

Reconciliation Working Group Annual Report

“Reconciliation in Health Care”

2019-2020

CAMH Reconciliation Working Group

The work of reconciliation takes many forms and is an ongoing process of raising consciousness, learning together, challenging bias and confronting racism. It is difficult at times, but necessary to heal together and build the kind of Canada that we can pass on to our grandchildren with pride. Kahontakwas Diane Longboat



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Reconciliation Working Group
Annual Report
2019-2020
“Reconciliation in Health Care”

**Kahontakwas Diane Longboat, Senior Project Manager Guiding
Directions Implementation, Shkaabe Makwa, PSSP**

&

**Michael Milward, Manager Provincial Initiatives, Shkaabe Makwa,
PSSP**

&

Sam Karami, Project Manager, Enterprise Project Management Office

April 30, 2020

Note: This report refers to reconciliation efforts with First Nations, Inuit and Métis in Canada and sometimes uses the term “Indigenous” to include all three of these rights holders named in the Constitution of Canada.

Membership

From December 2017 to January 2020, membership in the Reconciliation Working Group (RWG) grew from five to 21 members, all actively engaged in the many aspects of the work in communications, program and event planning, and evaluation and assessment of the impact of our work across CAMH.
















Members of the Reconciliation Working Group attend from a number of units and programs across CAMH in both Toronto locations and from the Regional offices. Members include staff from Gifts of Light, CAMH Foundation, CAMH Library, Provincial System Support Program (PSSP) – GTA Region, Shkaabe Makwa, Back on Track, West Region PSSP, Youth Concurrent Clinic, Public Affairs, Social Determinants of Health, Enterprise Project Management Office and Aboriginal Services.

Chair: Kristen Yee

Members of the Reconciliation Working Group 2019-2020

- Alexa Harris, Social Worker 2, Aboriginal Services
- Alexandra Wilkinson, Acting Director, Public Affairs, and Manager Communications and Strategy, Public Affairs
- Ashley Hong, Assistant Manager, Shkaabe Makwa, PSSP
- Bonnie Dack, Administrative Assistant, Shkaabe Makwa, PSSP
- Brenda Johnson, Student Placement, Shkaabe Makwa, PSSP
- Carley Lennox, Project Manager, Enterprise Project Management Office, Communications Special Projects, Public Affairs
- Diane Longboat, Senior Project Manager Guiding Directions Implementation, Shkaabe Makwa, PSSP
- Heidi Maracle, Implementation Specialist, West Region, Shkaabe Makwa, PSSP
- Jenifer Kim, Occupational Therapist, Social Determinants of Health Service
- Jill Shakespeare, Manager GTA Region, PSSP
- Karleigh Darnay, Youth Engagement Initiative Coordinator, Child, Youth and Emerging Adult Program
- Kristen Yee, Implementation Specialist, GTA Region, PSSP, Chair 2020
- Margaret McKeeman, Department Secretary, Back on Track
- Michael Milward, Manager Provincial Initiatives, Shkaabe Makwa, PSSP
- Nadia Green, Knowledge Exchange Coordinator, Shkaabe Makwa, PSSP
- Paris Semansky, Director, Public Affairs
- Renee Linklater, PhD, Director, Shkaabe Makwa, PSSP
- Sam Karami, Project Manager, Enterprise Project Management Office

- Sandy Brooks, Evaluation, West Region, PSSP
- Terri Rodak, Librarian, CAMH Education
- Tihana Skoric, Administrative Secretary, GTA Region, PSSP

	Alexa Harris, Social Worker 2, Aboriginal Services		Alexandra Wilkinson, Acting Director, Public Affairs, and Manager Communications and Strategy, Public Affairs		Ashley Hong, Assistant Manager, Shkaabe Makwa, PSSP
	Bonnie Dack, Administrative Assistant, Shkaabe Makwa, PSSP		Brenda Johnson, Student Placement, Shkaabe Makwa, PSSP		Carley Lennox, Project Manager, Enterprise Project Management Office, Communications Special Projects, Public Affairs
	Diane Longboat, Senior Project Manager Guiding Directions Implementation, Shkaabe Makwa, PSSP		Heidi Maracle, Implementation Specialist, West Region, Shkaabe Makwa, PSSP		Jenifer Kim, Occupational Therapist, Social Determinants of Health Service
	Jill Shakespeare, Manager, GTA Region, PSSP		Karleigh Darnay, Youth Engagement Initiative Coordinator, Child, Youth and Emerging Adult Program		Kristen Yee, Implementation Specialist, GTA Region, PSSP
	Margaret McKeeman, Department Secretary, Back on Track		Michael Milward, Manager Provincial Initiatives, Shkaabe Makwa, PSSP		Nadia Green, Knowledge Exchange Coordinator, Shkaabe Makwa, PSSP



Paris Semansky,
Director, Public
Affairs



Renee Linklater,
PhD, Director,
Shkaabe
Makwa, PSSP



Sam Karami,
Project
Manager,
Enterprise
Project
Management
Office



Sandy Brooks,
Evaluation,
West Region,
PSSP



Terri Rodak,
Librarian, CAMH
Education



Tihana Skoric,
Administrative
Secretary, GTA
Region, PSSP

Programming

Film Viewings: First Contact – A Three-Part Documentary

During the fall of 2018, the Reconciliation Working Group invited colleagues from both the Queen Street and Russell Street locations of CAMH to lunch time screenings of the documentary *First Contact*. Three-part showings were convened by two hosts from the RWG, Indigenous and non-Indigenous, to generate discussion around the topics of bias and racism against Indigenous peoples. Following the screenings, the hosts led lively discussions in a safe environment enabling CAMH staff members to actively participate in deeper dialogue. The offerings were so well-received that a further showing of each part of the documentary was requested by CAMH staff members for a 2019 spring film series.

