



Indigenous cultural safety: Confronting anti-Indigenous racism and providing trauma-informed care

PANELISTS

Dr. Chase McMurren • Dr. Alanna Morgan

WITH

Dr. Nikki Bozinoff • Dr. Stephanie Zhou

Ontario College of
Family Physicians 



Family & Community Medicine
UNIVERSITY OF TORONTO


**Mental Health
and Addictions**

April 23, 2025

Practising Well: Your Community of Practice

Please introduce yourself in the chat!

Your name,
Your community,
Your twitter handle



@OntarioCollege
#PractisingWell

Your Panelists: Disclosures

Dr. Alanna Morgan

Relationships with financial sponsors (including honoraria):

- OCFP Practising Well CoP speaker

Dr. Chase McMurren

Relationships with financial sponsors (including honoraria):

- OCFP Practising Well CoP speaker
- OCFP Peer Connect Mentor
- University of Toronto, College of Physicians and Surgeons of Ontario, Ontario Medical Association, Medical Psychotherapy Association Canada, Ontario College of Family Physicians, Centre for Effective Practice, Indigenous Physicians Association of Canada, National Consortium for Indigenous Medical Education, University of Waterloo, Toronto Metropolitan University, College of Optometrists of Ontario, Bruyère Continuing Care

Disclosures

Dr. Nikki Bozinoff @NikkiBozinoff

Relationships with financial sponsors (including honoraria):

- Ontario College of Family Physicians – Practising Well Implementation Group Member, CoP Speaker
- CAMH
- Department of Family and Community Medicine (University of Toronto)
- National Institute on Drug Abuse
- Womenmind
- CIHR
- Academic Health Sciences Alternate Payment Plan

Dr. Stephanie Zhou @stephanieyzhou

Relationships with financial sponsors (including honoraria):

- Ontario College of Family Physicians – Practising Well Scientific Planning Committee
- Canadian Medical Association – Honoraria for practice management lectures
- Habitat for Humanity GTA – Board of Directors member
- Toronto Public Health – Board of Directors member

Disclosure of Financial Support

This program has received funding from the Ontario Ministry of Health and in-kind support from the Ontario College of Family Physicians and the Department of Family and Community Medicine, University of Toronto.

Potential for conflict(s) of interest:

N/A

Mitigating Potential Bias

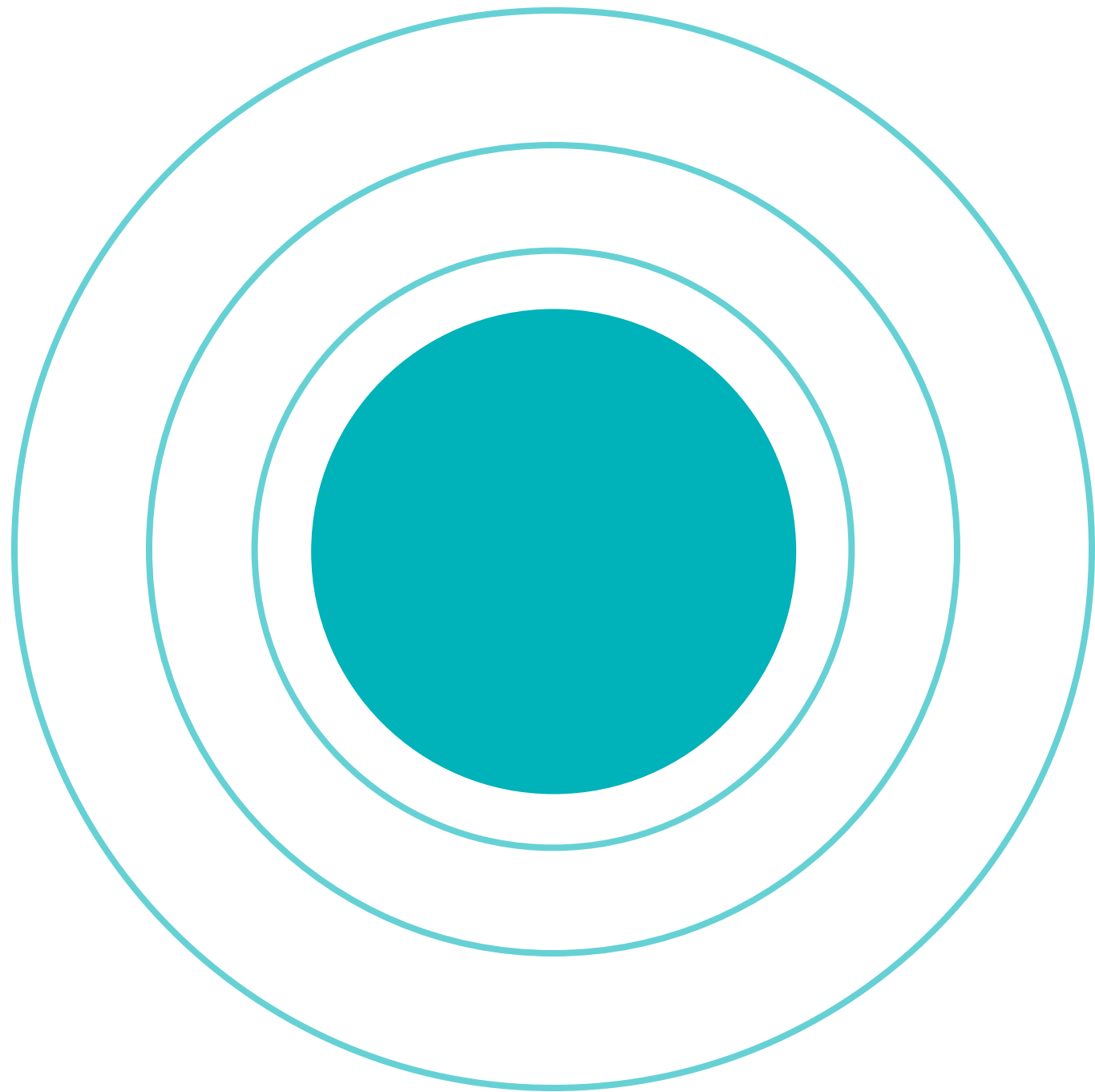
- The Scientific Planning Committee (SPC) has control over the choice of topics and speakers.
- Content has been developed according to the standards and expectations of the Mainpro+ certification program.
- The program content was reviewed by the SPC.

