

Towards Culturally Safe Workplaces Calling In to Action



Calling In - Opening the Conversation With Love

no blame and shame; embrace a philosophy of inclusion, diversity and collaboration"



Hosting Ourselves









Exploring the Spaces Between

- Indigenous recruitment and retention
- Connecting to people working in the sector
- Indigenous Scholars Forum
- Cultural Safety Circle
- Research

The experience of being culturally invalidated and unsafe - what is lost?

"I don't feel safe to bring my cultural self to work."

"We have a difficult time finding a way to bring our cultural identities, teachings and practices into the workplace."

"Sometimes we experience 'irreconcilable differences' between who we are as Indigenous people and what is being asked for and modelled in the mainstream organization..."

"The system seems unbending and intolerant of other ways of practicing."

**How does my worldview
influence my
relationships?**





What is Cultural Safety? How do you define it?



**Cultural Safety
is a Shared
Experience**

Cultural Safety

- Origins in recognition of disparities
- A process and an outcome
- Defined by the people based on what they feel or experience

CALLING IN THE CIRCLE ON CULTURAL SAFETY



HARLEY EAGLE

The Experience of Cultural Safety

Feeling ...

- Respected
- Understood
- Honoured
- Cared for
- Valued for who you are
- Included
- Safe to share

Cultural safety is not a checklist of standards for practice but a way of questioning how we are positioned in relation to the people we serve and in relation to the system of care in which we practice.

Cultural Safety Dialogue Model



Fostering Cultural Safety

Cultural awareness, sensitivity, agility, and humility

Cultural awareness in practice = knowledge

- On whose traditional lands do I live and work and what have I learned about the history, culture and current state?
- What have I learned about Residential Schools, Sixties Scoop, Indian Hospitals, Truth and Reconciliation...?
- Have I taken the Sanyas training or other learning?
- What have I learned about Indigenous innovation?



Cultural sensitivity in practice = heart-based

- Have I participated in experiential learning – The Village, Kairos Blanket Exercise or...?
- Have I been present during TRC or MMIWG sessions?
- Have I listened to cultural teachings?





What have I utilized to foster my cultural ...



Awareness?

Understanding?

Humility?

Agility?

Action: Write down actions you have personally taken in the past year to start or continue the journey and share with 3 others

What have we done in our organization to foster our workplace cultural ...



Awareness?

Understanding?

Humility?

Agility?

Action: Write down actions your team and/or organization has taken in the past year to start or continue the journey and share with 3 others

Cultural Safety is a Shared Dream

- My culture is reflected positively in my life.
- I am safe to express my culture in my home, my community and in my work.
- I know where my people come from. I know my history, names, traditions.
- I know my ancestor's and my experience of colonization and I have reclaimed or I am reclaiming my voice, my language, beliefs and relationships.
- I have a positive view of indigenous worldview, relational practice and indigenous innovations.
- I am open and accepting to share space with others.

