

# ONE YEAR UPDATE

## BCCNM's action plan to address Indigenous-specific racism amongst B.C. nurses and midwives

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### BCCNM'S COMMITMENT TO ACTION



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Na Na Qwish ©

Raven's Moon

## Territorial acknowledgement

BCCNM's office is located on the unceded territories of the ɥəŋqəmiŋəŋ speaking peoples—xwməθkwəyəm (Musqueam) and səliłwitulh (Tseil-Waututh) Nations—and the Sƙwƙwú7mesh-ulh Sníchim speaking peoples—Sƙwƙwú7mesh Úxwumixw (Squamish) Nation—whose historical relationships with the land continue to this day.

BCCNM regulates nurses and midwives practising in the province of B.C., which includes over 200 First Nations communities.

# BCCNM action plan: one year update

On Sep. 29, 2021, we published [BCCNM's Commitment to Action: Constructive disruption to Indigenous-specific racism amongst B.C. Nurses and Midwives.](#)

This document was a direct response to the recommendations by Dr. Mary Ellen Turpel-Lafond, laid out in the report of her findings from the [In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care](#) investigation.

In our action plan, we identified three broad areas of focus—systems, behaviours, and beliefs—and established specific goals in response to eight of the report's recommendations. One year on, we are pleased to provide a progress update on each action item.

This is an ongoing journey—while we have made positive steps, there is still much to do. We remain committed to this work, and will be guided by Elders, Knowledge Keepers and Indigenous partners. We remain committed to working with Indigenous partners in evolving health professional regulation and learning from these key reports:

- [Final Report of the Truth and Reconciliation Commission](#)
- [Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls](#)
- [United Nations Declaration of the Rights of Indigenous People](#)
- [Declaration on the Rights of Indigenous Peoples Act](#)
- [Report of the Royal Commission on Aboriginal Peoples \(1996\)](#)
- [Keegan's Case Study Reflection](#)

We invite you to [visit our website](#) for ongoing updates on our progress.

2022 ACTION ITEM	STATUS UPDATE
<b>SYSTEMS</b>	
<p><b>Action Item #1</b></p> <p>That BCCNM apologize for its role in perpetuating Indigenous-specific racism in the health-care system, setting the tone for similar apologies by like-minded organizations, and commit to addressing the problem, including standardized language and definitions, and a clear understanding of its role as a regulator in this space.</p>	<ul style="list-style-type: none"> <li>• BCCNM, in collaboration with the College of Physicians and Surgeons of B.C., the College of Pharmacists of B.C. and the College of Dental Surgeons of B.C., <a href="#">issued a formal apology to Indigenous Peoples and communities in May 2021</a> for their role in perpetuating Indigenous-specific racism and discrimination in health care.</li> <li>• Education sessions were provided to staff, committee and board members on the <i>In Plain Sight</i> report and the findings and recommendations.</li> <li>• In 2023, once the revised <i>Health Professions Act</i> is put to the Legislature, BCCNM will undertake a review process to ensure our bylaws, standards and policies are consistent with the expectations of the <i>Act</i> and the obligations established under the <i>Declaration on the Rights of Indigenous Peoples Act</i>.</li> </ul>

2022 ACTION ITEM	STATUS UPDATE
<b>SYSTEMS</b>	
<p><b>Action Item #2</b></p> <p>That BCCNM, in collaboration with Indigenous partners, review and revise its complaints process to ensure that the principles of cultural safety and humility are reflected throughout the process in an effort to address the underrepresented complaints of Indigenous-specific racism and complaints that are not made due to the impacts of racism.</p>	<ul style="list-style-type: none"> <li>• BCCNM staff are gathering data and information to advise Ministry of Health staff on relevant changes needed to the Health Professions Act, to support health profession regulators in making the healthcare system more culturally safe.</li> <li>• Staff across multiple departments have been given access to a variety of training on cultural safety/humility, anti-racism, trauma-informed approaches to investigations, and restorative justice models.</li> <li>• An <a href="#">external review of the Inquiry, Discipline and Monitoring processes was initiated in 2022</a>, with expected completion before the end of the year. Recommendations from that review are likely to form a large portion of planning for 2023.</li> <li>• BCCNM has collaborated with partners across the health system to examine how complaints can be considered and coordinated between multiple bodies.</li> </ul>

2022 ACTION ITEM	STATUS UPDATE
<b>SYSTEMS</b>	
<p><b>Action Item #3</b></p> <p>Publish a clear, focused and enforceable standard for nurses and midwives that will enable Indigenous cultural safety and reduce Indigenous-specific racism in health care through setting expectations for Indigenous cultural safety and humility.</p>	<ul style="list-style-type: none"> <li>On February 25, 2022 the <a href="#"><i>Indigenous Cultural Safety, Cultural Humility and Anti-Racism practice standard</i></a> was published by BCCNM and CPSBC. The standard was built through a comprehensive approach to engagement with Indigenous partners and was informed by the numerous reports examining Indigenous-specific racism.</li> <li>On May 31, 2022, a Blanket Ceremony was held with representatives from the Musqueam, Tsleil-Waututh and Squamish Nations to acknowledge the completion of the standard.</li> <li>Starting in 2023, the <i>Indigenous Cultural Safety, Cultural Humility and Antiracism</i> standard (CSH standard) will be embedded into the <a href="#">quality assurance program for all registrants</a>.</li> <li>A variety of learning tools and videos have been published by BCCNM to support registrants to meet the standard.</li> <li>BCCNM staff have collaborated with other health profession regulators to advise on their own implementation of the CSH standard.</li> </ul>