Land Acknowledgement

We acknowledge that the lands on which we are hosting this meeting include the traditional territories of many nations.

The OCFP and DFCM recognizes that the many injustices experienced by the Indigenous Peoples of what we now call Canada continue to affect their health and well-being. The OCFP and DFCM respects that Indigenous people have rich cultural and traditional practices that have been known to improve health outcomes.

I invite all of us to reflect on the territories you are calling in from as we commit ourselves to gaining knowledge; forging a new, culturally safe relationship; and contributing to reconciliation.



Your Panelists

Dr. Alanna Morgan

Dr. Chase McMurren

Indigenous cultural safety: Confronting anti-Indigenous racism and providing trauma-informed care



Colonialism, Racism and Healthcare

CBC

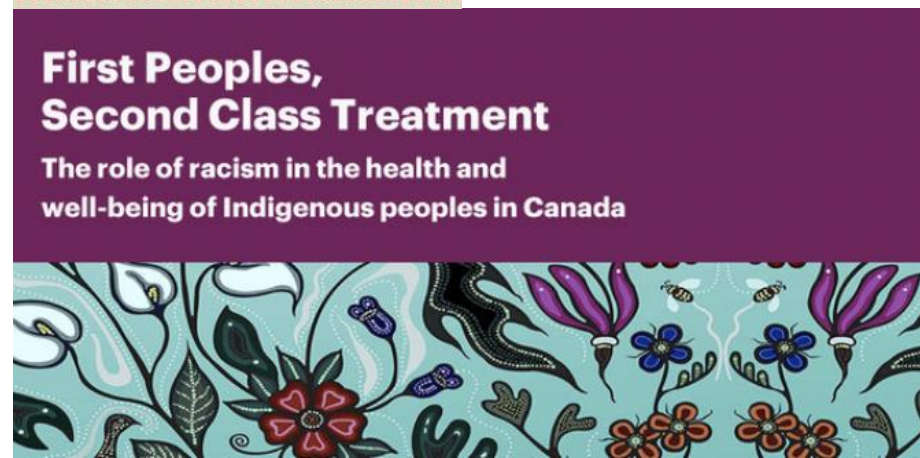
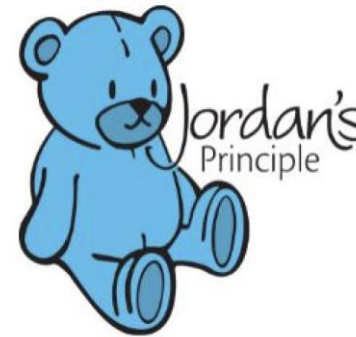
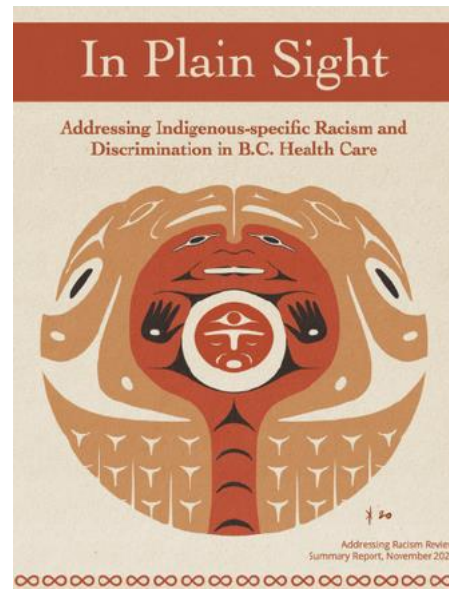
Top Stories Local Climate World Canada Politics Indigen

Montreal

If Joyce Echaquan were white, she would still be alive, Quebec coroner says

Echaquan's family met with reporters, husband says she died 'because she was Indigenous'

Antoni Nerestant · CBC News · Posted: Oct 05, 2021 9:20 AM CDT | Last Updated: October 5, 2021



CBC

Top Stories Local Climate World Canada Politics Indigenous

Manitoba

Ignored to death: Brian Sinclair's death caused by racism, inquest inadequate, group says

Brian Sinclair, 45, was found dead in Health Sciences Centre ER 34 hours after arriving without being treated

Aidan Geary · CBC News · Posted: Sep 18, 2017 9:53 PM CDT | Last Updated: September 19, 2017



Colonialism, Racism and Healthcare

- Health systems were built to control, not care for, Indigenous Peoples
 - Indian Act, Indian Hospitals
- Medical experiments
 - TB treatments
 - Nutrition experiments on children in residential school
- Indigenous women subjected to forced and coerced sterilizations
- Systemic racism persists today in care

Indigenous Specific Racism

- Unique form of racism directed at First Nations, Inuit and Métis peoples
- Rooted in settler colonialism: land theft, assimilation and erasure, (cultural) genocide
- Related to, but distinct from, other forms of systemic racism

Indigenous Specific Racism Coaching

- “the unquestioned pattern where leaders, staff and students are taught then apply negative stereotypes about Indigenous peoples in their practice and informally embed them into health systems, including workplace policies, practices and treatment” ¹
- Post-secondary curriculum and literature, medical residency, professional licensing and training, and through daily practice
- Body language, charting, confirmation bias, modelling, censoring dialogue about racism and teaching data on population health without context

Lavallee, B. & Harding, L. (2022). How Indigenous-specific racism is coached into health systems. In A. Gebhard, S. McLean, & V. St. Denis (Eds.), *White benevolence: Racism and colonial violence in the helping professions* (pp. 51-68). Fernwood Publishing.

