

Workbook

Professional Standard: Implementing the Truth and Reconciliation Commission of Canada Calls to Action

Module 5



College of
**COMPLEMENTARY HEALTH
PROFESSIONALS OF BC**

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Introduction

As a licensee of the College of Complementary Health Care Professionals of BC (CCHPBC, or the College), you are expected to engage in ongoing learning that supports cultural safety and cultural humility, and to reflect on your own practice to ensure the care you provide is anti-discriminatory, anti-racist, trauma-informed, and strengths-based. You are also responsible to identify and address Indigenous-specific racism and to take meaningful action to advance reconciliation in accordance with the [Professional Standard: Implementing the Truth and Reconciliation Commission of Canada Calls to Action](#).

The College recognizes that advancing reconciliation in health care requires sustained commitment to decolonization and to addressing Indigenous-specific racism and discrimination. We acknowledge that this is an ongoing process of learning, reflection, accountability, and action, and that there is always more work to be done. We are committed to listening, learning, and continually improving our own practices, policies, and approaches while supporting licensees in delivering culturally safe, anti-racist care, and contributing to meaningful change within the health care system.

We also recognize that Indigenous Peoples hold diverse experiences, perspectives, knowledge systems, and teachings. While every effort has been made to ensure the information in this workbook is accurate, respectful, and meaningful, we acknowledge that there are opportunities to further strengthen it through the inclusion of additional perspectives and ongoing learning and reflection.

As part of our commitment to continuous learning and improvement, we welcome feedback from licensees who identify as Indigenous, should they wish to share it. Your knowledge, insights, and lived experience are invaluable in helping us develop resources for licensees and supports a more respectful, inclusive approach to reconciliation.

Together, we can continue to learn, grow, and advance meaningful change within the health care system.

HOW TO USE THIS WORKBOOK

This workbook is designed to support you in reflecting on, understanding and applying the requirements of the Professional Standard: Implementing the Truth and Reconciliation Commission of Canada Calls to Action in your day-to-day practice. It is organized by Principles and intended to be reviewed one Principle at a time. It is intended for you to consider your own experiences and perspectives, and to recognize opportunities to advance reconciliation and provide culturally safe, anti-racist care.

As you work through the workbook, refer to the Professional Standard and reflect on how its requirements are demonstrated in your practice, as well as any opportunities for continued learning and growth.

Please download and save the workbook to your device. Alternatively, you may print the workbook. Use the fillable text boxes throughout the workbook to record written responses and you may record artwork, mind maps, audio recordings, etc., in any format you choose.

When using the workbook to record written responses, be sure to save your work regularly as you progress. There is **no** requirement to submit the completed workbook or report its completion to the College.

Resources are available to support you. See the list of resources in the “Getting Started” section below and [orientation video](#) for more information.

What's New in this Module?

In contrast to previous modules, (Learning Series: Putting Standards into Practice, Modules 1-4) the activities in this module do not ask assessment-based questions that focus on selecting a single “right” answer. Rather, they are framed as reflective questions intended to encourage self-awareness and critical thinking to consider how the requirements of the Standard are demonstrated in practice. As these activities are reflective in nature, an answer key is not provided.

Recognizing that people learn and reflect in different ways, you may choose to complete these activities on your own or with colleagues, using written responses, artwork, mind maps, audio recordings, or other forms of expression that best supports your learning and represents your thinking.

Getting Started

Advancing reconciliation and providing culturally safe, anti-racist care requires ongoing learning, reflection, and action. To support your understanding of the Professional Standard: Implementing the Truth and Reconciliation Canada Calls to Action, and its applications to practice, you may wish to explore and review some of the following resources prior to, and after the completion of, this workbook. The resources listed below are intended as suggested starting points and are not an exhaustive list. Licensees are encouraged to seek out additional resources, perspectives, and learning opportunities to support their continued professional development.

From the Professional Standard

- [Doctrine of Discovery](#)
- [Indian Act](#)
- [Residential School History](#)
- [Sixties Scoop](#)
- [Declaration on the Rights of Indigenous Peoples Act](#)
- [United Nations Declaration on the Rights of Indigenous Peoples](#)
- [Missing and murdered Indigenous women and girls](#)
- [Truth and Reconciliation Commission of Canada Calls to Action](#)
- [In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care](#).