2022 ACTION ITEM	STATUS UPDATE
<b>SYSTEMS</b>	
<p><b>Action Item #4</b></p> <p>Create a space at BCCNM's physical offices that acknowledges the nations and territories on which it sits, includes Indigenous artwork and signage, and provides education on Indigenous history and ways of being.</p>	<ul style="list-style-type: none"> <li>• A review of how to make the BCCNM office space more culturally safe is underway, including consultation with local Knowledge Keepers and an Indigenous advisor.</li> <li>• Art was purchased from a local Musqueam Nation artist for display in the main boardrooms.</li> <li>• BCCNM currently uses internal video monitors to acknowledge the unceded territories that the offices are located on.</li> </ul>

2022 ACTION ITEM	STATUS UPDATE
<b>BEHAVIOURS</b>	
<p><b>Action Item #5</b></p> <p>Foster a “speak-up” culture throughout BCCNM and with its registrants, staff, board and committee members so they can identify and disclose incidents of Indigenous-specific racism.</p>	<ul style="list-style-type: none"> <li>• Speak-up culture within BCCNM was examined as part of our 2022 Culture Survey.</li> <li>• As part of the survey, staff were asked about their comfort level around speaking up and what speak-up culture means to them.</li> <li>• A comprehensive review of Human Resources policies relating to speak-up culture is underway.</li> <li>• Speak-up culture was incorporated into the CSH standard.</li> </ul>

2022 ACTION ITEM	STATUS UPDATE
<b>BEHAVIOURS</b>	
<p><b>Action Item #6</b></p> <p>Recruit and support Indigenous individuals to BCCNM's leadership and decision-making roles to oversee, inform and promote needed system change.</p>	<ul style="list-style-type: none"> <li>• BCCNM created an overarching Equity, Diversity, and Inclusion (EDI) strategy for recruitment, with the goal that at least 10% of committee members are Indigenous.</li> <li>• The Board and Committee competencies matrices have been revised to identify the need for Indigenous lived experiences and clearly articulate competencies and education regarding cultural safety and humility are sought.</li> <li>• As of 2022, 8.4% of committee members self-identify as Indigenous.</li> <li>• BCCNM supported the creation of a Community of Practice for all Indigenous board and committee members for the health profession regulators that make up <a href="#">BC Health Regulators</a>.</li> <li>• BCCNM also updated <a href="#">job postings</a> to reflect its commitment to diversifying its employee representation and specifically recruiting Indigenous applicants.</li> </ul>

2022 ACTION ITEM	STATUS UPDATE
<b>BELIEFS</b>	
<p><b>Action Item #7</b></p> <p>Increase staff, board members', committee members' and registrants' knowledge of Indigenous histories, culture and practices, and competence to become anti-racist and to provide culturally safe and humble care to Indigenous clients.</p>	<ul style="list-style-type: none"> <li>• Opportunities for regular lunch-and-learn sessions, as well as regular information sessions with an Indigenous advisor are provided to board and committee members. Examples include unconscious bias training, an education session on <a href="#"><i>Remembering Keegan</i></a>, In Plain Sight information sessions, a discussion forum on DRIPA and the implications for health regulators, a BCHR all-day seminar on allyship, and the development and propagation of the <i>Indigenous Cultural Safety, Cultural Humility and Anti-racism</i> practice standard.</li> <li>• BCCNM also engaged and consulted Joe Gallagher, Syexwáliya (Ann Whonnock), Davis McKenzie, and Sulksun (Shane Pointe) on matters as needed. For example, Joe Gallagher acted as BCCNM's cultural safety and humility advisor. He provided training to BCCNM board members, which led to the cultural safety and humility strategy in BCCNM's strategic plan. Joe also supported BCCNM's leaders as they created the plan for constructive disruption to Indigenous-specific racism in B.C. healthcare. Further, most of BCCNM's important events will be opened and closed by an Indigenous Knowledge Keeper or Carrier.</li> </ul>

2022 ACTION ITEM	STATUS UPDATE
<b>BELIEFS</b>	
<p><b>Action Item #8</b></p> <p>Ensure all nursing and midwifery recognized programs include adequate cultural safety and humility competencies so that graduates are able to meet BCCNM's standard on cultural safety and humility.</p>	<ul style="list-style-type: none"> <li>• All BCCNM's recognized nursing and midwifery education programs were asked to identify how the CSH standard is being incorporated into their program curriculum.</li> <li>• BCCNM staff are working and collaborating with national regulators to incorporate CSH principles into the entry-level competencies for all professions. Where this isn't possible, BCCNM staff will create B.C.-specific indicators.</li> </ul>

# About the Artist

## **Cultural Background: Tla-o-qui aht First Nation, Nuu-chah-nulth Pacific Northwest Coast**

Na Na Quish is a proud member of the Tla-o-qui aht First Nation located on the traditional territory of the Nuu-chah-nulth peoples on the beautiful Pacific Northwest Coast of Vancouver Island.

Na Na Quish was born and raised in Chemainus, B.C. and is a hereditary descendant of the whale house, which is his primary inspiration for producing his designs.

His love for art and his culture began at a young age having grown up listening to the stories from his late great uncle Dr George Clutesi and Nuu-chah-nulth Elders and relatives, as well as while working in his mother's art stores.

Today, these beliefs and teachings continue to be a source of strength for him and the richness of his culture is reflected in his art designs.