



Our Journey to Truth & Reconciliation

Truth & Reconciliation Committee

Our Journey to Truth & Reconciliation

Truth and Reconciliation Action Plan

Commenced January 2022

Guidance from Calls to Action – Truth and Reconciliation Commission
Adapted from CAMH Truth and Reconciliation Action Plan



Family Health Team
Équipe de santé familiale

"Together...a healthier Community"

Wawa Family Health Team's Land Acknowledgement



“The Wawa Family Health Team would like to acknowledge the land in which we hold our practice of medicine on and the land of the people we serve.

We are grateful to reside on the lands and home of the Anishinaabe and Cree. We respectfully acknowledge that this land is Indigenous land and has been inhabited by Indigenous people from the beginning. We are grateful for the opportunity to connect here, and we thank all the generations of people, who have stewarded and cared for the land for thousands of years.

We recognize and deeply appreciate their historic contributions of the First Nations, Inuit, and Metis peoples both in shaping and strengthening this province and country. The Wawa Family Health Team promotes a healthier community through creating a safe space that welcomes diversity, inclusion, and acceptance for everyone.

We are committed to the challenge of Truth and Reconciliation, and we are learning that acknowledgement of the past and current traumas will aid us in providing equitable and culturally appropriate care. We promise to express humility in our daily practices to provide the utmost patient-centered care we can.”

Miigwetch, Thank you, Bienvenue to our Advisors

Gina Simon

Margaret Simon

Evelyn Stone (Artwork Visionary)

Zoe Wood Solomon (Artist)

Lena Andre

To our Indigenous advisors, we say Miigwech for your invaluable contributions as you guided us on our journey.

Your insights aided us on our journey of Truth and Reconciliation which profoundly enriched our understanding and approach. Your wisdom and perspective share, as we worked together was instrumental in shaping our work.

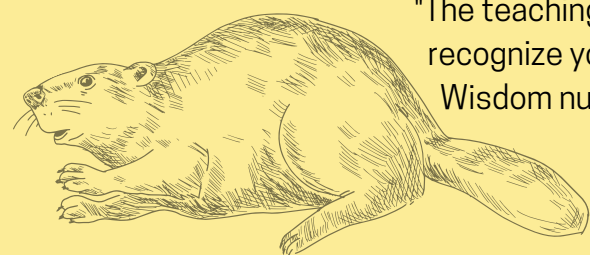
The guidance you provided has not only helped us achieve our goal of creating a Truth and Reconciliation Action plan, but it also deepened our appreciation for the cultural and historical contexts that are crucial to our efforts. Your contributions have made a lasting impact on our team and the community we serve.

Once again, Miigwech for your time, your knowledge, your dedication. We look forward to continuing this important journey together and learning more from your invaluable expertise.

"The teaching of wisdom will allow you to use your inherited gifts wisely and to recognize your differences and those of others in a kind and respectful way.

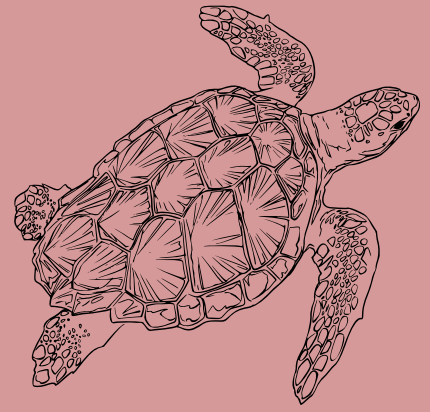
Wisdom nurtures your ability to listen with clarity and a sound mind so this teaching will focus on how to listen."

Wisdom.



Truth.

"Truth represents the turtle. The teachings on truth allows you to believe that a Power greater than ourselves could restore us to being the complete person we were created to become. This will allow youth to see that though the journey may be slow, they need to keep moving forward as they have not yet met their destination."