Web-based Learning

- [Hearts-based Education and Anti-colonial Learning](#) (H.E.A.L. Healthcare)
- [Whose Land?](#) - Treaties & Agreements, Land Acknowledgements
- [UBC Learning Circle](#)
- [First Nations Health Authority](#)

Books/Audiobooks

- *Becoming Kin: An Indigenous Call to Unforgetting the Past and Reimagining Our Future*, by Patty Krawec
- *Embers: One Ojibway's Meditations*, by Richard Wagamese
- *21 Things You May Not Know About the Indian Act*, by Bob Joseph
- *God is Red: A Native View of Religion*, by Vine Deloria Jr.
- *True Reconciliation: How to be a Force for Change*, by Jody Wilson-Raybould
- *Structures of Indifference: An Indigenous Life and Death in a Canadian City*, by Mary Jane Logan McCallum and Adele Perry

Professional Standard

Implementing the Truth and
Reconciliation Commission
of Canada Calls to Action



Principle 1 and Outcome Statement

Principle 1	Outcome Statement
CCHPBC licensees must engage in ongoing education to build knowledge of cultural safety, cultural humility and anti-racism.	Engage regularly in learning that promotes cultural safety and cultural humility, understanding the historical and current impacts of colonialism and Indigenous-specific racism.

Why is engaging in ongoing knowledge of cultural safety, cultural humility and anti-racism, important?

Ongoing learning in cultural safety, cultural humility, and anti-racism is essential for providing respectful and equitable care. Through continuous learning, licensees deepen their understanding of the historical and ongoing impacts of colonialism and Indigenous-specific racism, strengthening their ability to provide person-centred care and meet ethical and professional obligations.

As you review Principles 1.1 to 1.4 of Principle 1, reflect on and respond to the following questions. There are no right or wrong answers. The questions are designed to support personal reflection and learning, helping you consider your own reconciliation journey, and identify how you will action requirements of the Standard in your practice.

Take time to reflect on the following questions, either individually or in discussion with colleagues, in a way that works best for you. If writing isn't your preferred style, you are encouraged to complete the reflections in the best format that represents your thinking. This could include drawings or other creative methods such as images, audio, video, or mind maps.



IN YOUR PRACTICE...

1

How has my understanding of the history of Indigenous Peoples in Canada developed over time, and where are there opportunities for further learning?

2

How do my continuing professional development activities support my understanding and application of this Professional Standard? What examples demonstrate how I have applied these learnings in my practice?

Principle 2 and Outcome Statement

Principle 2	Outcome Statement
CCHPBC licensees must engage in an ongoing reflective practice.	Engage and commit to an ongoing reflective practice that supports anti-discrimination, and anti-racism by addressing their own bias, assumptions and actions.

Why is ongoing reflective practice important?

Ongoing reflective practice is essential to assist licensees in identifying and addressing their own biases, assumptions, and actions that may contribute to discrimination and racism in the health care services they provide. Through regular reflection, licensees can improve self-awareness and provide more equitable, respectful, and person-centred care.

As you review Principles 2.1 to 2.5 of Principle 2, reflect on and respond to the following questions. There are no right or wrong answers. The questions are designed to support personal reflection and learning, helping you consider your own reconciliation journey, and identify how you will action requirements of the Standard in your practice.

Take time to reflect on the following questions, either individually or in discussion with colleagues, in a way that works best for you. If writing isn't your preferred style, you are encouraged to complete the reflections in the best format that represents your thinking. This could include drawings or other creative methods such as images, audio, video, or mind maps.



IN YOUR PRACTICE...

1

Do I know how to recognize bias, stereotypes, or assumptions that I may hold? How do I respond when I recognize them in my practice? How do I respond when I observe them in others?

2

How do I understand my role in advancing reconciliation in the context of my professional practice? What examples demonstrate how I contribute to reconciliation in my day-to-day work?



IN YOUR PRACTICE...

3

In what ways do I actively identify and address Indigenous-specific racism and discrimination within my professional practice? What examples demonstrate this?

