Wiidosem Dabasendizowin: Walking With Humility

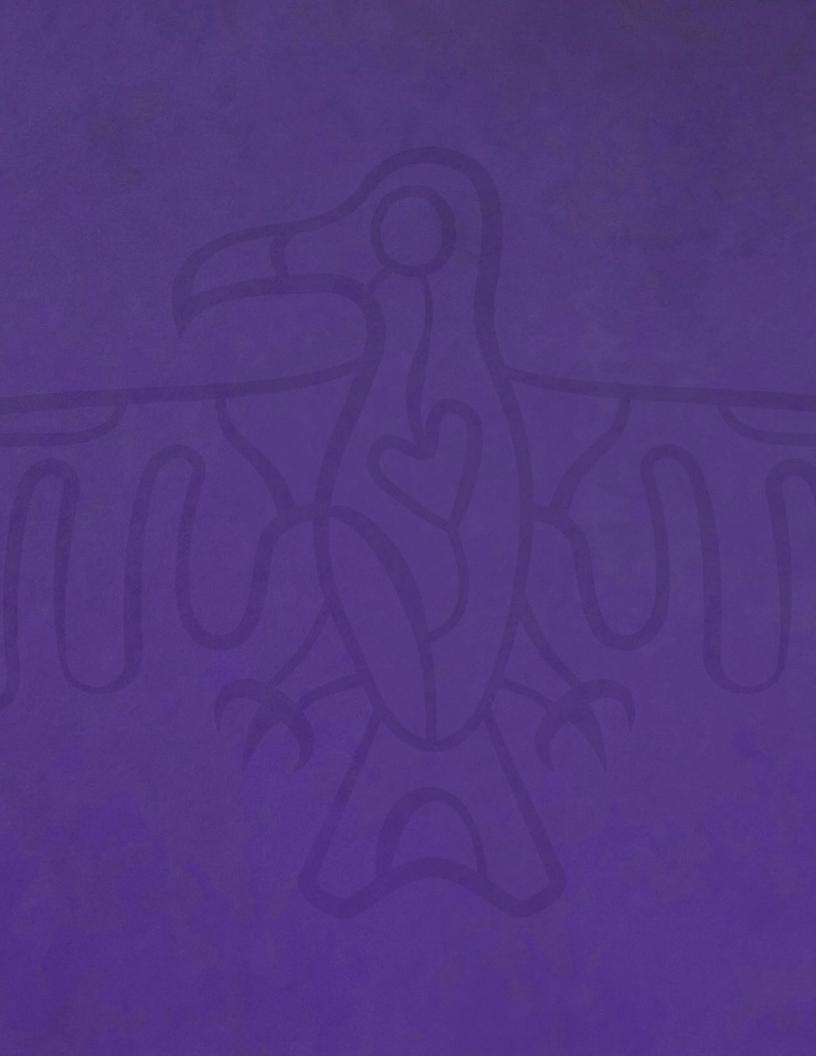
A Plan to Develop Relationships and Practices with Indigenous Peoples 2018-2021

First Steps Report | June 16, 2021









Contents

Introduction	5
Acknowledgements	6
Message from Tracy Buckler, President and Chief Executive Officer	7
Here for Our Clients	8
Here for Our Partners	9
Here for Our People	10
Here for Our Future	11
Engaging in Indigenous Research and Evaluation	12
Next Steps	14
Appendix	15

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N'doo'owe Binesi



Introduction

Indigenous cultures have many different ceremonies to mark important events in one's journey of life; one such ceremony is referred to as the "Walking Out Ceremony."

The Walking Out Ceremony is usually held around the age of one or two years of the child's life, and takes place in a traditional dwelling like a teepee or ceremonial lodge. Part of the significance of the ceremony is to mark the child's first steps on Mother Earth, and celebrate this important connection and relationship. The *Walking with Humility* plan was, in a sense, a new birth and opportunity to improve health care for Indigenous people within St. Joseph's Care Group (SJCG). This "First Steps" Report will mark and highlight the early foundational and transformational work happening within our organization.

