

Section 3:

Existing Trainings and Resources

*Updated as of May 2026

Public Service Commission Training for PEI Civil Service

Pathways to Learning courses can be found at this [link](#). The Public Service Commission updates the offerings every year. Some previous sessions on equity, diversity, inclusion, and accessibility in the workplace topics have included: Braver Spaces 101, Anti-Racism Workshop, Cross-cultural Understanding, Foundations of Anti-Oppressive Practice, and more.

Community-based Training Within PEI (UPEI, other community organizations)

Training / course name: Indigenous Cultural Awareness (UPEI)

Description: All Canadians are called to learn about Canada's relationship with Indigenous peoples, and how we can move forward in reconciliation and restitution.

In the Indigenous Cultural Awareness course, facilitator Julie Pellissier-Lush will highlight and explain in-depth the traditional knowledge of the Mi'kmaq – the Indigenous peoples of Mi'kma'ki, and specifically Epekwitk – as well as their life before contact with Europeans, the role of colonization on the Mi'kmaq,

and how all Canadians move forward positively with Indigenous peoples.

These learnings will be done in a fun way that will focus on participants feeling safe in the learning circle provided, as well as ensure all taking part in Indigenous Cultural Awareness will leave with a greater knowledge of traditional Mi'kmaq teachings, history, and how to engage and grow through truth, reconciliation, and restitution.

Cost: \$225

Available to: anyone

Mode of delivery: Online and in-person

Time commitment: 6-hour course

Link: <https://www.upei.ca/professional-development/certificates/indigenous-cultural-awareness>

External Resources

The following resources and trainings have been curated by the staff of the Women and Gender Diverse People's Health Section. The content linked may be updated or changed, and it will be reviewed periodically to check for updates, changes, or deletions. Current as of May 2026

2SLGBTQIA+ Resources

Beyond the Binary: Pathways toward equitable research with people who experience sex and gender-based health inequities. Created by the Partnership for Women's Health Research Canada.

Making Mistakes and Correcting Them - Trans Care BC. This resource provides tips on what to do if you make a mistake in terms of pronouns, names, terms, or choice of words. In summary: "1) Apologize briefly, 2) Use the correct word, term, name, or pronoun, and 3) Move on." Prolonging, or making a big deal out of an apology can make the client feel uncomfortable and put on the spot. Apologize, and commit to not making the mistake again.

Gender Inclusive Language Guide - Trans Care BC. In summary: "Gender-inclusive language signals to clients that your service welcomes diversity. Greet clients without using gender markers. Once you know the words people use to describe their families and themselves, use their words in a respectful and professional manner."

How to have difficult conversations – Egale Canada

Queering Mental Health Modules – Egale Canada

Trans 101 - PEI Transgender Network. A guide to trans terminology.

Trans Primary Guide – Rainbow Health Ontario.

2SLGBTQ Resources - Peers Alliance. This page contains media resource and book lists, a guide to 2SLGBTQ-affirming therapists in PEI, and more.

2S/LGBTQIA+ Health Resource Inventory – Community-Based Research Centre. "Queer and trans communities can experience unique and often

unmet health needs. Having access to targeted health information—both for community members and the providers that serve them—can help address this gap. However, finding trusted and culturally relevant resources can be challenging. To make this easier, in partnership with **Wisdom2Action**, CBRC has compiled a list of resources on a range of 2SLGBTQIA+ health topics."

LGBTQ2S Inclusion Playbook: A Series of Best Practices for Healthcare Environments – the 519. In summary: "The Playbook is intended to support people working in acute, primary, and community health and social service environments in fostering inclusive spaces for LGBTQ2S communities and people. It provides medical professionals, care providers, administrative teams, and policymakers with tools, resources, and guidelines to better understand and meet the needs of 2SLGBTQIA+ people in healthcare and social service care settings."

The Federal Government recently launched the Unity campaign, "The Unity campaign sets out to create a more inclusive future for everyone, including Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and other sexually and gender diverse (2SLGBTQI+) people. Help advance equality by recognizing stigma, debunking misinformation, and supporting 2SLGBTQI+ communities." This website has information on how to deal with stigma, debunking myths, and how to be an ally to members of 2SLGBTQIA+ communities.