Wawa Family Health Teams Truth and Reconciliation Committee Members 2022- Present

- Jolene Binda, RN
- Justine Glover, RD
- Julie Hunter, NP
- Katherine Turmelle, Medical Secretary
- Silvana Dereski, Executive Director



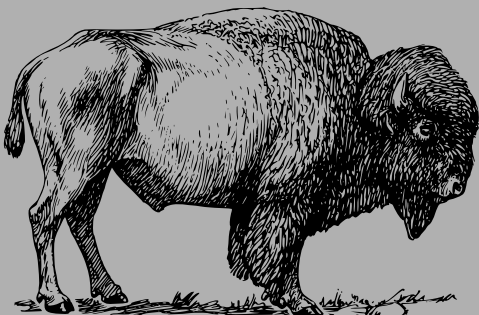
Letter of Support from Wawa Family Health Teams Board of Directors



January 14, 2023

On behalf of the Wawa Family Health Team (WFHT) Board of Directors, I would like to acknowledge and support the dedicated work of the WFHT Truth and Reconciliation Committee. The committee was formed shortly after the 2021 WFHT annual retreat for the purpose of exploring and then adapting how local Indigenous patients receive care at the Family Health Team. This work is so important as the committee works to address ways primary care providers at the WFHT can improve care and respond to the Truth and Reconciliation Calls to Action.

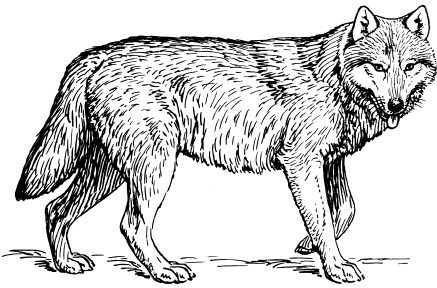
Sincerely yours,
Chris Stamler, MD CCFP
Wawa Family Health Team Board Chair



Respect.

"Respect is represented by the buffalo. The teachings on Respect will include the learning of treating those around you the way you want to be treated and that Respect does not allow you to be harmful to yourself or others as if you harm yourself, you are also harming yourself and the entire community."

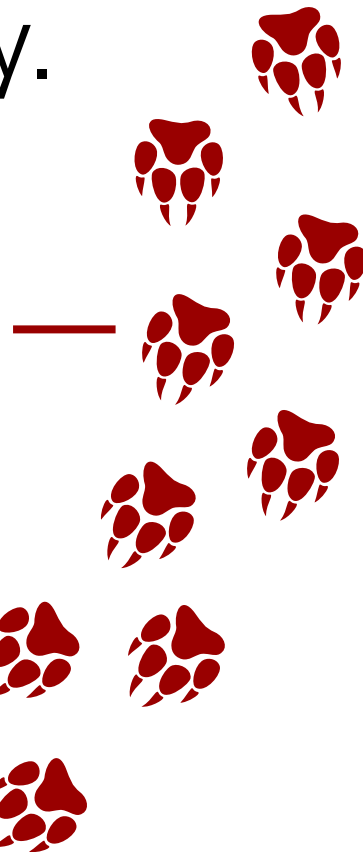
Our Journey.



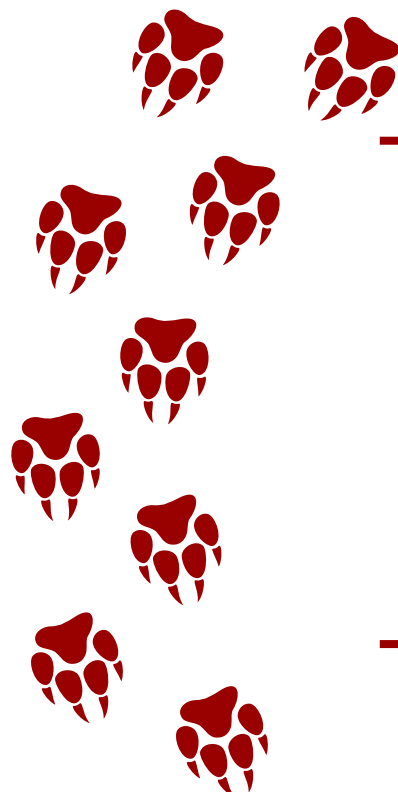
"This teaching brings home that you are a sacred part of creation and allows you to carry your pride with your people and praise the accomplishments of all. Humility will teach you to find a balance within yourself for all creation."

Humility.