We have made incredible progress on the 22 actions of the *Wiidosem Dabasendizowin Walking with Humility: A Plan to Develop Relationships and Practices with Indigenous Peoples 2018-2021.* The majority of the actions are well underway or works in progress, and there are four items in early stages and two requiring re-evaluation. *Walking with Humility* 2.0 is currently in development and will align with SJCG 2020-2024 Strategic Plan.

KEY HIGHLIGHTS:

- Development of Traditional Healing Program and the Indigenous Health Team
- ✓ Indigenous Health Education Committee
- ✓ Development of partnership with Senior Director of Indigenous Collaboration at the Thunder Bay Regional Health Sciences on key mutual intiatives
- **✓** Elder's Advisory Committee



The Medicine Wheel

Also included in our strategy is the use of the Medicine Wheel. The Medicine Wheel is used by many Indigenous Nations within Turtle Island (North America), along with various understandings and teachings.

At its core of teachings is that all humans are created equal. It also helps us to understand the natural world such as the four directions and four seasons. Also included in the understanding is human development such as the four stages of life and the four aspects of the human such as physical, mental, emotional and spiritual.



Acknowledgements

Ahnii/ Boozhoo (Greetings)

The past three years working at SJCG have flown by and this last year with the global pandemic will not be forgotten. Despite these difficult times, there is always light. Our family has a new addition: my wife and I were blessed with the birth of our daughter Siinese in May 2020. As I write these acknowledgments, it is bittersweet, with the announcement of retirements of both Tracy Buckler, President & CEO and Myrna Holman, Vice President, People, Mission & Values. Both are strong and compassionate leaders who have supported the vision of Walking with Humility, and have helped to nurture and lay the foundation of this work well into the future.

I would like to thank the Leadership Team and SJCG's Board of Directors for making the work of Walking with Humility a priority in our new Strategic Plan 2021-2024. I would also like to thank Nancy Black, Vice President, Addictions & Mental Health for her dedication and commitment in securing funding for our emerging Indigenous Health Team and leadership of our new Indigenous Health Education Committee.

Our Elders play such a vital role in Anishnaabe life and community, much of the early success of this work is a result of the Elders guidance, support, and prayers. To our Elders Council, Ernie Kwandibens, Luke Sagutch, Gerry Baxter, Wanda Baxter and Brenda Mason.

Lastly, I extend gratitude to Ernie Kwandibens for guidance and translation, as we introduce N'doo'owe Binesi, an Indigenous-led team within SJCG. N'doo'owe Binesi translates to "Healing Thunderbird" in Anishinaabemowin (Ojibway language).

Paul Francis Jr.

Director, Indigenous Relations St. Joseph's Care Group

Paul Francis fr.



Message from Tracy Buckler, President and Chief Executive Officer

When we embarked on *Walking with Humility*, we acknowledged that this was a plan that was ambitious by design, reflecting our commitment to developing relationships and practices with Indigenous peoples. What has been achieved in such a short period of time is testament to the readiness for this positive change.

Meaningful change, the kind where we know what the right decision or path is without having to refer to a policy or process, must begin with a strong foundation. As you will see in this report, education is a constant and consistent part of our work because it teaches us about Indigenous traditions and healings, which are so important in caring for body, mind and spirit.

We are seeing change throughout our organization in many ways. Traditional Healing is now available across all St. Joseph's Care Group sites, and clients are able to access traditional medicines and ceremonies, and be connected to Elders. Implementation of an Indigenous Health Team is well underway, with dedicated offices at St. Joseph's Hospital in development. We are creating dedicated spaces, such as the opening of the Indigenous Spirituality Room (Red Southern Door) at Hogarth Riverview Manor, and we are adopting new policies to enable traditional practices and gathering.

The members of our Research Ethics Board have received training on OCAP [®] fundamentals (Ownership, Control, Access and Possession) as we move forward with support of Indigenous-focused research. The actions we intend to take as part of our Strategic Plan speak to the fostering of ongoing knowledge sharing and understanding, and our continued commitment to the recommendations of *Walking with Humility*.

We are grateful to the Elders and knowledge keepers who have shared their experience, wisdom and guidance with us as an organization, and with all clients in their healing journey.

