



April 2022

BCCNM Practice Standard: *Indigenous cultural safety, cultural humility, and anti-racism*

NNPBC's offices are on the traditional and unceded territories of xʷməθkʷəy̓əm (Musqueam), Skwxwú7meshulh Temíxw, Səl'ílwətaʔ/Selilwitulh (Tsleil-Waututh), and Syilx Nations. NNPBC humbly acknowledges all the unceded and traditional territories that we live, work, learn, and play on for which we are eternally grateful.

Background

Following an extensive and wide-ranging consultation process, the BC College of Nurses and Midwives (BCCNM) implemented a new [*Indigenous cultural safety, cultural humility, and anti-racism*](#) practice standard, effective February 25, 2022. In adherence with this new standard, BC nurses and midwives are required to provide patients and clients with a culturally safe and inclusive health care environment and must take action against any and all forms of racism and discrimination.

NNPBC's Role in Supporting the Cultural Safety Practice Standard

While the *Indigenous Cultural Safety, Cultural Humility, and Anti-Racism* practice standard developed by BCCNM is a regulatory document, NNPBC as the professional association plays a critical role in ensuring that nurses are supported in implementing and adhering to the standard.

Because the profession of nursing is situated within an inequitable system that continues to cause harm to Indigenous peoples' health and wellness, it is therefore imperative that NNPBC supports nurses and nurse practitioners in any practice setting to have opportunities to recognize and address these systemic issues that impact the care provided to Indigenous individuals, families, and communities.

Recognizing the enormity of the ongoing legacy of policy practices on the life and health status of the Indigenous populations, NNPBC commits to playing its part to advocate for and to help to develop health policy that challenges the status quo and contributes to a brighter future in which all people of our society can thrive.

NNPBC commits to supporting the *Indigenous Cultural Safety, Cultural Humility, and Anti-Racism* practice standard by:

- Fostering and building capacity for Indigenous nursing leadership and engagement by advocating at the local, provincial and national levels of nursing and nurse practitioner associations and nursing professional regulatory bodies.
- Committing to developing and maintaining a voluntary self-disclosure of Indigenous ancestry on the membership application to be able to reach out the Indigenous nurses and nurse practitioners to participate in strengthening the Indigenous nursing voice.
- Advocating for the expedient implementation of TRC recommendations that eliminate racism and inequities for Indigenous people. Nurses are often the most frequent point of contact into the health care system for Indigenous people and are sometimes the only health professional in a small community and as such are integral advocates for Indigenous health and equity.
- Communicating with and supporting a team whereby NNPBC members working in the area of Indigenous health are recognized as expert voices for providing advice to NNPBC on matters related to Indigenous health nursing practice and policy.
- Continuing to address institutional racism and institutional racism and barriers encountered by Indigenous people



Key Messages

- On February 25, 2022, the BC College of Nurses and Midwives (BCCNM) implemented a new *Indigenous Cultural Safety, Cultural Humility, and Anti-Racism* practice standard for BC nurses and midwives.
- On a path to reconciliation, the nursing profession continues to work toward active anti-racism.
- NNPBC will take-action against all forms of racism and discrimination within the nursing profession.
- NNPBC will continue to work in tandem with Indigenous health leaders, nursing agency partners and members to recognize bias, to present opportunities for learning, and to eradicate racism and discrimination through knowledge and action.
- NNPBC will foster and build capacity for Indigenous nursing leadership and engagement by advocating at the local, provincial, and national levels of nursing and nurse practitioner associations and nursing professional regulatory bodies.

Further Reading

- [In Plain Sight Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care](#)
- [Truth and Reconciliation Commission of Canada: Calls to Action report](#)
- [Declaration of Commitment to Cultural Safety and Humility](#)
- [BCCNM's Commitment to Action: Constructive disruption to Indigenous-specific racism amongst B.C. Nurses and Midwives](#)
- [NNPBC Commitment to Indigenous Health](#)
- [NNPBC Re: International Day for the Elimination of Racial Discrimination](#)
- [NNPBC – COVID-19 and Racism Against Indigenous People](#)
- [NNPBC - Impact of the Overdose Crisis on Indigenous People in BC](#)
- [Department of Justice Canada – Implementing the United Nations Declaration on the Rights of Indigenous Peoples in Canada](#)
- [CINA – Cultural Competence and Cultural Safety in Nursing Education](#)
- [NCCIH – Maintaining the health and well-being of First Nations, Inuit and Metis children and teens during COVID-19](#)
- [CINA – Aboriginal Health Nursing and Aboriginal Health: Charting Policy Direction for Nursing in Canada](#)
- [BC Declaration on the Rights of Indigenous Peoples Act \(DRIPA\)](#)
- [United Nations Declaration on the Rights of Indigenous People \(UNDRIP\)](#)
- [San'yas Indigenous Cultural Safety Training](#)
- [First Nations Health Authority: All regulated health professions commit to a safer health system for First Nations and Aboriginal People](#)