Again, part one and part two of First Contact were shown at the Russell Street and Queen Street locations of CAMH and hosted by RWG members. Attendance was very good and many staff members commented with gratitude that this learning opportunity reached the heart of sensitive discussions on bias and racism. Noting that in the second showings of First Contact, different personnel attended from the first showings, enabling a larger reach within CAMH for discussions.

From April to June 2019, one screening per month was convened of the three-part documentary of *First Contact* at both the Russell Street and Queen Street locations of CAMH in Toronto. The dialogue sessions following the screenings brought many issues to the forefront for consideration: self-reflection for bias, a search for resources on Indigenous history and current issues, questions on how to implement reconciliation into daily practice and continuing requests for richer dialogue circles with First Nations, Inuit and Metis.

FIRST CONTACT

Film Screening + Discussion

The Reconciliation Working Group invites you to the screening of the third episode of *First Contact*, followed by a discussion with the series' Executive Producers.

Jeff Newman
Executive Producer
Director
Writer

Stephanie Scott
Executive Producer

Date/Location:
Tuesday, June 11, 2019
Bell Gateway Building (100 Stokes), Room 2131
Film Screening: Noon
Discussion: 1:00pm

Attendees are welcome to bring a lunch

camh
mental health | health

To celebrate National Indigenous History Month in June and National Indigenous Peoples Day, June 21, a very special panel convened for a large public event at CAMH. The Directors of *First Contact*, Stephanie Scott and Jeff Newman, in conversation with Lori Spadorcia, Senior Vice President, Public Affairs, Partnerships and Chief Strategy Officer, gathered on June 11 for a panel moderated by Renee Linklater, Director, Shkaabe Makwa. Colleagues at Public Affairs managed the event set-up and recording on Facebook Live.

The RWG members from both Public Affairs and Shkaabe Makwa undertook extensive efforts to reach as many staff members as possible through Insite articles, a poster campaign, outreach to the Aboriginal Caucus, "Save the Date" notices through email, calendar invites, and email reminders from Managers that included the photos and bios of the Directors. One of the RWG members took responsibility for an evaluation of the events to assess the impact of the series on the staff members. The event was well attended by approximately 60 staff and had an extensive public reach.

Comments from CAMH colleagues:

“The struggle is that Canadians do not know the history of First Nations, Inuit or Metis”

“How can a variety of spaces, like at work, be decolonized and allow for healing...”

“Please keep educating us...”

“I was not expecting to feel so emotional”

“How can I be more proactive for immediate impact but also for long-term impacts...”



Renee Linklater, Director, Shkaabe Makwa, PSSP, Lori Spadorcia, Senior Vice President, Public Affairs, Partnerships, and Chief Strategy, Stephanie Scott and Jeff Newman, producers of *First Contact*



Renee Linklater, Lori Spadorcia, Stephanie Scott, Jeff Newman, Catherine Zahn, Diane Longboat

“The reconciliation movement in Canada calls on us to think critically about relationships of power and privilege – and how this has influenced the current dynamic amongst Indigenous and non-Indigenous peoples in Canada. It’s time to be open to adjusting the power structures and removing the barriers to Indigenous advancement. Reconciliation is about action”.

Renee Linklater – Director, Shkaabe Makwa

Lunch and Learn Sessions for the PSSP – GTA Region Team

The GTA Region Team in the Provincial System Support Program is one of the most actively engaged teams in reconciliation. They are immersed in a monthly learning series prioritized around reconciliation to understand the application of reconciliation in their work and the elements of effective engagement with Indigenous peoples. In an effort to self-educate, the GTA Team reviews books, films, and videos on Indigenous issues and meets to discuss their questions in depth. The Team initiated a study group to look at the work of the Truth and Reconciliation Commission of Canada and the “Calls to Action”. For an evening event, they attended a TIFF film showing of “We Will Stand Up”.

As part of their professional development, the Team attended the “Indigenous Health and Healing: Historical and Contemporary Considerations when working with First Nations, Inuit and Métis” course as part of the Health Equity and Diversity Certificate program with the Health Equity office. One of their off-campus plans for learning directly from Indigenous peoples, they planned a bus trip to the Woodland Cultural Centre to visit the museum, the residential school, and meet survivors of the residential school as an active and authentic learning experience. Although pandemic challenges stalled this opportunity, there are still plans to move forward when possible.