Our "First Steps" have been filled with intention and meaning as we continue to Walk with Humility on a positive path together.

With sincere gratitude,

Tracy BucklerPresident & CEO

St. Joseph's Care Group



Honouring Indigenous Knowledge

Perhaps the most significant impacts on client care has been the creation of the Traditional Healing Program and the hiring of the Traditional Healing Coordinator; both have facilitated access to traditional medicines, ceremonies, and Elders for our clients. The Traditional Healing Coordinator has been coordinating cultural programming at existing SJCG programs such as Balmoral Centre, the Lodge on Dawson, Youth Addiction, St. Joseph's Hospital and supporting Indigenous residents at Hogarth Riverview Manor and Bethammi Nursing Home.

In October 2020, an internal traditional healing referral process was established and is easily found on the staff Intranet. The Traditional Healing Coordinator receives the referral, and within a week, the client is visited and a Spiritual Care assessment completed. The Traditional Healing Coordinator then connects the client with an appropriate Elder, depending on the client request and spiritual support or ceremony needed. From October 2020 to March 2021, a total of 48 referrals were received, primarily at St. Joseph's Hospital. Referrals will grow as staff and client awareness of the process and services increases.

Since 2018, the Indigenous Cultural Health Associate has been supporting Indigenous clients at the St. Joseph's Hospital site with bedside visits, and liaising with healthcare staff to advocate for the needs of Indigenous clients. In November 2020, we received additional and ongoing funding from Indigenous Services Canada for an Indigenous Transitions Coordinator. Supported by the Home and Community Care First Nations and Inuit Health Branch (FNIHB), the Indigenous Transitions Coordinator was hired in January 2021 and will work closely with the Indigenous Cultural Health Associate and other members of the SJCG interprofessional care teams to improve the discharge planning process for Indigenous clients and First Nation people returning to the region or receiving healthcare remotely in the region.



Traditional Healing Referral Process

- **Traditional Healing Coordinator** receives the referral
- Client is visited within 7 days of original referral
- A Spiritual Care Assessment is completed with the client
- Client is connected with the appropriate Elder

Perhaps the most significant impacts on client care has been the creation of the Traditional Healing Program.







Hogarth Riverview Manor Spiritual Room Opening

The Indigenous Spirituality Room – Misko Zhaawanong Shkwaadem (Red Southern Door) officially opened on October 28, 2019. There was a joint ceremony between Elder Ernie Kwandibens and Bishop Colli, with 15 Indigenous residents in attendance along with members of the Management and Leadership Teams. The ceremony was a huge success in strengthening cultural relationships.

Summary of Actions:

- In March 2020, a team from Thunder Bay Regional Health Sciences Centre (TBRHSC) presented to SJCG Leadership Team on their work to implement a process for Indigenous client voluntary selfidentification.
- Traditional Healing Program (THP) hired a Traditional Healing Coordinator in 2019 and received funding to hire an additional (2) Cultural Practitioners. The THP has approximately 10 Elders and Knowledge Keepers.
- Indigenous Health Team (IHT) received funding for the following staff: Clinical Manager, Indigenous Counselor, Transitions Coordinator, Mental Health Worker.

Here for Our Partners

Respecting Diverse Indigenous Identities

We have continued to nurture various partnerships with First Nations and Indigenous organizations. We have worked closely with the Thunder Bay Regional Health Sciences Centre and their Senior Director of Indigenous Collaboration on multiple initiatives to strengthen common goals within Indigenous Health.

In October 2019, prior to the pandemic, we hosted our first Drum Social in the Spiritual Gathering Lodge together with Anishnawbe Mushkiki Aboriginal Health Access Centre. Anishnawbe Mushkiki brought their Traditional Drum, "Thunder Boy," and a home cooked meal. This monthly event takes place during evening hours, and has been well attended by clients, families, and community who – together – are enjoying song, traditional stories and sharing.

Our regional programs such as the North West Regional Palliative Care Program (NWRPCP) continues to work with our First Nation Palliative Care Partners to look for opportunities to engage with and support First Nation communities and healthcare providers. The NWRPCP also collaborated successfully in a proposal to the FNIHB for our new Indigenous Health Transitions Coordinator.



