

RWVG ANNUAL REPORT 2021-22

ReconciliACTION:
Moving Forward Together

Authors

Diane Longboat
Eva Katz
Goji Anandarajah
Kayan Yassine
Sam Karami
Terri Rodak



Artwork developed by **Lisa Boivin**, member of the Deninu Kue First Nation in the Northwest Territories, interdisciplinary artist, bioethicist and health care educator

camh



MESSAGE

from

LORI SPADORCIA

Senior Vice President, Public Affairs, Partnerships & Chief Strategy Officer

2021-22 was a big year for the Reconciliation Working Group (RWG) – the membership has a lot to be proud of. The fiscal year began boldly with the launch of the CAMH Truth and Reconciliation Action Plan. This organization-wide commitment set the tone that reconciliation is a priority for CAMH and laid out a clear path to follow in order to reach our goal of building stronger relationships between Indigenous and non-Indigenous people at CAMH. I want to thank the RWG for their work in developing this powerful action plan and personally commit to prioritizing its successful execution.

Just days after the release of the CAMH Truth and Reconciliation Action Plan, the RWG, together with the Aboriginal Caucus, jumped into action with a full schedule of educational programming as part of National Indigenous History Month. It made me proud to see CAMH lead such meaningful and insightful public discussions, with topics ranging from supporting Two-Spirit Peoples to the role of sport in mental well-being – all made possible through our relationships with First Nations scholars, experts and community leaders.

The RWG has supported the organization as we navigate through the tragic uncovering of unmarked graves at former residential schools across the country. The group has created spaces for difficult conversations throughout the year, including on the inaugural National Day for Truth and Reconciliation. They are guiding our CAMH community as we share, grieve, learn and deepen our capacity for allyship together. As the urgency of reconciliation becomes apparent to more of the population, this group has empowered people to take steps forward no matter where they are at in their journey.

I also want to include my appreciation to the RWG for their work in hosting the REDress Project this year. It was an honour to be a part of an important conversation about the issue of Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples. The installation of the red dresses across our Queen Street site served as a powerful symbol. I want to thank the group for its thoughtful handling in response to the ultimate vandalism of the dresses, which drove home the reality of gender-based and racialized violence faced by First Nations, Inuit and Métis women, girls and Two-Spirit peoples.

Congratulations to the RWG on your achievements this year, including the very notable Leading Practice award from Accreditation Canada and the Health Standards Organization. CAMH is a better organization because of your hard work, dedication and thoughtfulness. I look forward to continuing to work together to advance the work of reconciliation within our organization and across the health system.



MESSAGE

from

KAHONTAKWAS DIANE LONGBOAT

Senior Manager of Strategic Initiatives & CAMH Elder
Co-chair of the Reconciliation Working Group

It's been a year of joy and grief, gains as well as losses, all especially stark during a pandemic and ongoing war. At the Reconciliation Working Group, this year was marked in the spring of 2021 with the news of thousands of unmarked graves at former residential school sites confirming the evidence that Survivors shared with the Truth and Reconciliation Commission of Canada and affirmed in the final report of 2015. We encourage Canadians to read the stories of survivors available in reports at the National Office for Truth and Reconciliation in Winnipeg, Manitoba. The spirits of the children awakened Canadians coast-to-coast to the truth of Canadian history and a resounding cry for justice, to learn more, do more.

In May, the RWG released the Truth and Reconciliation Action Plan with 14 commitments to bring change to CAMH with a review of all policies and practices, training for all staff and physicians in anti-Indigenous racism, cultural safety and reconciliation, ensuring healing programs embody culture and language as protective factors and are targeted to both patients and their families. Accountability for reporting internally to the Board of Trustees and publicly through a reconciliation webpage on camh.ca is part of the commitment.

Marking National Indigenous History Month in June has been a focal point for the RWG. This year included speakers at five webinars on treaties and Indigenous rights, Sweat Lodge healing, elite sports for mental health, Two-Spirit and trans people as part of our family circle and a discussion on the use of traditional medicine plants for mental well-being.

The CAMH Pledge to Reconciliation noting learning, healing and action was signed by almost 270 CAMH staff members on the first National Day for Truth and Reconciliation on September 30th, 2021, following an open dialogue attended by over 500 CAMH colleagues and led by our colleagues in Spiritual Care Services.

The REDress exhibit with Jaime Black marked the continuing violence against MMIWG2S+ people on December 6th, the National Day of Remembrance and Action on Violence Against Women. The vandalism of the exhibit only strengthened our resolve to keep advancing our collective efforts for justice. The final event of the fiscal year in March 2022 featured a special webinar on the First Nations Mental Wellness Strategies Initiative: Acts of Reconciliation in Research at CAMH.

As we reflect on the work of the past year, we realize the importance of learning together, standing shoulder to shoulder for justice and creating a courageous environment within CAMH that embraces change. No one person can fulfill the call for social justice, but many like-minded individuals can collectively create a movement. The RWG aims to grow leaders, cultivate strong voices for equity and provide safe spaces for engaging with the tough issues of anti-Indigenous racism inherent in institutions.

I am so proud of Terri Rodak, our co-chair, as an outstanding leader standing alongside all of the members of the RWG and encouraging dedication and passion for this work. It is an honour to work alongside Sam Karami to implement the Action Plan and to serve CAMH with all of the members of the RWG. As we look forward to 2022-2023, we have so much to be grateful for and most of all, for each other, as transformation unfolds shaping CAMH as one of the leading institutions dedicated to cultural safety, anti-Indigenous racism and reconciliation.



MESSAGE

from

**TERRI
RODAK**

Librarian

Co-chair of the Reconciliation Working Group

In May 2021, 215 unmarked graves were uncovered at a former residential school site in Kamloops, B.C. and millions of non-Indigenous Canadians were forced to confront the realities of the residential school system. In the news, at work, and in my personal life, many people expressed that this was the first time they truly saw the horrors of residential schools and began to think more seriously about the meaning of reconciliation. At the time I am writing this, more than 2400 unmarked graves have been located across 16 former residential school sites. There are 123 more former school sites to search.

