

Summary of Training and Resources Focused on Indigenous Health

Building from the June 2024 educational session on inclusive practices in Indigenous health (hosted by the [Women and Gender Diverse People's Health Section](#) of the PEI Department of Health and Wellness), this jurisdictional scan provides an updated overview of key organizations, tools and resources, and training focused on Indigenous health to better support service providers. The original scan was completed in Fall 2024 and serves as the foundation for this document.

This current updated scan was completed in July 2025 in collaboration with the DHW Women and Gender Diverse People's Health Section and the DHW Chronic Disease Section and it builds upon the previous scan by incorporating additional Indigenous health trainings and resources. This scan is broken down into four parts: 1) First Nations and key organizations, 2) tools and resources, 3) training related to Indigenous health, and 4) building awareness on Indigenous issues. Most of the listings are not PEI specific but still have relevance. The first two pages provide an outline with details on subsequent pages.

First Nations and Key Organizations

The following governing bodies, organizations and initiatives provide information and educational materials focused on Indigenous health in Epekwitk, pronounced ehb-uh-gwihd, (Prince Edward Island) and across Canada:

- First Nations and Community organizations like [Abegweit First Nation](#) and [Lennox Island First Nation](#)
- Epekwitk Assembly of Councils: [Mi'kmaq Confederacy of PEI \(MCPEI\)](#) and [L'nuey](#)
- [Native Council of PEI](#)
- [National Centre for Truth and Reconciliation \(NCTR\)](#);
- [National Collaborating Centre for Indigenous Health \(NCCIH\)](#); and
- [Wabano](#).
- [SE Health](#)

Tools and Resources

Various tools and resources exist to support service providers in raising awareness, applying and implementing inclusive practices, such as:

- [Cultural Safety and Humility Standard](#);
- [Cultural Safety Continuum](#);
- [Medicine Wheel](#);
- [National Dialogue on Data Report](#);

- [Patient Navigators](#);
- [Smudging](#);
- [Traditional Healing](#);
- [A film](#) about the lived experiences of Indigenous communities; and
- [Two Eyed Seeing Approach](#).

Training Related to Indigenous Health

Aside from tools and resources, the following trainings focused on health provide service providers with professional development opportunities:

- [Trauma Informed Care Webinars](#);
- [Webinar on Indigenous Cultural Safety](#);
- [HPEI Cultural Awareness Module](#);
- [HEPI Cultural Competency for Behavioral Health Professionals](#);
- [Indigenous Health and Wellness Advocacy, and Allyship](#);
- [Métis People and Health Course](#);
- [Ontario Health's Indigenous Relationship Courses](#);
- [Saskatchewan Health Authority Indigenous Course](#);
- [San'yas Anti-Racism Indigenous Cultural Safety Training](#);
- [Indigenous Primary Health Care Council Courses](#); and
- [SE First Nations, Inuit & Metis Program](#).

Building Awareness on Indigenous Issues

The following resources and tools help build awareness of Indigenous issues beyond the topic of health:

- [21 Things You May Not Know About the Indian Act by Bob Joseph \(book\)](#);
- [Braiding Sweetgrass by Robin Wall Kimmerer \(book\)](#);
- [Ownership, Control, Access, Possession \(OCAP\) Principles](#);
- [Historica Canada](#);
- [Indigenous Canada Course](#);
- [Indigenous Cultural Awareness Certificate](#);
- [Indigenous Knowledge Translation Practices](#);
- [Indigenous Writes by Chelsea Vowel \(book\)](#);
- [Blanket Exercise](#); and
- [PEI Public Service Commission: Reconciliation Training](#).