With over 2,400 employees, cultural safety is one of the most challenging components of our work.



Here for Our People

Cultural Humility as a Journey

Walking with Humility is about walking with responsibility. At SJCG, we have committed to supporting our employees to ensure cultural safety for Indigenous clients. With over 2,400 employees, this is one of the most challenging components of our work. We recognize cultural humility as a journey and one that will take time. This journey towards cultural humility requires capacity and resources to achieve this goal.

On February 5, 2021, the Indigenous Health Education Committee had its first meeting. The focus is on educational needs, specifically Indigenous heath and increasing internal capacity. The committee is chaired by Paul Francis Jr., Director, Indigenous Relations and co-chaired by Nancy Black, Vice President, Addictions & Mental Health. The Terms of Reference include incorporating the values of the Seven Grandfather Teachings and will have a minimum of 50% Indigenous membership. Another unique function of this committee is the work on developing ally principles of conduct.

As of November 2020, through partnership with the Traditional Healing Program, St. Joseph's Care Group's Behavioural Sciences Centre is now offering Traditional Counseling as part of the Employee and Family Assistance Program offerings. This approach includes one-on-one quidance and support from an Elder, utilizing a holistic approach, including the Elders' lived experience and acquired knowledge.

Summary of Actions:

- · Work is underway internally with the development of a "Foundations of Understanding Trauma and the Health of Indigenous People" framework.
- Members of the Leadership Team have participated in various education initiatives.
- · Corporate Learning has assumed coordination of the San'yas Indigenous Cultural Safety Program. From 2018-2020, a total of 68 SJCG staff have completed the core training and 8 staff have completed the advanced "Bystander to Ally" course.
- In December 2019, the People, Mission & Values annual educational development day included a day of Indigenous learning. The morning opened with a smudge and prayer from the Traditional Healing Coordinator, followed by the KAIROS Blanket Exercise. In the afternoon, local Author and Entrepreneur Sandi Boucher presented an interactive workshop on cultural awareness "Learning to Dance on the Walls that Divide Us."
- Many educational events have been coordinated, and the newly formed Indigenous Health Education Committee will continue this work and enhance opportunities. Some of these events can be found in Appendix A.





Here for Our Future

To ensure the work of *Walking with Humility* continues to gain momentum, SJCG's Leadership Team will need to continue their active engagement and support.

In retrospect, April 1, 2019, was an important day at SJCG. A presentation titled Traditional Medicines and Indigenous Healing Practices, was presented by SJCG staff Paul Francis Jr., Brenda Mason and community Elders Ernie Kwandibens and Gerry Baxter to our Leadership Team and Medical Directors. This led to the creation of the Traditional Healing Coordinator position, which ensures all Indigenous clients have a pathway to care that is rooted in traditional healing.

In early October 2019, our Vice President, Infrastructure & Planning and our Director of Indigenous Relations traveled to Sioux Lookout, Ontario to meet with partners Meno Ya Win Health Centre and the Sioux Lookout First Nation Health Authority. Meeting with leadership from both of these organizations helped to build our vision for what we want to accomplish in Indigenous Health within SJCG.

On Wednesday June 5th, 2019, the Vice President, People, Mission & Values and Director of Indigenous Relations attended the official unveiling of the St. Joseph's Indian Residential School Memorial site hosted by the City of Thunder Bay. Although the day was filled with mixed emotions, this event and similar events are an important part of the reconciliation process taking place in Canada.





Engaging in Indigenous Research and Evaluation

Engaging for Change: Building Culturally Safe Care through Indigenous Narratives

SJCG is a community partner involved in a fiveyear research project titled: "Engaging for Change: Building Culturally Safe Care through Indigenous Narratives," funded by the Canadian Institute of Health Research. The purpose of the research is to coordinate strategies for relationship building, education, and implementation of new policies and practices to bring about health system change to ensure that Indigenous people have equitable access.

