



# Perspectives from British Columbia: Modern Regulatory Approaches to Indigenous Reconciliation and Equity, Diversity, and Inclusion

Ailene Lim | Engineers and Geoscientists of BC

Marcie Cochrane | Engineers and Geoscientists of BC

Dave Bhauruth | British Columbia College of Nurses & Midwives

Joanie Bouchard | College of Dietitians of British Columbia

#CLEAR2023AEC





# Perspectives from British Columbia: Modern Regulatory Approaches to Indigenous Reconciliation and Equity, Diversity, and Inclusion

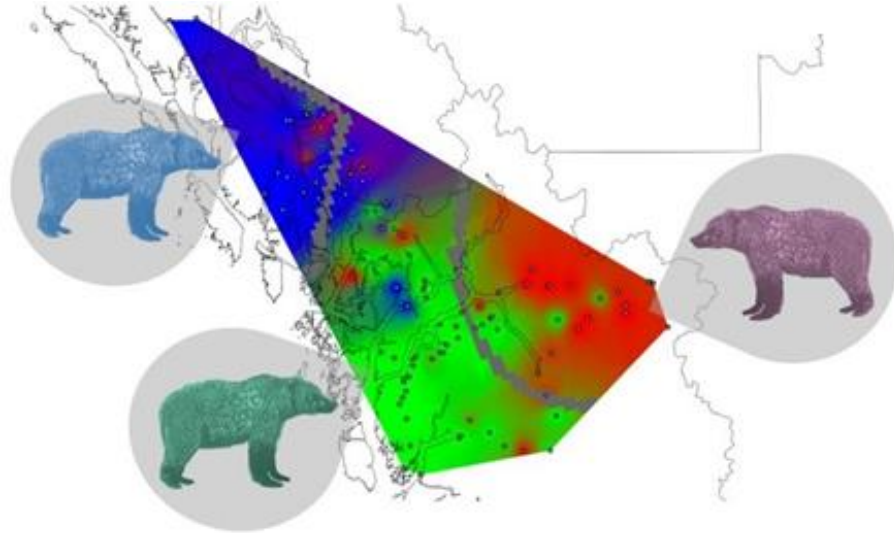
Ailene Lim | Engineers and Geoscientists BC

Marcie Cochrane | Engineers and Geoscientists BC

#CLEAR2023AEC



# Land Acknowledgement



Red, green, blue = grizzly bear DNA groups

Pixelated grey lines = boundaries of Indigenous language groups

Here's the grizzly bear/Indigenous language study if you'd like to learn more:

<https://www.science.org/content/article/mind-blowing-grizzly-bear-dna-maps-indigenous-language-families>



# Outline

- Who We Are
- Mandate and Strategy
- Initiatives and Actions
- Considerations for Implementation





# Who We Are

#CLEAR2023AEC



# Engineers and Geoscientists BC

- Licensing and regulatory body for professional engineering and geoscience
- 3rd largest regulator in British Columbia (>40,000 registrants)
- Regulating the professions since 1920
- New governance framework - the *Professional Governance Act* (Feb. 2021)



# Advancing EDI is a Journey



# Evolution of our Approach

## 30 by 30 Strategy

Leverage our strengths  
Build relationships to maximize collective efforts  
Support girls and women along the full career path

## Action Plan Themes

Data and metrics  
Connection and belonging  
Leadership

## EDI Strategy

Build capacity and momentum  
Integrate within existing programs  
Embed into new initiatives

## Strategic Plan

Vision outcome: EDI and reconciliation with Indigenous peoples







# Mandate and Strategy

#CLEAR2023AEC



# Mandate

- Protection of the public interest by setting and maintaining high academic, experience, and professional practice standards.
- 20 standards of good regulation, including several that include EDI considerations:

Transparency  
and  
accountability

Setting standards  
of competence  
and conduct

Education and  
continuing  
competence

Registration

Audit and  
practice reviews

Complaints and  
discipline





# 2022—2027 STRATEGIC PLAN

## VISION

Modern regulation for a resilient world

## MISSION

We serve the public interest as an inclusive, progressive, and future-focused regulator