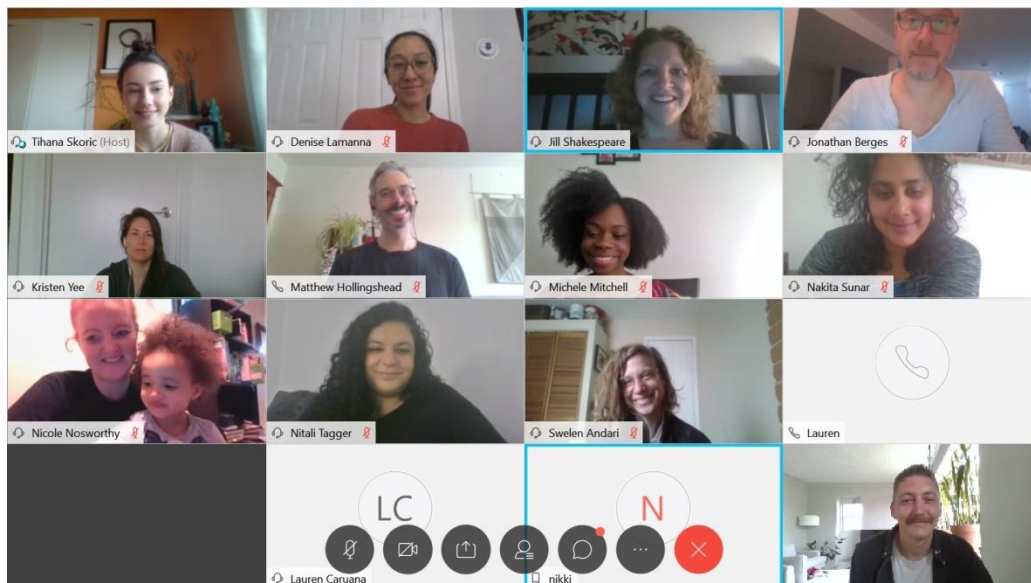


Photo of the PSSP – GTA Region Team over Webex

The GTA Region Team has a five-year strategy with plans for capacity building, developing relationships with First Nations, Inuit and Métis communities and organizations, taking educational field trips, volunteering, making friends in the urban Indigenous community, learning about reciprocity and effective engagement principles in order to work together equitably.

National Indigenous History Month

Every June, the Reconciliation Working Group, Aboriginal Caucus, Shkaabe Makwa, Aboriginal Services, and CAMH staff members and volunteers host events that showcase First Nations, Inuit and Métis cultures and how they contribute significantly to the work underway at CAMH.

CAMH has a province-wide reach and nine regional offices. Ontario Telemedicine Network, Adobe Connect and conferencing was established to help regions learn about the Toronto-based activities and plan their own reconciliation events in their regions according to local needs.



CAMH staff members attending a Women's Sweat Lodge Ceremony on the Ceremony Grounds

To publicize the events, social media channels on Facebook Live and Twitter were used successfully to reach community members, service providers and service organizations. All events were open to CAMH staff members and clients.

The chart on the following page shows the events, locations and times for the Women's Sweat Lodge, Men's Sweat Lodge, Métis Jiggers, Ancestor Ceremony at the Ceremony Grounds, film showing of a CAMH client's journey to wellness called "Roots Calling", soap stone carving by Inuit patients and the panel discussion with the Directors of First Contact.

Date	Time	Event	Location	Attendance
June 4 th	Noon to 1 p.m.	Aboriginal Services: Ancestor Ceremony	Ceremony Grounds, behind 10 White Squirrel Way, Queen Street	Open to CAMH staff
June 7 th	Noon to 1:30 p.m.	Aboriginal Caucus: Eddie Gough "Roots Calling" Documentary and Panel Discussion	Old Gym, Queen Street	Open to CAMH staff and patients
June 11 th	Noon to 2 p.m.	Reconciliation Working Group: Episode 3 of "First Contact" and Panel Discussion with Executive Producers	Room 2131 Bell Gateway Building, Queen Street	Open to CAMH staff
June 13 th	11:30 a.m. to 1 p.m.	Aboriginal Services: Men's Staff Sweat Teaching and Preparations	Ceremony Grounds, behind 10 White Squirrel Way, Queen Street	Open to CAMH staff (<i>please see below for more information</i>)
June 14 th	10:30 a.m. to 1 p.m.	Aboriginal Services: Men's Staff Sweat Lodge Ceremony	Ceremony Grounds, behind 10 White Squirrel Way, Queen Street	Open to CAMH staff
June 18 th	1 p.m. to 2 p.m.	Aboriginal Caucus: Métis Jiggers	33 Russell Street Courtyard	Open to CAMH staff and patients
June 20 th	11:30 a.m. to 1 p.m.	Aboriginal Services: Women's Staff Sweat Teachings and Preparations	Ceremony Grounds, behind 10 White Squirrel Way, Queen Street	Open to CAMH staff (<i>please see below for more information</i>)
June 21 st	10:30 a.m. to 1 p.m.	Aboriginal Services: Women's Staff Sweat Lodge Ceremony	Ceremony Grounds, behind 10 White Squirrel Way, Queen Street	Open to CAMH staff
June 25 th	2:30 p.m. to 3:30 p.m.	Aboriginal Caucus: "Soap Stone Carving and Teaching"	Training Room A/B, Queen Street	Open to CAMH staff and patients (<i>facilitated by 2 CAMH carvers</i>)
June 27 th	noon to 1 p.m.	Aboriginal Caucus: Métis Jiggers	Community Centre Mall, Queen Street	Open to CAMH staff and patients

Orange Shirt Day

Commemorating Residential School Children - September 30 each year

As staff members learn more about the history of First Nations, Inuit and Métis peoples in Canada, an appreciation unfolds that commemorations are important and crucial to mental and emotional well-being for all.

