



<b>SUBJECT</b>	Faculty of Medicine Response to the Truth and Reconciliation (TRC) Calls to Action
<b>SUBMITTED TO</b>	Indigenous Engagement Committee
<b>MEETING DATE</b>	March 17, 2022
<b>SESSION CLASSIFICATION</b>	Recommended session criteria from Board Meetings Policy: OPEN
<b>REQUEST</b>	For information only - No action requested
<b>LEAD EXECUTIVE</b>	Andrew Szeri, Provost and Vice President, Academic, UBC Vancouver
<b>SUPPORTED BY</b>	Dermot Kelleher, Dean, Faculty of Medicine  Mike Allard, Vice Dean, Faculty of Medicine  Derek Thompson, Indigenous Initiatives Advisor Respectful Environments, Equity, Diversity & Inclusion (REDI)  Namaste Marsden, Director of Indigenous Engagement, Health Engagement & Partnership  Nadine Caron, Co-Director, Centre for Excellence in Indigenous Health  Roslyn Goldner, Executive Director, REDI  James Andrew, Aboriginal Student Initiatives Coordinator (FoM)  Jennifer Golinski, Senior Director, Education Programs and Services (FoM)

**EXECUTIVE SUMMARY**

The Truth and Reconciliation Commission of Canada (TRC) was launched in 2008 to learn the truth about the Indian Residential School System and its consequences, with the aim of laying the foundation for and facilitating the process of reconciliation. In 2015, the TRC released its findings together with a set of 94 Calls to Action with Calls to Action 22, 23, and 24 providing particular guidance to the UBC Faculty of Medicine (the Faculty) where it has the greatest opportunity to bring about change. The Faculty’s response (the Response) to the TRC, [Reckoning with the Truth, Working Together for a Better Future](#), was formally launched at [a virtual event](#) on June 25, 2021. As the University did before, Dean Dermot Kelleher issued a statement of apology to all those affected for the role the Faculty played in causing and perpetuating the colonial systems and the resulting and persistent damages done by them. This includes our failure to speak out against these atrocities and for the continued presence of Indigenous-specific racism and discrimination within the Faculty and the medical system at large, of which our clinical faculty are a part.

Development of the Response was heavily influenced by the following statement from the TRC: **“for [reconciliation] to happen, there has to be awareness of the past [and present], acknowledgment of the harm that has been inflicted [and continues], atonement for the causes, and action to change behaviour [and be accountable for it].”** Broadly, the Faculty’s commitments include establishing meaningful mutually respectful relationships with Indigenous peoples, communities and organizations; helping develop educational and health systems that are accessible, equitable, culturally safe and free of Indigenous specific racism and discrimination; enhancing recruitment, admissions and support processes of Indigenous students across all programs; addressing demographic imbalances in the Faculty; embedding an appreciation of Indigenous ways of knowing and healing in curricula; and ensuring that research is respectful, culturally safe, co-developed with communities, respects Indigenous worldviews, and recognizes values, customs, cultures and protocols. Further, the Faculty recognizes and

acknowledges the foundational significance of the [United Nations Declaration on the Rights of Indigenous Peoples](#) and is committed to ensuring that the Response aligns with the word and spirit of the Declaration.

The commitments made in the Response are situated within a broader call for change across the Faculty. In its refreshed Strategic Plan, [Building the Future](#), the Faculty has committed to transforming culture to create and sustain respectful, inclusive and safe learning and work environments that reflect our values, embody social justice principles, engage a human rights perspective, and which are free of racism and discrimination. The Faculty's [Office of Respectful Environments Equity, Diversity and Inclusion \(REDI\)](#) was created to oversee this transformation of culture. As part of this work, time is being devoted to telling the truth as an essential pre-requisite to the process of reconciliation by way of the [Indigenous Initiatives Speakers Series](#), created by [Indigenous Initiatives Advisor Derek Thompson – Thlaapkiituup](#). Critically important to advancing commitments in the Faculty's Response is the role of [Namaste Marsden \(Masemtxoww\)](#), who was recently appointed Director, Indigenous Engagement in the Faculty. Namaste will play a pivotal role in establishing meaningful, mutually respectful relationships with Indigenous peoples, communities and organizations across the province. Doing so will enable the co-development of specific actions and steps to be taken with Indigenous peoples, as well as to ensure that the Faculty is held accountable and continues to meet its obligations in advancing the rights of Indigenous students, faculty, staff within the Faculty, and Indigenous peoples in British Columbia.

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## APPENDICES

1. *Reckoning with the Truth, Working Together for a Better Future*. UBC Faculty of Medicine Response to the Calls to Action of the Truth and Reconciliation Commission of Canada

## PRESENTATIONS

1. FoM Response to TRC

# UBC Faculty of Medicine Response to the Calls to Action of the Truth and Reconciliation Commission of Canada

## *Reckoning with the Truth, Working Together for a Better Future*

### The Truth and Reconciliation Commission of Canada

The Truth and Reconciliation Commission of Canada (TRC) was launched in 2008 with the aim of learning the truth regarding the Indian Residential School System and its consequences, with the ultimate intention of laying the foundation for and facilitating the critically important issue of reconciliation. The Indian Residential School System represents but one part of Canada's colonial settler history and the Government of Canada's efforts to assimilate Indigenous<sup>1</sup> peoples and destroy their cultures, in what amounted to an act of cultural genocide. The shameful truth about Indian Residential Schools is further demonstrated by the finding of unmarked burial sites at a number of former Indian Residential School locations<sup>2</sup>. The resultant willful and harmful effects of the Indian Residential School system on the self-governance, self-determination and identity<sup>3</sup> of Indigenous peoples have contributed to present-day inequities in housing, employment opportunities, and income, and access to social services, education and health care, as well as the overrepresentation of Indigenous individuals in rates of incarceration and child apprehension.

