



First Nations Health Directors Association

Sharing experience for community wellness

FNHDA Presentation: Regional Caucus

Fall 2014

Outline

Recent FNHDA Activities

FNHDA Strategic Plan & Training Plan

Presentation of FNHDA Position

Statement: *zero tolerance of lateral violence*

Next Steps







Recent FNHDA Activities

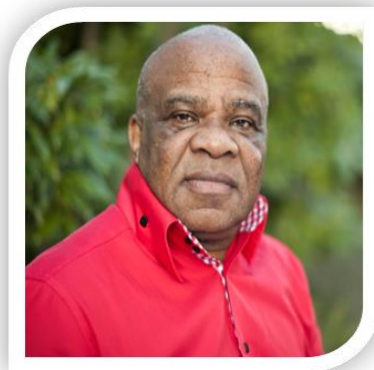
- FNHDA Annual General Meeting (AGM)
- Increased our membership to 135 Full Members
- Honored five members with FNHDA Inspiration Awards
- Re-structured FNHDA Board Committees to streamline and increase efficiency in guiding the work of the Association (Programs, Planning and Reporting)





FNHDA Activities continued...

- Engagement opportunities between FNHDA members and our partners to gather Health Director feedback on topics such as, Health Benefits and Contribution Agreements
- Launched FNHDA online portal for use by our members
- On-going presentation of webinars for our members



Strategic Plan 2015-2018

recently developed



- three-year guide for implementing FNHDA's mandate
- overview of FNHDA's mandate, vision, mission, goals, and objectives



Our FNHDA Strategic Plan has three goals:

Goal 1:

Provide professional development, training, networking and support services for Health Directors, supporting their well-being and success in their community roles, and enabling their participation in the improvement of the broader health system.



Goal 2:

Support Transformation through effective participation of the FNHDA in the First Nations health governance structure and providing quality and timely technical advice.

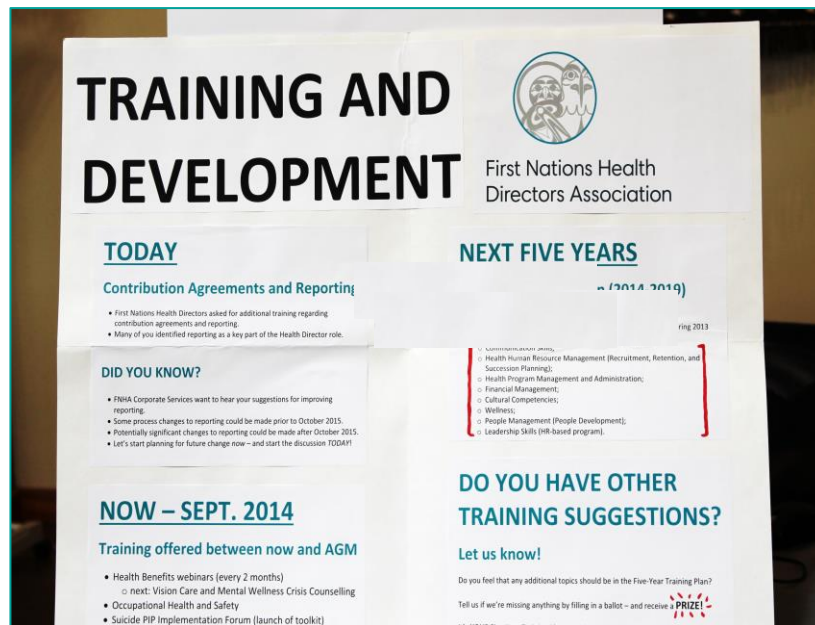
Goal 3:

Uphold high operational standards and seek to continuously improve, grow and evolve the FNHDA.



Training Plan 2015-2018

what is it?



- list of FNHDA's training priorities
- The Training Plan serves as a guide for creating annual FNHDA training work plans

Training Plan 2015-2018

Health Director training priority areas



- 1) Community Health & Wellness Planning
- 2) Community Health Services & Programs, Health Knowledge, and Wellness
- 3) Cultural Competency and Cultural Safety
- 4) Communication
- 5) Financial Management
- 6) Human Resources
- 7) Governance, Transformation, and Community Health Leadership





We would like to provide you with a special presentation about our recent FNDHA Position Statement: *a call to action towards a zero tolerance of lateral violence...*

Position Statement A Call to Action towards a zero tolerance of lateral violence

For thousands of years, our Nations have relied on our own Indigenous governance systems that were guided by the universe, and kinship systems that provided for social harmony and healthy relationships.

Traditionally, for all Nations, it is a social code not broken that there were ways of resolving issues that would allow for reflection and remorse for the individual who was harmed, or who may have harmed another. Traditional teachings provided direction for dealing with hurtful differences among people because they stressed the importance of having power with, not power over one another. Coming from a place of respect and strength was seen as a natural part of the process.

Due to the harmful effects of colonization, a foreign and punishing system known as "lateral violence" has become commonplace in communities and society today. Colonization and interrelated racism are the true culprits as they are not conformed with our Indigenous ways. Moreover, they play out in displaced anger, threats and attacks in homes, schools and workplaces to the extent that lateral violence has become a significant public health issue for First Nations. Our traditional medicines, practices and teachings, based on a holistic model of health, give us original solutions to counter the detrimental effects that lateral violence has on individuals, families and communities. Drawing on traditional medicines, practices and teachings based on a holistic model of health and wellness, these provide original, traditional solutions to counter the racism of lateral violence and its destructive effects on individuals, families and communities. The following will discuss the role and responsibility for finding forward looking and innovative strategies and solutions. Practical ideas, research and perspectives, needed by a cultural lens, will need to be assessed, planned, implemented and evaluated.