Reconciliation is action to renew relationships and restore new ways of working together in the spirit of equity.

Orange Shirt Day began in 2013 to educate Canadians about the horrors of the residential school system and its genocidal impact on First Nations, Inuit and Métis peoples leaving lasting effects of intergenerational trauma.

This day serves to commemorate all of the children who never came home from residential schools whether from neglect, starvation, disease, medical experimentation, assault, abuse of all forms or death from escaping from the schools and dying on the way home. On this day many First Nations, Inuit and Métis communities hold memorial walks, film screenings, public lectures, etc to teach about the residential school system and its ongoing impact on the health and well-being of Indigenous peoples in Canada.

In 2019, Shkaabe Makwa purchased 100 orange shirts and 50 orange bracelets from the Woodland Cultural Centre and Museum of Six Nations Grand River Territory. Funds raised by Woodland through Orange Shirt Day are directed to the "Save the Evidence" campaign to renovate the Mohawk Residential School also known as the "Mush Hole". CAMH was able to contribute \$2,700.

An Insite article was prepared to share information with CAMH colleagues on the meaning of this day and why it is important for all Canadians to learn about the legacy and history of Indigenous peoples in Canada.

"To me, reconciliation is about taking ownership for injustices and inequalities faced by Indigenous peoples in our country in the past and present. It involves all of us, across the country, taking deliberate and meaningful actions to restore justice from these wrongdoings".

Sam Karami - Project Manager, Enterprise Project Management Office

The CAMH Library created a special display of books, journals and films on the residential school system from 1828 to 1996 and Indian Hospitals 1920-1960 and keeps the materials on display for the entire month of September.

The website orangeshirtday.net has many products and ideas for activities on Orange Shirt Day and supports organizations in becoming involved in the movement to learn more about First Nations, Inuit and Métis peoples in Canada.



CAMH staff at the Queen Street Site



CAMH staff at the Russell Street Site

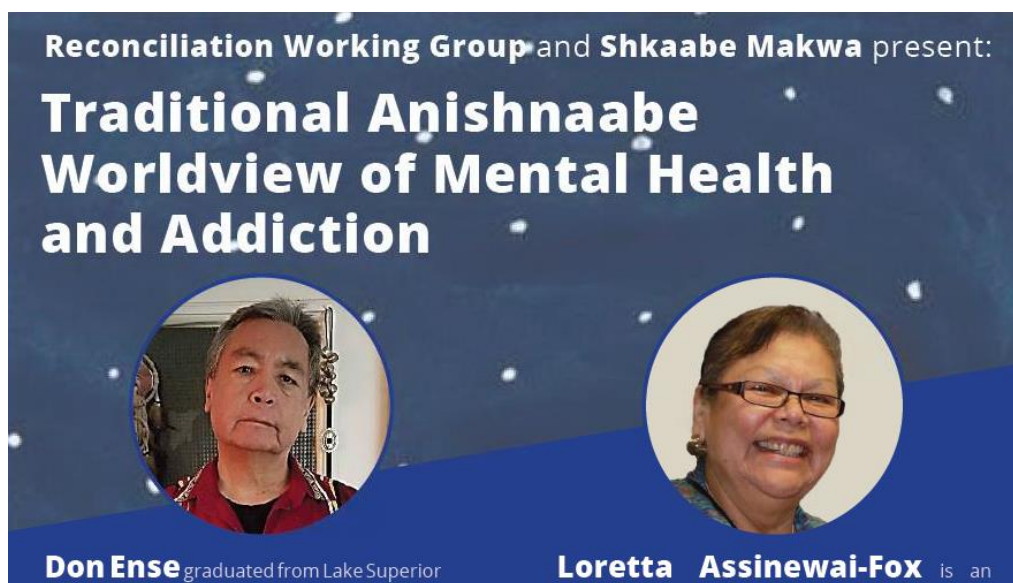
Speaker Series

In the fall of 2019, a very generous donation from Janis Rotman funded the development of a Speaker Series featuring Indigenous experts offering lectures and panel discussions on issues of First Nations, Inuit and Métis mental health and addiction. Speakers were confirmed in January and the first event was held on February 10, 2020. The RWG hosts of the series invited staff and patients of CAMH, guests from health care organizations and hospitals, Indigenous service agencies in the GTA and the general public. An exciting line up of speakers expressed their appreciation for being invited to CAMH to share their best work.

February 10: “Traditional Anishnaabe Worldview of Mental Health and Addiction”

Anishnaabemowin speakers Loretta Assiniwe-Fox, Shkaabe Makwa-Sudbury Office, and Don Ense, Native Child and Family Services of Toronto, spoke to about 40 guests, patients and staff members in attendance and hundreds of people on Facebook Live.

The translators deconstructed the Anishnaabemowin words for depression and addiction and discussed the traditional teachings around the maintenance of balance for mind, body and spirit for well-being. The recording appears on the CAMH Facebook page.



February 28: "Wise Practices for Reconciliation in Health Care"

A Panel with Dr. Lisa Richardson, Women's College Hospital, Centre for Wise Practices in Indigenous Health and Lori Spadorcia, Senior Vice-President, Public Affairs, Partnerships and Chief Strategy Officer, CAMH, moderated by Renee Linklater, Director, Shkaabe Makwa.

