equitably supported

Advocacy and support is available for Indigenous People to navigate Systems

Advocacy and Supports outside of office hours are available to Individuals/those who are parents

Regions have away from home & supported resources in partnership with Indigenous people

Partner organizations know about CLBC screening and assessment (eligibility) processes

Collaborative rapid response practices are established for people with many challenges (homeless, additions, mental health, traumatic events)

Service portability within CLBC allow coordination across regions

CLBC builds strategic relationships to improve service coordination for the individuals and families we support.

Our sector takes action that aligns with DRIPA & our mutual priorities (vision)

We have a formal relationship with DRIPA partners and understand how to work with them in a mutually respectful way. Indigenous families' voices, inform our understanding of culturally appropriate care. Indigenous People are engaged in the improvement and development of sustainable service delivery models and supports for Indigenous people and their families.

What We Heard (RCI 2021)

- Connection & belonging, culture & spirituality are foundational for success in all quality-of-life domains. We believe this includes options to find “close to home” solutions and support individuals to remain in their communities; and for those who have been displaced - find ways to maintain their connections if that is desired.
- A wellness & healing (strengths-based approach) is the preferred lens when planning for supports.
- Self Determination, and personal choice are a fundamental human right, and must be promoted within the context of DRIPA. When the supports offered match the needs and desires of Indigenous self-advocates, trust and confidence will be restored.
- Most Indigenous people will be supported away from home for a very long time, therefore investing in training & mentorship for our sector will improve cultural safety.

What We Heard (RCI 2021)

- Indigenous people face unique systemic barriers that require unique systemic solutions. To this end, the Recommendations of the Mary Ellen Turpel Report apply to our sector and those priorities should be considered in our planning. We need the partnerships across government, our sector and with Indigenous partners to build a truly inclusive community.

Lens #3 – Reimagining Community Inclusion

Relationships & Engagement

- We have meaningful and respectful connections with Indigenous peoples including people with lived experience, their families, supporters & communities.

Shifting CLBC & Sector culture towards Reconciliation with Indigenous Peoples

- We are committed to the journey of learning, transforming and practicing differently with respect to Indigenous people.

Enabling Cultural Safety

- We have tools, processes, approaches, & partnerships to enable cultural safety

Service Delivery to support Draft Principals

- The supports we provide are culturally safe, sensitive, informed and relevant.

Relationships & Engagement



Activity	Description	Timeframe
Advance Community Inclusion with Indigenous Partners	Generate awareness about CLBC, Community Inclusion Philosophy & Goals.	Ongoing
Elders Council	Develop an Elders Council to support the work of the IAC and our Reconciliation Plan	Complete
Partnership Development	Identify OFF nation critical partners in our journey and nurture relationships. Includes DAA, FNHA, AMA, FNEC, FNJC, BCAAFC & MNBC	Ongoing
Distinction Based Work	Support Individuals & their families to remain connected to their community of origin	Ongoing.
Strengthen IAC	The Indigenous Advisory Committee has a stronger connection with the CLBC Board	Ongoing

Spotlight – Developing the Right Relationships



Elders Council

- Aim is to ensure elder representation from each Nation across the province and help us be culturally informed.
- Provide Input to:
 - Cultural Safety
 - Cultural Sensitivity
 - Reconciliation strategy, planning, activities, priorities.
 - Indigenous Advisory committee

Indigenous Advisory Committee

Membership from across the Province, with aim of One Parent, One Self-Advocate, and a Service Provider from each region.

- Connected with CLBC Board
- Primary Reference Group for the Reconciliation Plan.

Shifting Sector Culture Toward Reconciliation



Activity	Description	Proposed Timeframe
Built Space Project	Every office will appropriately acknowledge the traditional territory of the Nation on which it is located through art, relationship, & ceremony	2122–2425
Indigenous Community Inclusion	Project to understand what is important to Indigenous Self-Advocates with respect to community inclusion	2223
Cultural Safety Training Plan	Training plan that outlines Core, and skill-based training for department within CLBC	2223
Sector Training Support	Working through the CEO network, identify Core training needs and opportunities.	2223
	Identify Cultural safety training needs or Home Sharing providers & front-line staff.	2223
Recruitment Strategy	Develop tailored recruitment & retention strategies; to increase the number of Indigenous people employed in our sector.	

Service Delivery to Support Draft Principles



Activity	Description	Proposed Timeframe
Culturally Safe Shared Living	In Partnership with the BCAAFC, develop guidance documents & standards to embed cultural safety in Homesharing; core training plan for Homesharing providers; support recruitment for Homesharing; and identify recruitment practices that can be used by our sector.	2122-2223
Maintain or Restore Connections	Develop Cultural Planning tool, guidance documents, & policy in collaboration with Indigenous partners to support individuals with NO or LOW family involvement.	2122-2324
Connection & Belonging Project	Explore how to support Indigenous people with complex needs to restore connections. Project between Lookout & FRAFCA. Identify navigation & advocacy needs for eligible people insecurely housed.	2122-2223

Service Delivery to Support Draft Principles



Activity	Description	Proposed Timeframe
Indigenous Procurement Strategy	Increase the number of Indigenous service agencies providing supports; Explore alternative models to support IF funded families on Nation;	2223
Improved Coordination	In Collaboration with a Delegated Aboriginal Agency, improve youth transitioning processes and supports.	2223–2425
Eligibility & Planning Barriers	Dedicated facilitator to On Nation families & individuals in the North Region.	2122–2425
Indigenous Life based services	Identify employment partners and develop Indigenous Life based pilot.	2324

Enabling Cultural Safety



Activity	Description	Proposed Timeframe
Indigenous Quality of Life Project	Reviewing our Quality-of-life framework against Indigenous wellness indicators and with a focus group of Indigenous self-advocates.	2223
Data Project	Improved mechanisms and processes to understand who we support, and how we support for Forecasting purposes.	2223
Cultural Safety Framework (Lens)	Includes policies on reconciliation & cultural safety; decision analysis tools, and processes to support CLBC as it advances reconciliation	2122-2324
Inventory of Best Practices	Includes literature review, indicators & evidence-based practices to inform current and future policy & standard development.	2122-2425
Cultural Safety Assessment Tool	Working in collaboration with government partners', adopt the cultural safety assessment tool for our sector to support reconciliation.	2223

Cultural Safety Draft Definition

- Cultural safety is for all people to feel respected and safe when they interact with CLBC staff and our sector. Dimensions of safety include physical, emotional, social, cultural & spiritual.
- Culturally safe services are free of racism and discrimination.
- People are supported to draw strengths from their identity, culture and community .
- Only the individual can determine if they feel safe.

- What Bright spots exist across the Sector?
- Can we build or learn from those?

What sticky points should we be aware of?



Questions?