Racism and Colonialism as Structural Determinants of Health

- Racism and colonialism are **root causes** of discrepant health outcomes, not Indigenous identity
- Inequitable health outcomes are systemic and not individual “deficits”
- Examples of mechanisms
 - Less likely to engage with Western healthcare because it does not reflect values
 - Experiences of racism lead to avoidance
 - Harmful stereotypes lead to indigenous patients **not receiving standard of care**
 - Healthcare is unavailable where Indigenous people live

Allan, B., & Smylie, J. (2015). *First peoples, second class treatment: The role of racism in the health and well-being of Indigenous peoples in Canada*. Wellesley Institute. <https://www.wellesleyinstitute.com/wp-content/uploads/2015/02/Full-Report-FPSCT-Updated.pdf>

Allan, B., & Smylie, J. (2022). All our relations: Indigenous women's health in Canada. In M. Morrow, O. Hankivsky, & C. Varcoe (Eds.), *Women's health in Canada: Challenges of intersectionality* (pp. 116-147). University of Toronto Press.

Browne, A. J., Lavoie, J. G., McCallum, M. J. L., & Canoe, C. B. (2022). Addressing anti-Indigenous racism in Canadian health systems: multi-tiered approaches are required. *Canadian Journal of Public Health*, 113(2), 222–226. <https://doi.org/10.17269/s41997-021-00598-1>

Kétéskwēw Dion Stout, M. K., Wieman, C., Bourque Bearskin, L., Palmer, B. C., Brown, L., Brown, M., & Marsden, N. (2021). Gum yan asing Kaangas giidaay han hll guudang gas ga. I will never again feel that I am less than: Indigenous health care providers' perspectives on ending racism in health care. *International Journal of Indigenous Health*, 16(1), 13-20. <https://doi.org/10.32799/ijih.v16i1.36021>

Lavallee, B. & Harding, L. (2022). How Indigenous-specific racism is coaxed into health systems. In A. Gebhard, S. McLean, & V. St. Denis (Eds.), *White benevolence: Racism and colonial violence in the helping professions* (pp. 51-68). Fernwood Publishing.

[o-death-in-a-canadian-hospital-450dbfba38f](https://doi.org/10.32799/ijih.v16i1.36021)

Swidrovich, J. (2022). The whiteness of medicine. In A. Gebhard, S. McLean, & V. St. Denis (Eds.), *White benevolence: Racism and colonial violence in the helping professions* (pp. 177-188). Fernwood Publishing.



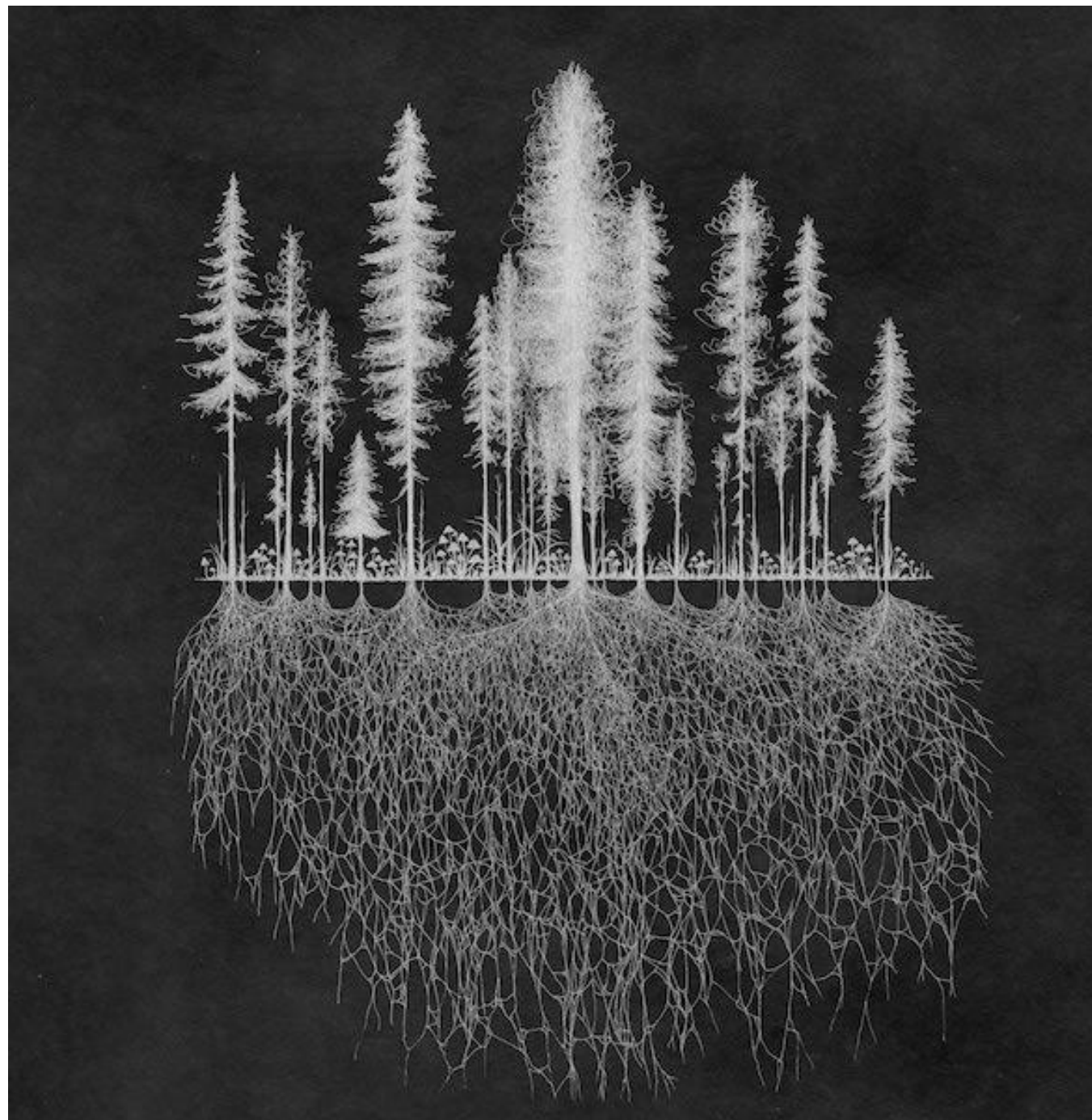
Your Panelists

Dr. Alanna Morgan

Dr. Chase McMurren

Indigenous cultural safety: Confronting anti-Indigenous racism and providing trauma-informed care