Dr. Richardson discussed her most recent article about how Indigenous wise practices can influence and transform health care practices. Lori Spadorcia provided a perspective from the CAMH context that allowed for deeper dialogue on systems change. Dr. Richardson offered a step-by-step guide to bringing reconciliation into health care settings. The Executive Summary of her paper was provided to all participants along with the health "Calls to Action" from the Truth and Reconciliation Commission of Canada. More copies of the "Calls to Action" of the Truth and Reconciliation Commission of Canada will be ordered following wide interest from CAMH staff at these events. An animated discussion with participants followed the presentation.

The event was broadcast on Facebook Live with hundreds of views. An honouring ceremony was held for Dr. Richardson at the conclusion of the event to mark her advocacy and achievements in the field of Indigenous medical education, her work in primary health care as an Internist, and her work at Women's College Hospital developing the Centre for Wise Practices in Indigenous Health. A traditional Pendleton blanket was used to "blanket" Dr. Richardson as community honoured her for her accomplishments.



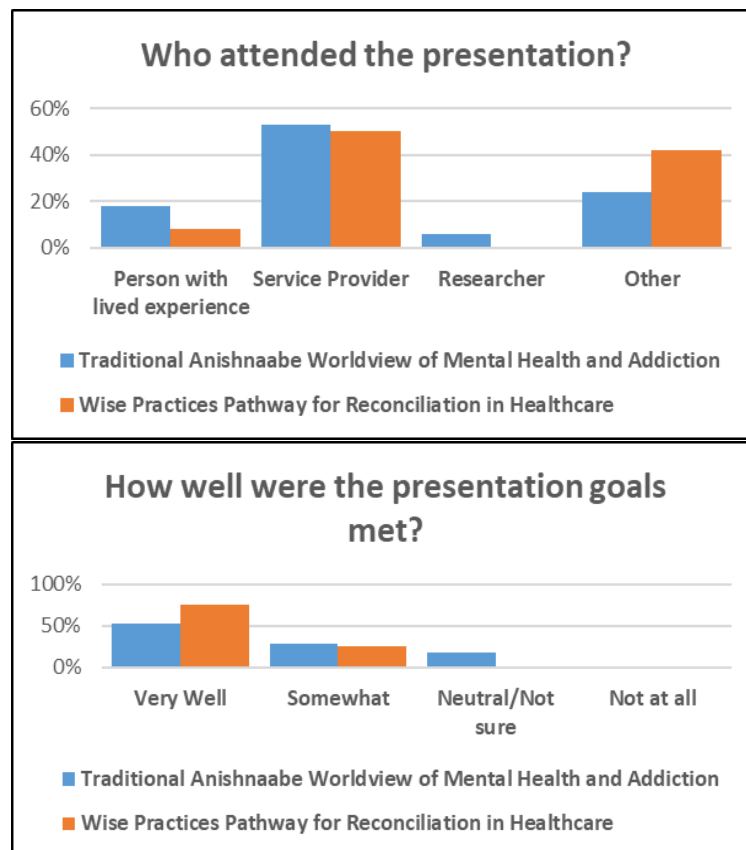
Renee Linklater, Dr. Lisa Richardson and Lori Spadorcia during the Speakers Series

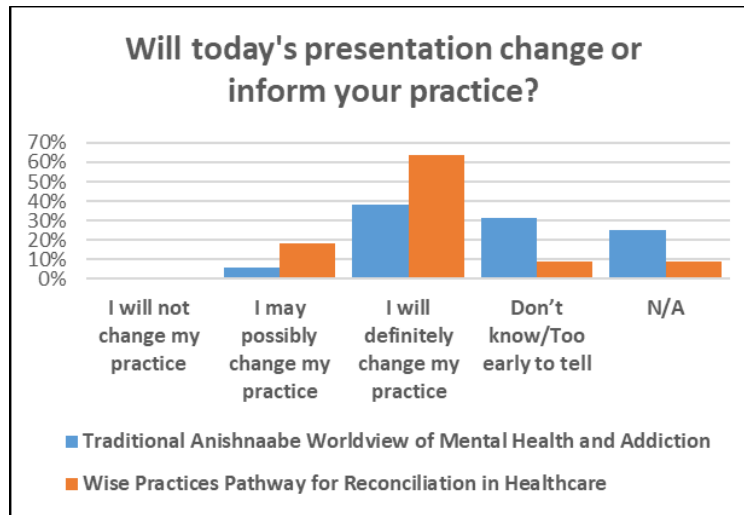
"Reconciliation will not be a term coined for the decade and forgotten. It is a social justice movement for equity and power sharing that will transform all institutions and profoundly influence all relationships and practices in Canada. It is a game changer. Canada has an opportunity to evolve founded on justice and conscience in the next millennium."

Kahontakwas Diane Longboat - Senior Project Manager, Guiding Directions Implementation

Evaluation Results from the Speaker Series

These charts describe who attended the presentations, how well presentation goals were met, and some of the impacts on practice for attendees:





When asked about key learnings from the presentations, here is what some people said:

Traditional Anishnaabe Worldview of Mental Health and Addiction

"It was great learning the (Ojibway) language and sharing experiences. Would be nice to know more about how our health care system can improve to be inclusive and help Indigenous People".

"Loved the presentation. Disappointed not well attended by CAMH staff".

Wise Practices Pathway for Reconciliation in Health Care

"Really appreciated hearing about the work CAMH is doing in this area, but also enjoyed hearing about how other hospitals are moving forward with the recommendations".