## STRATEGIC IMPERATIVES

Stakeholder  
Engagement

Process

People and Culture

Social Responsibility

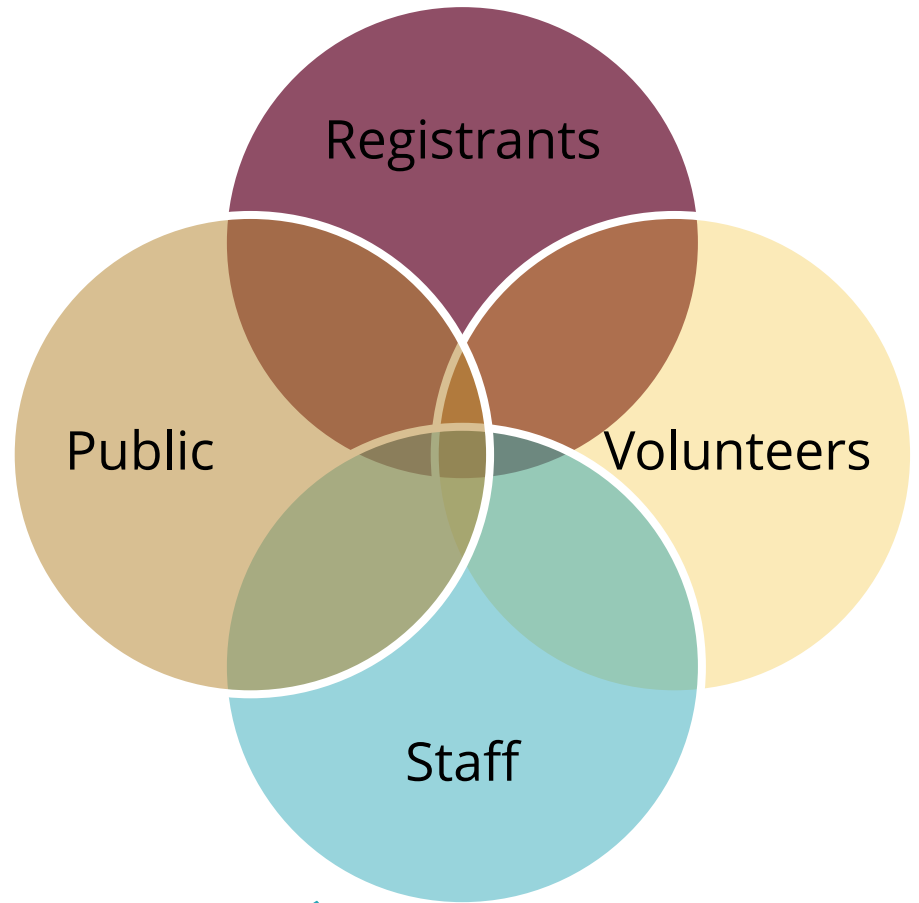


# Initiatives and Actions

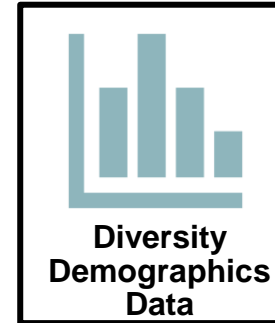
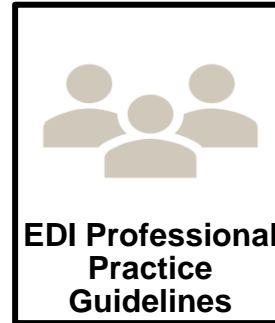
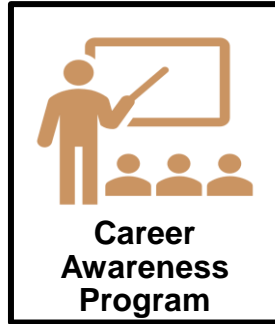
#CLEAR2023AEC