Table 1: Key Organizations that Focus on Indigenous Health

Organization Name	Description
First Nations and Community Organizations	There are various governing bodies and community organizations that focus on supporting and advancing reconciliation and addressing health needs on Epekwitk (PEI), including: • Abegweit First Nation • Lennox Island First Nation
Epekwitk Assembly of Councils	• L'nuey is an initiative that focuses on advancing, implementing, and protecting the constitutionally entrenched rights of the Epekwitnewaq Mi'kmaq (Mi'kmaq of PEI). The work of L'nuey is guided by three responsibilities: Negotiations, consultation, and governance development. Topics, such as culture and history, are covered through podcasts, videos, and factsheets. Find more information here: https://lnuey.ca/ • Mi'kmaq Confederacy of PEI (MCPEI) is a Tribal Council that was first established on April 2nd, 2002. As a non-profit organization, the Mi'kmaq Confederacy of PEI provides technical support, capacity development, programming, and advisory services to its member First Nations – Abegweit First Nation and Lennox Island First Nation.
Native Council of Prince Edward Island (NCPEI)	The Native Council of Prince Edward Island is a community of Indigenous people living off-reserve in traditional Mi'kmaq territory. NCPEI is the self-governing authority for all off-reserve Indigenous living on Epekwitk (PEI).
National Centre for Truth and Reconciliation (NCTR)	NCTR provides access to materials and resources that can aid people of any age to learn about and participate in taking steps towards reconciliation. NCTR has a teaching resource collection composed of over 300 unique English-language resources, 100 French-language resources about residential schools, and other closely related topics.
National Collaborating Centre for Indigenous Health (NCCIH)	This is a national Indigenous organization established in 2005 to support First Nations, Inuit, and Métis public health and health equity through knowledge translation and exchange. Some examples of resources and information include:

	• Reports and publications (ex., An Introduction to the Health of Two-Spirit People); • Factsheets (ex., Indigenous peoples' physical activity); • Podcasts; and • Webinars.
Wabano	Wabano is an Indigenous Centre of Excellence in Healthcare Services in Ottawa that provides various educational workshops, resources, and publications on culture, history, Indigenous-specific racism and discrimination.
SE Health	SE Health (formerly Saint Elizabeth Health) is a not-for-profit social enterprise, healthcare organization that provides health care services across many areas of the health system, including home and community care, long-term care, acute care, and primary care. Its First Nations, Inuit & Métis (FNIM) Program is a n Indigenous-led initiative that has partnered with many Indigenous communities for over 20 years. The program provides free, culturally safe training and resources to health care providers and supports improving health outcomes and advancing reconciliation through Indigenous-informed approaches.

Table 2: List of Tools and Resources Related to Indigenous Health

Title	Description
Cultural Safety and Humility Standard and Framework	The First Nations Health Authority (FNHA) partnered with the Health Standards Organization (HSO) to bring together a British Columbia First Nations-led Cultural Safety and Humility Technical Committee. 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. Although this Standard is not applied in PEI, it still provides us with some excellent information. FNHA also provides various resources, including videos, webinars, posters, and booklets on cultural safety and humility.
Cultural Safety Continuum	

	There are many iterations of the cultural safety continuum. For example: 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 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. The medicine wheel is a circular symbol broken into four areas or quadrants. These four areas have four different colours assigned to them, which are most often white, yellow, red, and black.  The four areas of the medicine wheel have attributes assigned to them, such as¹: - The four directions (North, East, South, and West); - The four states of being (Mental, Spiritual, Physical, and Emotional); - The four sacred medicines (Cedar, Tobacco, Sage, and Sweetgrass) - The four seasons (Winter, Spring, Summer, and Fall); - The four elements (Air, Earth, Fire, and Water); and - The four stages of life (Elder, Birth, Youth, and Adult). The circle in the medicine wheel represents the circle of life, self-awareness, and knowledge, and each set of attributes has its own teachings. For example, one way to use the medicine wheel is as a self-assessment to determine how balanced one is.²

¹ https://www.youtube.com/watch?v=S7nb4rJ_N14

² <https://ecampusontario.pressbooks.pub/movementtowardsreconciliation/chapter/medicine-wheel-teachings/>

	It is also important to note that different Indigenous groups have different medicine wheel teachings according to their stories, values, and beliefs; however, not all Indigenous groups use the medicine wheel.
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 Navigator (West) Shelby Arsenault, R.N., BScN • Telephone: 902-831-2711 • Email: shelby.arsenault@lennoxisland.com Mi'kmaq Health Systems Navigator (East) Crissy Riley, LPN • Telephone: 902-676-3007 • Email: criley@abegweithealth.ca
Smudging	

	Smudging is a sacred and spiritual ritual meant to cleanse and purify the body and soul while bringing clarity to the mind. For instance, smudging is used in ceremonies and events to cleanse the place or people of negative energy. It is also performed during crises, ill health and death. The smoke created by burning the sacred herbs drifts over the face and body of the person being smudged, either by a feather (ideally an eagle feather) or by hand. Four elements are involved in a smudge: 1. The container represents water; 2. The four sacred plants are gifts from Mother Earth; 3. Fire from lighting the sacred plants; and 4. The smoke from the fire represents air. The ashes are returned to Mother Earth, not thrown out. Contact any of the First Nations and community organizations or the Mi'kmaq Health Systems Navigator to conduct smudging for a client.
The Unforgotten (film)	This film³, 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, sweat-lodge, 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.

