Walk With Us…

Fostering Safe Spaces to Facilitate Challenging Conversations

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Acknowledgements

We would like to take this opportunity to recognize the gifts of the four directions and to acknowledge the Traditional Territory that rests beneath us.

We are gathered on the traditional lands of the Haudenosaunee, the Huron-Wendat and Petun First Nations, the Seneca and, most recently, the Mississaugas of the New Credit.

This is the territory of the “Dish With One Spoon” wampum, a treaty agreement between Anishinaabeg, Mississaugas and Haudenosaunee peoples that bound them to share and care for the resources around the Great Lakes.

Today, the meeting place of Toronto is still the home to many Indigenous peoples from across Turtle Island and we are grateful to have the opportunity to gather on this territory in the spirit of peace, friendship and respect.
Today’s Conversations...

What *is* Cultural Safety?

Our Worldviews

Navigating Etuaptmumk

Fostering Safe Spaces
Evolution of Cultural Safety

CULTURAL SAFETY:
Historical Consciousness, Critical Consciousness, Self-Reflection, 2000’s

CULTURAL SENSITIVITY:
Respecting Difference, 1980’s

CULTURAL COMPETENCE:
Skills, Knowledge and Attitudes, 1990’s

CULTURAL AWARENESS:
Acknowledgement of Difference, 1950’s 1960’s
What is Cultural Safety?

Creating Culturally Safe Spaces...for All of Us
Questions to Consider:

What is your cultural identity?

What advantages or privileges does this identity afford you?

What fears or barriers do you encounter in supporting culturally diverse students?
Etuaptmumk

Mi’kmaw term coined by Mi’kmaw Elder, Albert Marshall, 2004

Learning to see from one eye with the strengths of Indigenous knowledges and ways of knowing

Learning to see from the other eye with the strengths of Western knowledges and ways of knowing

Learning to use both eyes together for the benefit of all

Strengthening Our Indigenous Eye
A Way Forward...

History, Tradition, and Healing

...Walk With Us
Miigwetch! (Ojibway)
Nia:wen! (Mohawk)
Marsee! (Metis)
Kinana’skomitin! (Cree)
Mahsi cho! (Dene)
Qujannamiik! (Inuktitut)
Thank you! (English)
Change Tripod

- **Individual**
  - self awareness
  - self reflection

- **Institution**
  - structural awareness
  - advocacy and allies

- **Community**
  - community awareness
  - systemic change
Intergenerational Trauma

Walk With Them...

Recognizing Historical Influences

Indigenizing Our Environments

Honouring Identity

Creating Safe Spaces

‘Hearing’ Their Stories

Working Through Grief and Loss

Using Humour
Truth and Reconciliation, Beyond 94

• The Truth and Reconciliation Committee released 94 Calls to Action

• Reflects fields of Child Welfare, Education, Health, Language & Culture, and Justice among others

• **Beyond 94** Truth and Reconciliation in Canada
The Great Canadian History Challenge!
‘Wise Practices’ Promoting Reconciliation

The term “wise practices” reflects locally appropriate Indigenous actions that contribute to sustainable and equitable conditions. Within that scope, bringing reconciliation to health and wellness practices means:

• Promoting Policy and Systems Change;

• Engaging Communities;

• Recruiting and Retaining Indigenous Staff and Health Care Providers;

• Engaging Anti-Racism and Cultural Safety Education; and,

• Improving Indigenous Client Care and Outcomes.

Bringing reconciliation to healthcare in Canada – Wise Practices for Healthcare Leaders, April 2018
TOKENISM

The practice of cherry-picking a handful of societally underrepresented individuals, as an minimal or symbolic effort to appear diverse and representative of a larger group

(Wilks-Harper, 2016)

Effects:

- Feeling self-conscious
- Experience social isolation
- Burden of responsibility (as cultural ‘representative’) causing fatigue
- Victims of prejudice and stereotyping
CULTURAL APPROPRIATION

When a dominant group takes or uses things from the culture of an oppressed group for its own benefit or enrichment.

vs.

CULTURAL APPRECIATION

Truly honouring the culture by taking the time to learn and interact; to gain an understanding of a culture different from your own (emphasis on social and emotional connections)