Birth of the committee
Wawa Family Health Team Annual Retreat
September 2021



Committee Formed
Brainstorming our journey started
Welcomed Gina Simon & Evelyn Stone
January 2022



Discrimination and Cultural
Competency Policy established,
reviewed and approved.
March 2022

Diversity and Inclusion Policy

March 2022

Definition:

Diversity is acknowledging understanding, accepting, valuing, and celebrating differences among people. Diversity occurs in areas such as gender, race, religion, sexual preferences, age impairment or disability, family responsibilities, marital status and status as a parent or career. However, it is not limited to these examples; diversity also exists between individuals in the roles they perform, where they are from and their socio-economic status.

Purpose:

The Wawa Family Health Team (WFHT) recognizes and celebrates the value and contribution everyone brings to our workplace. The WFHT is committed to creating a working environment that is equitable; promotes personal and professional growth and benefits from the capabilities of its diverse workforce and clients.

We recognize that diversity in our workplace contributes to our success and benefits our employees and clients. Our aim is to ensure that our policies, procedures, and behaviours promote diversity and inclusion and creates an environment where individual differences are valued.

Scope:

The policy applies to all WFHT Directors, employees, clients, and visitors.

Policy:

The Wawa Family Health Team recognizes that there are distinct demographic groups that have long been disadvantaged. We recognize that racism, ageism, sexism, and other forms of discrimination are problems both for our organization and society. The Wawa Family Health Team is committed to addressing cultural stereotypes within our organization.

It is an understanding that each individual unique, and recognition of our individual differences. These differences can include skills, experience, education, thought, gender, age, disability, ethnicity, cultural or socio-economic background, religion, sexual orientation, political or ideological beliefs as well as other dimensions such as lifestyle and family responsibilities.

Our commitment to Diversity and Inclusion is led by our Truth and Reconciliation Action Plan committee members, who come from all areas of the organization comprising of management, health, and administrative professionals.

All employees are expected to complete Cultural Awareness training. Cultural Awareness training encompasses the rising awareness around issues of generational trauma Indigenous people suffered. The Cultural Awareness training aims to increase personal capacity for developing patient centered care for all people, specifically minority groups such as BIPOC and LGBTQ2S.

Issues of noncompliance by anyone...staff, clients, visitors, will have consequences. If an employee notes that the Diversity and Inclusion policy is not being upheld, they should bring it to the attention of one of the members of the Reconciliation Action Plan committee.

The Reconciliation Action Plan committee will deal with issues of noncompliance on a case-by-case basis.

This policy will be brought to the WFHT Board of Directors for review and approval. Once approved, it will be reviewed annually by all staff and Board members.

Communication of Policy:

All new employees of the WFHT will be given a copy of this policy as part of their orientation package. Updates will also be distributed annually if changes are made to the policy during the annual review. The policy will be posted, along with names and contact information of the Reconciliation Action Plan committee on the WFHT website at: www.wawafamilyhealthteam.com.

Committee Members:

Gina Simon, Community Member

Margaret Simon, Community Member

Jolene Binda, WFHT RN

Julie Hunter, WFHT NP

Justine Glover, WFHT RD

Katherine Turmelle, WFHT Administrative Professional

Silvana Dereski WFHT Executive Director



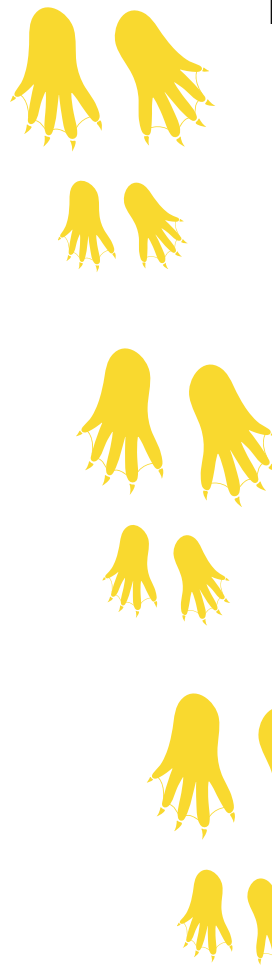
Land Acknowledgement
Developed
June 2022



