

# **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."**

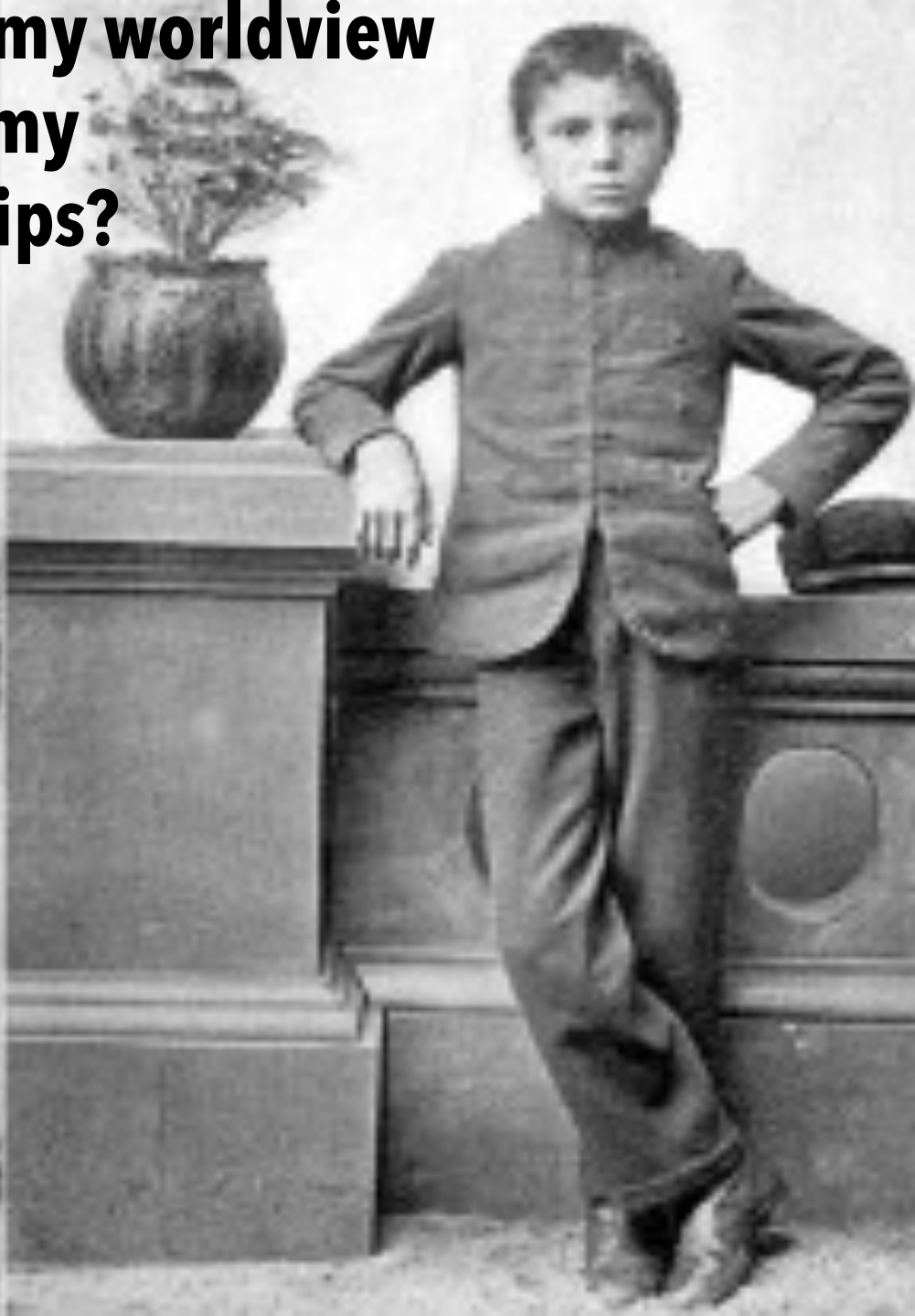
**"We have a difficult time finding a way to bring our cultural identities, teachings and practices into the workplace."**

**"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?**



A group of indigenous children, likely from the Hamar region of Ethiopia, are sitting in a large circle on a grassy field. They are all facing outwards, with their feet pointing towards the center of the circle, creating a ring of feet. The children are dressed in traditional attire, including beaded necklaces and headbands. The scene is set outdoors in a natural, grassy environment.

**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.