In this context, made even more intense by the ongoing COVID-19 pandemic, it was a heavy but fulfilling year for the Reconciliation Working Group. We take our work seriously, as CAMH is such important ground for improving clinical care and workplace safety for First Nations, Inuit and Métis. Healthcare is just one of multiple intersecting systems that has created, sustained and continues to reproduce inequities and harms to marginalized groups. When we consider the intergenerational and personal traumatic effects of settler-colonialism and how these so often manifest in mental health and substance use issues, we can see why CAMH is a crucial site for respectful, culturally appropriate and trauma-informed care for First Nations, Inuit, and Métis. This care must be led by Indigenous professionals and peers who feel safe, supported and empowered. We know we have a long way to go, but this also means we have many opportunities to do better.

I've learned so much from the RWG—extraordinary volunteers with shared values and purpose, who are also lovely, kind and fun! Our group is sincere, motivated and productive because everything we do is rooted in our relationships with one another and as a collective. I will never again underestimate the power of genuine relationship-building and I know now that this is key to all reconciliation work. I would like to thank the founding and past members of the RWG for laying this groundwork and fostering group norms that allow us to flourish together.

I would particularly like to acknowledge Diane for her unwavering commitment to improving care for First Nations, Inuit and Métis, but also for her investment in fostering relationships between all peoples. I'd also like to lift up Sam Karami who, despite not having an official title other than "project manager", is a leader who goes above and beyond in every conceivable way and who has been integral to the RWG and Truth & Reconciliation Action Plan achievements this year.

Thank you to every single member of the RWG, past and present, for your work and your friendship. Thank you to everyone across CAMH who has supported our initiatives this year, especially our colleagues from First Impressions, CAMH Maintenance, Security, Public Affairs, Spiritual Care Services, Aboriginal Services and Shkaabe Makwa. Let's keep learning and doing—together!

MEMBERSHIP UPDATE

"I so very much appreciate the warm welcome I received from the RWG and truly think that this is the best committee I have ever sat on. At every organization I have been a part of I have sat on the company's TRC committee, by far this one has exceeded any expectations I have had. The sheer commitment from all team members is a gift and I would only be so lucky as to experience the amount of compassion and care in the next TRC committee I join."

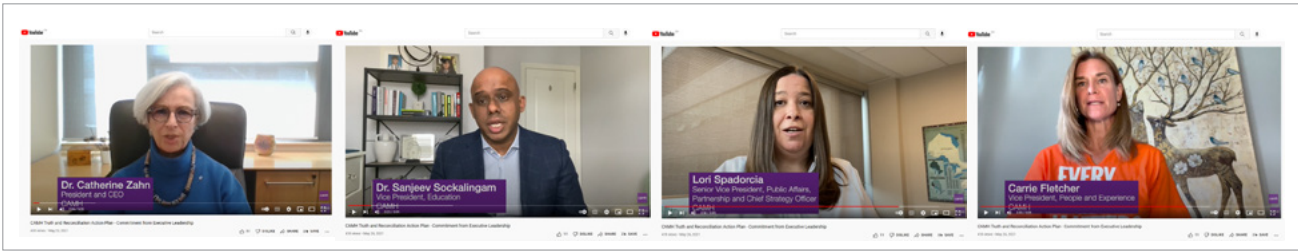
Chantell Morais, previous CAMH employee and RWG member

CAMH Reconciliation Working Group 2021-22



not pictured: Katie Cardiff

RELEASE OF THE CAMH TRUTH AND RECONCILIATION ACTION PLAN AND PROGRESS TO DATE



In the spring, the CAMH Truth and Reconciliation Action Plan was released, a three-year strategy to build stronger relationships between Indigenous and non-Indigenous people at CAMH. This strategy was developed by the Reconciliation Working Group and invites everyone to take up the work of reconciliation with detailed actions to:

- create a safe work environment for First Nations, Inuit and Métis staff and physicians;
- create an environment where First Nations, Inuit and Métis patients and families feel safe to receive CAMH services; and
- ensure accountability for meeting targets associated with CAMH's reconciliation agenda.

The CAMH Truth and Reconciliation Action Plan is an organizational and leadership priority, aligning with our strategic plan.

The plan was launched in the May 2021 Virtual CEO Town Hall led by former CEO and President of CAMH, Dr. Catherine Zahn, as well as Lori Spadorkia, SVP Public Affairs, Partnerships and Chief Strategy Officer; Carrie Fletcher, VP People & Experience; Dr. Sanjeev Sockalingam, VP Education and Stephanie Carter, Clinical Director, Ambulatory Services, Acute Care Program, to discuss how the action items in the plan will be implemented. Former RWG co-chair Kristen Yee, Implementation Specialist, PSSP, joined the panel and provided an overview of 14 action items to be completed by 2024.

Over 430 CAMH staff attended the town hall and recordings were also broadcasted in the auditorium following the event for staff who were unable to attend live. Along with the Virtual CEO Town Hall, an accompanying video was released with all members of CAMH's Executive Leadership Team discussing how they will take concrete action in their day-to-day work to advance truth and reconciliation at CAMH.

Here is a snapshot of some of the implementation efforts underway to meet the priorities laid out in the plan:

- Staff orientation materials have been updated to reflect CAMH's legacy as a colonial institution and efforts underway to advance reconciliation at the Hospital;
- Formulated a process to ensure policies are reviewed with an anti-Indigenous racism, reconciliation and Indigenous Cultural Safety lens;
- Partnership formed between Education and Shkaabe Makwa to address training needs around anti-Indigenous racism, reconciliation and Indigenous Cultural Safety for CAMH staff, physicians and learners;
- The Reconciliation Review Committee has been appointed, comprising Dr. Peter Selby, Shawn Lucas, Carrie Fletcher, Carole-Anne Chiasson and Dr. James Makokis;
- CAMH's Land Acknowledgement is now being displayed on digital screens across the Hospital;
- A new reconciliation intranet page has been launched and includes healing and educational resources, a pledge for reconciliation and information about the RWG and the CAMH Truth and Reconciliation Action Plan;
- Action Plan items have been integrated into the CAMH GOAL tracker; and
- Joint initiatives and mutually supportive work among internal committees and working groups such as Safe and Well and the Horizontal Violence, Anti-Racism, Anti-Oppression Working Group.

We are excited to continue the implementation efforts, and have CAMH colleagues reflect on how they can use their special skills to advance the work of CAMH Truth and Reconciliation Action Plan.