Canada's colonial history has also led to the entrenchment of persistent negative stereotypes and racist attitudes and actions that marginalize and discriminate against Indigenous people, and the UBC Faculty of Medicine (the Faculty) is regrettably not immune to this. Racial bias continues to drive the unfair treatment of Indigenous people in Canada in ways that diminish and fundamentally threaten their health and wellness. The *In Plain Sight*<sup>4</sup> report produced by Dr. Mary Ellen Turpel-Lafond confirms this, describing a widespread, systemic problem of prejudice, racism and lack of cultural safety within the B.C. health care system that leads to significant harms to Indigenous people. The Faculty is a part of Canada's colonial history, the impact of which continues to the present day, and commits to taking responsibility for this truth and enacting the steps needed to make things right, however challenging this might be.

In 2015, the TRC released its findings together with 94 Calls to Action, a number of which are linked to academic institutions. Calls to Action 18 through 24 relate specifically to Indigenous health and therefore have the most direct relevance to this Faculty. Calls to Action 22, 23 and 24 in particular, which advocate for the value of traditional Indigenous health systems to be recognized; for increasing

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<sup>1</sup> In this document, the term "Indigenous" is used to encompass First Nations, Métis, and Inuit people. However, we understand that not every individual or Nation might identify with this descriptor.

<sup>2</sup> Santa J. Ono and Lesley Cormack, "Statement on the Missing Children of the Kamloops Indian Residential School," The Office of the President of the University of British Columbia, published May 31, 2021, [https://president.ubc.ca/blog/2021/05/31/statement-to-the-community/?utm\\_campaign&utm\\_content=1622471529&utm\\_medium=sprout&utm\\_source=twitter?login](https://president.ubc.ca/blog/2021/05/31/statement-to-the-community/?utm_campaign&utm_content=1622471529&utm_medium=sprout&utm_source=twitter?login).

<sup>3</sup> First Nations Health Authority and BC Cancer, *Cancer and First Nations Peoples in BC: A Community Resource* (Vancouver: First Nations Health Authority, 2017), <https://www.fnha.ca/WellnessSite/WellnessDocuments/Cancer-and-First-Nations-Peoples-in-BC.PDF>.

<sup>4</sup> Mary Ellen Turpel-Lafond, *In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care* (Victoria: Mary Ellen Turpel-Lafond, 2020). <https://engage.gov.bc.ca/addressingracism/turpel-lafond-launches-independent-investigation-into-indigenous-specific-racism-in-b-c-health-care/>.

the recruitment and retention of Indigenous health care practitioners; and for providing cultural competency training for all current and future health care professionals (now termed cultural safety and humility), provide guidance in developing actionable items and long-term objectives where the Faculty has the greatest opportunity to bring about change.

### **Creating and Launching the Faculty’s Response to the TRC Calls to Action**

Development of the Faculty’s response to the Calls to Action of the TRC (Response) was heavily influenced by the following statement from the TRC: **“for [reconciliation] to happen, there has to be awareness of the past [and present], acknowledgment of the harm that has been inflicted [and continues], atonement for the causes, and action to change behaviour [and be accountable for it].”**<sup>5</sup> The title of the Response was purposely adapted from the title of the executive summary of the TRC final report to reflect this intent: to reckon with a past that continues to exert its influence over our society and the Faculty, and to find a way forward, working collaboratively with Indigenous peoples for a better future. Knowing that truth is a necessary prerequisite to the Reconciliation process, the Response includes a summary of relevant aspects of Canada’s colonial history and its impact on Indigenous peoples. The Faculty recognizes and acknowledges the foundational significance of the *United Nations Declaration on the Rights of Indigenous Peoples*<sup>6</sup>, which the government of B.C. has now adopted as law and the TRC recognizes as the framework for Reconciliation and understanding the rights of Indigenous peoples. The Faculty remains steadfast in its commitment to ensure that our response aligns with the word and spirit of the Declaration.

The Faculty’s Response is divided into several major thematic areas, each accompanied by a number of Action Statements (listed below in the Appendix A), many of which were adapted from the Association of the Faculties of Medicine of Canada’s (AFMC) 2019 position paper, *Joint Commitment to Action on Indigenous Health*<sup>7</sup>, that the Faculty fully endorses. The Action Statements are purposely written broadly as it was felt that any specific actions the Faculty undertakes require consultation with those whose lives they would affect the most. Specific goals, implementation steps and performance indicators required for these Action Statements will be developed in partnership with Indigenous peoples, communities and organizations in the days ahead.

Creation of the Response has been assisted and informed by input and feedback from Indigenous students, alumni, faculty, staff and leaders at UBC, from Indigenous peoples and organizations external to UBC, and from other Faculty leaders, staff and faculty. While this process meant that the creation of the response took longer than originally anticipated, it is much better for it. The Faculty is extraordinarily grateful for the time and effort they devoted to providing enlightening, insightful, thought-provoking and challenging suggestions and critiques.