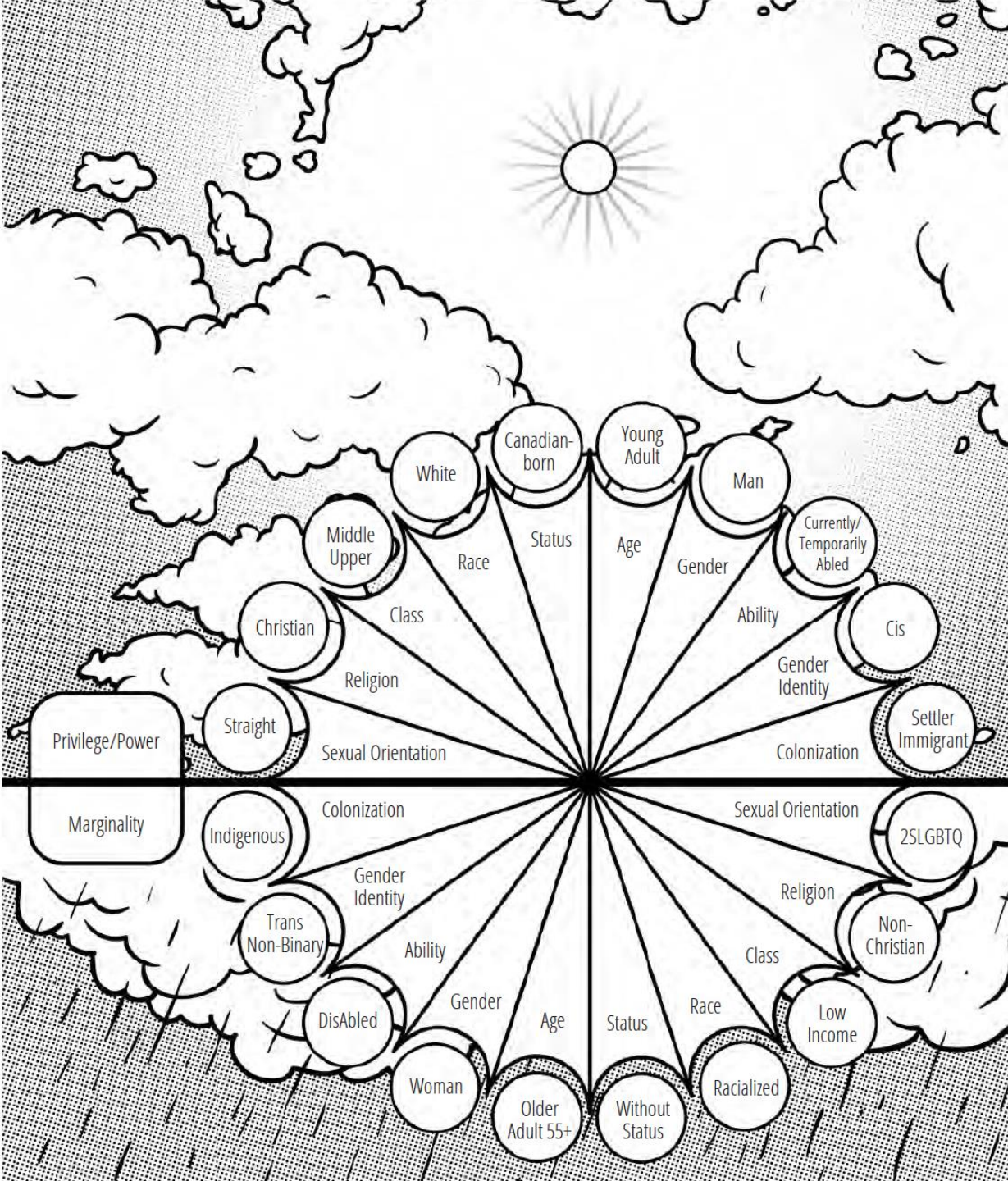


Art by Katie Holten

*"Let's not shame our
eyes for seeing. Instead,
thank them for their
bravery."*

— Joy Harjo

Joy Harjo is a member of the Muscogee Creek Nation,
and grew up in Tulsa, Oklahoma where she still lives.



[Home](#)

[Introduction](#)

Visualizing the Invisible—
Understanding Trauma—
Informed Support

[Pre-test Instructions](#)

[Chapter 1: Trauma & The
Architecture of the Brain](#)

[Chapter 2: The Power Of The
Brain](#)

[Chapter 3: The Trauma
Response](#)

[Chapter 4: The Legacy Of
Trauma](#)

[Chapter 5: Effects Of Trauma](#)

[Chapter 6: Trauma &
Concurrent Health Issues](#)