NATIONAL INDIGENOUS HISTORY MONTH 2021

Annually in June, CAMH recognizes National Indigenous History Month. This year, 2021, collaborative efforts of Shkaabe Makwa, the Aboriginal Caucus and the Reconciliation Working Group expanded our reach to colleagues with many educational events on First Nations, Inuit and Métis well-being.

The CAMH logo is displayed in white lowercase letters against a dark blue background with a green aurora borealis effect. A white bookmark icon is positioned to the right of the logo.

June 2 12-1 p.m.

Two-Spirit Peoples - Inviting our Relations Back into the Circle

Dr. James Makokis

Medical Director of Shkaabe Makwa, CAMH

National Indigenous History Month

Jun. 2
2021

Dr. James Makokis, the inaugural Medical Director of Shkaabe Makwa and a Two-Spirit Cree family physician from the Saddle Lake Cree Nation in Treaty Number Six Territory, facilitated a presentation on Two-Spirit Peoples. This event was moderated by Heulwen Ann Williams, Administrative Supervisor, Remedial Measures, with a traditional opening from Kawennanoron Cynthia White, Traditional Healer, Aboriginal Services.

Please note that the first event with Dr. Makokis was not recorded, so we are unable to share the event any metrics outside having approximately 130 viewers tune in live on June 2nd.

June 9 12-1 p.m.
**Treaties: Peace and Friendship -
Realizing the Vision of Turtle Island**



Russell Diabo



Dr. Diana Steinhauer



Bob Goulais

National Indigenous History Month

Jun. 9
2021

This event included presentations from:

Russell Diabo, previous Assembly of First Nations Indian Act Amendments Coordinator, previous Research Director, Secwepemc communities of Neskonlith and Adams Lake

Dr. Diana Steinhauer, President of Yellowhead Tribal College, Educator

Bob Goulais, Speaker, traditional teacher, facilitator and Master of Ceremonies.

Presentations discussed unique oral interpretation of treaties with reference to petroglyphs and land-based formations and outlined some treaties specific to the Toronto area. This event was moderated by **Dr. James Makokis MD**, CCFP, Medical Director, Shkaabe Makwa, with a traditional opening from Walter Lindstone, Implementation Specialist, Shkaabe Makwa.



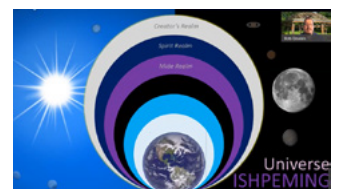
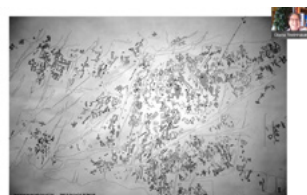
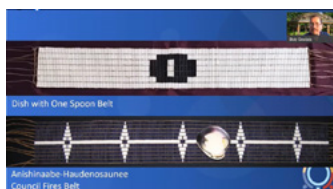
Live broadcast

- 88** peak concurrent live viewers
- 30** reactions
- 52** comments
- 12** shares



Lifetime stats

- 2.3k** video views
- 270** 1-minute views
- 25** total shares
- 66** total comments
- 95** total reactions





June 14 12-1 p.m.
Virtual Sweat Lodge Teachings with Traditional Healer Kawennanoron Cynthia White

Cynthia White
Traditional Healer, Aboriginal Services, CAMH

National Indigenous History Month

Jun. 14 2021

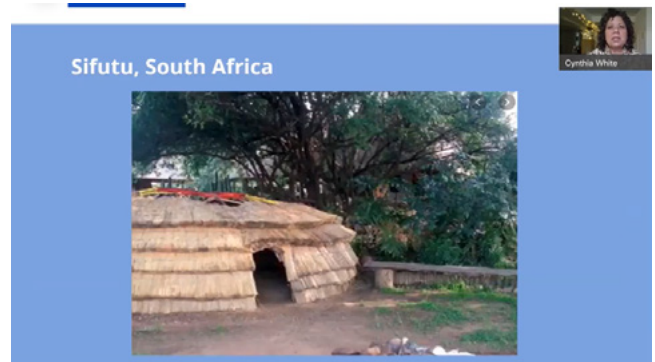
Kawennanoron Cynthia White, Traditional Healer, Aboriginal Services, guided participants through the teachings of the Sweat Lodge, including the purpose of this sacred ceremony, the work that goes into preparing for a ceremony and what occurs during a Sweat Lodge. This event was moderated by Daphne Horn, Manager, Library Services, with a traditional opening from Lisa Wabange, Community Support Specialist, Shkaabe Makwa.



Live broadcast
116 peak concurrent live viewers
49 reactions
49 comments
18 shares



Lifetime stats
407 1-minute views
32 total shares
71 total comments
134 total reactions





June 24 12-1 p.m.

Anishinaabe Knowledge and Culture as the Cure

Joseph Pitawanakwat

Educator, Founder and Director, Creator Gardens

National Indigenous History Month

Jun. 24 2021

Joseph Pitawanakwat, Educator, Founder and Director, Creator Gardens, presented his work that integrates learnings from hundreds of traditional knowledge holders and is uniquely blended and reinforced with an array on Western sciences. This event was moderated by Sandy Brooks, Evaluator, PSSP West Region, with a traditional opening from Loretta Assinewai-Fox, Implementation Specialist, Shkaabe Makwa.



Live broadcast

110 peak concurrent live viewers
53 reactions
46 comments
27 shares



Lifetime stats

393 1-minute views
45 total shares
56 total comments
201 total reactions



June 29 12-1 p.m.
**Spirit of the Sport:
 Physical Well-Being for Mental Well-Being**



Jeff Shattler



Kelly Babstock



Rilee ManyBears

National Indigenous History Month

Jun. 29 2021

First Nations athletes **Jeff Shattler**, a professional lacrosse player with the Saskatchewan Rush, **Kelly Babstock**, a professional hockey player in the National Women's Hockey League and **Rilee ManyBears**, a marathon runner who has competed in the World Indigenous Games, were part of a panel discussion on the power of physical well-being for mental well-being. This event was moderated by Benn Brisland, Social Worker, Gender Identity Clinic, with a traditional opening from Walter Lindstone, Implementation Specialist, Shkaabe Makwa.