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<sup>5</sup> National Centre for Truth and Reconciliation, *Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada* (Winnipeg: National Centre for Truth and Reconciliation, 2015), [http://www.trc.ca/assets/pdf/Executive\\_Summary\\_English\\_Web.pdf](http://www.trc.ca/assets/pdf/Executive_Summary_English_Web.pdf).

<sup>6</sup> UN General Assembly, *United Nations Declaration on the Rights of Indigenous Peoples*: adopted by the General Assembly, 2 October 2007, A/RES/61/295, available from <https://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html>.

<sup>7</sup> Marcia Anderson et al., *Joint Commitment to Action on Indigenous Health* (Ottawa: The Association of Faculties of Medicine of Canada, 2019), [https://afmc.ca/sites/default/files/pdf/AFMC\\_Position\\_Paper\\_JCAIH\\_EN.pdf](https://afmc.ca/sites/default/files/pdf/AFMC_Position_Paper_JCAIH_EN.pdf).

The Faculty Response, [Reckoning with the Truth, Working Together for a Better Future](#), was formally launched at [a virtual event](#) on June 25, 2021. The event program featured guest speakers including Musqueam and Syilx Elders representing the nations hosting UBC's Vancouver and Okanagan campuses, The Honourable Steven Point (xwě lī qwě těł), and other Indigenous leaders, as well as a panel discussion with members of the Indigenous student, faculty, staff and alumni communities. Dean Dermot Kelleher issued a statement of apology to all those affected for the role the UBC Faculty of Medicine played in causing and perpetuating the colonial systems and the resulting and persistent damages done by them. This includes not only our failure to speak out against these atrocities, but also that by our silence, we, as a Faculty, were actively complicit in the policies, practices and structures designed to oppress Indigenous peoples and eradicate Indigenous cultures in this country. The Faculty also acknowledged and apologized for the existence and persistence of Indigenous-specific racism and discrimination within the Faculty of Medicine and the medical system at large, of which our clinical faculty are a part.

### **Moving Commitments into Action**

This year marks the 20<sup>th</sup> anniversary of the [Indigenous MD Admissions Program](#) at UBC with more than 100 Indigenous medical students having now graduated. The Faculty's Indigenous Student Initiatives Manager, James Andrew, has played and continues to play a key role in leading the development and management of support programs for both current and prospective Indigenous medical students. The Health Professional Programs have in parallel undertaken much in these areas as well. The Faculty is building upon these existing activities to improve and develop new ways to enhance educational pathways for future Indigenous health care professionals.

Indigenous cultural safety and humility education is an important curricular element for medical and health professional students. The Faculty is aiming to expand the [UBC 23-24-Indigenous Cultural Safety course](#) co-developed by the Centre for Excellence in Indigenous Health in close collaboration with partners from Indigenous organizations and a diversity of Indigenous communities. Launched in 2017, and delivered in partnership with UBC Health, UBC 23-24 represents a required foundational learning experience meant to instill the concept of cultural humility in learners and equip them with the tools they will need to provide culturally-safe and relevant care and contribute to meaningful change in the health care system as future practitioners. A proposal for the expansion of UBC 23-24 to bring this training to all health professional and health sciences students, including graduate students and post-graduate learners at UBC, as well as faculty and staff, has been submitted to government.

The commitments made in the Response are situated within a broader call for change across the UBC Faculty of Medicine. In our refreshed Strategic Plan, [Building the Future](#), the Faculty has committed to transforming culture in its work and learning environments. Our goal is to create and sustain respectful, inclusive, and safe environments that reflect our values, embody social justice principles, are free of racism and discrimination, and engage a human rights perspective that supports all members of our community to fully participate and experience a sense of belonging in the Faculty.

The [Office of Respectful Environments Equity, Diversity and Inclusion \(REDI\)](#) was created to oversee the transformation of our culture with areas of focus that include the Learning Environment, Anti-oppression and Anti-racism, and Indigenous Initiatives. The many recommendations to be implemented through the transforming culture initiatives will support commitments made in the Response. These

initiatives will incorporate an Indigenous lens and perspective to ensure alignment with the Calls to Action of the TRC. REDI will support the important work that must be undertaken to meet Faculty commitments beginning with truth-telling and relationship building. The [Indigenous Initiatives Speakers Series](#) created by [Indigenous Initiatives Advisor Derek Thompson – Thlaapkiituup](#) is an important first step providing a platform for Indigenous voices to share truths and an opportunity for Indigenous members of our Faculty to see themselves represented in these vital conversations.

Critically important to building relationships and successful implementation of the Response is the arrival of Namaste Marsden (Masemtxoxw), the inaugural Director, Indigenous Engagement in the Faculty. Namaste will provide vision, strategic leadership and diplomacy in advancing further development and implementation of the Response. She will play a pivotal role in establishing meaningful, mutually beneficial relationships with Indigenous peoples, communities and organizations across the province. Namaste will also challenge and inspire the Faculty community to meet its obligations and commitments to advance human rights for Indigenous students, faculty, staff and the Indigenous peoples of British Columbia in accordance with the [United Nations Declaration on the Rights of Indigenous Peoples](#).