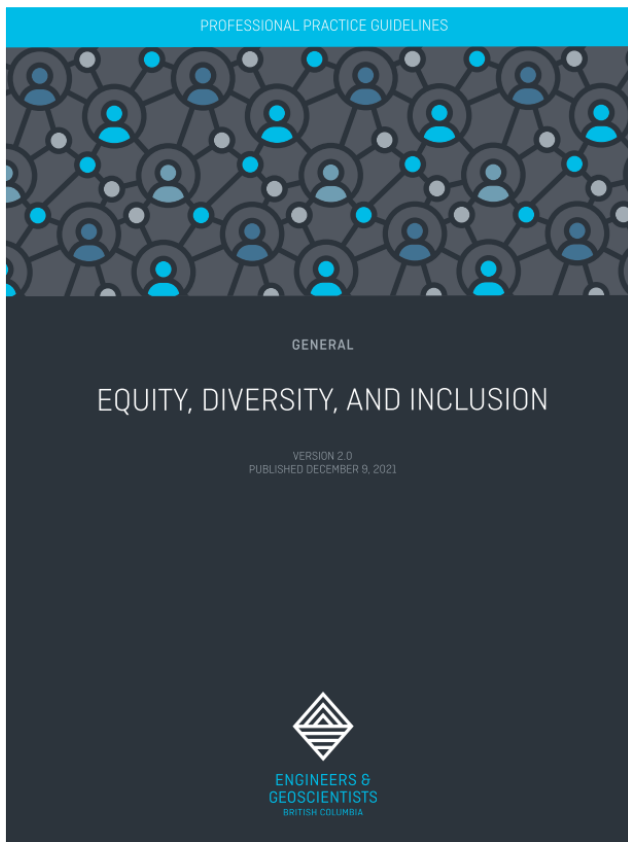


# Initiatives and Actions

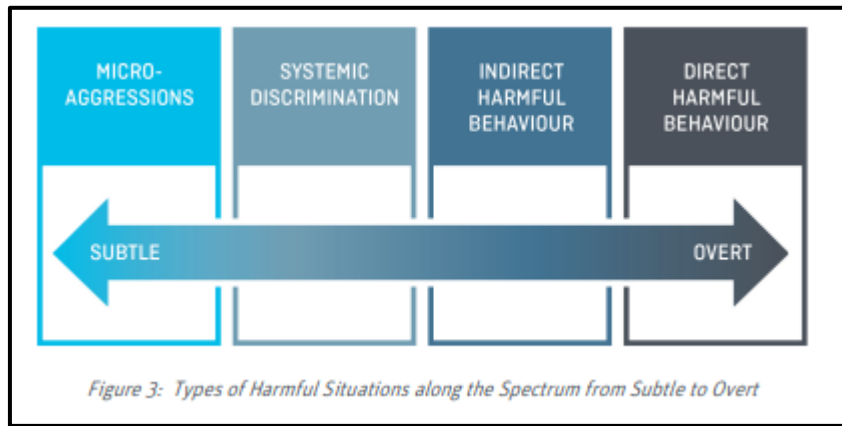


# Initiatives and Actions



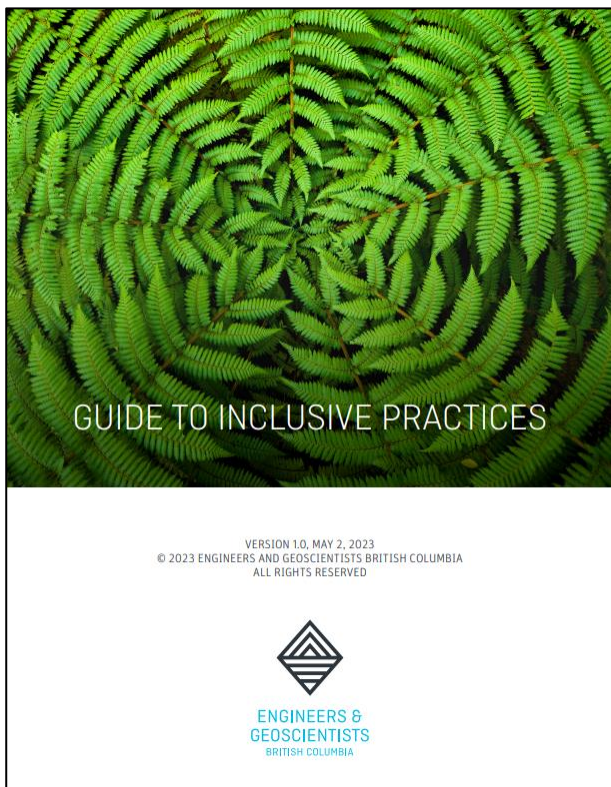


# Professional Practice Guidelines: Equity, Diversity, and Inclusion



<https://www.egbc.ca/app/Practice-Resources/Individual-Practice/Guidelines-Advisories/Document/01525AMWZOGZM5ITT65REIGLMV7WZTFXG6/Equity%2C%20Diversity%2C%20and%20Inclusion>