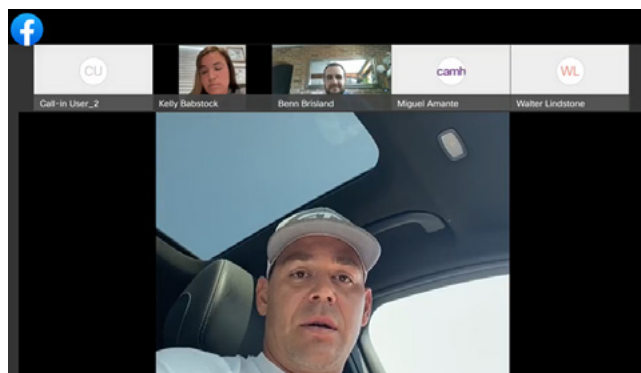
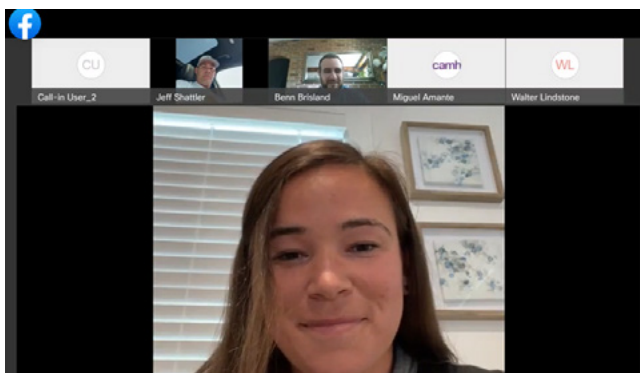
Live broadcast

36 peak concurrent live viewers
19 reactions
30 comments
6 shares



Lifetime stats

130 1-minute views
9 total shares
36 total comments
51 total reactions



Apr. 22 2021



   **Sam Karami** 

Apr. 28 2021



   **Terri Rodak** 

May 18 2021



   **Kamini "Kama" Kalia** 

Jun. 2 2021



   **Quinn Kirby** 

Jun. 17 2021



   **Vanessa Ambtman – Smith (Niizho Bineskiik, Two Thunderbirds)** 

Jun. 24 2021



   **Cindy Noel** 

RECOGNIZING EVERY CHILD MATTERS/ ORANGE SHIRT DAY AND THE NATIONAL DAY FOR TRUTH AND RECONCILIATION

On September 30th, Canada marked the first-ever National Day for Truth and Reconciliation. This day fulfills the Truth and Reconciliation Commission of Canada's Call to Action #80 to serve as a day to "honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process."

The RWG marked this important day through a number of opportunities to learn, heal and take meaningful action:

Virtual event – Conversations for living the reconciliation journey - Hosted by CAMH Spiritual Care Services and the RWG, this event was intended to explore the feelings of distress that help and hinder non-Indigenous people's relationship to reconciliation work, with the goal of deepening the capacity for allyship and building a stronger Canada together. 502 attendees participated in this discussion.

Pledge to reconciliation - 268 CAMH staff took a pledge to reconciliation, including a commitment to learn (52%), heal (7%) and take meaningful action (41%). Of those who signed the pledge, 34% represented clinical, 20% research, 23% corporate, 8% education and 14% other (including PSSP and CAMH Foundation). Of the 268 that signed, 186 (69%) wanted to receive a reminder in 6 months after. The RWG is planning to host a follow-up conversation with those who wanted a reminder in Fall 2022.

Ancestor Ceremony - Hosted by Traditional Healer **Kawennanoron Cynthia White**, Aboriginal Services, this event was exclusive to Indigenous staff at the CAMH Ceremonial Grounds.



Sept.
30
2021

Left to right: **Walter Lindstone**, Implementation Specialist, Shkaabe Makwa, **Robert Edgar**, IT Specialist, Clinical Info System Transform, **Jane Theriault**, Student, Education, **Cynthia White**, Traditional Healer, Aboriginal Service, **Dale Kuehl**, Advanced Practice Clinical Leader, Aboriginal Services, and **Rebecca Crawford**, Medical Student, University of Toronto Urban Indigenous Health Elective

RECOGNIZING EVERY CHILD MATTERS/ ORANGE SHIRT DAY AND THE NATIONAL DAY FOR TRUTH AND RECONCILIATION

Orange bracelets – The First Impressions team supported the RWG with the distribution of over 1,000 orange bracelets at screening stations throughout the day as an opportunity for staff, physicians, patients and visitors to show their support. Thank you to CAMH Gifts of Light for funding the purchase of the orange bracelets. Many staff members continue to wear the bracelets throughout the year!

OTW Special Menu – Out of This World Café offered a special menu at all locations at College and Queen Street, featuring corn and cranberry muffins, Three Sisters soup (corn, beans and squash) and wild rice pudding with raisins and blueberries. Most supplies sold out at the three locations.

Promotion of external virtual events - The National Centre for Truth and Reconciliation hosted a series of events throughout the week of September 27th. Session highlights included: Ontario Water (Autumn Peltier); Music is Medicine (Shawnee Kish); Truth and Reconciliation Allyship (Theresa Edwards); Indigenous Literature (Shelagh Rodgers and Monique Gray-Smith); and Talking Residential Schools with Kids (Rebecca Thomas). Information, including a link to register, was promoted on our intranet.