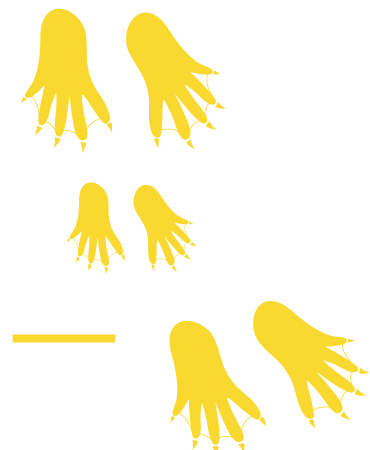
Implementation of Mandatory
Indigenous Cultural Safety
Training
Truth & Reconciliation Hub



Acknowledgement of Reconciliation
Journey
Artistic piece by Zoey Solomon
August- September 2022



In 2023 Human Resources
Lawyer reviewed Internal Policies
to reduce discrimination in the
work place.



Mandatory Indigenous Cultural Safety and Anti-Racism Training Resource

Cultural Competency Training

Please use the following link and information to further your education in Cultural Competency and Truth and Reconciliation with Indigenous Peoples.

**You are required to complete 1 training component.
If a course/program/workshop has a fee, please provide the proper documents to the Executive Director to cover the cost from the Professional Development Fund.**

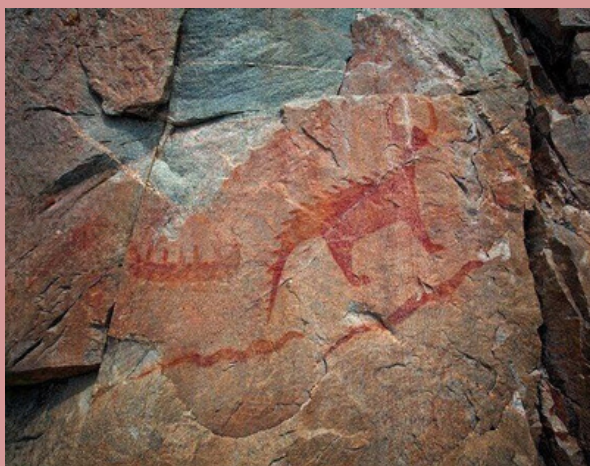
Training Options:

**Course Link Time Commitment Cost
Indigenous Cultural Safety Training –
<https://www.iphcc.ca/ontario-ics-program/>
Approx. 3hrs \$175.00**

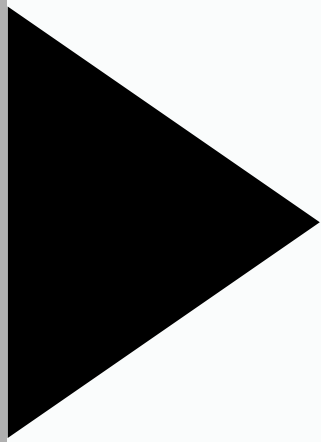
**Please provide a certificate/proof of completion to the Executive Director.
If you have any questions, please contact the Executive Director.**

If you need support while completing this training please contact a member of the WFHT Truth and Reconciliation Committee, the Executive Director, or utilize counselling through our EAP program.

**Thank you/Merci/Miigwetch
WFHT Truth and Reconciliation Committee**

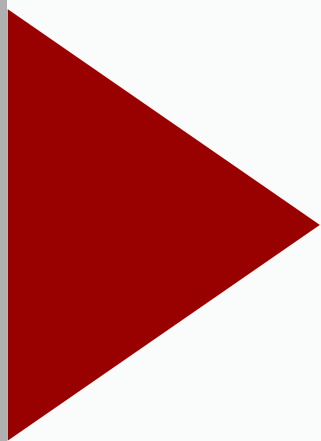


Internal Information Hub



Located on the Shared drive of the Wawa Family Health Team Intranet. A folder titled “Truth and Reconciliation Hub” holds information on the history of colonialism, racism in health care, moving forward. It holds the information on how to access education, inclusive policies and our TRC plan.

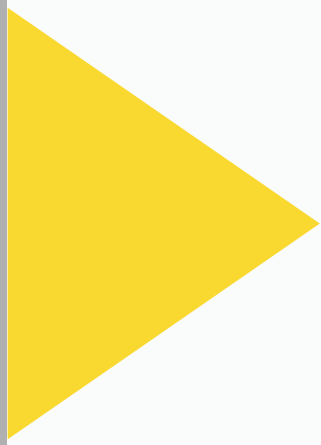
Confidential reporting System for Incidents of Racism



To file a complaint with the Family Health Team, please access the complaint section on our Website under “CONTACT”. The “GET IN TOUCH” tab allows a concerned patient to write a message regarding their concern.