We Are Allies: Research and Resources– We Are Allies. A resource that offers ways to combat misinformation about gender affirming care, research on trans, two-spirit and nonbinary topics, and helpful tips of how to be an ally to trans folks in a health setting.



BIPOC Health Resources

Black Health Primer: “The Black Health Primer is a multi-module, online, and self-paced course on Black health and anti-Black racism in the Canadian healthcare system. It was created in response to gaps in education and training on Black health and anti-Black racism in medicine and public health in Canada. The course is suitable for all medical and health profession learners, faculty, educators, professionals, and practitioners (including administrative and other staff).” Cost involved.

BIPOC USHR Educational Resources – This page contains resources on BIPOC Mental Health, Equity, Diversity, and Inclusion and more.

Resources for Health Care Learners – BIPOC Women’s Health Network. “BIPOC WHN is led by a group of medical students who aim to provide healthcare resources and improve health experiences for racialized womxn in local Canadian communities.”

Racialized 2SLGBTQ Health Guide – Rainbow Health Ontario. Purpose: “This Health in Focus educational resource was created to highlight the health care and social service needs of racialized 2SLGBTQ people. This document will help you to identify barriers experienced by racialized 2SLGBTQ people in accessing health care and social services, and to better understand what can be done to create affirming 2SLGBTQ environments for this population.”

Indigenous Health Training and Resources

Trainings Available on Indigenous Health

These resources have been curated by the Women and Gender Diverse People’s Health Section and the Chronic Disease Section of the Department of Health and Wellness. They have been reviewed by the Mi’kmaq Health Systems Navigators, staff at Mi’kmaq Confederacy of PEI, and health staff at Abegweit First Nation.

Trauma-Informed Care Webinars

Trauma-informed care shifts the focus from “What’s wrong with you?” to “What happened to you?” A trauma-informed approach to care acknowledges that healthcare organizations and care teams need to have a complete picture of a patient’s past and present life situation to provide effective healthcare services with a healing orientation.

Examples of webinars include:

- **Trauma-informed, Healing-centered Community Wellness** from the University of British Columbia Learning Circle
- **Trauma-Informed Practice with Indigenous Peoples across the Life Span** from Western University
- **What’s new is really old: Trauma-informed health practices through an understanding of historic trauma** from NCCIH.

Webinar on Indigenous Cultural Safety

National Collaborating Centre for Determinants of Health hosted a webinar called *Promising Practices in Indigenous Community Health Promotion*. This webinar addressed the political and social contexts of Indigenous health promotion, unpacking some social determinants of Indigenous health.

Cultural Competency for Behavioral Health Professionals

(Health PEI’s Mental Health and Addiction’s online course)

Cultural and linguistic competency is recognized as an important strategy for improving the quality of care provided to clients from diverse backgrounds. This 5-hour e-learning program is designed to equip behavioral health professionals with cultural and linguistic competencies.

Register here: Cultural Competency for Behavioral Health Professionals

Health PEI Cultural Awareness Module

With this Cultural Awareness Module the nurse or patient care worker (PCW) / resident care worker (RCW) orientating the Internationally Educated Health Provider (IEHP) will have awareness of the following:

- Some of the challenges the IEHP may have encountered prior to commencing work on Prince Edward Island.
- Terms associated with cultural awareness / sensitivity.
- Challenges faced by Internationally Educated Persons as they transition into a new culture and work environment.
- Differences between nursing work in Canada versus nursing work in other countries as advised by IEHPs.
- Different expectations of nurses, PCW / RCWs from patients / residents in Canada versus their home country.
- Potential issues with reusable / disposable products.
- Communication differences / challenges the IEHP may face, and
- What the person orientating the IEHP to unit / facility on Prince Edward Island can do to enhance cultural sensitivity.

Indigenous Health and Wellness Advocacy, and Allyship

Athabasca University has launched a free, **massive online open course (MOOC)** to tackle anti-Indigenous racism in health care. The course teaches about the roots of racism and discrimination Indigenous people experience in accessing care, and the role of advocacy and allyship in addressing these issues.

This free learning opportunity provides essential knowledge for healthcare professionals, and also for anyone who wants to understand the struggles of Indigenous communities and learn how to recognize and confront systemic racism.