This photo was sent in by **Daron Mahase**, Payroll Manager, to demonstrate his support for Orange Shirt Day and the National Day for Truth and Reconciliation

Sept.
30
2021



Left to right: **Andrew Grant**, Information Officer and **Cassandra Withey**, Community Ambassador, both with First Impressions

RECOGNIZING EVERY CHILD MATTERS/ ORANGE SHIRT DAY AND THE NATIONAL DAY FOR TRUTH AND RECONCILIATION

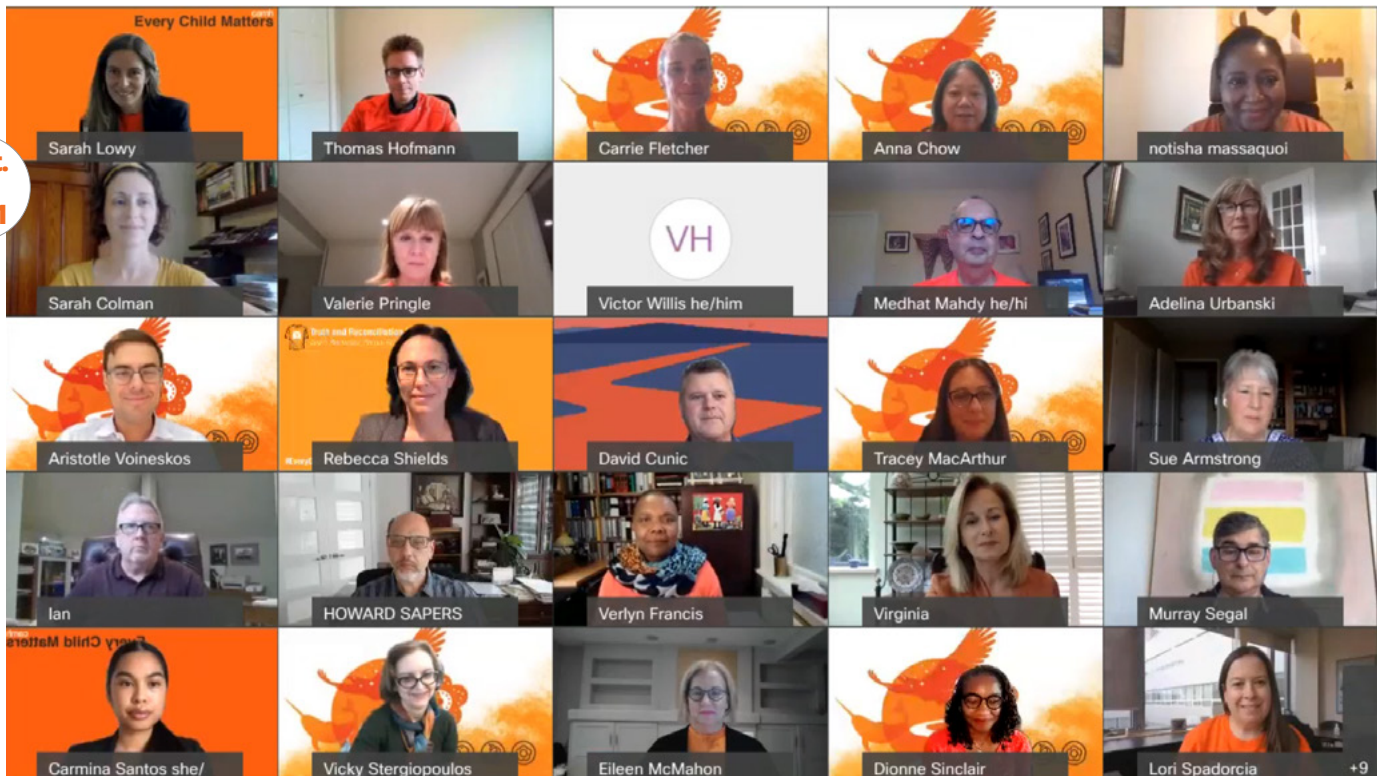
Every Child Matters – This year, the RWG requested teams submit bulk orders for Orange Shirt Day on their team’s behalf directly to Woodland Cultural Centre at Six Nations of the Grand River, in support of the Every Child Matters campaign.

Woodland Cultural Centre informed us that there was a Canada-wide supply shortage of orange shirts as a result of more public awareness and acknowledgment of the realities of residential schools, brought on by the recent uncovering of unmarked graves at former residential school

sites. Therefore, all bulk orders became pre-orders for shirts and orders were not ready before September 30th. We knew this was not ideal however; this was a demonstration of the increased support for Indigenous children and residential school survivors, which is the goal of Every Child Matters/Orange Shirt Day.

CAMH had orders from 41 teams across the Hospital and made a cumulative order of over \$12,000. Orders were fulfilled in late December.

Sept.
30
2021



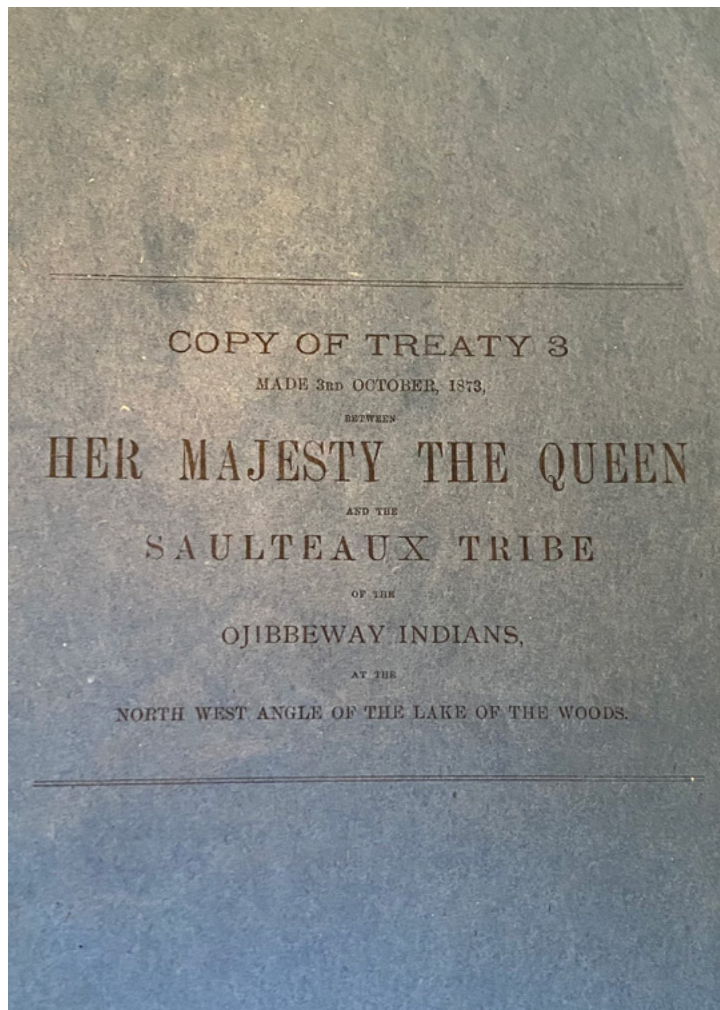
CAMH’s Board of Trustees and ELT also gathered on September 30th to show their support for **Orange Shirt Day** and the **National Day for Truth and Reconciliation**.

