

BACKGROUND

The Campbell River & District Primary Care Network (CRD PCN) is guided by a Roadmap which is directly informed by a Ministry of Health approved PCN service plan. The Roadmap focusses on improving access to primary care for Campbell River and the surrounding communities with a particular focus on priority populations who have both current or historic barriers to accessing care or who have complex care needs. The PCN continues to build a network of health services which will support connecting patients and families to the healthcare providers they need. The goals of CRD PCN include improving care and eliminating racism to Indigenous clients in the region. Leading this critical priority, the Indigenous Lead will support building cultural safety and humility across the PCN, support the Indigenous Advisory Committee, and support Indigenous communities, organizations, and members in accessing culturally safe care in the Campbell River & District's PCN.

SUMMARY

The **Indigenous Lead** will implement the Cultural Safety Strategy, PCN Roadmap, and Ministry of Health Service Plan. They will work under the direction of the PCN Manager and be guided by the Indigenous Advisory Committee. As an employee of the Division of Family Practice this position will implement and evaluate a Cultural Safety strategy that aims to support Indigenous patients, families, and communities in facilitating culturally safe and trauma informed care.

The Indigenous Lead works to coordinate cultural safety training in alignment with the goals confirmed by the Cultural Safety Strategy and will engage with the Indigenous Advisory Committee, Division of Family Practice, Island Health and First Nations Health Authority (FNHA) to identify and coordinate opportunities to increase the understanding of wellness, informed by Indigenous perspectives. The Indigenous Lead also supports Primary Care Network partners to engage in learning about Indigenous-specific racism and implement practices and processes that are experienced as culturally safe by First Nations, Inuit and Métis peoples

DUTIES AND RESPONSIBILITIES

- Develop and implement a strategy with input from the Indigenous Advisory Committee, Primary Care Network leadership team and Island Health Primary Care Manager to ensure cultural safety is embedded throughout the Primary Care Network.
- Engage and liaise with Indigenous Advisory Committee representatives, community members and service providers to reflect on local needs related to cultural safety practices in healthcare delivery, with a focus on lifelong learning and continuous improvement.
- Supports all the partners in the Primary Care Network to nurture, guide and support understanding between clients, families and care providers to establish effective attachment to Indigenous peoples and to address challenges Indigenous peoples experience when accessing primary care services.
- Coordinates and/or navigates opportunities for service providers within the Primary Care Network, to support their journey in understanding cultural safety and humility, Indigenous-specific racism and applying their learnings to care and environment of care (e.g., creating welcoming and safe spaces).
- Provides strategic support to the Indigenous Advisory Committee, to ensure that recommendations are captured and elevated.
- Collaborates with PCN leadership and the Indigenous Advisory to ensure productive two-way communication that effectively implements initiatives approved by all parties.
- Engages with Indigenous communities to support community members with increasing awareness and understanding of primary care access and delivery.

- Supporting identification of strengths and challenges from Indigenous perspectives and facilitating initiatives that address barriers and challenges to access to primary care for Indigenous clients.
- Informs and influences policy and development efforts of PCN members to embed cultural safety within existing practice, processes and policies within the Primary Care Network's clinics, through collaboration with the Indigenous Advisory group and the PCN leadership team.
- Collaborate and support the multidisciplinary teams within the Primary Care Network's clinics, through participating in team meetings and partnership sessions.
- Attend and participate in Indigenous Health and Cultural Safety team meetings.
- Collaborate with PCN Leadership, the Indigenous Advisory and Indigenous communities and agencies to support defining Nation-based or Indigenous approaches to care and coordinate capacity building as requested (e.g., Lateral Kindness, Accessing Healthcare), improving access to care.
- Participates in on-going learnings and initiatives that support critical self-reflection and a deepened analysis of Indigenous specific racism as outlined in the Journey of Learning for cultural safety and humility, demonstrated through practice.
- Performs other related duties as required.

QUALIFICATIONS

A level of education, training and experience equivalent to a Bachelor's degree in a related discipline. Three (3) years' recent related experience working for Indigenous organization/programs or healthcare that includes interacting and developing relationships with Indigenous people and Indigenous communities is required. In depth understanding and knowledge of Indigenous culture, specifically the diverse Indigenous cultures within the Campbell River & District area. Valid BC Driver's License is required. Preference will be given to candidates of Indigenous Ancestry.

SKILLS AND ABILITIES

- Ability to facilitate meaningful and respectful dialogue the creation of respectful relationships across the healthcare continuum.
- Ability for self-reflection and personal development and demonstrated humility.
- Ability to build and maintain relationships through Indigenous ways of communication and coming together.
- Demonstrated deep understanding of Canadian and Indigenous history, an understanding of the roots of harm (colonization and racism) and the ongoing harm related to historic and current colonial policies and structures.
- Demonstrated understanding of the TRC Calls to Action related to health and the United Nations Declaration on Rights of Indigenous Peoples (UNDRIP).
- Demonstrated lived and work experience with understanding and knowledge of Indigenous Health and Wellness, including but not limited to: knowledge of local Indigenous communities, including differences in respect to access to health services, health benefits and advocacy.
- Demonstrated understanding and knowledge of health and wellness services available, to inform and bring awareness of services and supports to local Indigenous communities including, First Nations, urban Indigenous, Inuit and Métis Peoples.
- Understanding of the significance of incorporating traditional Indigenous perspectives and practices within healthcare and the associated complexities.
- Demonstrated awareness and understanding of lateral violence and tensions, rooted in colonization that affect the wellness of Indigenous communities.
- Excellent communication, administrative and organizational skills.
- Physical ability to perform the duties of the position.