The FNDCA issues a decree of the following 13 actions (in chronological order) of the position of the world's First Nations who share the same values, to take a stand against lateral violence and, other systems that a person's physical, spiritual, mental and emotional health on an individual and collective level. The 13 recommended actions for zero tolerance of lateral violence are:

1. Support the National Health Centres and organizations to adopt a "zero tolerance for lateral violence" policy.
2. Use First Nations cultural values to promote equal opportunities where people work, live, play and stay.
3. Make healthy behaviour and respect = compassion and solidarity without enabling or allowing the lateral violence to continue.
4. Promote the myth for cultural sensitivity, cultural awareness, cultural safety and cultural continuity by disseminating promotional materials.
5. Use First Nations cultural values to inform structural changes when addressing lateral violence.
6. Increase self-knowledge about the harmful effects of colonization, historical racism and violence including how to resist these realities through experiential.
7. Work with partners to provide accessible professional development opportunities, to learn how to deal with lateral violence in the workplace and in social media.
8. Work with partners to develop First Nations specific education tools and social awareness about how lateral violence affects our health and wellness.
9. Develop First Nations specific campaigns for identifying and addressing harmful contexts and conditions in homes and schools.
10. Build or existing community support networks (available to those who may have experienced lateral violence).
11. Work with partners to document the link to health and wellness and collect related First Nations education materials, which reflect First Nations customs, values and beliefs.
12. Work with partners to provide training opportunities to health teams on non-violence and reconciliation.
13. Work with leaders, service providers and health teams on prevention strategies with ongoing coordination and collaboration efforts in this regard.



First Nations Health
Directors' Association

Being excellent is necessary

By fostering an environment based on our values of respect, discipline, relationships, culture, excellence and fairness, these above actions can lay an common ground. Promote the end to lateral violence in the name of peace, productivity and prosperity and take advantage of its realities for remedial interventions. The FNDCA calls upon everyone to action, to get involved and be a part of finding and determining solutions, based on a zero tolerance of any form of lateral violence.

Approved by FNDCA Members on September 15, 2014 - Spring, Alberta, Canada Territory

*Please note that FNDCA does not have equal partners, agency, and thus, action based on a collective decision.



Lateral Violence: context-setting

During a few webinars held this past year: *Dealing with Aggression, Violence in the Workplace* and *Labour and Employee Relations*, the topic of lateral violence was raised in relation to social media and in particular on-line forms of lateral violence.

With this topic being identified as an important concern by Health Directors, the FNHDA Board decided to take positive steps to address lateral violence, and the idea of a FNHDA Position Statement to address lateral violence emerged.

On Tuesday, September 16, 2014, at the FNHDA Annual General Assembly, Health Directors voted to endorse the FNHDA Position Statement: *A Call to Action towards a zero tolerance of lateral violence.*



Position Statement: A Call to Action towards a zero tolerance of lateral violence

The FNHDA issues a decree of the following 13 actions (*in remembrance of the phases of the moon*); it calls all those who share the same values, to take a stand against lateral violence; and, strive to ensure that a person's physical, spiritual, mental and emotional health on an individual and collective basis. The 13 recommended actions for zero tolerance of lateral violence are:

1. Support First Nations' Health Centres and organizations to adopt a "zero tolerance for lateral violence" policy.
2. Use First Nations cultural values to promote equal power relations where people work, live, play and pray.
3. Model healthy behaviour and respond in compassion and solidarity without enabling or allowing the lateral violence to continue.
4. Promote the buy-in for cultural sensitivity, cultural awareness, cultural safety and cultural continuity by disseminating promotional materials.
5. Use First Nations cultural values to inform structural changes when addressing lateral violence.
6. Encourage self-knowledge about the harmful effects of colonization, historical injustices and violence including how to make these realities growth experiences.



7. Work with partners to provide accessible professional development opportunities, to learn how to deal with lateral violence in the work-place and on social media.
8. Work with partners to develop First Nations specific education materials to build awareness about how lateral violence affects our health and wellness.
9. Develop First Nations specific campaigns for identifying and addressing harmful contexts and conditions in homes and schools.
10. Build on existing community support networks (available to those with who may have experienced lateral violence).
11. Work with partners to document the links to health and wellness and collate related First Nations education materials which reflect First Nations customs, values and beliefs.
12. Work with partners to provide training opportunities to Health leads on non-violence and reconciliation.
13. Work with leaders, service providers and Health leads on prevention strategies while improving coordination and collaboration efforts in this regard.



A Call to Action:

- By fostering an environment based on our values of respect, discipline, relationships, culture, excellence and fairness, these above actions can fall on common ground.
- Promote the end to lateral violence in the name of peace, productivity and prosperity and take advantage of its readiness for remedial interventions.
- The FNHDA calls upon everyone to action, to get involved and be a part of finding and determining solutions, towards a zero tolerance of any form of lateral violence.



Future FNHDA activities

- Continued development of annual FNHDA Training and Development Strategies and Work-plan
- New training support programs based on member feedback and identified priorities
- Continued gathering of Health Director Technical Advice for solution-development and recommendations for improved health services



Thank you



Contact Us



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