TREATIES

RECOGNITION WEEK

Introduced in 2016, Treaties Recognition Week, which occurs during the first week of November, acknowledges that First Nations are the original occupants of this land. Treaties are legally binding agreements between Nations that set out the rights, responsibilities and relationships of First Nations and the Crown. Treaties Recognition Week provides residents of Ontario with the opportunity to learn about treaty rights and treaty relationships, while increasing awareness of the collective responsibility each person living in Canada has in honouring treaties.

The RWG provided CAMH with links to resources to learn more about treaties. The RWG promoted the pledge for reconciliation that was released as part of September 30th National Day for Truth and Reconciliation along with the link to the resource page. The RWG also promoted the June 9th: “Peace and Friendship – Realizing the vision of Turtle Island” panel discussion recording with presentations from Dr. Diana Steinhauer, Russell Diabo and Bob Goulias.



Photograph of Treaty 3, printed in 1873, provided by **Renee Linklater**, Senior Director, Shkaabe Makwa.



Two Row Wampum or Gä•sweřita, the oldest Wampum Belt, from 1613. Image from Onondaga Nation.

Nov.
1-6
2021

CAMH REDRESS PROJECT INSTALLATION & PANEL DISCUSSION

From December 3rd to 8th, CAMH hosted an outdoor installation of the REDress Project across the Queen Street site. The REDress Project is an art installation of red dresses created by multidisciplinary artist of mixed Anishinaabe and Finnish descent **Jaime Black** in 2010 as a way to bring awareness to the ongoing tragedy of Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples from gender and race-based violence in Canada and throughout North America.

The REDress installation has travelled across Canada and the United States and is on permanent display at the Canadian Museum of Human Rights in Winnipeg, Canada. Each empty red dress on a hanger symbolizes a lost life of an Indigenous woman, girl or Two-Spirit person.

According to the Native Women's Association of Canada, Indigenous women are almost three times more likely to be killed by a stranger than non-Indigenous women and nearly half of these cases remain unsolved.

We were heartbroken to inform the CAMH community that many of the dresses that were installed as part of the REDress Project, in honour of Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples, were vandalized. This vandalism is a fitting symbol of the reality of gender-based and racialized violence faced by First Nations, Inuit and Métis women, girls and Two-Spirit peoples. We feel violated, but also motivated to continue our work on truth and reconciliation. The RWG is committed to restorative relationships and we feel ever more committed to continuing this work with our colleagues and the public. The gender-based and racialized violence that is normalized in our society hurts all of us.



Dec.
6-8
2021

CAMH REDRESS PROJECT

INSTALLATION & PANEL DISCUSSION

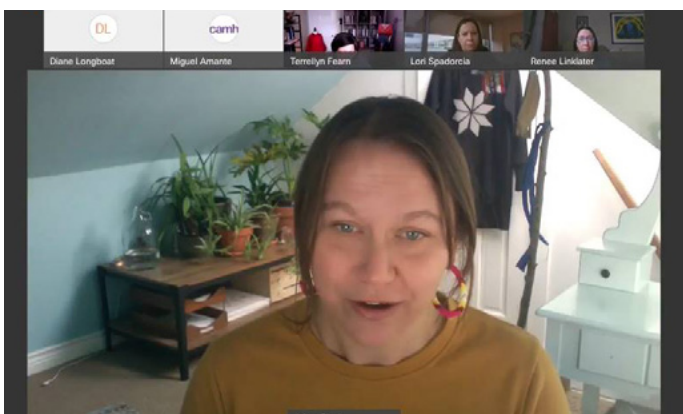
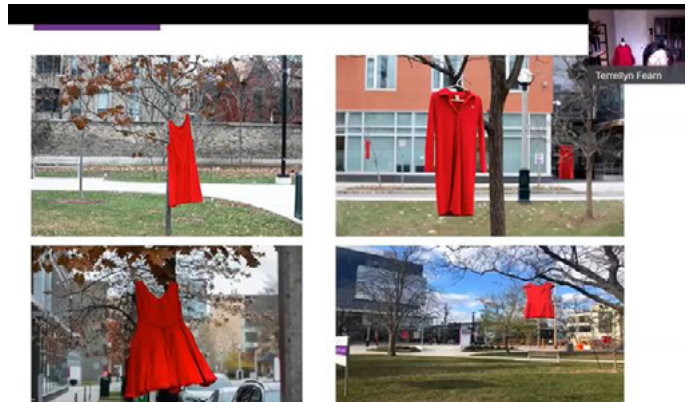
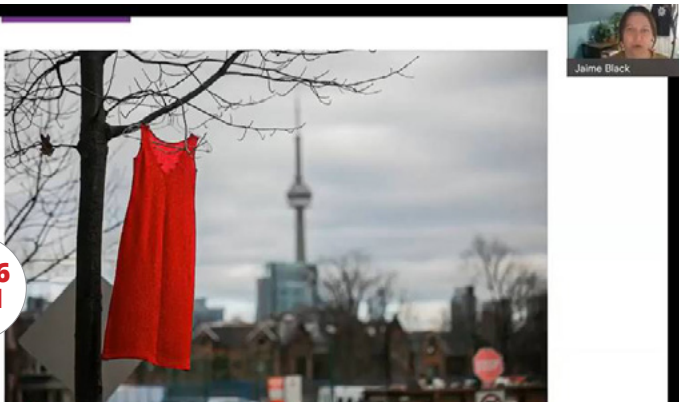
On December 6th, which was also the National Day of Remembrance and Action on Violence Against Women, the RWG hosted the **MMIWG2S+ Voices: Indigenous Healing and Resistance** panel event to spotlight the issue of Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples.

This **panel event** featured **Jaime Black**, Snake Clan and member of Glooscap First Nation, Co-Director of Turtle Land Institute and former Director of Outreach and Support Services for the Canadian National Inquiry into Missing and Murdered Indigenous Women and Girls and **Renee Linklater**, member of Rainy River First Nations, Senior Director, Shkaabe Makwa, CAMH.