"This is a "rights" based approach. Not just the "right" thing to do".

"My favourite part was when Dr. Lisa Richardson mentioned about establishing and maintaining relationships. It's not just about signing a paper. It's that long-term investment in a relationship that requires nurturing".



"For me, reconciliation means deep listening and unlearning. It means decolonizing my thinking and my understanding of my position and purpose on this earth, in ways that create space for the empowerment and healing of First Nations, Inuit and Métis Peoples. It means being an ally and an advocate; supporting work and relationships that honour, respect and value Indigenous ways of knowing and doing. It means modeling all of the above for my children".

Jill Shakespeare – GTA Region Manager, PSSP

The chart on the next page shows the original plans for the Speakers Series 2020 at January 3, 2020 with topics and dates. The announcement of the global pandemic and Canada's response required a postponement of the events from March onward. The series will resume virtually in the winter of 2021. Any in-person events will follow the guidelines of Public Health and implemented at CAMH Health and Safety for the safety and well-being of all staff and guests.

Event Name	Topic	Date	Capacity (in attendance)
Don Ense & Loretta Assinewai	<i>The translation of Depression, Addiction & Schizophrenia in the Anishnaabe Language</i>	February 10, 2020	50 people
Dr. Lisa Richardson In conversation with Lori Spadorcia, moderated by Dr. Renee Linklater.	<i>UHN - Wise Practices Pathway for Reconciliation in Health Care</i>	February 28, 2020	80 people
Carol Hopkins In conversation with Dr. Catherine Zahn, moderated by Dr. Renee Linklater.	<i>Thunderbird Partnership Foundation – Launch of Shkaabe Makwa</i>	November 12, 2020	TBD
Dr. Cheryl Ward	<i>BC Provincial Health Services Authority –San’Yas-Equitable, High Quality, Culturally Safe Health Care</i>	January 28, 2021	TBD
Lisa Boivin	<i>University of Toronto - Image Based Storytelling: Painting the Path of Indigenous Resilience</i>	TBD (February 2021)	TBD

*Due to the COVID-19 pandemic, events rescheduled to the Fall/Winter 2020-2021

“The Merriam-Webster Dictionary defines reconciliation as “the act of being friendly after disagreement”. The harm that was done to Indigenous peoples in Canada (and continues to occur) went far beyond “disagreement”. I think reconciliation is not just about the past but also about the present and the future; it is repairing past harms by developing understanding and building equitable relationships in the present and moving forward into the future with equality and respect. When the TRC (Truth and Reconciliation Commission of Canada) final report was released in June 2015, Murray Sinclair said, “We have described for you a mountain. We have shown you the way to the top. We call upon you to do the climbing”. Reconciliation is making the climb.”

Sandy Brooks - Evaluator, West Region, PSSP

Sub-Committees of the Reconciliation Working Group

As the events and organizational reach of the Reconciliation Working Group evolved over the last two years, the year ahead demands a greater depth of organizational development. Four sub-committees of the RWG have formed to oversee communications, engage youth voices to contribute to reconciliation and inspire regional activities for reconciliation. In addition, a Terms of Reference sub-committee has formed to provide a framework for the new way of working together following the pandemic.

a) Terms of Reference Sub-Committee - Nadia Green, Sandy Brooks and Brenda Johnson

- A sample first draft has been prepared for discussions and revisions among members
- How is the Reconciliation Working Group creating an environment for reconciliation?
- What are the goals of the Reconciliation Working Group?
- Wider discussion with the members of the Reconciliation Working Group is needed to assess opinions on the mandate and ways to assess how the Reconciliation Working Group is meeting its mandate

b) Communications Sub-Committee - Michael Milward, Nadia Green, Jill Shakespeare, Ashley Hong, Heidi Maracle

Preparing Communication Materials

- Preparing elevator posters, Insite articles, CAMH podcasts, etc, for Reconciliation Working Group events
- Sending calendar holds to PSSP, CAMH Foundation, Shkaabe Makwa, regions and clinical services
- Arranging social media materials for YouTube videos, Facebook posts, webcasts, podcast, Twitter, short videos
- Preparing an internal and external listing of Indigenous resource persons supporting the work of the Reconciliation Working Group
- Accessing the Public Affairs catalogue of photos and videos for Reconciliation Working Group events to use in communication materials

Communication Supports

- Public Affairs actively shares photos of Reconciliation Working Group and Aboriginal Caucus events on Instagram and Twitter throughout National Indigenous History Month

- New pop up banners have been designed with translations of “Mental Health is Health” into five languages of the First Nations, Inuit and Métis for public events, conferences and internal events
- OTN is now set to connect the regions to Toronto-based events
- Facebook Live initiated for Speaker Series 2020
- Development of the CAMH Land Acknowledgement poster for distribution and mounting in the clinical units, Bell Gateway Building, offices on White Squirrel Way, Community Centre
- Article for Pulse newsletter for PSSP prepared on the importance of land acknowledgements
- New land acknowledgement prepared in conjunction with President and CEO Catherine Zahn is now on the CAMH website and posted throughout CAMH