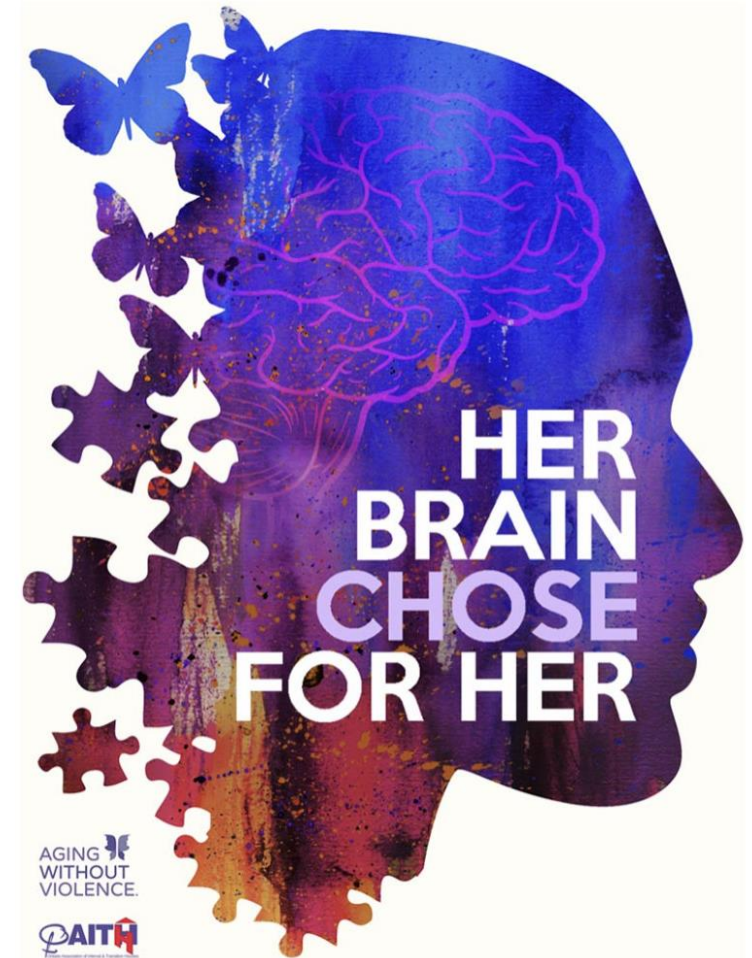
[Chapter 7: Intersecting
Identities](#)

[Chapter 8: Trauma, Memory,
and Narrative](#)

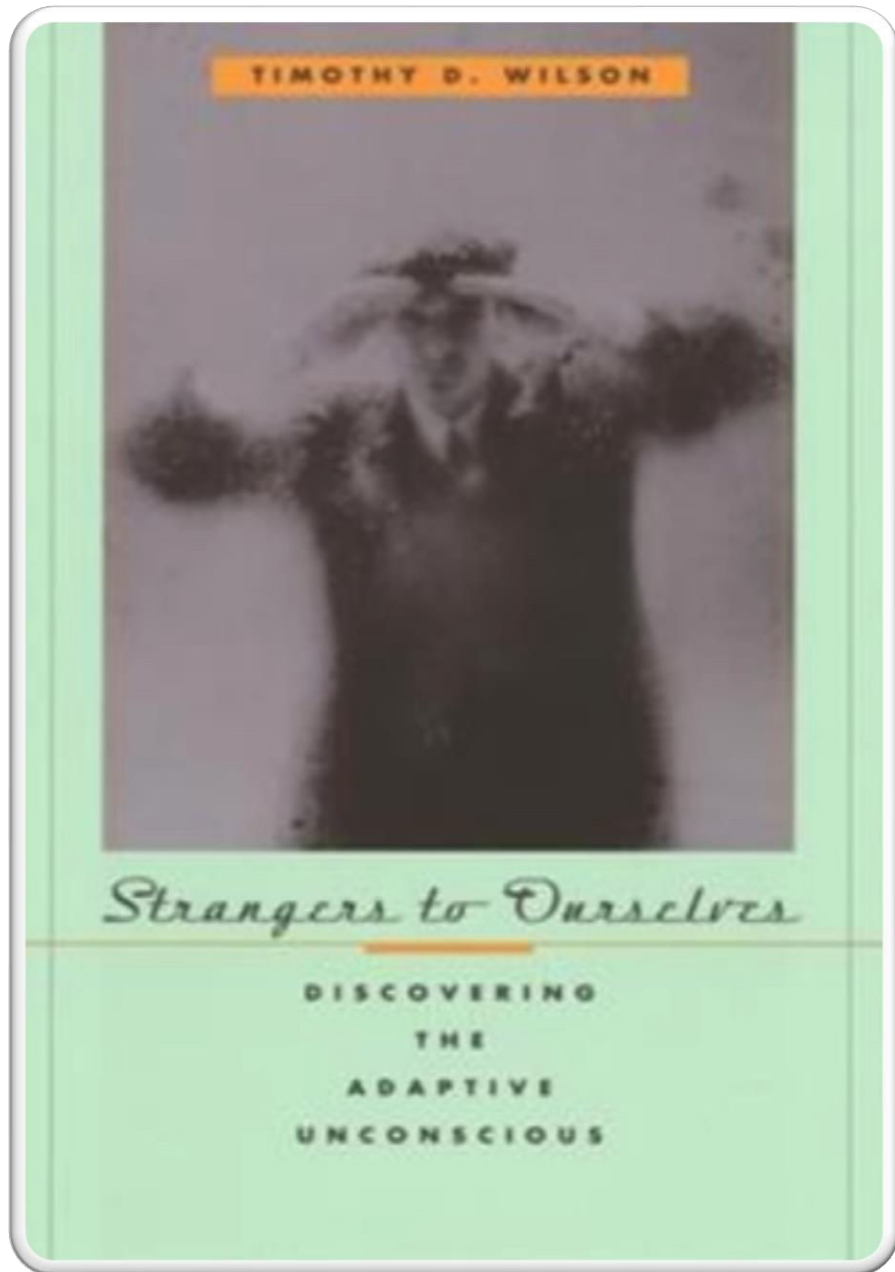
[Chapter 9: Vicarious Trauma](#)

[Chapter 10: Towards Hope,
Resiliency, Resistance and
Healing](#)

[References](#)

