

Culturally Safe Employment Services

ICLD
Sharing Wisdom. Celebrating Community.



British Columbia
Employment Network



COMMUNITY LIVING
BRITISH COLUMBIA





We gratefully
acknowledge

We respectfully acknowledge the unceded traditional territory of the Semiahmoo, Katzie, Kwikwetlem, Kwantlen, Qayqayt, and Tsawwassen First Nations - the traditional keepers of these lands.

We want to say thank you for allowing us to live, work, and play on your lands. To offer our gratitude for their care for mother earth and our relations.

May we honor those cultural teachings



Introductions

Sara Curley (She\Her)
Corporate House Lead
Kanien'kahá:ka and European Heritage.

Growing up she often lived with her grandparents near Ohsweken Ontario, on the Six Nations Reserve.

Her Father was in The Royal Canadian Air Force.

20+ Years Employee Development in IT and Public Service Sector

Today she holds a deep passion for supporting others as they journey towards an empowered Self lead life.

ICLD

Indigenous owned organization.

Extensive experience working with Indigenous Communities across BC. (90 nations), Public and Private Organizations.


It is our mission to support Indigenous and Non-Indigenous organizations to work collaboratively toward reconciliation.

We work within Frameworks of Cultural Safety and Competency and provide a wide spectrum of training, research, consultation, facilitation and change management.

We want our next generations to have better lives.

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PILOT PROJECT started in 2023

- Understand the needs and experiences of indigenous individuals in employment. This will occur through research and consultation. Similarly, there is a need to understand what is presently happening across the province for service delivery.
 - Develop and deliver training on culturally safe services through a pilot project to assess the efficacy and determine opportunities for broader uptake.
 - **Make training more widely available**
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Challenges and Opportunities

What We Heard (Summary of Findings)


- There is little flexibility in service delivery to deliver services at Indigenous communities or Indigenous service providers locations.
- Very few service delivery providers are developing relations with local Indigenous communities.
- Service providers are unsure what an Indigenous relations role entails
- Training for staff appears to be cultural awareness training, but very few are moving beyond this.
- Data showed service providers feel working with Indigenous participants is more challenging with more barriers (social issues/trauma/motivation/placing into employment)
- Based on the data provided, 61% of the survey participants reported noticing differences when working with Indigenous participants compared to non-indigenous participants.

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- Need for more cultural sensitivity and understanding, the recognition that Indigenous participants often face additional challenges and barriers.
 - Organizations do not have specific procedures or policies in place to provide culturally safe services to Indigenous participants.
 - Overall, it appears that there is a need for more Indigenous cultural awareness and cultural safety training, and specific procedures or policies to provide culturally safe services to Indigenous participants.
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Success Findings:

- Some organizations are working directly with local nations on cultural awareness training
- Employment placements with Indigenous businesses and communities
- Board member who is from a local First Nation Community
- Organizations have completed Cultural Awareness Training
- Some organizations have developed relationships with local Indigenous communities
- One organization has all Indigenous staff
- Some organizations have participated in activities with local Indigenous Communities

Training Curriculum Development

- Development of 3 training sessions(2 hours) related to employment services:
 - Session 1 – Indigenous Cultural awareness
 - Session 2 – Culturally sensitivity and Safety
 - Session 3- Cultural safety tools and practices
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Training Delivery

- 46 Agencies have participated in the training
- 60 participants have participated in the training
- Last training date was scheduled for March 13-16 with 16 agencies and 16 participants registered

It is a journey, a lifelong commitment!



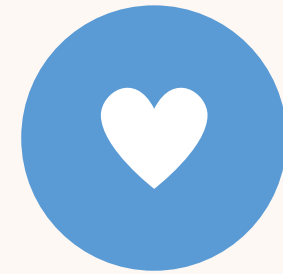
CULTURAL
AWARENESS



CULTURAL
SENSITIVITY



CULTURAL
COMPETENCY

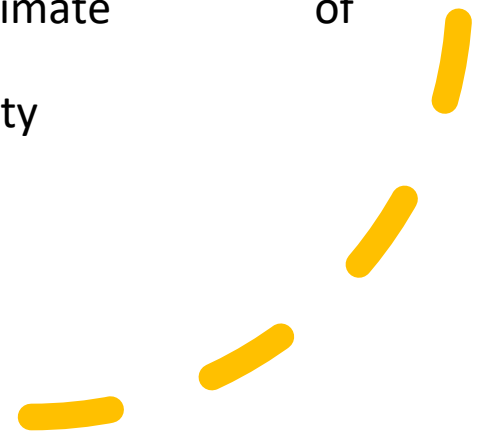


CULTURAL
HUMILITY

Cultural Safety

- An **outcome** based on respectful engagement that recognizes and strives to address power imbalances inherent in health and social programs.
- Cultural humility is a process of self reflection
- Acknowledging one self as a learner when it comes to understanding another's experience

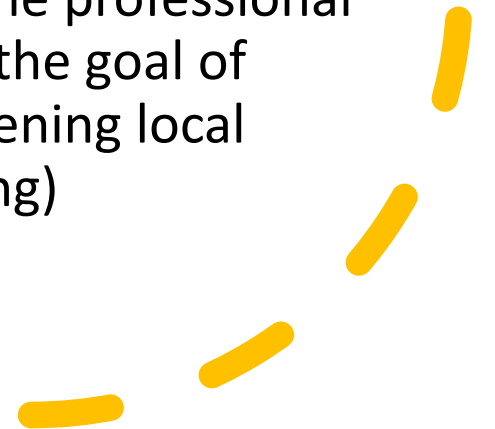
change” “Adapted from: Creating a climate of
First Nation Health Authority



Cultural Sensitivity/ Safety in the Canadian context is...