Strengthening Indigenous Health Research through Meaningful **Relationships**

On March 2nd, 2021, SJCG's Centre for Applied Health Research and Indigenous Relations cohosted a virtual research panel as a part of Lakehead University's Research & Innovation week. Attendees heard from researchers who have partnered with St. Joseph's Care Group, and learned about opportunities for Indigenous-focused research within the areas of mental health and addictions, rehabilitation, and seniors' health.

From January to March 2021, eighteen (18) staff and Research Ethics Board (REB) members completed training on The Fundamentals of OCAP®. This course, developed by the First Nations Information Governance Committee in partnership with Algonquin College Corporate Training, provides an introduction to the fundamental concepts of OCAP®, (Ownership, Control, Access, and Possession), information governance, and Indigenous data sovereignty. It is comprised of seven online modules that each take approximately 40 minutes to complete. The next step is to explore how the principles of OCAP® can be incorporated into research conducted at SJCG that involves Indigenous people and their communities.

Policies and Procedures

This past year, we developed and approved a Global Policy: Smudging and Ceremonial Events, along with Nookwezhigan: The Tradition of Smudging education accompanying the policy. The policy allows for clients to have access to traditional medicines including smudging in all SJCG spaces.

Leadership and Governance

On June 17, 2019, as part of a day of celebrations and announcements, Tracy Buckler, President & CEO affirmed SJCG's commitment to working with Indigenous Peoples with the appointment of our first Director of Indigenous Relations, Paul Francis Jr.

Elder's Advisory Council

The inaugural Elder's Advisory Council meeting took place on April 6, 2019. The day was an opportunity for Senior Leadership, Director of Indigenous Relations and Elders to gather and share a vision for the future. Presentations were shared with the Elders on the work being done and what is planned for the future. The Elders were able to share and provide support and guidance. The Elders have also helped us to learn and have presented online learning events such as our Anishinaabe Storytelling series from December 14-18, 2020, and the 7 Grandfather Teaching series in March 2021.





In December 2020, we were able to have another small gathering with the Elder's Council. The Elders are very active in the work being done at SJCG, from supporting clients though the Traditional Healing program to supporting our education initiatives. Although it has been difficult to gather in person due to the pandemic, the Elders continue to support the work throughout the organization. The Elders support our clients, staff and leadership, whether it is though participating in the hiring and interview process or attending meetings like the Indigenous Health Education Committee.

On December 8, 2020, Renee Linklater, PhD, Senior Director for Shkaabe Makwa at the Centre for Addictions and Mental Health (CAMH), presented "Organizational Perspectives for Transformation" to SJCG's Leadership Team. The presentation highlighted CAMH's 20-year journey beginning with their Aboriginal Services Team in 2009 to their recent announcement of a Wellness Centre guided by an Indigenous Leadership Circle and the appointment of Dr. James Makokis a nehiyo (Plains Cree), and Two-Spirit physician to serve as the first Medical Director for Shkaabe Makwa.

Communications (Internal and External)

The presence of Indigenous Relations has been enhanced for staff and public alike. The employee Intranet now provides access to information on Indigenous Health programs, referrals and services. The external website is a place where members of the public can learn more about Indigenous Health across SJCG's sites.

Teachings and events are promoted internally through the all-staff publication Insider News, as well as in the Events section of our Intranet. Externally, events are promoted via SJCG's Facebook presence.

Community Relations

On September 28, 2019, SJCG welcomed the community to learn more as part of Ontario's Culture Days annual event. St. Joseph's Hospital hosted two well-attended workshops at no charge to the public: Traditional Arts with Caitlyn Bird, and Traditional Medicine Teaching with knowledge keeper Audrey DeRoy.

Our library has provided resources to support Indigenous education initiatives and have staff have highlighted existing relevant resources held by the library. A number of anti-racism resources were also added to the Library collection and have been well used by staff. The library has also been very supportive assisting with literature reviews for various education and presentations.

A story, Healing Together in a Welcoming Environment: Indigenous-led Sharing Circles Help Foster Health, was a Spotlight on Care featured in the Chronicle Journal Tuesday July 23, 2019.