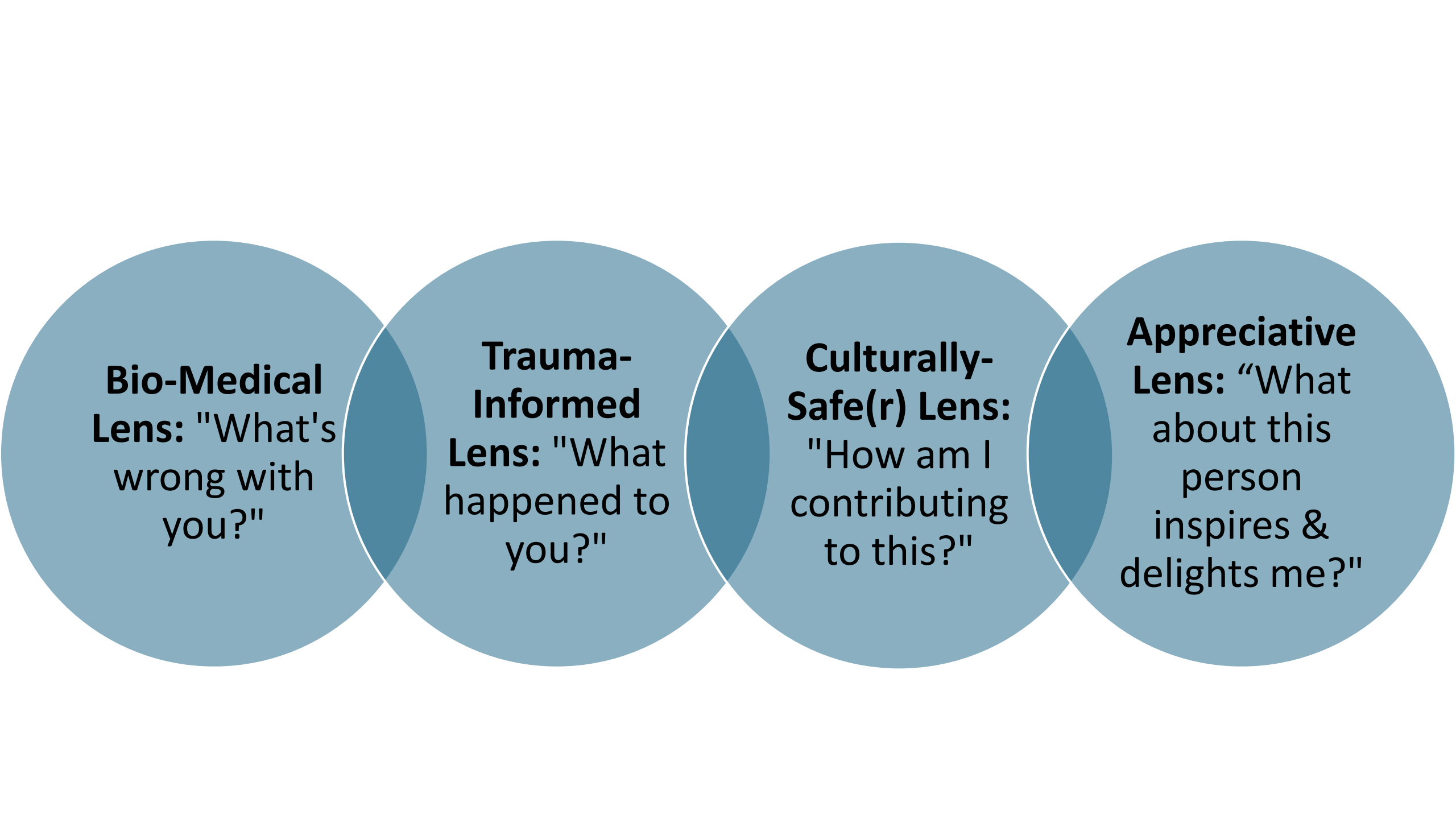


[Next Page](#)



Timothy D. Wilson notes that “[w]hen it comes to maintaining a sense of well-being, we are ultimate spin doctors of information. We will twist, confuse, contort, and ignore whatever information we need to maintain our sense of self.

Daniel Gilbert refers to this as the psychological immune system, which fires up whenever we are trying to protect our psychological well-being.



**Bio-Medical
Lens:** "What's
wrong with
you?"

**Trauma-
Informed
Lens:** "What
happened to
you?"

**Culturally-
Safe(r) Lens:**
"How am I
contributing
to this?"

**Appreciative
Lens:** "What
about this
person
inspires &
delights me?"

When a microaggression happens,
be an ally that
C.A.R.E.S.



CONSIDER

how what one said was harmful



Be **ACCOUNTABLE**

for your actions and willing to apologize



RETHINK

harmful assumptions or stereotypes



EMPATHIZE

with those on the receiving end of microaggressions



SUPPORT

by offering resources and asking how you can help



UNIVERSITY OF TORONTO
FACULTY OF MEDICINE

Office of Inclusion
and Diversity

We have developed a method to address microaggressions in a nonaccusatory manner, with opportunities for both sides to reflect on the potential effects of statements and actions, using the mnemonic GRIT:

- **G**ather your thoughts.

Pause. Do not react with anger. Decide if it is the appropriate time or place to address the perceived microaggression.

- **R**estate.

Restate the comment or ask the speaker to restate their comment. Allow the person to clarify or realize the potential negative impact of the words or action.

- **I**nquire.

Dig deeper and seek clarification: “Please help me understand what you mean by that statement.” Be nonjudgmental. Address the comment or action rather than making it about the person.

- **T**alk it out.

Discuss the potential impact on others and your personal perception. “In my experience, that comment may perpetuate negative stereotypes.”

GRIT

Key points while using the GRIT mnemonic to address microaggressions:

- Separate the person from the comment.
- Avoid personal attacks or “you” statements (“You are a racist” is accusatory. “That remark may be perceived as racially insensitive” may be eye opening).
- If you witness a microaggression, do not speak for the affected person. Avoid: “You are hurting his/her feelings.” Instead consider, “This is how I perceived the comment.”

We are all recipients, witnesses, and perpetrators of microaggression; thus, we need to recognize and speak out when we see microaggressions. The GRIT mnemonic is a simple tool that we hope fosters open, productive communication for all involved parties.

Nafisseh S. Warner, MD
Catherine W. Njathi-Ori, MD
Erin K. O’Brien, MD

HOW TO COPE WITH
PERCEIVED SAFETY
CONCERNS, OR MORAL OR
ETHICAL DISAGREEMENTS:

CUS tool for improving
communication & teamwork

I AM **C**ONCERNED!

I AM
UNCOMFORTABLE!

THIS IS A **S**AFETY
ISSUE!

I am **C**oncerned

I am **U**ncomfortable

This is a **S**afety issue

Please, I **N**eed...



Ojibwe Elder Vera Martin said that
**“You can’t take anyone any further
than you *yourself* have gone.”**

ON THE BANKS OF THE OLDMAN RIVER BY STEVE KUNO
2018. Southern Alberta.