***Indigenous Health and Wellness, Advocacy, and Allyship Certificate** is also available at a cost of \$650. For more information on certificate requirements see Athabasca University

Ontario Health's Indigenous Relationship Courses

A **series of online courses** to help individuals working with First Nations, Inuit, Métis and urban Indigenous people. The courses support a call to action made in the 2015 Truth and Reconciliation Commission of Canada report. These 13 courses will provide you with knowledge about the history and culture of First Nations, Inuit, Métis and urban Indigenous people and communities.

The courses are free for anyone but require **online registration** to access and enroll.

San'yas Anti-Racism Indigenous Cultural Safety Training

Core Training includes courses that cover foundational topics about Indigenous cultural safety and anti-Indigenous racism. Some of our Core Trainings have been designed for people working in specific sectors (e.g., health, mental health, child welfare, and justice) and specific provinces (i.e., Ontario, British Columbia, or Manitoba). Note: You do not need to live in one of these provinces to register for province-specific training.

San'yas means "way of knowing" in Kwak'wala the language of the Kwakwaka'wakw Peoples, whose traditional and unceded territories are located on northern Vancouver Island and surrounding areas.

(Cost may be associated with courses. Contact ics@phsa.ca for more information.)

Indigenous Health Resources

Cultural Safety and Humility Standard and Framework

The *Cultural Safety and Humility Standard* specifies the requirements for governing bodies, organizational leaders, teams, and the workforce from health authorities and health and social services organizations to address Indigenous-specific racism in service delivery and provide culturally safe services to First Nations, Métis, and Inuit peoples and communities in BC.

Cultural Safety Continuum

The Indigenous Primary Health Care Council in Ontario provides an *infographic* that shows a circular spectrum with cultural safety embedded in the middle of the circle.

The Public Health Agency of Canada also adapted a *graphic* from the BC First Nations Health Authority to display that cultural safety must be viewed as a continuum of knowledge, attitudes and behaviours, beginning with cultural awareness.

Medicine Wheel

The medicine wheel is a sacred and ancient symbol meant to represent the interconnectivity of all aspects of one's being. The medicine wheel provides a holistic and balanced approach to teaching a variety of subjects, such as the four states of being (i.e., Mental, Spiritual, Physical, and Emotional). To learn more, watch this *video* or read this *online resource*.

National Dialogue on Data Report

The National Dialogue on Data: What We Heard Report summarizes discussions on the perspectives and values for measures to address anti-Indigenous racism in Canada's health systems with a focus on data and health information.

Patient Navigators

There are many *patient navigators* on PEI. Here is the complete list of navigators. Two navigators are focused on Mi'kmaq health needs – Mi'kmaq Health Systems Navigators

West – Shelby Arsenault, R.N., BScN (902-831-2711; shelby.arsenault@lennoxisland.com)

East – Crissy Riley, LPN (902-676-3007; criley@abegweithealth.ca)

Smudging

Smudging is a cultural ceremony for cleansing and purifying the soul, providing a means of healing. For instance, smudging is used to cleanse places with negative energies and is performed during crises, ill health, and death.

Contact any of the First Nations, community organizations, or the Mi'kmaq Health Systems Navigators to conduct smudging for a client.

The Unforgotten (film)

This *film*, supported and funded by the Canadian Medical Association, shares experiences of Inuit, Métis and First Nations peoples at various stages of life. It was created to raise awareness, incite reflection, and spark conversations about how to make meaningful changes in health care.

Traditional Healing

Traditional healing refers to the health practices, approaches, knowledge and beliefs that incorporate ways of Indigenous healing and wellness. These practices include using ceremonies (i.e., smudging, full moon ceremony, sweat-lodge ceremony, etc.), plant, animal or mineral-based medicines, energetic therapies and physical or hands-on techniques. It is important to ask Indigenous clients if and how they would like to incorporate traditional healing into their healthcare.

Two-Eyed Seeing Approach

Albert Marshall is a respected Mi'kmaq Elder whose concept of *two-eyed seeing* recognizes the strength of Indigenous ways of knowing and the strength of western ways of knowing and uses both competencies together. Two eyed seeing acknowledges that Indigenous methods and treatments are as valid as those used in mainstream medicine, and it allows Indigenous peoples to be partners in their own healthcare.