The panel was moderated by **Lori Spadorcia**, SVP Public Affairs and Partnerships and Chief Strategy Officer, CAMH, and included opening remarks from **Tracey MacArthur**, President and CEO of CAMH and a traditional opening from **Diane Longboat**, Senior Manager, Strategic Initiatives, Shkaabe Makwa, CAMH.

The REDress campaign was promoted by Renee Linklater on CP24, as well as on NationTalk and Turtle Island News.

Dec. 6
2021



Live broadcast

103 peak concurrent live viewers
43 reactions
21 comments
12 shares



Lifetime stats*

194 1-minute views
11 total shares
20 total comments
42 total reactions

*Facebook changed the reported figures from previous analytics

CLOSING MESSAGE



As we look forward hopefully to another year of openings and in-person events, the RWG has a special event planned (virtually) for National Indigenous History Month. The award-winning documentary, “Kímmapiiyipitssini: The Meaning of Empathy” by filmmaker Elle-Maja Tailfeathers will be shared across CAMH and with our 14 partner hospitals in the Toronto Academic Health Sciences Network. The film features the work of her mother Dr. Esther Tailfeathers, a family physician at Kainai Blood Nation of the Blackfoot Confederacy, tackling the opioid crisis in the First Nation. Dr. Tailfeathers will join us for a live chat about the crisis, its impact in the community, her work and her views on the way forward.

Special events are planned, once again, to mark the second annual National Day of Truth and Reconciliation as Spiritual Care and the RWG meet our colleagues in a unique dialogue on the outcomes of reconciliation on our work at CAMH. Every Child Matters/Orange Shirt Day will feature special tours and programming for CAMH staff members.

The National Day of Remembrance and Action on Violence Against Women on December 6th will again feature the

REDress exhibit with exceptional women leaders as speakers.

For 2022-2023, the Action Plan will advance more opportunities for San’Yas cultural safety training, the development of an anti-Indigenous racism in healthcare module by Education and Shkaabe Makwa, the ongoing review of policies and practices supported by a new tool for anti-racism and targeted efforts at race-based data collection, governance and data sovereignty.

It will be a busy year ahead and we continue to seek your support for our efforts to create an environment of safety for First Nations, Inuit and Métis patients, their families and Indigenous staff.

Please bring anti-Indigenous racism core skills, reconciliation efforts and the need for cultural safety to your work, to team huddles and to staff meetings as we strive to fulfill our civic and professional duties to implement the recommendations of the Truth and Reconciliation Calls to Action and particularly #24 for specific training in anti-racism and cultural safety:

“We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.”

Source: Truth and Reconciliation Commission of Canada: Calls to Action (#18-24)

RECOGNIZING SOME OF OUR KEY PARTNERS

Donors

One of the most exceptional characteristics of the RWG is the enthusiasm and passion of our members as they co-create ideas for events and step into leadership. **We want to acknowledge NIHM speakers: James Makokis, Russ Diabo, Bob Goulais, Dr. Diana Steinhauer, Cynthia White, Joe Pitawanakwat, Jeff Shattler, Kelly Babstock and Rilee ManyBears.**

The RWG is a cross-organization committee of staff members and this year our work was recognized by the **CAMH Foundation who generously contributed funds from Gifts of Light, the Caring for CAMH Committee and from the Public Awareness Fund. Whole-hearted thanks to Sam Karami, Quinn Kirby and Goji Anandarajah for their initiatives to speak to RWG funding for our activities in 2022-2023 and successfully raising financial support.**

The deep dialogue event on the first National Day of Truth and Reconciliation that was open to all CAMH personnel brought almost 500 of our colleagues together. **Profound gratitude to the gifted staff of Spiritual Care Services Shawn Lucas, Brian Walsh, and Eli Hood for preparing staff for emotionally challenging conversations regarding Indigenous children buried in unmarked graves at residential schools throughout Canada, as well as RWG members Carley Lennox, Jenifer Kim, Jill Shakespeare, Sam Karami and Terri Rodak for supporting the breakout sessions.**

Great thanks to **Woodland Cultural Education Centre** as our Orange Shirt Day partner, filling orders for CAMH of T-shirts, and hoodies totalling **\$12,480.**

Bringing home the multi-layered messages of crime against MMIWG2S+ people in a webinar was Jaime Black, creator of the REDress Art Exhibit and Terrellyn Fearn, former Director of Health for the National Inquiry for Missing and Murdered Indigenous Women and Girls and Two-Spirit peoples. Community response for the REDress exhibit was strong and will come to CAMH again in 2022. CAMH staff members rose to the challenge of supporting this exhibit and **we wish to thank and acknowledge First Impressions, Library Services, CAMH Maintenance, CAMH Security and Aboriginal Services.**

Artist

Seeking the clinical knowledge embedded in the digital art produced by **Lisa Boivin**, the Reconciliation Working Group engaged Lisa to develop an art piece that the RWG could feature on its materials reflecting both clinical knowledge and traditional medicine knowledge of First Nations. This stunning art form is filled with images that draw the emotions and exhibit harmonizing medical practice and traditional Indigenous healing. Lisa created an essential companion to the art form that embodies the teachings of the wolf, bear, hummingbird, rabbit, squirrel and the many people on the road journeying to wellness. Art raises our consciousness and enables the mind to travel unhindered.

We are deeply grateful to Lisa for sharing her gifts with us!



