

Summary of the Courses of Action in the Position Statement *Improving Care for First Nations and Inuit by Countering Systemic Racism* 2021

The position statement, which was co-constructed with a group of experts composed of Indigenous and non-Indigenous members, proposes courses of action aimed at fostering optimal partnership relations and improving cultural safety for First Nations and Inuit within the five spheres of the nursing profession.

The 16 courses of action are derived from various scientific papers, reports and opinions and grounded in a culturally safe approach and the spheres of the nursing profession.

The following table summarizes our position for each of the five spheres and the courses of action proposed.

Spheres of the Profession	Position / Courses of action	
Cultural safety training and skills development	<p>■ Position</p> <p>Any initial or continuing education aimed at developing cultural safety competencies in care and the other spheres of the nursing profession towards First Nations people and Inuit must use a critical and transformative approach conceived and provided primarily by First Nations people and Inuit or in close collaboration with them.</p>	
	<p>■ Actions</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>The OIIQ undertakes to:</p> <ul style="list-style-type: none"> ● Ask its Professional Examination Committee to consider evaluating cultural safety knowledge in the professional examination; ● Identify training activities, primarily accredited, for developing cultural safety competencies, in close collaboration with First Nations people and Inuit, as well as concerned stakeholders. </td> <td style="width: 50%; vertical-align: top; border-left: 1px dashed #ccc;"> <p>The OIIQ encourages nurses to:</p> <ul style="list-style-type: none"> ● Become familiar with Indigenous literature, resources and artistic works in order to understand Indigenous perspectives and expand their knowledge in this regard. </td> </tr> </table>	<p>The OIIQ undertakes to:</p> <ul style="list-style-type: none"> ● Ask its Professional Examination Committee to consider evaluating cultural safety knowledge in the professional examination; ● Identify training activities, primarily accredited, for developing cultural safety competencies, in close collaboration with First Nations people and Inuit, as well as concerned stakeholders.
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■ Position

All nursing care provided in Quebec must be free from racism, be part of an equitable collaborative partnership and foster the improvement of health and wellbeing.

To achieve this, each nurse must commit to a sustained approach that takes into account the following considerations:

- a) the history, values and perspectives of First Nations people and Inuit in terms of health;
- b) the colonial context in which the care is provided in order to reduce its effects;
- c) soft skills in a collaborative partnership in care with First Nations and Inuit individuals, families and communities;
- d) the coexistence and synergy of traditional Indigenous knowledge and Western science;
- e) the development of emancipatory knowing allowing the nurse to detect and denounce racism in all its forms, including systemic racism and health inequities specific to Indigenous peoples.

This approach also involves integrating the foregoing considerations into the nurse's professional practice.

■ Actions

The OIIQ undertakes to:

- Carry out its work in collaboration with First Nations people and Inuit in order to:
 - identify the support mechanisms for nurses with regards to the coexistence and complementarity of traditional Indigenous knowledge and Western knowledge;
- Promote use of the [Competencies Framework of Québec First Nations Communities Nurses](#), developed in co-construction (CIFI, 2017);
- Institute measures, in partnership with the key actors concerned, so that all nurses who are members of the OIIQ receive cultural safety training and participate in learning activities to bring them up to speed, on terms to be defined, including development of emancipatory knowing allowing them to recognize systemic racism and health inequities specific to First Nations people and Inuit and take steps to counter them.

Management of nursing care and services

■ Position

The management of care and services provided to First Nations people and Inuit, whatever the care setting, must be free from racism and consistent with best practices, so that the care and services are culturally safe and equitable.

■ Actions

The OIIQ undertakes to:

- Support nurse managers in taking steps, particularly with the Ministère de la Santé et des Services sociaux, to ensure equitable healthcare services in remote regions and urban areas and to harmonize the quality of care and services provided to First Nations people and Inuit.

The OIIQ encourages nurse managers to:

- Develop and implement, with their organization, their team and First Nations people and Inuit, an action plan for improving cultural safety and health equity in their setting;
- Work in partnership with communities and local managers in a spirit of reciprocity, respect and equity to develop and implement within the organizations an action plan for First Nations people and Inuit to have access to culturally safe and high-quality care and services.

Nursing sciences research

■ Position

All Indigenous research in nursing sciences must serve to meet the needs and priorities identified by and with First Nations people and Inuit, as well as their communities.

Such research must be conducted in a manner that causes them no harm, through ethical research partnerships that benefit First Nations and Inuit individuals, communities, collectives and organizations and restore their trust in the scientific community.

■ Actions

The OIIQ undertakes to:

- Promote, on terms to be defined, Indigenous research projects that generate new knowledge on health, health equity and cultural safety in the care provided to First Nations people and Inuit.

The OIIQ encourages nurses conducting Indigenous research to:

- Acknowledge and value Indigenous knowledge, expertise, perspectives and methodologies and respect their diversity;
- Help enhance the research capabilities and the research autonomy of First Nations people and Inuit and their involvement in the overall research process, with a view to fostering self-determination.

Political action

■ Position

All nurses working within the various spheres of the profession and all partners concerned are encouraged to create synergy among them and, in close collaboration with First Nations people and Inuit, to promote and implement practices respecting the values of First Nations people and Inuit that are aimed at cultural safety, health equity, and the health and wellbeing of First Nations people and Inuit.

■ Actions

The OIIQ undertakes to:

- Create a working group, on terms to be defined, composed of Indigenous and non-Indigenous individuals, to monitor the impacts of actions taken ensuing from this position statement;
- Increase diversity in the members of the various OIIQ committees, particularly by including members from Indigenous communities;
- Cultivate and maintain respectful and optimal collaborative partnerships with First Nations people and Inuit, as well as their communities and the stakeholders involved, with the aim of improving their health and wellbeing.

The OIIQ encourages nurses to:

- Act as leaders and agents of change to influence political actions at various levels of the healthcare system, in order to counter systemic racism, promote equity in health and healthcare, and improve the health and wellbeing of First Nations people and Inuit. For example:
 - question the appropriateness of current day-to day practices and policies;
 - take part in making clinical, organizational and political decisions within their respective organizations and work in partnership to promote shared values: right to health, equity, social justice and diversity of knowledge.