The Unforgotten

A five-part film exploring the health and well-being of Indigenous peoples living in Canada

Film

Education

University of Alberta's "Indigenous Canada" MOOC

 UNIVERSITY OF
ALBERTA

Prospective StudentsCurrent Students

HomeAdmissions & ProgramsFacultiesResearchCampus LifeNewsAbout U of A

/ Admissions & Programs / Online Courses / Indigenous Canada

Indigenous Canada

Take online for free

Take the course for free **by choosing the audit option** on Coursera.

[LEARN MORE & Register](#)

Get a certificate

Pay a modest fee to receive a certificate of completion at the end of the course.

[LEARN MORE & Register](#)

Take for credit

University of Alberta students can sign up for N 201 for credit.

[LEARN MORE](#)

About the Course

Indigenous Canada is a Massive Open Online Course (MOOC) from the [Faculty of Native Studies](#) that explores Indigenous histories and contemporary issues in Canada.

From an Indigenous perspective, this course explores key issues facing Indigenous peoples today from a historical and critical perspective highlighting national and local Indigenous-settler relations.

Course Preview



Indigenous Health and Wellness, Advocacy, and Allyship MOOC

A free course to build understanding and champion Indigenous health equity in Canada.

Enrol Now

PowerED™ For Business



Indigenous Healthcare Education and Practice: Applying Digital Teaching and Learning Resources to the TRC's Calls to Action



A Community-Led and Community-Informed Collaborative Initiative

Guided by the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action on healthcare education and drawing on notions of cultural safety, decolonization, Equity, Diversity, Inclusion, and Indigeneity (EDI), the aim of this project was to create an interactive digital collection that translates the TRC's Calls to Action into strategies that can be implemented in meaningful, accessible, practical, and culturally appropriate ways within healthcare education and practice. The educational resource is designed for healthcare learners to provide them with strategies for applying the content in their educational study and future healthcare practice.

The seven themes of this work include:

1

Historical Perspectives of
Indigenous Peoples in Canada

2

Biases, Racism, and
Discrimination in Healthcare

3

Indigenous Ways of Knowing
and Healthcare

4

Healthcare Rights

5

Healthcare Services

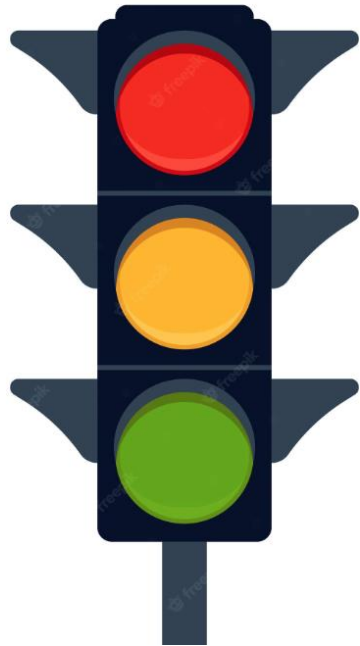
6

Culturally Safe Healthcare

7

Intersections Between
Education and Healthcare





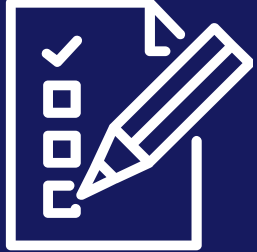
Because of today's discussion, what will you...

Red Light: ...stop doing?

Yellow Light: ...continue to do?

Green Light: ...start doing?

Resources Tools



Links to resources shared today will be sent to participants following the session.

Tools and Resources

Resource	Link
Discussion Paper: Allan, B., & Smylie, J. (2015). <i>First peoples, second class treatment: The role of racism in the health and well-being of Indigenous peoples in Canada</i> . Wellesley Institute.	https://www.wellesleyinstitute.com/wp-content/uploads/2015/02/Full-Report-FPSCT-Updated.pdf
Article: Kétéskwēw Dion Stout, M. K., Wieman, C., Bourque Bearskin, L., Palmer, B. C., Brown, L., Brown, M., & Marsden, N. (2021). Gum yan asing Kaangas giidaay han hll guudang gas ga. I will never again feel that I am less than: Indigenous health care providers' perspectives on ending racism in health care. <i>International Journal of Indigenous Health</i> , 16(1), 13-20.	https://doi.org/10.32799/ijih.v16i1.36021
News: An Aboriginal Man Named Brian Sinclair Was Ignored to Death in a Canadian Hospital	An Injustice: https://aninjusticemag.com/an-aboriginal-man-named-brian-sinclair-was-ignored-to-death-in-a-canadian-hospital-450dbfbfa38f CBC Article: https://www.cbc.ca/news/canada/manitoba/winnipeg-brian-sinclair-report-1.4295996
Public Health Agency of Canada: Common Definitions on Cultural Safety, Chief Public Health Officer Health Professional Forum	https://www.canada.ca/content/dam/hc-sc/documents/services/publications/health-system-services/chief-public-health-officer-health-professional-forum-common-definitions-cultural-safety/definitions-en2.pdf
Alberta Health Services: Indigenous Myths & Misconceptions: Misconception: All Indigenous people get free health care	www.albertahealthservices.ca/assets/info/ihp/if-ihp-indigenous-peoples-and-health-care-in-canada.pdf
Her Brain Chose for Her	https://herbrainchose.oaith.ca
CUS-N: A Tool for Patient Advocacy	This Intersectionality Wheel https://herbrainchose.oaith.ca/intersectionality-wheel-colouring-tool.html
Film: The Unforgotten	https://craighospital.org/resources/tool-for-patient-advocacy https://theunforgotten.cma.ca/
Course: University of Alberta Indigenous Canada Massive Open Online Course	https://www.ualberta.ca/en/admissions-programs/online-courses/indigenous-canada/index.html
Course: Athabasca University Indigenous Health and Wellness, Advocacy, and Allyship Certificate	https://powered.athabascau.ca/product?catalog=Indigenous-Health-and-Wellness-Advocacy-and-Allyship-Certificate
Modules: Queen's University Indigenous Healthcare Education and Practice: Applying Digital Teaching and Learning Resources to the TRC's Calls to Action	https://healthsci.queensu.ca/opdes/about-us/project-showcase/indigenous-healthcare-education-and-practice
Montreal Indigenous Community Network	https://reseauimtnetwork.com/wp-content/uploads/2019/04/Ally_March.pdf
Anishinaabe Mino'Ayaawin – People in Good Health is Indigenous Primary Health Care Council's (IPHCC) approach to Indigenous Cultural Safety (ICS)	https://iphcc.ca/cultural-safety-training/
CMA: Wellness and healing space for Indigenous physicians and learners	https://www.cma.ca/physician-wellness-hub/topics/wellness-and-healing-space-indigenous-physicians-and-learners
OMA Physician Health Program	https://php.oma.org/ Call confidential service at 1-800-851-6606 or email php@oma.org
Truth and Reconciliation Commission of Canada: Calls to Action	https://publications.gc.ca/collections/collection_2015/trc/IR4-8-2015-eng.pdf
Yellowknife Institute: Calls to Action Accountability: A 2023 Status Update on Reconciliation	https://yellowheadinstitute.org/resources/calls-to-action-accountability-a-2023-status-update-on-reconciliation/
Article: Nixon, S. A. (2019). The coin model of privilege and critical allyship: Implications for health. <i>BMC Public Health</i> , 19, 1637.	https://doi.org/10.1186/s12889-019-7884-9
Novel: White Benevolence by A. Gebhard, S. McLean, & V. St. Denis	