³ <https://theunforgotten.cma.ca/film/unforgotten-full-length>

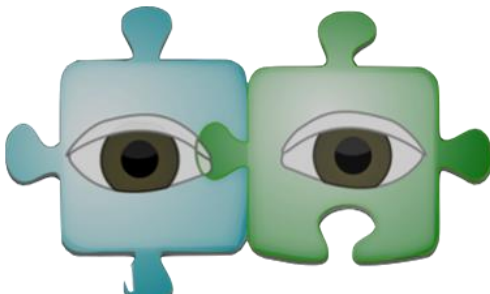
Two Eyed Seeing Approach (Albert Marshall)	Albert Marshall is a respected Mi'kmaq Elder whose concept of two-eyed seeing recognizes the strength of Indigenous ways of knowing and the strength of western ways of knowing and uses both competencies together. <i>Etuaptmumk</i>, pronounced <i>eh-doo-ahp-duh-mum</i>, is the Mi'kmaw word for Two-Eyed Seeing. In Marshall's words, Etuaptmumk - Two-Eyed Seeing “refers to learning to see from one eye with the strengths of Indigenous ways of knowing and from the other eye with the strengths of Western ways of knowing and to using both of these eyes together”⁴ (Bartlett, Marshall, & Marshall, 2012, p. 335). Two- eyed seeing acknowledges that Indigenous methods and treatments are as valid as those used in mainstream medicine, and it allows Indigenous peoples to have a voice in their own healthcare. 
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Table 3: List of Trainings Available on Indigenous Health

Title	Description
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. Given the disproportionate levels of trauma experienced by Indigenous communities, practicing trauma-informed care is of great importance to supporting the health needs of Indigenous people. Examples of webinars include:

⁴ <https://journals.sagepub.com/doi/full/10.1177/1609406918812346#>

	• 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; and • 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 Awareness Module - Health PEI Staff Resource Centre	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.

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. <i>Register here:</i> Cultural Competency for Behavioral Health Professionals
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
Métis People and Health Course	This short e-learning public course is based on a larger more in-depth e-learning course called Métis Cancer Care which is available at no cost to cancer care providers across Canada through the SE Health First Nations, Inuit, and Métis Program's e-learning platform @YourSide Colleague (fnim.learn.sehc.com). Funding for this course was provided by the Canadian Partnership Against Cancer (CPAC).
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. Providing care that acknowledges, respects and incorporates cultural, and language considerations is an essential part of person-centred care. The courses are designed for self-paced learning.

	Courses Include: • First Nations, Inuit and Métis Culture, Colonization and the Determinants of Health • Indigenous History and Political Governance • Cultural Competence in Healthcare • Indigenous Health Services and Governments • Indigenous Knowledge and Traditional Health • Indigenous Community Health Services • The Health Landscape of Indigenous People • Indigenous Cancer Care and Challenges • Truth and Reconciliation Commission of Canada (TRC) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) • Health Literacy • Chronic Disease Prevention for Indigenous People • Pediatric Oncology • Environmental Health The courses are free for anyone but require online registration to access and enroll. See Appendix A for more information on each course description and learning outcome
Saskatchewan Health Authority Indigenous Course	The Introduction to Cultural Responsiveness course is designed to provide you with an introduction to the historical context of Indigenous people in Canada. The training will support and improve cultural safety and well-being for health care workers, teams and physicians. The course is designed to provide you with information and tools to further your learning journey about the diverse groups of Indigenous people in Canada. The learning objectives include: • Recognize the treaties' impact and implications • Explore the meaning and significance of the term "Indigenous" • Recognize the distinction between status and non-status • Recognize the different beliefs, ceremonies, and traditional approaches between all Indigenous Nations'