Also highlighted was "Fort William First Nation Elder inspires during Dibaajimowin Anishinaabe Storytelling series" which appeared in Anishinabek News on January 13, 2021. The Dibaajimowin Anishinaabe Storytelling series was presented by St. Joseph's Care Group with Elders Gerry Baxter, Ma-Nee Chacaby, Audrey DeRoy, Rita Fenton and Brenda Mason.





Next Steps

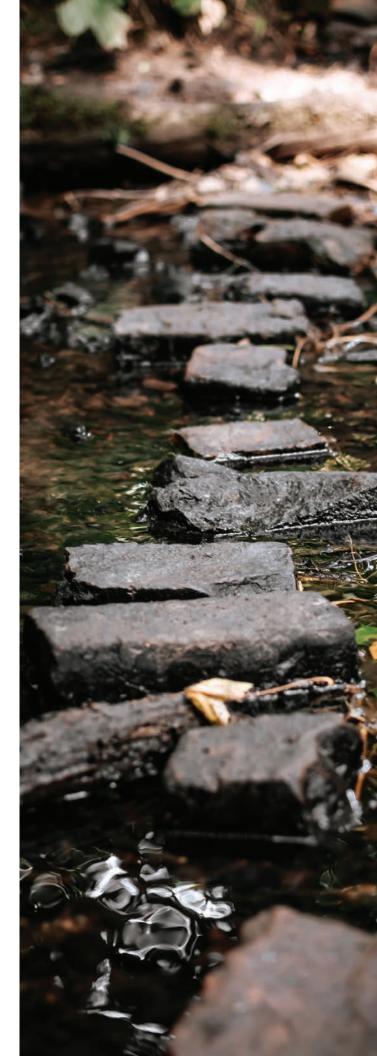
As we mark our "First Steps" on the Walking with Humility journey, we look towards the future with optimism and commitment to improving the healthcare experience for Indigenous Peoples.

N'doo'owe Binesi, Healing Thunderbird, will lead the work and continued development of the Traditional Healing Program and Indigenous Health Team, strengthening health outcomes, with, Care, Compassion and Commitment.

As we transition as an organization into 2021, we also take the next steps on our Walking with Humility journey, and move from the Eastern direction of the Medicine Wheel, on to Zhaawanong – the Southern direction, and will be guided by Walking with Humility 2.0.

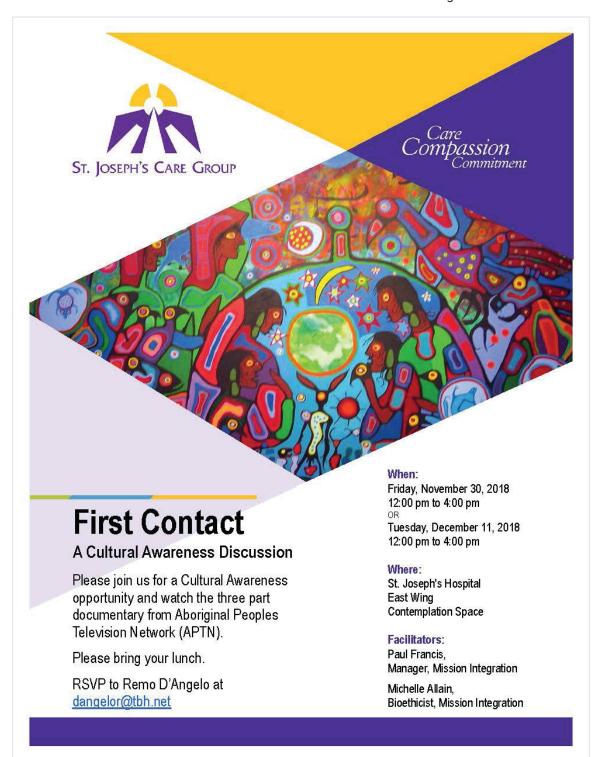


Thunderbird, will lead the work and continued development of the Traditional Healing Program and Indigenous Health Team.



Appendix A

Poster for First Contact - A Cultural Awareness Discussion Learning Series 2019.





Poster for National Indigenous Peoples Day Teachings Week June 2019.