# Guide to Inclusive Practices



<https://www.egbc.ca/About/Programs-Initiatives/Equity-Diversity-and-Inclusion/Guide-to-Inclusive-Practices>

2023 CLEAR ANNUAL EDUCATIONAL CONFERENCE



#CLEAR2023AEC



# Continuing Education and Knowledge Centre



ENGINEERS & GEOSCIENTISTS BRITISH COLUMBIA Resources

REGULATORY LEARNING MODULE  
2022-2023: TRUTH AND RECONCILIATION



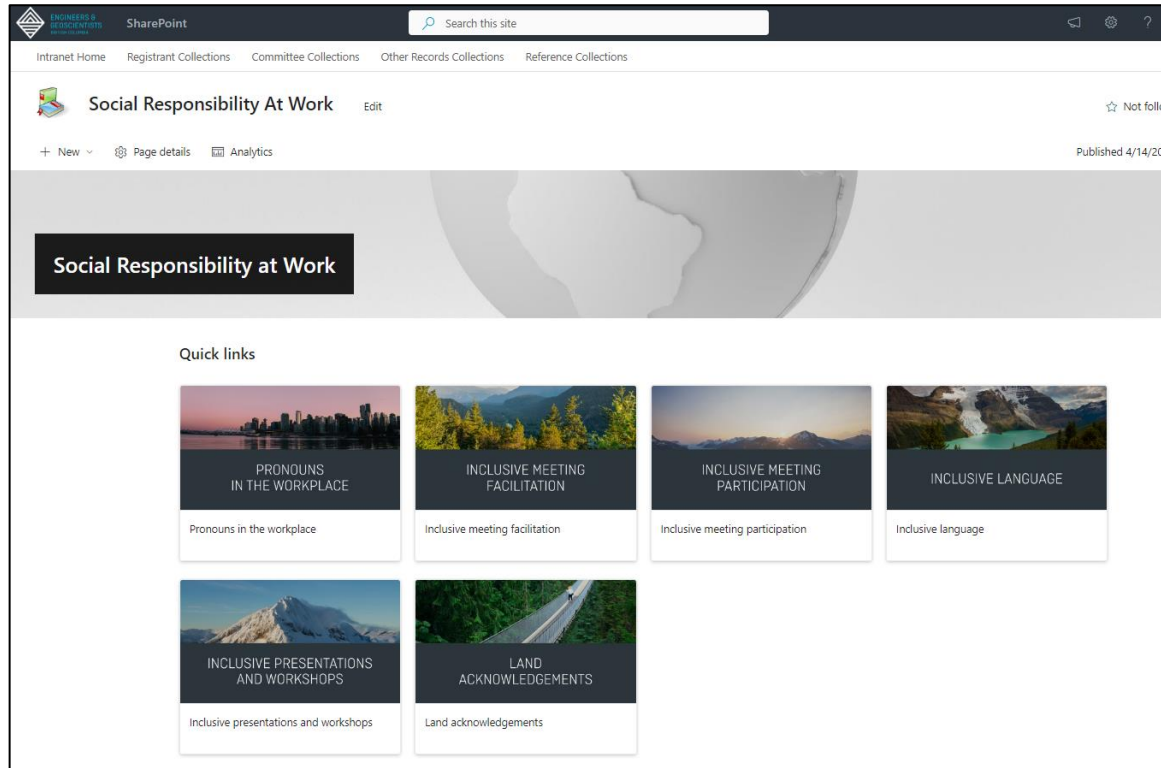
<https://apps.egbc.ca/knowledge-centre>

2023 CLEAR ANNUAL EDUCATIONAL CONFERENCE



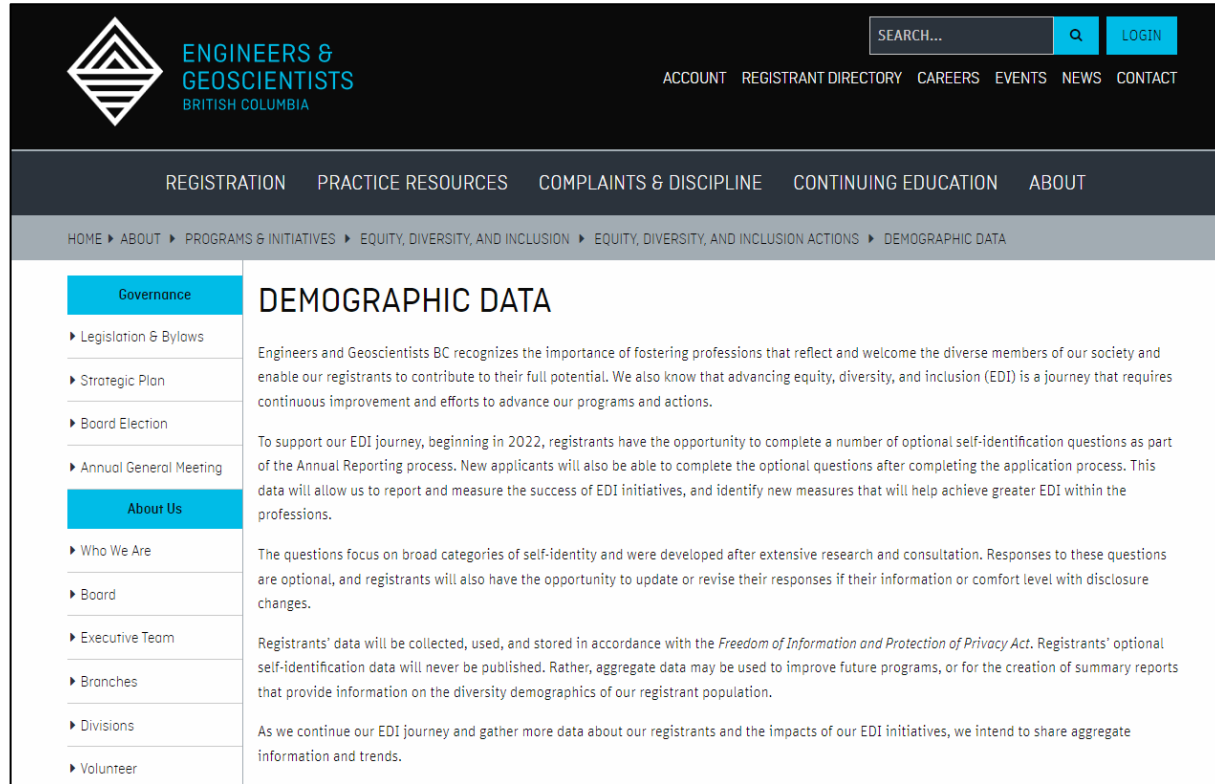
#CLEAR2023AEC

# Organization Intranet Site



# Registrant Demographics Data

<https://www.egbc.ca/About/Programs-Initiatives/Equity-Diversity-and-Inclusion/Equity-Diversity-and-Inclusion-Actions/Demographic-Data>



The screenshot shows the website for Engineers & Geoscientists BC. The header includes the organization's logo and name, a search bar, and navigation links for ACCOUNT, REGISTRANT DIRECTORY, CAREERS, EVENTS, NEWS, and CONTACT. The main navigation bar lists REGISTRATION, PRACTICE RESOURCES, COMPLAINTS & DISCIPLINE, CONTINUING EDUCATION, and ABOUT. The breadcrumb trail reads: HOME > ABOUT > PROGRAMS & INITIATIVES > EQUITY, DIVERSITY, AND INCLUSION > EQUITY, DIVERSITY, AND INCLUSION ACTIONS > DEMOGRAPHIC DATA. The left sidebar contains a menu with 'Governance' (Legislation & Bylaws, Strategic Plan, Board Election, Annual General Meeting) and 'About Us' (Who We Are, Board, Executive Team, Branches, Divisions, Volunteer). The main content area is titled 'DEMOGRAPHIC DATA' and contains three paragraphs of text.