- An understanding of the impacts of colonization on the lives of Indigenous peoples
- A focus on relationships and cooperation beneficial to inclusive participant planning
- The use of respectful (culturally safe) communication and language
- The recognition of Indigenous knowledges and practices

Culturally safe care requires a **systemic transformation** (as opposed to only the encounter between the professional and service user (**transactional**) with the goal of decolonizing the system and strengthening local autonomy (relationship building)



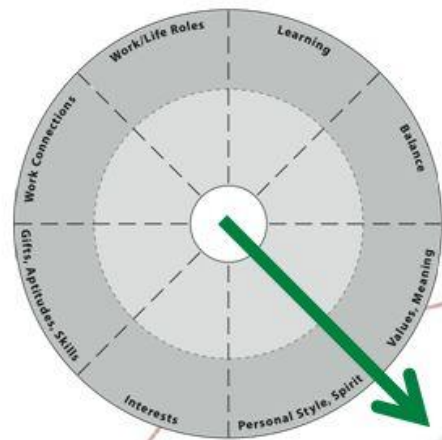


Creating Relationships

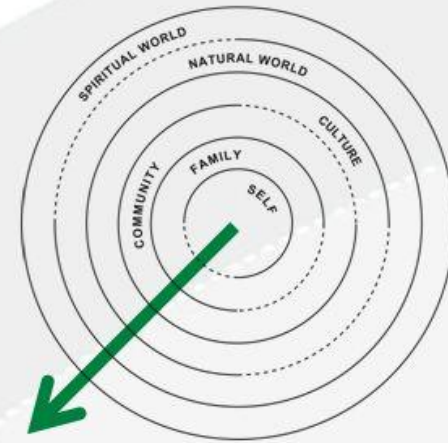
Adapted from Professor Jessica Bell



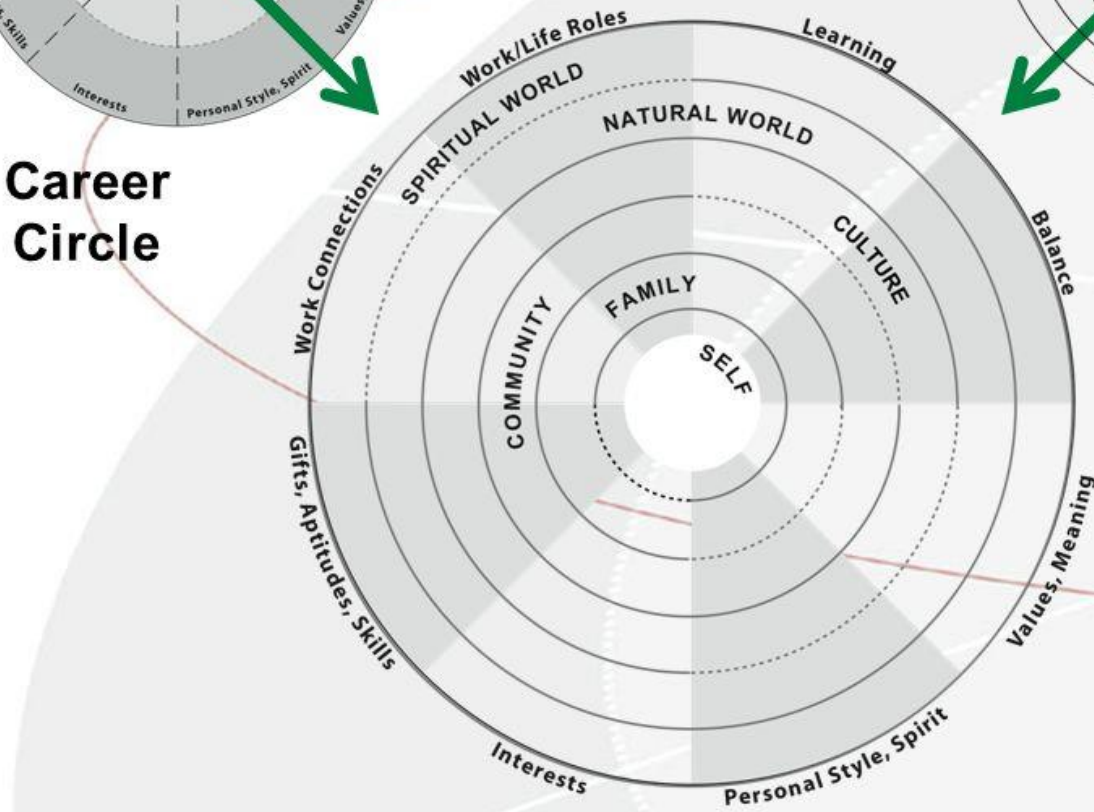
Identity in Context



Career Circle



Connections



Guiding Circles

Booklet 1&2

Rod McCormick

Norm Amundson

Gray Poehnell Published by the
Aboriginal Human Resource
Development Council of Canada

Person Centered Planning





A Program
Designed For
You!

For More Information for “**CLBC – Culturally Safe
Employment Services**” please e-mail:

INFO@icldgroup.com



Nakurmiik

Huy ch q'u

Miigwech

Maarsii

Nia:wen



Thank you