Events

- “Doors Open” - May 25, 26, 2019 for public tours of CAMH with a focus on Indigenous programming at CAMH featuring the new poster of the Mississaugas of the Credit Timeline facilitated and funded by the Reconciliation Working Group and PSSP – GTA Region Team, now mounted on the historical wall of the Doctor’s Association Building as part of the history of CAMH for all tours of the Queen Street site of CAMH; tours begin at the historical wall and will now start with the Mississaugas occupying the CAMH site for their Council Grounds for nation business, treaty negotiations and land transactions; training on the content of the poster for the Ambassadors and staff members of the First Impressions tour leaders; Tours of Ceremony Room at 60 White Squirrel Way, presentation on the specialized and unique work of Aboriginal Services and a walking tour of the Ceremony Grounds at 60 White Squirrel Way for 300 guests
- Webinars scheduled for September 20 - Workforce Development, *“Building Indigenous Capacity in Mental Health and Addictions”*, and October 18, *“Indigenous Research Ethics”* (rescheduled)
- General orientation for new staff members will have some information on the First Nations, Inuit and Métis programming at CAMH through Shkaabe Makwa; short videos will be developed to showcase the work
- Chief Stacey LaForme, Mississaugas of the Credit, will support CAMH as needed and pending his availability for our events and conferences



Bonnie Dack, Shkaabe Makwa providing program related resources during CAMH - Doors Open

Some comments for Doors Open included:

"This was a very educational and unique experience."

"Training – I wish I could take the training just to find out more about Indigenous people".

"I had no idea these programs existed."

"So glad that CAMH is so inclusive that you have a Sweat Lodge".

"Amazing work is being done."

"I'm so glad that you have all this info – I didn't know about the Research!"

"There should be an annual report available to highlight this work."

c) Youth Voice Sub-Committee – Michael Milward, Karleigh Darnay, Alexa Harris and Diane Longboat

Youth Group for Guidance to CAMH

- Youth voice is needed to grow the work of reconciliation and for their opinions on our work to date, as well as guidance for future initiatives; currently the youth voice is the missing perspective in reconciliation
- CYU has identified an active group of youth in Thunder Bay involved in consultations with CAMH on substance use and the youth are interested in ongoing involvement with CAMH on many levels
- A youth committee might be formed to guide the CYU youth initiatives at CAMH and perhaps become a standing committee of the Board of Trustees as guidance and support for leadership
- Youth as clients/patients can be valuable source of support while the experience facilitates their empowerment
- Clients/patients can reveal the mechanics of how policy is unfolding at the implementation/service level for the quality of services offered and barriers to treatment
- The youth advisory group may be formed of Indigenous and non-Indigenous youth members

d) Regional Reconciliation Activities - Sandy Brooks, Heidi Maracle and Ashley Hong

- Connecting with the Managers of the Regions to assess interest in offering activities for staff members interested in reconciliation that suit their regional priorities
- The Reconciliation Working Group can advise on events that have been successful in Toronto
- The Reconciliation Working Group can support discussions for cost effective activities per region to March 31, 2021

"Reconciliation is only a word. To bring the word alive, through our personal choices, is to demonstrate the ability of being mindful of the importance of having encouraging thoughts, feelings and words, reciprocity for each of us, experiencing deep care, respect and compassion in our interactions".

Brenda Johnson - MSW Student Placement at CAMH

Alliances for the Reconciliation Working Group

1. Health Standards Ontario

- Following accreditation of CAMH in 2019, it was recommended that CAMH consider making an application to Health Standards Ontario to have the work of the RWG considered a leading practice
- The sector that was weakest in the application is the evaluation section
- A Health Standards Ontario evaluator in the West Region offered to guide the work to evaluate our speaker series and work with EPMO to provide data on the efficacy of reconciliation at CAMH; the Chair will facilitate the conversation around demographics for the report
- No deadline for submission, work is ongoing until the application is strong
- Draft will circulate to the RWG for discussion and for their comments and edits

2. Horizontal Violence, Anti-Racism and Anti-Oppression Working Group

- Chaired by Carol Mundley and Carrie Fletcher, VP, People and Experience
- Terms of Reference is available
- Ashley Hong sits on the committee to bridge the work of the Reconciliation Working Group with the advancements of the HVAAWG
- Julie Bull and Ashley Hong of Shkaabe Makwa assisted the committee in developing their terms of reference using appropriate wording for Indigenous peoples
- Staff survey to document staff members' experiences with racism was released in March 2020

3. Fair and Just

- Chaired by Kwame McKenzie, Director, Health Equity, and Lori Spadorcia, Senior Vice President Public Affairs and Partnerships, Chief Strategy Officer
- Terms of Reference is available
- Diane Longboat sits on this committee to bridge its work with that of the Reconciliation Working Group
- Discussion of the need for an *Employee Help Line* to support employees experiencing abuse, lateral violence, racism or other forms of oppression in the workplace

- A method of recording different types of racism and oppression is required to help CAMH understand the sources and reasons for racist occurrences in order to support positive change
- Guiding Directions Implementation discussed at the meeting regarding the need for cultural safety training, anti-racism/anti-oppression training, investment in clinical services, data collection, recruitment and retention of Indigenous employees at all levels, organizational structural violence
- Guiding Directions will be the main topic at the next Fair and Just meeting for a fulsome report in May 2020



Métis Nation of Ontario youth cultural ambassadors teach CAMH staff some Métis dances during National Indigenous History Month (June 2019).