**ENGINEERS & GEOSCIENTISTS BRITISH COLUMBIA**

SEARCH... LOGIN

ACCOUNT REGISTRANT DIRECTORY CAREERS EVENTS NEWS CONTACT

REGISTRATION PRACTICE RESOURCES COMPLAINTS & DISCIPLINE CONTINUING EDUCATION ABOUT

HOME > ABOUT > PROGRAMS & INITIATIVES > EQUITY, DIVERSITY, AND INCLUSION > EQUITY, DIVERSITY, AND INCLUSION ACTIONS > DEMOGRAPHIC DATA

**Governance**

- ▶ Legislation & Bylaws
- ▶ Strategic Plan
- ▶ Board Election
- ▶ Annual General Meeting

**About Us**

- ▶ Who We Are
- ▶ Board
- ▶ Executive Team
- ▶ Branches
- ▶ Divisions
- ▶ Volunteer

## DEMOGRAPHIC DATA

Engineers and Geoscientists BC recognizes the importance of fostering professions that reflect and welcome the diverse members of our society and enable our registrants to contribute to their full potential. We also know that advancing equity, diversity, and inclusion (EDI) is a journey that requires continuous improvement and efforts to advance our programs and actions.

To support our EDI journey, beginning in 2022, registrants have the opportunity to complete a number of optional self-identification questions as part of the Annual Reporting process. New applicants will also be able to complete the optional questions after completing the application process. This data will allow us to report and measure the success of EDI initiatives, and identify new measures that will help achieve greater EDI within the professions.

The questions focus on broad categories of self-identity and were developed after extensive research and consultation. Responses to these questions are optional, and registrants will also have the opportunity to update or revise their responses if their information or comfort level with disclosure changes.

Registrants' data will be collected, used, and stored in accordance with the *Freedom of Information and Protection of Privacy Act*. Registrants' optional self-identification data will never be published. Rather, aggregate data may be used to improve future programs, or for the creation of summary reports that provide information on the diversity demographics of our registrant population.

As we continue our EDI journey and gather more data about our registrants and the impacts of our EDI initiatives, we intend to share aggregate information and trends.





# Considerations for Implementation

#CLEAR2023AEC



Identify  
connections to  
regulatory  
requirements



Understand your  
registrants



Assign ownership  
and allocate  
resources



Find and work  
with supporters



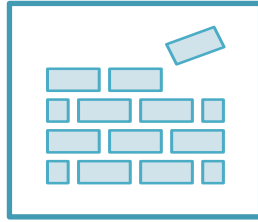
Create a plan



Share and apply  
wise practices  
and lessons  
learned



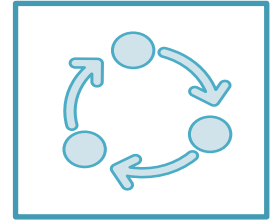
# Key Takeaways



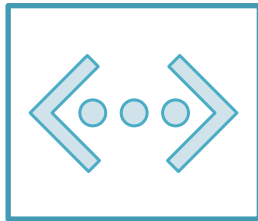
Build  
competencies  
internally



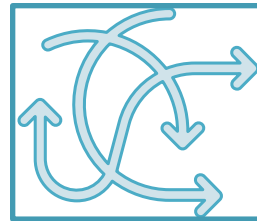
Engage  
experts



Ecosystem  
approach



Internal and  
external actions  
are needed



Work is not  
always linear



Seek input  
and feedback



# Speaker Contact Information



ENGINEERS &  
GEOSCIENTISTS  
BRITISH COLUMBIA

Ailene Lim  
Associate Director of Programs  
and Professional Development  
[alim@egbc.ca](mailto:alim@egbc.ca)

Marcie Cochrane, P.Eng.  
Equity, Diversity, and Inclusion Specialist  
[mcochrane@egbc.ca](mailto:mcochrane@egbc.ca)

#CLEAR2023AEC





# Thank You

#CLEAR2023AEC







# Modern Regulatory Approaches to Indigenous Reconciliation and Equity, Diversity, and Inclusion

Dave Bhauruth | British Columbia College of Nurses & Midwives

Joanie Bouchard | College of Dietitians of British Columbia

#CLEAR2023AEC



# Territorial Acknowledgement

BCCNM regulates over 60,000 nurses and midwives, and CDBC regulates over 1500 registered dietitians, who live and work on the territories of over 200 First Nations communities.

With great respect, we acknowledge that all our offices are located on the unceded territories of the hən̓q̓əmin̓əm̓ speaking peoples – xʷməθkʷəy̓əm (Musqueam), and sel̓íl̓wítulh (Tsleil-Waututh) Nations, and the Sḵwx̱wú7mesh-ulh Sníchim speaking peoples - Sḵwx̱wú7mesh Úxwumixw (Squamish Nation) whose historical relationships with the land continue to this day.