Artwork created in partnership with pipikwan pehtakwan

WELLNESS AND HEALING RESOURCE GUIDE FOR INDIGENOUS PHYSICIANS AND LEARNERS

Resources Education



Links to resources shared today will be sent to participants following the session.



Health Equity CoP

The OCFP, in partnership with the DFCM, is developing a new series of community of practice sessions, focused on enhancing care for marginalized or underserved populations; supporting family physicians in addressing the unique needs of their patients.

Recent session: On **April 4**, the OCFP's Changing the Way We Work CoP featured an Introduction to Refugee Care in Canada.

Recording Available: Access the recording [here](#) and complete the [self-learning evaluation](#).

The full CoP recording is available on the [DFCM website](#).

Poll participation:

Please respond to the poll on your screen to help us identify priority areas of your practice. Your feedback will help us support you better.

Practising Well CoP – Self Learning Program

The Practising Well CoP is now certified for self learning credits!

Earn **1-credit-per-hour** for reviewing the recording and resources from **past CoP sessions**. The self learning program is certified for up to 50 Mainpro+ credits.



**Learn More and
Participate**

Peer Connect

Enabling you to connect, share and learn from your fellow family physicians.



Mentorship Program - Connect with a Peer Guide!

An opportunity to partner with another family physician, **one-to-one or in a small group**, for support as you **explore clinical complexity and increase your confidence** caring for patients with mental health challenges, substance use, and chronic pain. A focus can be on your well-being as you engage in this challenging work.



[Peer Connect](#)



practisingwell@ocfp.on.ca

Osteoporosis and Fracture Prevention Workshop

What you'll gain:

- A **practical toolkit** with resources and video content to support you in your practice.
- **Expert insights** from facilitators sharing the latest updates from the 2023 clinical practice guideline.
- A **collaborative learning experience** designed specifically for family physicians.

April 30th, 2025 | 1 p.m. – 4 p.m.

\$195 + HST

Three-credit-per-hour Mainpro+ certified program

[Registration now open](#)



Scan to
learn more

Resources

Supports



Resources

Supports



OMA Physician Health Program

<https://php.oma.org>

Centre for Addiction and Mental Health
Health Care Provider (HCP) Resource
Site

<http://www.camh.ca/covid19hcw>

CMA Wellness Hub

<https://www.cma.ca/physician-wellness-hub>



- PARO 24/7 Helpline for Residents, Family Members, Medical Students
- 1-866-HELP-DOC



- <https://www.ontario.ca/#support-health-care-worker>
 - Self-led / With peers / Talk to a clinician
- [Ontario Shores Centre for Mental Health Sciences, Whitby](#)
- [St. Joseph's Healthcare, Hamilton](#)
- [The Royal Ottawa Mental Health Centre, Ottawa](#)
- [Waypoint Centre for Mental Health Care, Penetanguishene](#)
- [Centre for Addictions and Mental Health \(CAMH\), Toronto](#)



- ECHO Coping with COVID
 - for health providers (educational credits)
 - Fridays 2-3pm EST
- <https://camh.echoontario.ca/echo-coping-with-covid/>

Support for you and those you care about.

Upcoming Community of Practice

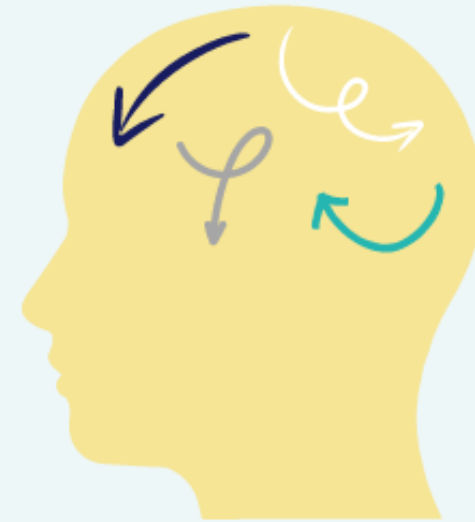
Supporting patients with ADHD and comorbidities

with Drs. Joan Flood, Sidra Khan and Devon Shewfelt

May 28, 2025
8:00am – 9:00am

[Register Now](#)

practisingwell@ocfp.on.ca



This one-credit-per-hour Group Learning program has been certified by the College of Family Physicians of Canada and the Ontario Chapter for up to 1 Mainpro+ credit. The Practising Well Community of Practice includes a series of planned live, interactive sessions. Each session is worth 1 Mainpro+ credits, for up to a total of 12 credits.