### **A Dynamic, Ever-changing Response**

What is written in our response is not the endpoint. Rather, it represents the beginning of a long journey to be taken together and whose course is not yet fully known. The Faculty presents the response as dynamic, living, and ever-changing that will evolve and adapt, alongside the Faculty's programs and initiatives in response to Indigenous input at all levels. It is an unequivocal affirmation of the Faculty's dedication to Truth and Reconciliation and serves as a starting point for deeper conversations on how to move forward and deliver on the pledges that were made. This is a process that will take time and the Faculty knows that **"[a]chieving reconciliation is like climbing a mountain—we must proceed a step at a time. It will not always be easy. There will be storms, there will be obstacles, but we cannot allow ourselves to be daunted by the task because our goal is Just and it also necessary."**<sup>8</sup> The Faculty is deeply committed to putting in the effort to see that it happens and we expect to be held accountable as we make our way forward towards a better future together.

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<sup>8</sup> Justice Murray Sinclair, Chief Commissioner of the Truth and Reconciliation Commission of Canada. In Truth and Reconciliation, one step at a time. Laura Payton, Maclean's, December 15, 2015. <https://www.macleans.ca/news/canada/truth-and-reconciliation-one-step-at-a-time/#:~:text=%E2%80%9CAchieving%20reconciliation%20is%20like%20climbing,also%20necessary%20for%20our%20children.%E2%80%9D>.

## **APPENDIX A**

### **ACTION STATEMENTS SUPPORTING INDIGENOUS RELATIONSHIPS:**

1. The UBC Faculty of Medicine will focus on the development of meaningful relationships with the Indigenous Nations, peoples, communities, and organizations being guided by the principle of reciprocity in the co-creation of the terms of the relationship. This includes a commitment to co-develop performance indicators and accountability mechanisms. Potential indicators are listed in Appendix E.
2. The UBC Faculty of Medicine will work with Indigenous Nations, peoples, communities, and organizations to provide opportunities and resources needed to participate in all relevant activities, including the admissions processes, teaching, hosting learners, research and scholarship, and faculty development, among others. The Faculty will adequately compensate Indigenous Elders, knowledge keepers and other consulted experts for their knowledge, wisdom and time in supporting this shared mandate.
3. The UBC Faculty of Medicine is committed to its social accountability mandate with respect to Indigenous peoples and will work collaboratively with them and their Nations, communities and organizations to develop specific and achievable Indigenous health, education and research goals and to co-establish regular reporting mechanisms on progress.

### **ACTION STATEMENTS ON LEARNING AND WORK ENVIRONMENTS:**

4. The UBC Faculty of Medicine commits to attracting and retaining more Indigenous faculty and staff, including those in leadership positions, with the appropriate supportive infrastructure, and ensure that Indigenous perspectives are embedded within all of our work. This will include but not be limited to key aspects of Indigenous education in the Faculty such as admissions, student recruitment and retention, curriculum development and implementation, and meaningful presence on key decision-making committees.
5. The Faculty of Medicine commits to enact robust policies and processes for identifying and addressing anti-Indigenous racism/sentiment experienced by Indigenous students/learners, staff and faculty in classroom, clinical and university environments. We will implement strong benchmarks and measures to ensure changes occur and that we can hold ourselves and our colleagues accountable. This includes co-development of relevant outcome measures that are regularly reported on to the Faculty and to the Indigenous peoples, communities and organizations.
6. The Faculty of Medicine commits to developing safe work and learning environments for Indigenous students/learners, faculty and staff by supporting leadership and faculty change through focused and strategic professional development activities based in anti-racism, cultural safety and decolonization. This will include a specific focus on clinical preceptors across all clinical learning sites and will be done in conjunction with health system partners.
7. The Faculty of Medicine commits to dedicating sufficient resources to enable full

implementation of these Actions. The resource needs will be defined in conjunction with Indigenous peoples, communities, and organizations, faculty, staff and students and will support action in all three domains of research, education and service.

#### **ACTION STATEMENTS ON ADMISSIONS:**

8. The UBC Faculty of Medicine will implement processes to admit a minimum of 5 per cent of the class each year as Indigenous students in all medical and health professional programs by employing distinctions- and intersectional-based approaches and practicing holistic file reviews, all while maintaining academic standards. Robust data collection with appropriate data stewardship agreements will be used to allow for review of progress towards these goals at the Faculty, provincial and national levels.
9. The Faculty of Medicine will add assessment of knowledge and understanding of Indigenous history and culture, cultural safety, and anti-racism to consideration for admission for all candidates through pre-requisite courses, creation of new tools or modification of existing tools, such as MMI stations, that are co-developed and co-assessed by Indigenous peoples.
10. The Faculty of Medicine will work with relevant partners, including Indigenous Nations, communities, and organizations to develop a multi-pronged strengths-based approach to expand and implement programs that enhance engagement of and improve educational pathways for Indigenous students to increase their enrolment and optimize their success in all our educational programs.

