

# Indigenous Wellness & Reconciliation Action Plan



Reconciliation is one of our five foundational principles from our *Mission: Forward* strategic plan. Our other four foundational principles are Mission/Vision/Values, Ethics, Sustainability, and Person and Family-Centred Care.

**Reconciliation is not an outcome, but a process, and includes commitment and actions that we undertake each and every day. Reconciliation is relationship. It requires us to lay proper groundwork through hearing truth, pursuing justice, and building respectful and reciprocal relations. Reconciliation is restoration. It requires recompense and investment in reconstruction.**



**Our Mission/Vision/Values** are driven by compassion and commitment to social justice. We are responsible for speaking up on issues of injustice and oppression and taking action to redress inequities. We believe in treating the whole person—body, mind and spirit and in accordance with their own spiritual and cultural beliefs.



**Ethics** to us means being in right relations in the territories of First Nations means respecting cultural protocols and Indigenous law. We draw upon all knowledges, methodologies, and ways of being. All knowledge systems are valid and equal and Indigenous peoples hold rights to intellectual property and data governance.



**Sustainability** means being good uninvited guests on the territories of host Nations and embedding environmental sustainability in everything we do. Achieving equity, dignity, and Indigenous human rights requires sustained investment.



**Person and Family-Centred Care** means Indigenous patients seeing themselves reflected and feeling affirmed in their identities. This requires the vigilant application of anti-racist and cultural safety lenses across PHC and the active celebration and honouring of the culture, successes, contributions, and rights of Indigenous peoples.

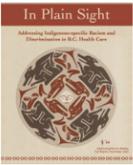
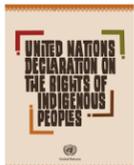
## Our Commitment from *Mission: Forward*

“Providence Health Care is committed to the process of Truth and Reconciliation with Indigenous Peoples and it is embedded in everything we do.”

## We know what needs to be done

Our goals and actions are drawn from the Calls to Action of the Truth and Reconciliation Commission (TRC), the Calls for Justice of the Missing and Murdered Indigenous Women and Girls Inquiry (MMIWG), the recommendations of In Plain Sight (IPS), the recommendations from the Red Women Rising report (RWR), and the human rights standards mandated in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

**PHC’s Indigenous Wellness and Reconciliation Action Plan draws from successive reports, studies and standards endorsed by Indigenous Peoples and federal, provincial, and other levels of government across the country**

 IPS	 MMIWG	 RWR	 TRC	 UNDRIP
				
In Plain Sight: Addressing Indigenous-Specific Racism and Discrimination in Health Care—24 Recommendations	Missing and Murdered Indigenous Women and Girls Inquiry—231 Calls for Justice	Red Women Rising—200 Key Recommendations	Truth and Reconciliation Commission—94 Calls to Action	United Nations Declaration on the Rights of Indigenous Peoples—Human Rights Standards

## Our goals and actions are nested in the four Strategic Directions of PHC’s *Mission: Forward* strategic plan

The action plan identifies under each direction why this work is important and what will change, the five-year goals we are committing to, and the initial actions we will undertake in the next one to two years to advance those goals. The full Indigenous Wellness and Reconciliation Action Plan can be found at [www.missionforward.ca](http://www.missionforward.ca)



### Partnerships

#### Goals:

- Establish meaningful reciprocal partnerships with the sovereign host Nations—the xʷməθkʷəy̓əm (Musqueam), sḵwxwú7mesh (Squamish), and səliłwətał (Tsilil-Waututh) Nations have owned and stewarded their ancestral homelands since time immemorial
- Establish continuous, safe, and meaningful engagement processes with Indigenous organizations, patients and families
- Advance truth and reconciliation in the context of Catholic-sponsored health care



### Quality

#### Goals:

- Deliver identity-affirming health care for Indigenous patients and families
- Leverage new capital projects to meaningfully advance reconciliation and embed Indigenous cultural safety
- Improve the cultural safety of our health care settings and facilities
- Undertake targeted initiatives to support Indigenous seniors, women, and those with mental health and substance use needs



### People

#### Goals:

- Support staff learning through Indigenous cultural safety education, tools, coaching, resources, and events
- Create a safe, affirming, and equitable environment for Indigenous staff and medical staff, residents, volunteers, and learners
- Dismantle systemic biases in our people systems and processes
- Structurally embed Indigenous leadership throughout Providence



### Learning

#### Goals:

- Create an inclusive, safe, and empowering environment for active and meaningful research collaborations with local sovereign First Nations, Indigenous organizations, and Indigenous scholars, and patients
- In accordance with Indigenous data governance principles, gather and utilize data to eradicate anti-Indigenous racism and contribute to health system performance for Indigenous patients and families