	Understand the two-tier health care impact the health of Indigenous population Enroll for free.
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). <i>Note: You do not need to live in one of these provinces to register for province-specific training.</i> The curriculum and learning activities have been designed to help participants: - Strengthen their knowledge, awareness, and skills for working with and providing service to Indigenous people and communities - Work more safely and effectively with Indigenous people - Begin considering their role in correcting, rebuilding and transforming systems to uproot Indigenous-specific racism 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 Primary Health Care Council Courses	This Foundations of Indigenous Cultural Safety course is the first course that officially launched under IPHCC’s <i>Anishinaabe Mino’Ayaawin</i> on October 27, 2021. Foundations of ICS equip healthcare professionals with essential skills and knowledge to adopt culturally safe practices. Delivered as a self-guided online course, it explores the historical and ongoing impacts of colonization and provides actionable strategies for fostering equitable and safe healthcare environments. <i>Key Features</i> Trauma-informed and rights-based approach

	• Grounded in Indigenous perspectives and lived experiences • Practical tools for culturally safe care For more on registration and cost, see website here.
	The Indigenous Cultural Safety in Mental Health course provides a comprehensive understanding of mental health challenges within Indigenous Communities. It combines historical and present-day contexts with actionable and effective strategies to support culturally safe mental health practices. Learners are strongly encouraged to complete Foundations of ICS as a prerequisite to this course. <i>Key Features</i> • Historical and contemporary mental health contexts • Strategies for culturally safe mental health practices • Emphasis on trauma-informed care For more on registration and cost, see website here.
	Upcoming Courses: • Bioethics: Co-designed using the Two-Eyed Seeing approach which aims to equip healthcare workers across all sectors of care with the tools and resources to incorporate Indigenous perspectives and Traditional Healing strategies within patient care pathways. • Trauma-Informed Perspectives on Honouring Resilience and Addressing the Legacy of Residential Schools (IRS-Trauma Informed Training): Provides a comprehensive understanding of the impacts of the Indian residential school system. • Etuaptmumk-Building Equitable, Integrated Health Care using the Two-Eyed Seeing Approach: This course emphasizes the importance of respecting Indigenous individuals who choose Traditional Healing methods. It aims to foster healthcare by integrating the Etuaptmumk approach, offering culturally appropriate and wholistic options.

SE First Nations, Inuit & Metis Program	The First Nations Cancer Care Course is a joint initiative of SE Health and the Canadian Partnership Against Cancer. The course is one of the numerous web-based professional development courses that the SE First Nations, Inuit and Métis Program provide at no charge to First Nations communities. Topics • First Nations Cancer Pathways • Introduction to Cancer Care • Causes of Cancer, Risks and Cancer Prevention • Screening, Detection and Diagnosis • Treatment and Symptom Management
	This Overview of First Nations Chronic Disease Management course is designed for nurses and community-based workers in First Nation communities that are interested in learning more about chronic disease management. This course is interactive, and its three modules incorporate evidence-based guidelines to the four most common chronic diseases in Indigenous populations: type 2 diabetes, cardiovascular disease, cancer, and respiratory disease (asthma and COPD). This course was one of three main initiatives: 1. Overview of First Nations Chronic Disease Management Course 2. Care Coordination and Case Management Workshops 3. Care Coordination and Case Management Webinar Series Topics • Module 1: Introduction to Chronic Disease • Module 2: Chronic Disease Models and Frameworks • Module 3: Chronic Disease Management: Primary, Secondary, and Tertiary Prevention
	The Indigenous Cultural Safety is an introductory course into understanding and applying strategies that foster cultural safety when working with Indigenous people. You will learn about historical and contemporary factors that have influenced Indigenous people's present-day reality. You will learn about the resilience of Indigenous peoples and have a deeper understanding of Canada's First Peoples. This course will take approximately 45 minutes to complete.