4. Guiding Directions Steering Committee

- Chaired by Diane Longboat
- A plan to strengthen practices and partnerships for First Nations, Inuit and Métis at CAMH over a five year period, 2015-2020 and closing by March 2021
- Reporting to Lori Spadorcia, Senior Vice President Public Affairs and Partnerships, Chief Strategy Officer Rob Moore, Executive Director, Provincial System Support Program and Renee Linklater, Director, Shkaabe Makwa
- Goal for the Steering Committee is the implementation across CAMH of the 57 recommendations in Guiding Directions designed to focus on

change to meet the needs of First Nations, Inuit and Métis in clinical services, education, research, policy development, programming, recruitment and retention, student placements, training, programming and communications

- Board of Directors meeting, May 30, 2019 received the implementation report for Guiding Directions
- Questions: What do you need to be successful? How are the policies of CAMH reflecting reconciliation?
- Reports on file documents the progress of implementation in colour coded chart form and highlights those sections of Guiding Directions where further implementation is required
- As at writing of this annual report, 94% of the recommendations have been completed or are underway to support systems change
- The implementation work of Guiding Directions established the foundation for the development of Shkaabe Makwa within CAMH



New Activities for 2020-2021

Following all guidelines from Public Health and CAMH Health and Safety, the RWG will offer activities and events virtually for the time being until otherwise authorized for in-person events.

- Traditional Dances and Social Dances and education on the meaning of traditional regalia across the many varied cultures of Indigenous Nations

- Beading workshop - October 21, 2019 at the Wellness Centre was well-received and will be offered again in the fall of 2020 (picture)
- Bus trip for CAMH staff members



around sites in the GTA that have historical significance in Indigenous history; with Professor John Johnson, Woodsworth College, University of Toronto

- Article on the land acknowledgement of CAMH and why it has evolved over time for Insite and Shkaabe Makwa's newsletter
- Visit to Woodland Cultural Centre and Museum, Mohawk Residential School in Brantford, Ontario
- Book and film list for resources on reconciliation from CAMH reference library
- Imaginative Film Festival each October has free tickets to their showings
- Missing and Murdered Indigenous Women and Girls - Full copies of the final report and the Calls to Action have been received; 150 pins were ordered for Red Dress Day
- May 5, Red Dress Day, to commemorate missing and murdered Indigenous women and girls
- September 30, Orange Shirt Day, to commemorate children attending residential schools in Canada and those who died or were lost to their families
- October 4, National Day of Action for Missing and Murdered Indigenous Women and Girls
- Date TBA, Joe Pitawanakwat of Creators Garden will offer two workshops at the Queen Street Site and Russell Street Site for Indigenous teachings on medicines for well-being
- Movie nights - plans for a fall showing of First Contact-Season 2, potluck after work, film listing for choices from APTN or NFB



- Reconciliation Sweat Lodge Ceremony and traditional teachings for staff members is planned when permitted by CAMH Health and Safety



Lessons Learned in 2019-2020

- From the evaluations of the film series, colleagues are asking for opportunities for deeper dialogue in a safe environment with Indigenous colleagues hosted at Russell Street Site and Queen Street Site forums regarding cultural safety in our work, access to learning resources, equity applied to Indigenous populations, how this knowledge applies to the work of PSSP and clinical services, open discussions regarding the Indigenous determinants of health and intergenerational trauma
- CAMH colleagues recognize that the lack of knowledge on Indigenous issues is a critical shortfall affecting patient care and program development
- CAMH colleagues want to know how to “decolonize” work spaces
- Continued interest in attending learning opportunities for our staff members in the workplace

- Sweat Lodge ceremonies and traditional Indigenous teachings are requested by staff members both centrally and in the regions to understand the connection to the land, the nature of traditional Indigenous healing practices, the meaning of medicine bundles, the medicine wheel philosophy of life and well-being
- Race based data collection is problematic concerning the designation of “Indigenous/Other” alongside First Nations, Inuit and Métis triggering meetings with the TC LHIN regarding the omission of the “Indigenous/Other” category that has no meaning in the funding or legislative mandate within Canada for First Nations, Inuit or Métis health; other categories removed include “Native Spirituality” and “Aboriginal”
- Orientation of new staff should include information on the First Nations, Inuit and Métis programming, services, staffing and events at CAMH; a short video might be the best way to communicate this information
- Specialized workshops are needed: consider the “Allyship” workshop by Kelly Brownbill, Mikmaq; “Cultural competency” workshops by Lyndon Linklater, Cree
- Ensure that one RWG member is present for external events in order to report back
- Representation to the Reconciliation Working Group from the regions; open offer for membership for one Indigenous and one non-Indigenous staff member from each Region to join for monthly meetings by conference call or WebEx
- Room bookings should start as early as possible for set up for Reconciliation Working Group events for AV to check sound and video quality on Facebook livestream
- Check into a new program through Public Affairs to see how to ask questions anonymously from participants’ cell phones and to develop a word cloud for large events hosted by the Reconciliation Working Group
- Printed copies of research reports by Indigenous experts on the topics discussed at the events are printed for distribution to participants to support learning.



Eddie Gough and Walter Lindstone following the "Roots Calling" film screening

The work of reconciliation takes many forms and is an ongoing process of raising consciousness, learning together, challenging bias and confronting racism. It is difficult at times, but necessary to heal together and build the kind of Canada that we can pass on to our grandchildren with pride.