Glossary for Lisa Boivin's Art Piece

	First Nations Teachings	Clinical Teachings
<p>Deer</p> 	<ul style="list-style-type: none"> • Teaches us about generosity. Giving us their bodies for sustenance, bones for tools and hooves and antlers for ceremony. • Deer's generosity inspires gratitude in people. • Teaches us about kindness. • Teaches us to be gentle and to navigate our world quietly as we participate in the ecosystem. • Deer moves through thorn bushes and does not give up. 	<ul style="list-style-type: none"> • Be generous, use your energy to help people. Let Indigenous (First Nations, Inuit, Métis) patients know that you respect and support their wellness, cultural beliefs and ceremonies. • Be grateful for your knowledge and experience as a clinician. Your patient is being generous with you by allowing you to participate in their journey to wellness. • Be kind and open-minded to embrace other ways of knowing and being in the world that are equal to your beliefs. • Be gentle in caring for patients. This includes listening to patients quietly as they tell you about how they experience their illness.
<p>Butterfly</p> 	<ul style="list-style-type: none"> • Symbolizes the vitality and knowledge of youth. • Teaches us the value of motion and playfulness. • Demonstrates the miracle of transformation, joy and freedom. • Shows us that we need to work to fulfill our life's dreams just as the new butterfly works its way out of the cocoon to dry its wings in order to take first flight. 	<ul style="list-style-type: none"> • Respect the vitality and knowledge of young people. Engage their perspectives in your work. • Avoid ageist models of patient care. Youth are knowledgeable and carry tender wisdom. • Feel your own freedom and self-worth in the workplace and be playful when appropriate. • Young people and their gifts will transform our healthcare system and our world.
<p>Bear Medicine</p> 	<ul style="list-style-type: none"> • Bear represents the gift of fearlessness, courage or bravery. • Bear has the gift of physical healing, carrying the knowledge of medicines and the body. • Bear teaches us not to fear being alone, is contemplative and enjoys his time alone. • Bear works with the natural cycle of weather and the movement of the Earth to den in the winter and bring new life into the world in spring. 	<ul style="list-style-type: none"> • Clinicians must take time alone to heal themselves. Self-care is very important and critical to high functioning in the healthcare setting. • Give patients time to heal. Everyone's healing journey is different. Some people need more time and require the help of allied health professionals and Traditional Healers. • Be self-reflective, as well as reflexive in your clinical practice.
<p>White Squirrel</p> 	<ul style="list-style-type: none"> • White squirrel appears and signals a new time for humanity to unify and live simply on the earth. • Squirrel teaches us to be prepared and collect things that are necessary for survival. • Squirrel shows us how to read natural signs of weather and prepare ahead of time for changes in our environment. • When squirrel appears, she encourages us to learn about and store the treasures in our environment, to be grateful for life. 	<ul style="list-style-type: none"> • Be prepared and collect pieces of knowledge that will help you in your practice. • Treasure what you learn as you collect knowledge, navigating your clinical/working environment. • See all human beings as valuable with gifts to contribute to the world and a reason to be alive in this era.
<p>Wolf</p> 	<ul style="list-style-type: none"> • Wolf teaches us humility. They are well organized in the family and know their roles in their community. • Wolf is loyal, family-oriented and protective. • Wolf is tenacious. • They are good citizens, don't mind a scrap or two and work out squabbles amongst themselves. • They listen and communicate carefully. • Family is everything. 	<ul style="list-style-type: none"> • Be humble in your clinical relationships as a servant leader. • There will be challenges in clinical relationships and sometimes failures. Lessons learned are jewels. • Be a good citizen, you are a guest in communities. • Listen and learn to communicate carefully. • Include family in clinical plan, if possible.



Hummingbird

- Defies the laws of physics by flying with great speed in multiple directions.
- Has the ability to hover, observe and back up when necessary.
- Helps mother earth flourish.
- Cross pollinates flowers with precision.
- Hummingbird is adaptable to multiple environments.

- Observe quietly.
- Be a part of a good health plan. Put patients in a position to flourish.
- Translate information between healthcare institutions carefully and with precision.
- Be adaptable in clinical plans.



Rabbit

- The rabbit is a gift from the Creator and must be respected.
- The rabbit gave the gift of dance. Dancing helps us heal.
- Rabbit helps us keep track of time.

- All people are gifts from the Creator regardless of difference and culture. They must be respected.
- The rabbit gave the gift of dance. A clinical relationship is a healing dance.
- Rabbit helps us keep track of time. Spend time with patients/clients. Trusting relationships take time.



Hawk Feather

- Hawk can see everything.
- Reminds us to open our gaze to take a wider view.
- Recognize the gifts you have received.
- Open yourself up to future gifts.
- When we hold hawk feather when we are speaking it helps us to speak clearly and with kindness, reminding us to take a wider view and to consider the view of the people we are speaking with. Even when there are difficult things to say and discuss we can speak with kindness and with love.

- Take a wider view. Clinicians must consider everything in the life of the patient. Look out of the four walls of the clinic to be effective in clinical relationships.
- Understand the history of colonialism and how it impacts the health and mental health outcomes of Indigenous people and populations.
- Clinicians must open themselves up to new knowledge systems. They are gifts.
- Speak with kindness and love.



Strawberries

- Strawberries are little hearts.
- Wild strawberries almost became extinct and returned to remind us that we are loved by the land.
- All parts of the plant are used for medicine to clean the digestive system and nourish the blood.

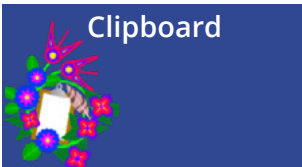
- Strawberries heal the heart and our emotions.
- They are found on the trail to the Sky World that we all walk as we return to the Place of Peace where we originated.
- Strawberries are the head of the medicine plants and have great responsibilities as leaders.

Quotes from the Artist Lisa Boivin



Timer

- The timer is strategically placed in front of the Elder who is leading the people down the path. It represents the measure of knowledge of the ancestors. Indigenous people have carried medicine teachings for centuries.
- The timer also represents that the time is now. This is the time when things must change.
- The time is now to harmonize traditional medicine ways with medical practice.



Clipboard

- Clipboard represents the sacred ceremony of informed consent between clinician and patient.
- This is a non-hierarchical relationship. Patient and clinician build a relationship of mutual respect and equality. Both parties understand each other's role in the relationship with the objective being the best clinical path/plan to wellness for patient.
- I put the hawk feather and clipboard side by side because they are equally important.

Teachings from CAMH Elder, Kahontakwas Diane Longboat



People on the Path, Walking Together

- The journey of life is meant to be shared with respect for one another.
- The Woman Elder leads with wisdom, generosity, and compassion.
- Mother and Baby follow, new life has entered the world and Mother is sacred as a vessel carrying three generations within.
- Doctor is a helper, a servant leader.
- Young man with a drum sings spirit calling songs to nourish and heal.
- Indigenous Elder and Two-Spirit person widens the circle of care to include everyone.
- Non-Indigenous transgender health care provider is an essential part of the team.
- Young man with the guitar shows his gifts to bring joy into the world as healing.

RWG ANNUAL REPORT 2021-22

ReconciliACTION:
Moving Forward Together