St. Joseph's Care Group **National Indigenous Peoples Day Celebrations**

All clients, staff, visitors and volunteers are invited to participate in SJCG's celebrations that lead up to National Indigenous Peoples Day on June 21, 2019

Event	Presenter	Location	Time
Smudge	Emie Kwandibens	Hogarth Riverview Manor 1 North Courtyard	10:00-11:00 AM
Smudge	Rob Spade	Sister Margaret Smith Centre Sacred Space	10:30-11:30 AM
Women's Jingle Dress Dance Teachings	Wanda Baxter	St. Joseph's Heritage Georgian Room	2:00-3:00 PM
Women's Jingle Dress Dance Teachings	Reena Larabee	Balmoral Centre (Outside)	3:30-4:30 PM
Wednesday, June 19, 2019			
Smudge	Rob Spade	St. Joseph's Health Centre Room #275	9:00-10:00 AM
Smudge	Touchan Fiddler	Balmoral Centre (Outside)	12:00-1:00 PM
Smudge	Wanda Baxter	St. Joseph's Hospital Contemplation Space	2:00-3:00 PM
FW First Nation - Sugar Bush Family	Helen Pelletier	St. Joseph's Health Centre South 134	3:30-4:30 PM
Thursday, June 20, 2019			
Smudge	Emie Kwandibens	St. Joseph's Heritage Georgian Room	10:00-11:00 AM
Wassaykeejik Drum and Women's Jingle Dress Dance		Hogarth Riverview Manor Town Hall	1:30-2:30 PM
Hand drum teachings	Dave Simard	Sister Margaret Smith Centre B-05	12:00-1:00 PM
Dance/Teaching	Touchan Fiddler	St. Joseph's Hospital Contemplation Space	3:00-4:00 PM

Poster for Orange Shirt Day – Community Film Screening "Secret Path" followed by Sharing Circle (Heritage) September 30.

Film Screening of Secret Path



A Film by Gord Downie & Jeff Lemire

Part of St. Joseph's Care Group's recognition of Orange Shirt Day and journey to reconciliation, please join us for a special screening of Secret Path.



DATE: Monday, September 30, 2019

TIME: 4:30 PM

LOCATION: Georgian Room • St. Joseph's Heritage

Light Refreshments provided. Please save your seat by calling Annette Klement 768-4440 or email klementa@tbh.net.

Secret Path is the story of Chanie, a young boy who died on October 22, 1966, walking the railroad tracks, trying to escape from the Cecilia Jeffrey Indian Residential School to walk home.

After the film, attendees are invited to stay for a group Sharing with Elder Ernie Kwandibens and Tracy Puurunen, RSW, MSW, Clinical Traumatologist.

This film deals with sensitive subject matter that may upset or trigger strong emotions in the viewer. An alternative space will be set-up in the Manor Room down the hall, for people needing more support.









Talking Stick Teaching with Gerry Baxter (Sister Margaret Smith).



Recognizing Orange Shirt Day



DATE: Monday, September 30, 2019

TIME: 1:00 PM - 2:30 PM

Sacred Space • Sister Margaret Smith Centre LOCATION:

Gerry Baxter was born and spent his earlier years living on his family trap line near Martin Falls, First Nation in northern Ontario. From a young age Gerry was taken from his family and attended Shingwauk Indian Residential School in Sault Ste. Marie.

Gerry utilizes the Talking Stick Ceremony to share about his journey of love, fear, shame and reconnection to his ancestors and traditional way of life.

Come out and listen to Gerry's story and the impact residential schools had on his life and family.





Appendix A

Walk a Mile Part 2 We Are All Treaty People, Film and Discussion with Guest Speaker Dr. Cynthia Wesley-Esquimaux November 4, 2019.

Walk a Mile: Part II We Are All Treaty People

WE ARE ALL TREATY PEOPLE TREATIES 18 RECOGNITION WEEK 18

FILM AND DISCUSSION

HOSTED BY: St. Joseph's Care Group – Indigenous Services

GUEST SPEAKER: Cynthia Wesley-Esquimaux

DATE: Monday, November 4, 2019

TIME: 10:00 AM – 12:00 PM

LOCATION: Spiritual Gathering Lodge (NagishKodaadiwin)

St. Joseph's Hospital

Walk-A-Mile Film Project is a series of 5 short documentary films that are designed to educate and encourage frank conversations in our community about the reality of the life and history of Indigenous peoples both here and across Canada.