	The First Nations Elder Care Course was made possible through a funding contribution by the Green Shield Canada Foundation. The Elder Care Course has been developed to provide the learner with a knowledge base on how to care for the unique needs of First Nation Elders. The course is structured around the components of the Medicine Wheel to reinforce the importance of wholistic client care. Topics • Role of an Elder • Cultural Knowledge • Historical and Intergenerational Trauma • Medicine Wheel Teaching • Spiritual/Cultural • Emotional/Social • Mental/Political • Physical/Economic • Caring for Yourself and Caregivers • Elder Abuse
	The First Nations Supporting Natural Caregivers Course was made possible through a funding contribution by the Green Shield Canada Foundation and GlaxoSmith Kline Canada. The First Nations Supporting Natural Caregivers course is dedicated to all the caregivers in communities who work tirelessly to ensure their loved ones can remain in their homes for as long as possible. This course was developed with and for First Nations to assist health care providers in providing education and supports to natural caregivers in their communities. Topics This course is divided into 3 parts including: <u>Part 1: Understanding Natural Caregivers</u> • Topic 1- Roles of Natural Caregivers • Topic 2- Cultural Knowledge • Topic 3- Caregiving, First Nations, and the Social Determinants of Health • Topic 4- Supporting Natural Caregivers with Wholistic Approaches • Topic 5- Caring for the Natural Caregiver <u>Part 2: Education Supports for Natural Caregivers</u> • Topic 6- Identifying Education Needs for Natural Caregivers

	• Topic 7- Education Resources for Natural Caregivers <u>Part 3: Developing or Enhancing a Natural Caregiver Education and Support Network</u> • Topic 8- Strengthening Natural Caregiver Education and Support in Community • Topic 9- Building a Natural Caregiver Support Network
	In 2019-2021, the SE First Nations, Inuit and Métis Program led the development of a Foundations of Mental Health through an Indigenous Lens online course for nurses, funded by Indigenous Services Canada, First Nations and Inuit Health Branch, Ontario Region. This course seeks to minimize knowledge gaps related to mental health specific to Indigenous people in Canada. This training seeks to empower nurses and increase confidence when working with Indigenous populations in the provision of culturally safe services targeted to promote mental wellness. Topics • Module 1: Indigenous Cultural Safety in Mental Health • Module 2: Mental Health Disorders and Assessment • Module 3: Interventions in Mental Health • Module 4: Crisis Response in Mental Health
	This Palliative / End-of-Life Care in Indigenous Communities course was developed in collaboration with the Canadian Indigenous Nurses Association (CINA) and SE Health. The objective of this course is to increase confidence and empower nurses working in Indigenous communities to provide palliative and end-of-life care that is culturally safe and based upon best practices. The course is interactive, and its eight modules incorporate evidence-based practice approaches in palliative and end-of-life care. Topics • Palliative Care and End of Life: An Introduction • Module 1: Hospice Palliative Care • Module 2: Advance Care Planning • Module 3: Pain Management • Module 4: Managing Symptoms

	• Module 5: End-of-Life, Terminal Care, Planning a Home Death • Module 6: Psychosocial and Spiritual Care • Module 7: Loss, Grief and Bereavement The Trauma Informed Relationships: Building Safety and Trust course provides the learner with content to better understand the needs and vulnerabilities of people affected by psychological trauma. This knowledge will increase sensitivity and the ability to support recovery and enhance the capacity to deliver services based on compassion and a new paradigm that views trauma as an injury. Topics • Introduction to Trauma • Trauma and First Nations, Inuit and Métis • The Continuum of Trauma • The Impact of Trauma on Children and Youth • Phases of Trauma Recovery • Suicide Prevention • Triangle of Well-Being and Resilience • Mindfulness • Cultural Practices/Teachings • Self-Compassion • Vicarious Trauma • Developing Trauma Informed Organizations and Systems • Building a Trauma Support Network
	The Indigenous Cultural Safety and Humility in Canadian Healthcare Course aims to equip healthcare professionals with the knowledge and skills to provide culturally safe and trauma-informed care to Indigenous populations. It will cover the importance of understanding bias, the impact of historical trauma, and strategies for implementing culturally safe practices in healthcare settings. Program Objectives Upon program completion, learners will have gained knowledge related to: 1. Historical Context: Understanding of how historical events such as residential schools and