#### **ACTION STATEMENTS ON CURRICULUM:**

11. The UBC Faculty of Medicine commits to the development and implementation of a longitudinal Indigenous health curriculum across its programs, including its faculty and staff, that will lead to an understanding of Canada's colonial history and the enduring impact of this history on health and wellness of Indigenous peoples. Anti-racism and anti-colonialism will serve as core pedagogical principles.
12. The UBC Faculty of Medicine commits to incorporate Indigenous perspectives on holistic health and wellness and embed an appreciation of Indigenous ways of knowing, seeing, and healing in the curriculum of all its programs. The Faculty will develop curricular approaches designed to instill a sense of cultural humility among graduates that will serve as a key foundation for development of culturally safe practices for and respectful relationships with Indigenous peoples.

#### **ACTION STATEMENT ON GRADUATE, POST-GRADUATE, AND PROFESSIONAL EDUCATION:**

13. The UBC Faculty of Medicine commits to the development of curricula and associated tools in Indigenous health and wellness with a core focus on cultural safety, anti-colonialism and anti-racism in all graduate, post-graduate and professional educational programs. These curricular approaches will build on the undergraduate medical curriculum and other activities in Indigenous health and wellness to prepare clinicians, educators, researchers, and scholars for

anti-racist, culturally-safe independent practice and work.

**ACTION STATEMENT SUPPORTING INDIGENOUS HEALTH RESEARCH:**

14. The Faculty of Medicine will work to ensure that any research involving Indigenous peoples is conducted in a manner that is respectful and culturally safe, comes from a perspective of cultural humility, is guided by the principles of reciprocity and the self-determination of Indigenous peoples, meaningfully works with and supports Indigenous peoples to develop questions asked, research outputs, and the approaches and assessment methods used, commits to returning findings, and demonstrates respect for Indigenous worldviews and knowledge systems, and appropriately recognizes values, customs, cultures and protocols including those related to research ethics and governance.

## **Appendix B – Online Resources**

### **UBC Faculty of Medicine**

<https://www.med.ubc.ca/>

### **Response to the TRC Calls to Action:**

<https://medicine.med.ubc.ca/ubc-faculty-of-medicine-response-to-the-trc-calls-to-action-launch/>

Webcast of TRC response launch event:

<https://ubc.ca.panopto.com/Panopto/Pages/Viewer.aspx?id=98ea5445-a358-4f74-9aed-ad5701053a43>

Namaste Marsden appointed as inaugural Director, Indigenous Engagement:

<https://mednet.med.ubc.ca/AboutUs/NewsAndEvents/Announcements/Lists/Posts/Post.aspx?ID=2390>

### **Faculty of Medicine Strategic Plan 2021-2026**

<https://stratplan.med.ubc.ca/>

### **Indigenous Health Portal:**

<https://www.med.ubc.ca/about/indigenous-health/>

### **MD Undergraduate Program**

<https://mdprogram.med.ubc.ca/about/>

Indigenous MD Admissions Program:

<https://mdprogram.med.ubc.ca/admissions/before-you-apply/eligibility/indigenous-pathway/>

Indigenous MD Admissions Workshop:

<https://med-fom-ugrad.sites.olt.ubc.ca/files/2021/06/md-indigenous-preadmissions-brochure-pss-v5.pdf>

Indigenous Student Initiatives Manager James Andrew Inducted into UBC 25 Year Club:

<https://www.med.ubc.ca/news/james-andrew-inducted-into-ubc-25-year-club/>

### **Health Professional Programs**

Physical Therapy

[https://physicaltherapy.med.ubc.ca/prospective-students-2/mpt-admissions/#new\\_tab](https://physicaltherapy.med.ubc.ca/prospective-students-2/mpt-admissions/#new_tab)

Occupational Therapy

[https://osot.ubc.ca/#new\\_tab](https://osot.ubc.ca/#new_tab)

Midwifery

[https://midwifery.ubc.ca/#new\\_tab](https://midwifery.ubc.ca/#new_tab)

Genetic Counselling

[https://medgen.med.ubc.ca/genetic-counselling/#new\\_tab](https://medgen.med.ubc.ca/genetic-counselling/#new_tab)

Audiology and Speech Sciences

[https://audiospeech.ubc.ca/#new\\_tab](https://audiospeech.ubc.ca/#new_tab)

Medical Laboratory Science

[https://pathology.ubc.ca/educational-programs/bmlsc/#new\\_tab](https://pathology.ubc.ca/educational-programs/bmlsc/#new_tab)

### **Post-Graduate Medical Education:**

[https://postgrad.med.ubc.ca/#new\\_tab](https://postgrad.med.ubc.ca/#new_tab)

Indigenous Family Residency Program:

<https://carms.familymed.ubc.ca/training-sites/indigenous/>

### **Centre for Excellence in Indigenous Health**

<https://health.aboriginal.ubc.ca/>

UBC 23 24 Indigenous Cultural Safety:

<https://health.aboriginal.ubc.ca/centre-for-excellence-in-indigenous-health-4/ubc23-24/>

Indigenous Health Sciences Pre-admissions Workshop:

<https://health.aboriginal.ubc.ca/events/2018-aboriginal-health-sciences-pre-admissions-workshop/>

UBC Summer Science and Virtual Indigenous Science Experience:

<https://health.aboriginal.ubc.ca/programming/summer-science/>

UBC Learning Circle:

<https://learningcircle.ubc.ca/>

Indigenous Health Administration and Leadership Program:

<https://health.aboriginal.ubc.ca/programming/ihalp/>

Indigenous Public Health Training:

<https://health.aboriginal.ubc.ca/programming/indigenous-public-health-training-institutes/>