Part II – We are all Treaty People provides insight and understanding about treaties, what they mean and obligations of treaties.



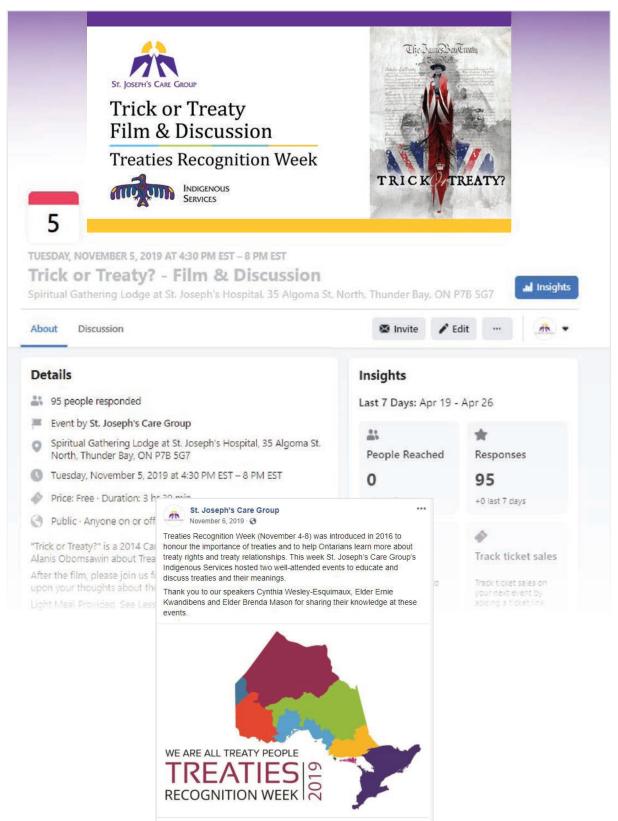
Dr. Cynthia Wesley-Esquimaux is the former Vice Provost (Aboriginal Initiatives) at Lakehead University. She is now serving as the 1st Indigenous Chair on Truth and Reconciliation on behalf of Lakehead University, Thunder Bay and Orillia. She also serves as an adjunct asst. Professor for the Faculty of Anthropology and Research Affiliate of the Centre for Health Care Ethics. Her research and academic writing is directed towards understanding the continuing transmission of unresolved intergenerational trauma and grief primarily within the Indigenous community of Canada.







Trick or Treaty Film and Discussion November 5, 2019.



Orange Shirt Day (Residential Schools) Film Screening of Indian Horse and Guest Speakers at 3 locations September 30, 2020.



On September 30th Orange Shirt Day is recognized across Canada. The day was established to create awareness and conversation about the residential school system and the lasting effect it has had on Indigenous people.

Orange Shirt Day came about after Phyllis, a survivor the residential school system shared her story of having her new orange shirt taken away on the first day of school. The shirt is now a symbol of the movement and an opportunity to keep the discussion on all aspects of Residential Schools happening annually.

Clients, visitors and employees are encouraged to show their support for this special day by wearing an orange shirt.





Treaties Recognition Week, November 2-8, 2020.



Anishinaabe Storytelling: Daily storytelling with First Nation Elders, December 14-18, 2020.

Anishinaabe Storytelling

Daily storytelling with First Nations Elders

December 14-18, 2020 • 12:00-1:00 pm







Above photo (left to right) - Reena Larabee (Traditional Healing Coordinator), Carla Shawayhamaish (Cultural Health Associate), Elton Beardy (Cultural Practitioner), Rosan Wesley (Indigenous Counsellor), Melinda Henderson (Transitions Coordinator), Teresa Trudeau-Magiskan (Cultural Practitioner), Marinna Read (Clinical Manager), Paul Francis Jr. (Director Indigenous Relations)