Principle 3 and Outcome Statement

Principle 3	Outcome Statement
CCHPBC licensees must provide person-centred, strengths-based and trauma-informed care.	Provide supportive and respectful care in collaboration with them.

Why is person-centred, strengths-based and trauma-informed care important?

Person-centred, strengths-based and trauma-informed care is essential for providing supportive and respectful care. By recognizing each person's experiences, strengths and needs, licensees build trust, reduce the risk of re-traumatization, and support equitable health care outcomes.

As you review Principles 3.1 to 3.8 of Principle 3, reflect on and respond to the following questions. There are no right or wrong answers. The questions are designed to support personal reflection and learning, helping you consider your own reconciliation journey, and identify how you will action requirements of the Standard in your practice.

Take time to reflect on the following questions, either individually or in discussion with colleagues, in a way that works best for you. If writing isn't your preferred style, you are encouraged to complete the reflections in the best format that represents your thinking. This could include drawings or other creative methods such as images, audio, video, or mind maps.



IN YOUR PRACTICE...

1

How do I ensure the care I provide is respectful, strengths-based, and trauma-informed? What examples demonstrate how I do this?

2

How do I adapt my language and communication style to support each person's understanding, preferences, and needs? What examples demonstrate how I do this?



IN YOUR PRACTICE...

3

Do I know how to respond when a patient requests that family members, support persons, Elders, or others be present during treatment? What examples demonstrate how I do this?

4

Do I understand what appropriation means? How do I respectfully acknowledge and incorporate Indigenous knowledge, ways of knowing, cultural practices, traditions, values, and beliefs, respectfully and without appropriation?

Principle 4 and Outcome Statement

Principle 4	Outcome Statement
CCHPBC licensees must engage in active advocacy to identify and address Indigenous-specific racism and discrimination, and advance reconciliation.	Actively take steps to advance reconciliation and address Indigenous-specific racism and discrimination.

Why is actively taking steps to advance reconciliation and address Indigenous-specific racism and discrimination important?

By actively advancing reconciliation and challenging Indigenous-specific racism and discrimination, licensees contribute to meaningful change by reducing harm, addressing inequities, improving care experiences and outcomes, and building a more respectful, safe, and equitable health care system.

As you review Principles 4.1 to 4.1.5 of Principle 4, reflect on and respond to the following questions. There are no right or wrong answers. The questions are designed to support personal reflection and learning, helping you consider your own reconciliation journey, and identify how you will action requirements of the Standard in your practice.

Take time to reflect on the following questions, either individually or in discussion with colleagues, in a way that works best for you. If writing isn't your preferred style, you are encouraged to complete the reflections in the best format that represents your thinking. This could include drawings or other creative methods such as images, audio, video, or mind maps.



IN YOUR PRACTICE...

1 When I witness acts of Indigenous-specific racism and discrimination, how prepared am I to act? What would prevent me from acting in a timely and appropriate manner? Explain why.

2 How do I contribute to creating a practice environment that identifies, addresses, and prevents discriminatory and racist practices?



IN YOUR PRACTICE...

3

In what ways do I support patients, colleagues, and others who have experienced racism and discrimination? Where can I strengthen my knowledge or skills?

4

Do I know where to report acts of Indigenous-specific racism and discrimination when they occur in health care settings?

Identify Areas for Growth

Referring to your answers from the previous “IN MY PRACTICE...” section, use the questions below to identify the areas of your practice where you are consistently meeting the requirements of the standard as well as areas requiring further growth and development.

- > What requirements in the Professional Standard: Implementing the Truth and Reconciliation Canada Calls to Action are you consistently meeting?

For the areas of your practice where you are not consistently meeting the requirements:

- > What changes can you make within the next 1-3 months to more consistently meet those requirements?
- > Are there continuing professional development opportunities that may help improve your understanding and application of the requirements into practice?

Support

Have questions or need more support?

- > Contact a Practice Advisor at practicesupport@cchpbc.ca.

Missed a Module? [Select this link to view available modules](#)

Feedback Survey

Please take a moment to provide your feedback to improve future learning activities.

Submit feedback



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