CEIH Co-Director Dr. Nadine Caron:

<https://mednet.med.ubc.ca/AboutUs/NewsAndEvents/Announcements/Lists/Posts/Post.aspx?ID=2207>

The Northern First Nations Biobank:

<https://learningcircle.ubc.ca/2020/12/18/the-northern-first-nations-biobank-211/>

### **Respectful Environments, Equity, Diversity, and Inclusion**

<https://health.aboriginal.ubc.ca/>

Transforming Culture Initiative:

<https://redi.med.ubc.ca/engagement/initiatives/transforming-culture/>

It Starts With Us:

<https://redi.med.ubc.ca/engagement/initiatives/it-starts-with-us/>

Indigenous Initiatives Speakers Series:

<https://redi.med.ubc.ca/engagement/indigenous-initiatives/indigenous-initiatives-speakers-series/>

Message from the Indigenous Initiatives Advisor Derek Thompson – *Thlaapkiituup*:

<https://redi.med.ubc.ca/engagement/indigenous-initiatives/message-from-the-indigenous-initiatives-advisor/>

Learner Mistreatment Help:

<https://mistreatmenthelp.med.ubc.ca/>

# RESPONSE TO THE TRUTH AND RECONCILIATION COMMISSION OF CANADA CALLS TO ACTION

March 17, 2022

UBC FACULTY OF MEDICINE



# Strategic Plan: Building the future

We commit to advancing reconciliation with Indigenous peoples, improve diversity and inclusion in the Faculty, and eliminate Indigenous-specific racism in the health-care system by embedding practices of cultural safety and humility in order to achieve health equity.



A large, intricate wooden carving of a face, likely a traditional Indigenous mask. The face is carved from light-colored wood and features a prominent white, pointed headdress with black and red stripes. The eyes are closed, and the mouth is slightly open, showing teeth. The carving is set against a dark red background with stylized, leaf-like patterns. The entire image is framed by a dark red border.

**UBC Faculty of Medicine Response to the Calls to Action of the Truth and Reconciliation Commission of Canada**

# Faculty of Medicine: Response to TRC Calls to Action



Guided by the following statement :

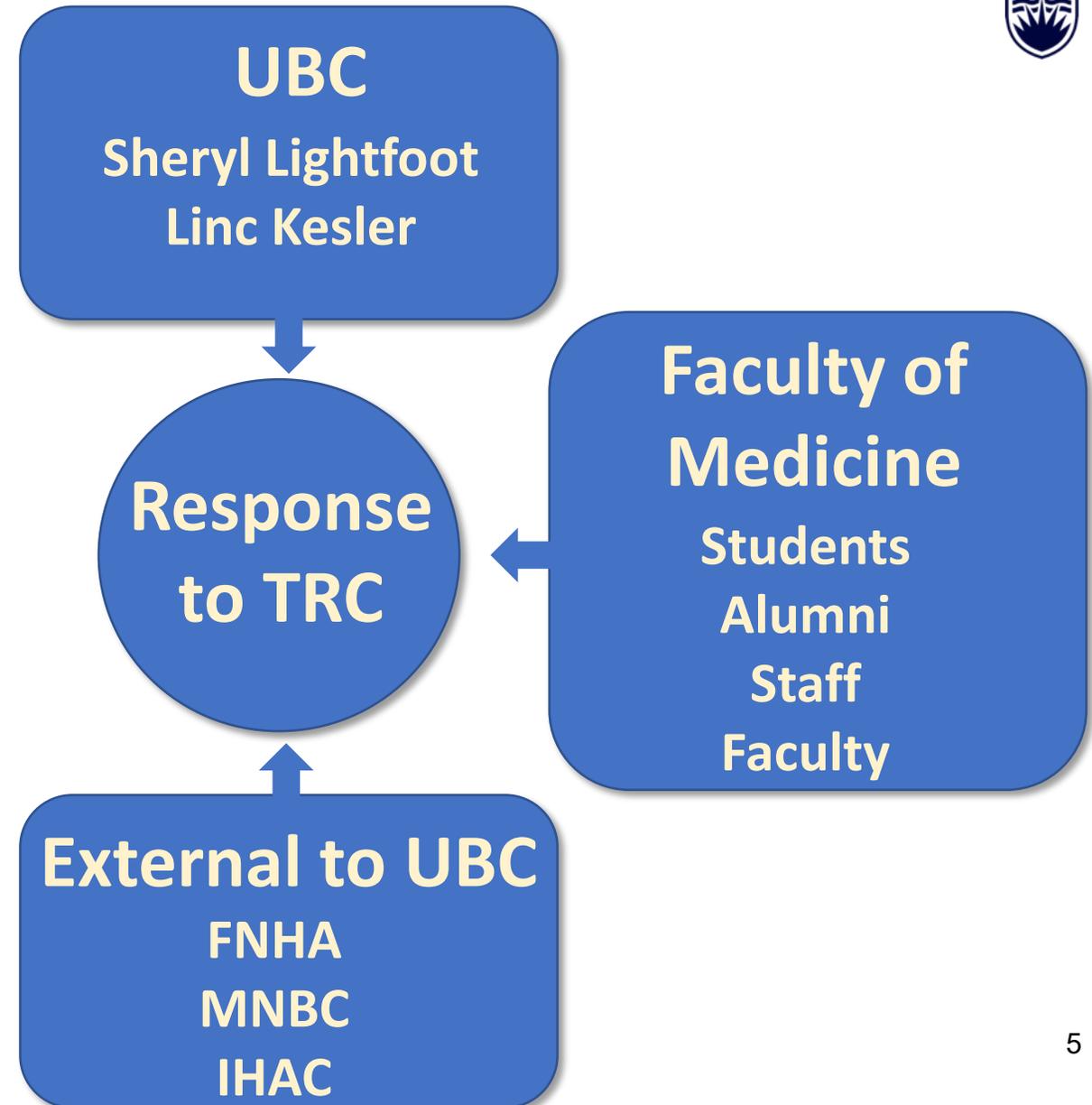
*“for [reconciliation] to happen, there has to be **awareness** of the past [and present], **acknowledgment** of the harm that has been inflicted [and continues], **atonement** for the causes, and **action** to change behaviour [and be **accountable** for it].”*