	the 60's scoop have impacted Indigenous Peoples lives throughout history and in today's environments. 2. Cultural Safety and Humility: Enhance understanding of cultural safety, humility and respect when working in and with Indigenous communities, community members, and families. 3. Unconscious Bias: Reflect and understand conscious bias vs unconscious bias, and how it affects our interactions with each other. 4. Trauma- Informed Approach: Apply trauma-informed approaches to real life situations when interacting with Indigenous clients, patients and family members to ensure their well-being is considered on emotional, physical, mental and spiritual aspects.
	In the Indigenous Healthcare Policy and Procedure Development Program, learners will learn to create policies and procedures rooted in strengths-based, trauma-informed, and culturally relevant approaches. The program aligns with accreditation requirements but is applicable to learners working within accredited and non-accredited organizations. The program guides participants through developing and implementing healthcare policies and procedures within Indigenous communities and organizations. The course is divided into four 2-hour sessions, where participants will learn about and actively craft their policies and procedures, guided by the policy and procedure life cycle. Interactive tools will be used to enhance engagement and collaboration among participants. Program Objectives Upon program completion, learners will have gained knowledge related to: 1. Navigating the policy and procedure life cycle, from identifying a need to retirement. 2. Drafting, implementing, and monitoring a policy or procedure for an identified need. 3. Understand the factors that are crucial components of an effective policy and procedure

	and describe how these factors affect the process of writing your policy and procedure. 4. Strengths-based, trauma-informed, and culturally relevant approaches while developing and implementing policies and procedures. 5. The importance of regularly reviewing and updating policies and procedures to adapt to changing needs and circumstances.
	The Indigenous Patient Navigation Program equips participants with foundational knowledge and skills needed to navigate and understand how Indigenous Patient Navigators (IPNs) roles work within the healthcare team to reduce barriers and support health equity to improve outcomes for patients and their families. The course guides participants through the IPN competencies to strengthen skills that will be used to advocate for and support a culturally safe environment for Indigenous people across Canada. Throughout the 6 sessions, the learners will learn how the roles of Indigenous Patient Navigators (IPNs) work within the healthcare team to reduce barriers and support health equity to improve outcomes for patients and their families. Program Objectives Upon program completion, learners will have gained knowledge related to: 4. IPN Competencies: Learn how the roles of Indigenous Patient Navigators (IPNs) work within the healthcare team to reduce barriers and support health equity to improve outcomes for patients and their families. 5. Cultural Safety: Enhance understanding of cultural safety, humility, respect, and relevance when working in and with Indigenous communities, and with community members, and families. 6. Advocacy: The program guides participants through the IPN competencies to strengthen skills that will be used to advocate for and support a culturally safe environment.

	7. Asset Mapping: Learn to apply a strength-based approach to identify resources relevant to patient navigation within the community and outside of the community. 8. Non-Insured Health Benefits: Learn skills to navigate NIHB. 9. Self-care: Learn strategies to distinguish between under-involvement and over-involvement within the zone of helpfulness to meet client needs.
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Table 4: Building Awareness on Indigenous Issues

Title	Description
21 Things You May Not Know About the Indian Act by Bob Joseph (book)	<i>21 Things You May Not Know About the Indian Act</i> is the essential guide to understanding the legal document and its repercussions on generations of Indigenous peoples.
<i>Braiding Sweetgrass</i> by Robin Wall Kimmerer (book)	Robin Wall Kimmerer brings the lenses of her life as an Indigenous scientist, a mother, and a woman in this book. She shows how other living beings—asters and goldenrod, strawberries and squash, salamanders, algae, and sweetgrass—offer people gifts and lessons, even if they have forgotten how to hear their voices. Kimmerer highlights that the awakening of a wider ecological consciousness requires the acknowledgment and celebration of a reciprocal relationship with the rest of the living world. Only when people can hear the languages of other beings will they be capable of understanding the generosity of the earth and learn to give their own gifts in return.

First Nations Principles of OCAP	The First Nations Information Governance Centre outlines the First Nations principles of ownership, control, access, and possession – more commonly known as OCAP ⁵ – assert that First Nations have control over data collection processes and that they own and control how this information can be used.
Historica Canada	Historica Canada curated a collection of learning tools on Indigenous history. Learning tools’ topics include Indigenous perspectives on Canada’s history, Indigenous history timeline, treaties, residential schools, and more.
Indigenous Canada Course	The University of Alberta provides a 12-lesson Massive Open Online Course (MOOC) from the Faculty of Native Studies that explores the different histories and contemporary perspectives of Indigenous peoples living in Canada. The topics covered include: • The fur trade and other exchange relationships; • Land claims and environmental impacts; • Legal systems and rights; • Political conflicts and alliances; • Indigenous political activism; and • Contemporary Indigenous life, art and its expressions. The University of Alberta also offers other topics available through Native Studies.