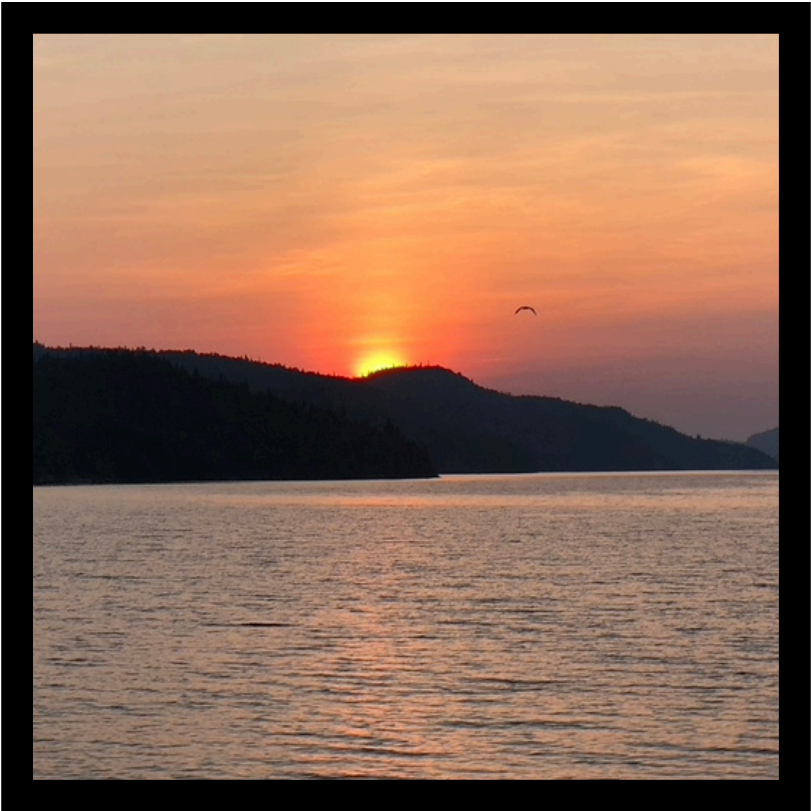
This message is directed to the Family Health Team Board of Directors. The complaint if identified as non-compliant with our diversity and inclusion policy will also be brought forth to the TRC to review.

Looking at Policies through a Lens of Anti-Racism, Reconciliation and Indigenous Cultural Safety



In 2023 the Wawa Family Health Team Executive Director asked the WawaFHT Human Resources Lawyer to review internal policies with a ‘human rights lens’ to ensure all policies are equitable and just to support inclusion and diversity within the Wawa Family Health Team.

Sunrise Ceremony
Corrine Nabigon, Chief Tangie & Gina Simons
Summer Solstice - June 21, 2023



MOVING FORWARD

REFLECTIONS

Calls to Action - Truth and Reconciliation

18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.

20. In order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, we call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples

REFLECTIONS

Calls to Action - Truth and Reconciliation

21. We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.

22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.

23. We call upon all levels of government to:

- i. Increase the number of Aboriginal professionals working in the health-care field.
- ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
- iii. Provide cultural competency training for all healthcare professionals

24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism

Current Community Resources




Michipicoten Health Centre
<https://michipicoten.com/services/>

Community Nurse
Community Health Representative
Community Wellness Worker
Community Family Well-being Worker



Ma'amweysing Health Care
<https://maamwesying.ca/northern-clinic/>



Missinabe Cree First Nation
Community Nurse
Local Phone: 705-254-2702
Local Email Wawa Representative:
missanabie@missanabiecree.com

Current Community Resources



Jordan's Principle

Jordan's Principle makes sure all First Nations children living in Canada can access the products, services and supports they need, when they need them.



Non-Insured Health Benefits (NIHB)

Program provides eligible First Nations and Inuit clients with coverage for a range of health benefits that are not covered through other: social programs, private insurance plans, provincial or territorial health insurance.