(TRC 2015)

# Faculty of Medicine: Response to TRC Calls to Action



- Informed by input and feedback from Indigenous students, alumni, faculty, staff and leaders at UBC, from Indigenous peoples and organizations external to UBC



# Commitments in the Faculty's TRC Response



- Build meaningful, mutually respectful relationships with Indigenous peoples
- Help develop educational and health systems that are accessible, equitable, culturally safe and free of Indigenous-specific racism and discrimination
- Enhance recruitment, admissions, and support processes of Indigenous students across all programs



**James Andrew, Indigenous Student Initiatives Manager, with new graduates at the Indigenous MD Graduation Ceremony**

# Commitments in the Faculty's TRC Response



- Address demographic imbalances in the Faculty
- Embed an appreciation of Indigenous ways of knowing and healing in curricula
- Ensure that research is respectful and culturally safe, co-developed with communities, respects Indigenous worldviews, and recognizes values, customs, cultures and protocols

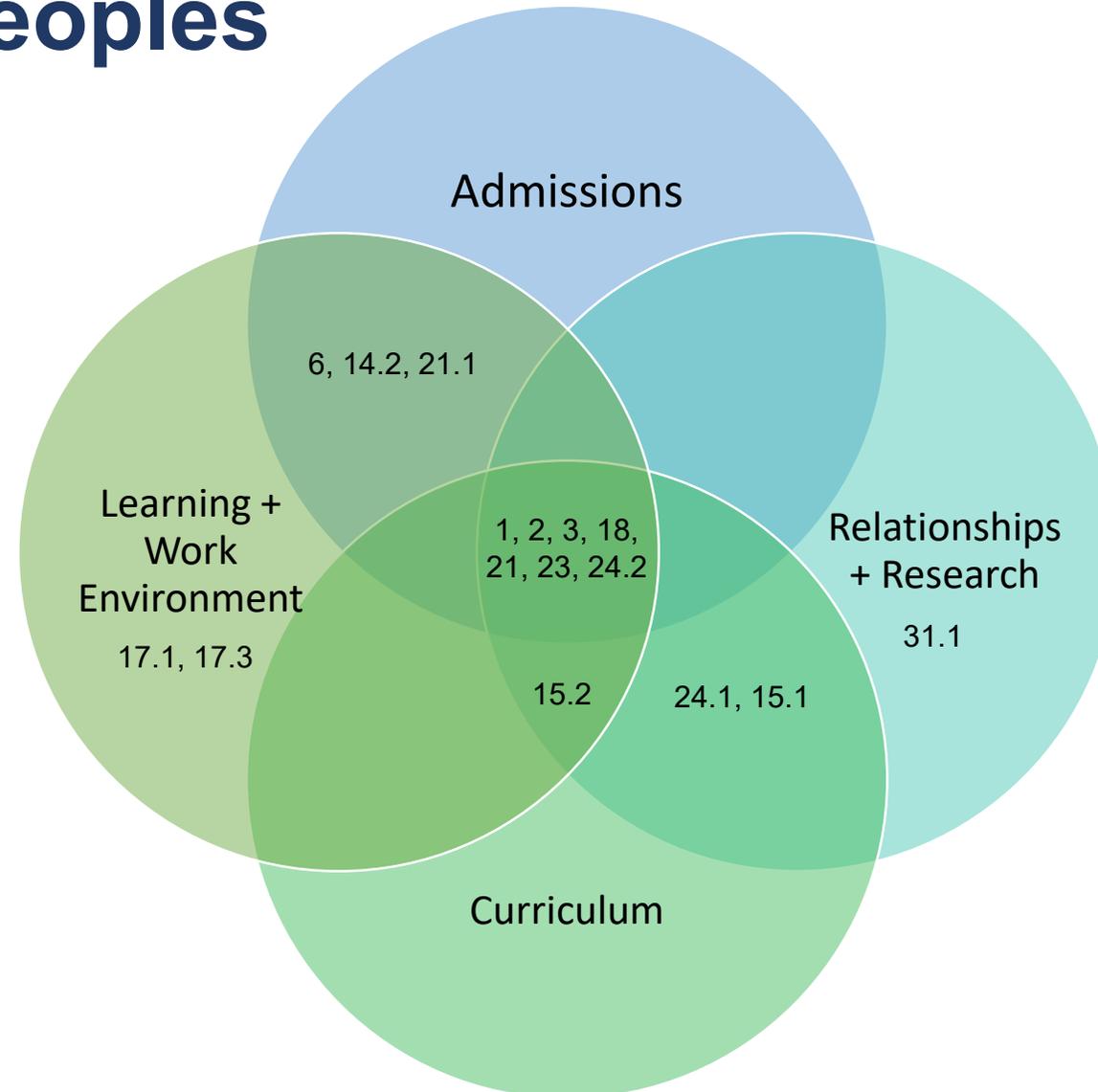


**Dr. Nadine Caron, Co-Project Lead for the Silent Genomes Project and Special Advisor on Indigenous Health to the Dean, Faculty of Medicine and VP Health at UBC**