⁵ <https://fnigc.ca/ocap-training/>

Indigenous Cultural Awareness Certificate from University of Prince Edward Island	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 Epetwitk), their life before contact with Europeans, the role of colonization on the Mi'kmaq, and how all Canadians move forward positively with Indigenous peoples. *There are also other facilitators and instructors who provide training like Tiffany Sark and Paul Gallant.
Indigenous Knowledge Translation and Ways of Knowing	Multiple studies and reports explore Indigenous knowledge translation practices and ways of knowing. For instance, NCCIH published a report that provides background information on knowledge synthesis, translation and exchange within the context of Indigenous knowledge.
<i>Indigenous Writes</i> by Chelsea Vowel (book)	In <i>Indigenous Writes</i>, Chelsea Vowel initiates myriad conversations about the relationship between Indigenous peoples and Canada. An advocate for Indigenous worldviews, the author discusses fundamental issues including the terminology of relationships; culture and identity; myth-busting; state violence; and land, learning, law and treaties; along with wider social beliefs about these issues.
KAIROS Blanket Exercise by Native Council of Prince Edward Island	This is a 90-minute experiential activity that aims to foster an understanding of the shared history and nation-to-nation relationships between Indigenous and non-Indigenous peoples in Canada by walking through pre-contact, treaty-making, colonization, and resistance.⁶ For more on booking the Blanket Exercise in PEI, visit https://experienceinnoxisland.com/

⁶ <https://www.kairosblanketexercise.org/wp-content/uploads/2021/06/infographic.pdf>

PEI Public Service Commission: Reconciliation Training	This is a new Reconciliation Training course offered by the Public Service Commission and will be included as part of the onboarding for all new staff. Current government staff are encouraged to complete this online training. The training is self-paced and comprised of two learning modules that provide participants with an opportunity to recognize the strength of present-day Indigenous communities and reflect upon ways that they can personally contribute to advancing reconciliation. This training is meant to be as self-interactive as possible; thus, you are provided with short quizzes and activities that will help you reflect on the course material. All responses provided are confidential for your own reflection, and they are not saved in Moodle or retained, and will not be disclosed to anyone. Each module will take approximately one hour to complete; you can pause and return to the module. At the end of each of the two modules, you are asked to fill out your employee ID, name, and department name. This information will be used to update your employee training profile on Peoplesoft. *Available only to GPEI employees.
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Appendix

Appendix A

Table 5: A complete list of Ontario Health’s Indigenous Relationship Courses with corresponding learning objectives

Title	Description & Learning Outcomes
First Nations, Inuit and Métis Culture, Colonization and the Determinants of Health	The health status of First Nations, Inuit and Métis peoples has been improving, but is still lower than the rest of Canada. This course examines the impact social and economic measures have on First Nations, Inuit and Métis peoples. It explores the broader cultural determinants of health in an Indigenous context, including: • An overview of the determinants of health for First Nations, Inuit and Métis peoples • Impact of colonial and post-colonial events on the health of First Nations, Inuit and Métis peoples
Indigenous History and Political Governance	Canada’s history and treatment of First Nations, Inuit and Métis peoples has shaped the way they currently relate to and view non-Indigenous people Canada. Many issues and challenges have been acknowledged, which continue to affect relations with First Nations, Inuit and Métis peoples. This course explores: • Historic context to the current-day issues facing First Nations, Inuit and Métis peoples in Canada, • The impact of these issues on their health, and relations with the government and healthcare industry • The current-day First Nations, Inuit, Métis and urban Indigenous governance and political leadership models.
Cultural Competence in Healthcare	Racism persists. The First Nations, Inuit, Métis and urban Indigenous population has noted that they have experienced culturally insensitive healthcare, and at times, they meet with subtle and overt racism. This course explores • The importance for frontline healthcare professionals to understand and apply First Nations, Inuit, Métis and urban

