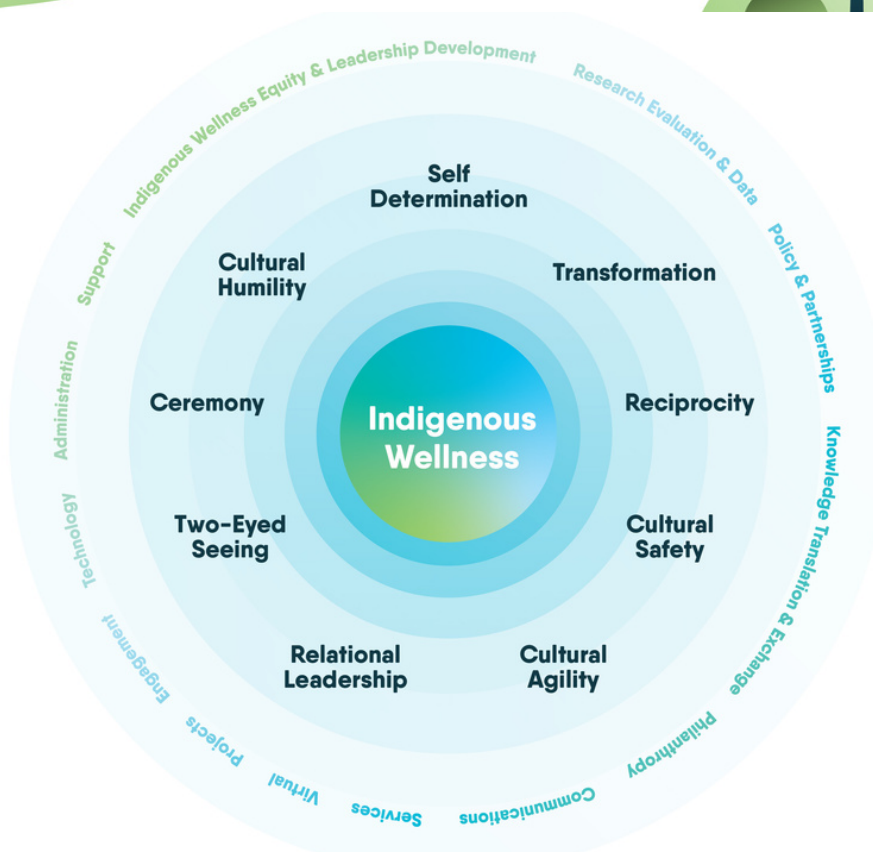


# Cultural Agility, Safety and Humility: Committing to Change for Indigenous Youth and Families

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## Journey Towards Cultural Agility, Safety, Humility.



The creation of Canada through the forced occupation and colonization of Indigenous Peoples continues to have lasting impacts on the wellness of Indigenous young people, families and communities. This impact has been seen and felt by Indigenous Peoples for generations who, through a lot of research and reports, have clearly articulated the ways in which health care systems need to change to redress historic wrongs and create meaningful change today.



# Cultural Agility, Safety and Humility (CASH) Skills

## Cultural Safety

Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in colonial systems that provide care, education and service. It results in an environment free of racism and discrimination, where people feel safe when receiving care. Safety is determined by youth and families in our centres and network[1].

**Our Commitment: We strive to create safer spaces for everyone and recognize that youth and families/caregivers in BC have different experiences in accessing care, and we all have a personal and collective responsibility to address biases, discrimination and oppression.**

## Cultural Humility

Cultural humility is a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience[2].

**Our Commitment: We are not the experts in the many ways of knowing. We approach our work with humility and curiosity as learners when it comes to understanding another's experience. We practice self-reflection and name our personal and systemic biases when working with youth, families/caregivers and partners.**

## Cultural Agility

Cultural agility is the ability to work respectfully, knowledgeably and effectively with people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is examining one's own culture and worldview and the culture of Foundry, and noticing their commonalities and distinctions with Indigenous cultures and world views. It is recognition of the ways that personal and professional values may conflict or align with those of people whose experience differs from one's own[3].

**Our Commitment: We notice and readily adapt to cultural uniqueness in order to create a sense of safety for all. As researchers, policy advisors and service providers across BC, we seek to incorporate policies, procedures and structures that reflect cultural and social diversity. We know there are multiple lived experiences and shifts are needed in personal and organizational perspective. We are open to unfamiliar experiences and transforming feelings of nervousness or anxiety into curiosity, appreciation and openness.**

[1], [2] Adapted from "Creating a Climate for Change". First Nations Health Authority.

[3] Adapted from "Competencies Dictionary: Aboriginal Relations Behavioural Competencies". Province of BC. 2012.



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