# Faculty Commitments & UBC Indigenous Strategic Plan



# United Nations Declaration on the Rights of Indigenous Peoples





**Derek Thompson,  
Thlaapkiituup, Indigenous  
Initiatives Advisor, Office of  
Respectful Environments,  
Equity, Diversity & Inclusion**



The aim of ***Truth and Reconciliation*** coupled with the principles of ***Reconciliation as Relationship*** means that all of us must behave with dignity, value, urgency, humility, and reflection in our effort to redress the wrongs of the past.



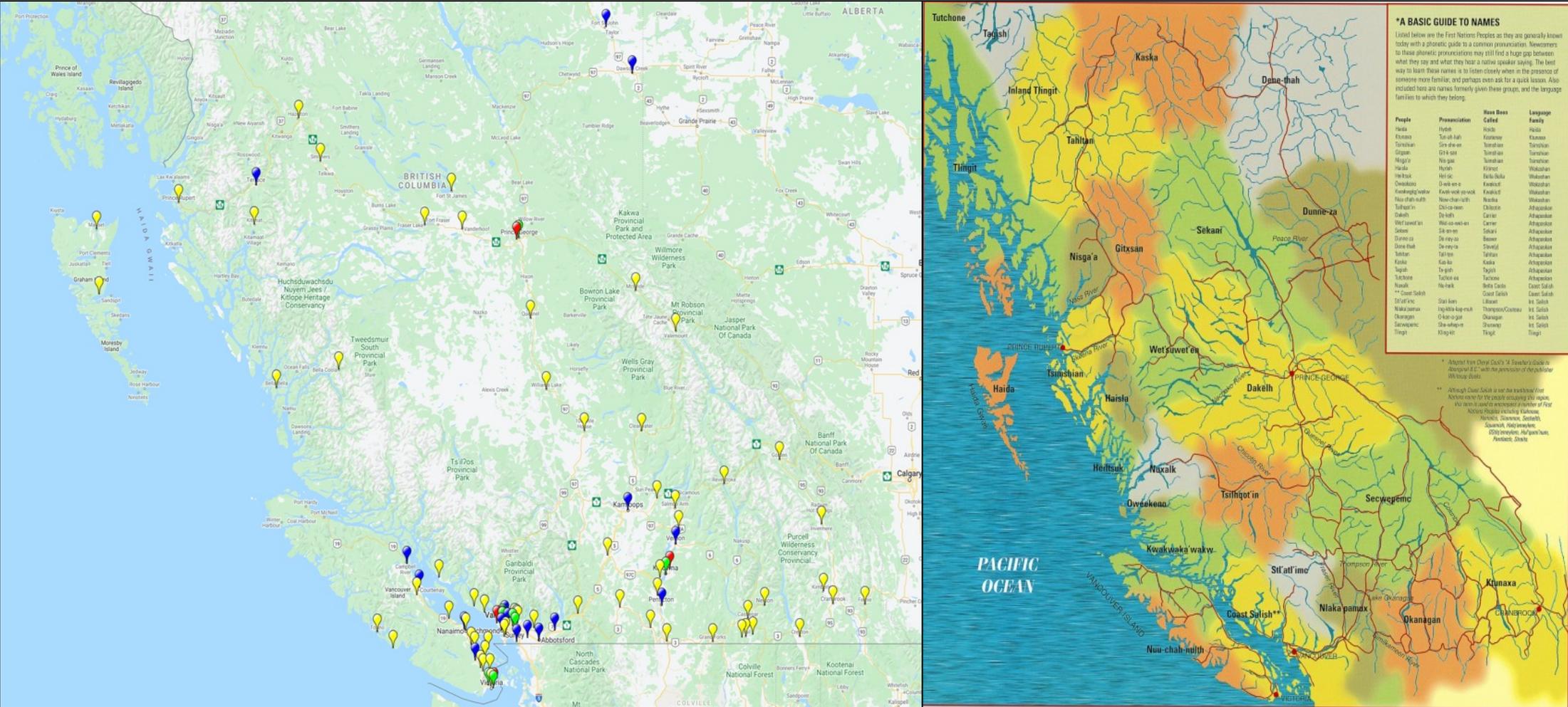
**Namaste Marsden, Masemtxoxw, Director, Indigenous Engagement**

# Moving from Racism to Rights Recognition



- Ethical engagement of Indigenous peoples will guide implementation of the Faculty Response to the TRC, UNDRIP, UBC ISP and In Plain Sight recommendations, but truth, decolonization and ending racism against Indigenous peoples is necessary for this to be possible

# UBC and Indigenous Health Engagement





**Questions?**