	Indigenous cultural sensitivity and safety to provide effective care. • Key concepts such as cultural sensitivity and safety for First Nations, Inuit, Métis and urban Indigenous peoples, including cultural awareness, safety, competence, sensitivity, self-reflection and empathy.
Indigenous Health Services and Governments	Over the last 20 years, essential changes have occurred in the policies guiding and structuring the delivery of healthcare to First Nations, Inuit, Métis and urban Indigenous peoples in Canada. This course provides • Historical context for the status of present-day Indigenous services in the federal and provincial government. • Insight into key decision-makers have come to recognize the importance of involving First Nations, Inuit, Métis and urban Indigenous peoples in making healthcare decision-making • Emphasis on the need for First Nations, Inuit, Métis and urban Indigenous peoples to develop, plan, manage and control their own health services.
Indigenous Knowledge and Traditional Health	First Nations, Inuit and Métis peoples' culture and history is rooted in wholistic view of well-being. Traditional health is important not only to the individual, but also to the family and community. Indigenous knowledge, language and culture influence the health and wellness of the community, often through traditional activities and ceremonies. This course explores Indigenous knowledge and traditional health, as well as strategies to bridge the gaps between traditional and Western medicine in promoting wholistic health services for First Nations, Inuit and Métis peoples.
Indigenous Community Health Services	Essential changes have occurred in the policies guiding and structuring the delivery of healthcare to First Nations, Inuit, Métis and urban Indigenous peoples. Indigenous-led primary healthcare was identified as one of the key pillars for self-determination. This course explores: • Key First Nations, Inuit, Métis and urban Indigenous supports available in Ontario, including Aboriginal Health Access Centres (AHACs), Community Health

	Centres and services provided by Métis, Inuit and urban Indigenous organizations • Key barriers to healthcare access for Indigenous people.
The Health Landscape of Indigenous People	This course examines: • The health landscape of Indigenous people • The challenges to coordination of care and transportation and geographical issues and challenges. • Strategies to reduce cancer mortality rates in Indigenous people
Indigenous Cancer Care and Challenges	The prevalence of certain types of cancers is increasing at a faster rate for Indigenous people compared to the general population. This course examines: • Cancer risk factors for Indigenous people, • Cancer statistics and the • Gap in cancer data for First Nations, Inuit, Métis and urban Indigenous peoples. • Importance of increasing health education.
Truth and Reconciliation Commission of Canada (TRC) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)	Beginning in 1883, residential schools were in existence for well over 100 years, meaning that many successive generations of children from the same communities and families endured the experience of them. All three nations of children - First Nations, Inuit and Métis - attended residential schools; however, the experiences of each nation differed slightly. This course discusses: • The historical impact of the residential schools, which in turn led to the development of the Truth and Reconciliation Commission of Canada (TRC). • An overview of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and how it is connected to the TRC Calls to Action.
Health Literacy	There are many reasons why the need to address health literacy is even more critical today than ever. There are increasing demands in society to access health information in new ways, and this can create challenges for patients navigating the health care system. Increasing rates of chronic

	diseases in the Canadian population require individuals to manage their own care more than before. This course examines: • Why Indigenous people have greater health literacy needs than the general population. The course also explores • How mainstream health literacy approaches are not culturally relevant and • How healthcare practitioners can provide health information to Indigenous patients in a way that is culturally appropriate and effective in managing chronic diseases.
Chronic Disease Prevention for Indigenous People	No matter where First Nations, Inuit and Métis peoples in Canada live, they face unique health challenges. Often higher rates of diabetes, heart disease, tuberculosis, HIV/AIDS and many other diseases can be seen in Indigenous people compared to non-Indigenous people. This course examines • The major lifestyle changes that have occurred over the past decades for First Nations, Inuit and Métis peoples and communities. • Overview of the behavioural risk factors that have contributed to the shift from communicable diseases to chronic diseases and the associated statistics with these risk factors.
Pediatric Oncology	In Ontario alone, over 400 children are diagnosed with cancer every year, and at any point in time over 4,000 children are receiving cancer treatment or follow-up care in this province. Childhood cancer is the leading disease-related cause of death for our children; 1 child dies of cancer each week. This course examines: • The differences between childhood and adult cancer, • The journey for First Nation, Inuit, Métis and urban Indigenous children with cancer • The role the Pediatric Oncology Group of Ontario plays in helping to navigate this journey with a unique whole-life approach to childhood cancer care

Environmental Health	This course examines: • Environmental health, • Climate change, • Drinking water advisories, • Colonial interference byproducts and • The health impacts of environmental pollution
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Authorship/Contributions:

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