

CIHI's Declaration of Commitment to Advance Cultural Safety and Humility

This is a declaration of commitment to advance cultural safety and humility within CIHI. This commitment reflects the high priority we place on cultural safety and humility and our intention to support First Nations, Inuit and Métis in addressing their health needs and data priorities. It also reflects our desire to serve as champions of cultural safety and humility in our work with other organizations.

In making this commitment, CIHI acknowledges that we are on a learning journey, guided by what we have learned, and continue to learn, from Indigenous peoples, communities, governments and organizations. Our engagement has underscored the importance of Indigenous peoples' right to self-determination, including data governance, and its direct bearing on the outcomes of health and wellness for Indigenous peoples.

CIHI provides essential information on Canada's health systems and the health of Canadians. Our mandate is to deliver comparable and actionable information to accelerate improvements in health care, health system performance and population health across the continuum of care. Although we do not deliver care directly, we recognize our unique niche in the country's health care systems. In this capacity, we can play an important role in supporting Indigenous communities, governments and organizations as they pursue their priorities, strategies and solutions.

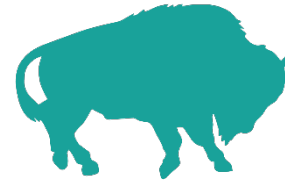
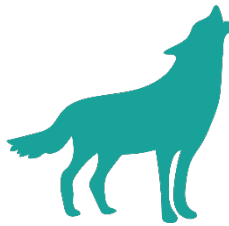
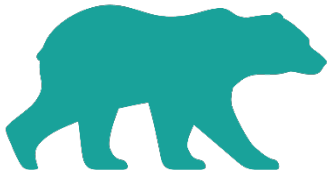
We endeavour to listen and learn openly, and to respect the values, principles and calls to action laid out in the Truth and Reconciliation Commission of Canada's report and the United Nations Declaration on the Rights of Indigenous Peoples. We believe that efforts to create cultural safety through cultural humility for First Nations, Inuit and Métis will contribute to CIHI's overall efforts to become a more culturally responsive organization.

This declaration of commitment is guided by the following understandings:

- Cultural humility is a lifelong process of reflection and critique to understand biases, and to develop and maintain partnerships and systems based on mutual respect and trust.
- Cultural safety is an outcome defined by the individual in which power imbalances are addressed, and an environment exists that is free of racism and discrimination and in which people feel safe.
- Cultural humility contributes to cultural safety and is defined by each individual's unique experience.
- Cultural safety and humility should be understood, embraced and practised at all levels of our organization and across Canada's health systems.

Our commitment

CIHI envisions a future where cultural safety and humility are embedded in all aspects of our work, and where we establish and maintain relationships with First Nations, Inuit and Métis that are based on mutual respect, trust and open dialogue. Our approaches to data and information will be used in a way that advances the reconciliation of the legacy of colonization, helps to redress the historical imbalance relating to the First Nations, Inuit and Métis health narrative in Canada, and promotes the well-being of First Nations, Métis and Inuit. We commit to the following actions to advance this vision.



Creating a climate of change

- Lead by example: Practise cultural humility by actively listening, learning and seeking to understand.
- Build respectful and humble relationships and partnerships locally, regionally and nationally with First Nations, Inuit and Métis to identify opportunities to work together in pursuit of distinct approaches to Indigenous health and wellness, and to better understand the different perspectives, priorities and objectives to help guide our work.
- Communicate openly within CIHI, welcoming and encouraging staff to participate in the discussions and ask questions regardless of where they are in their journey of cultural safety and humility.

Championing change

- Publicly declare our commitment to cultural safety and humility, and articulate what that means for staff, rights holders, stakeholders and partners.
- Work with other organizations that are similarly committed to embedding cultural safety and humility in their organizations, and to advancing Indigenous health priorities and data sovereignty.
- Encourage, support and enhance cultural safety and humility among our circles of influence at the federal, provincial and territorial levels.
- Celebrate our learnings and accomplishments internally and externally.

Advancing change

- Contribute to culturally safe health care systems across Canada by working to reduce health inequalities and supporting First Nations, Inuit and Métis health and wellness priorities.
- Develop strategies to incorporate cultural safety and humility into CIHI's policies and practices where appropriate, and monitor and evaluate progress for accountability and continuous learning.
- Embed cultural safety and humility training into staff orientation processes and into learning and development activities throughout CIHI.
- Develop a respectful approach to the governance of First Nations, Inuit and Métis data housed at CIHI by working to align policies, practices and procedures with Indigenous data sovereignty principles.
- Enable actionable analyses and capacity bridging by working in collaboration with First Nations, Inuit and Métis to support their health and wellness priorities through analyses, products, services, training, data infrastructure and tools.

David O'Toole

December 1, 2020