We also acknowledge that we are gathered on the traditional territories of the Shoshone, Paiute, Goshute and Ute tribes in what is now Utah.



# Background: why a standard is needed?

#tstartswithme

## DECLARATION of COMMITMENT MARCH 1, 2017

CULTURAL SAFETY AND HUMILITY IN THE REGULATION OF HEALTH PROFESSIONALS  
SERVING FIRST NATIONS AND ABORIGINAL PEOPLE IN BRITISH COLUMBIA

Our Declaration of Commitment is an important step towards advancing cultural safety and humility among regulated health professionals and is intended to be shared with health services in BC, First Nations and Aboriginal people in BC and Columbia. The Commission values the High Priority Act, as the declaration of "trust" profession, respect to health professionals and cultural safety and humility in quality and safety dimensions that are integral components of our public provision mandate.

This Declaration of Commitment is based on the following guiding principles of cultural safety and humility:

- Cultural humility is a life-long process of openness to understand ourselves and systems based and to develop and maintain healthy relationships and respectful relationships.
- Cultural safety is an outcome based on respect to engagement that respects and strives to address power imbalances between a health care system and the individual of power being put when receiving health care services.
- Cultural safety must be understood, defined and practiced at all levels of the health system including governance with health profession regulatory bodies and other institutional partners.
- All individuals, including First Nations and Aboriginal individuals, Elders, Dignitaries, committees, and others must be involved in the development of action strategies and in the decision-making process with a commitment to reciprocal accountability.
- Strong leadership on these actions is essential to achieving our vision of a culturally safe health system for First Nations and Aboriginal people in our province. We, the undersigned representatives of BC's health profession regulatory bodies, commit to:

**CREATE A CLIMATE FOR CHANGE BY:**

- Advocating the pressing need to establish cultural safety as a benchmark to improve First Nations and Aboriginal health services in BC.
- Creating an honest, informed and continuing dialogue with all stakeholders to show their change is necessary.
- Fostering a coalition of "shared leaders and champions" who are committed to the priority of embedding cultural safety and equity into the regulatory BC health professionals.
- Contributing to the personal vision of a culturally safe health system as a leading strategy to advance professional regulation in BC.
- Recognizing, respecting and enhancing cultural safety and cultural competency among health professionals in BC.

**ENGAGE AND ENABLE STAKEHOLDERS BY:**

- Commissioning the review of culturally safe health profession regulation for First Nations and Aboriginal people in BC and the critical need for commitment and understanding on behalf of all stakeholders, health professionals and others.
- Openly and honestly addressing concerns and leading by example, identifying and removing barriers to progress.
- Modeling and visibly achieving accomplishments.

**IMPLEMENT AND SUSTAIN CHANGE BY:**

- Recognizing and respecting our regulators' high government and resources to develop cultural humility from a culture of cultural safety.
- Ensuring a process of open engagement and inclusion can occur and our stakeholders without fear of reprisal.
- Leading and modeling success stories of actions and cultural humility and safety are essential actions of our health profession regulatory bodies.

**REPORTING ON PROGRESS BY:**

Working with the Ministry of Health and the First Nations Health Authority to prepare a public annual report on progress achieved, outlined and demonstrating that the commitment is being met.

Our signatories demonstrate our long-term commitment to the regulation of health professionals to promote and enhance cultural safety and humility for First Nations and Aboriginal people in British Columbia and to champion the principles included in this report.


This Declaration is endorsed by the Ministry of Health and the First Nations Health Authority and signed their representatives and the members of the BC Health Regulators.

**SIGNED ON THIS DATE: March 1, 2017**

|   |   |
|---|---|
| <br>Joe Dalgleish, CEO, HISA                       | <br>Robyn Stiles, Deputy Minister                  |
| <br>Greg Adams, Chair, BC Health Regulators        | <br>Robyn Stiles, Deputy Minister                  |
| <br>Jennifer Lawrence, Chair, BC Health Regulators | <br>Sarah Woodard, Chair, BC Health Regulators     |
| <br>Greg Adams, Chair, BC Health Regulators        | <br>Jennifer Lawrence, Chair, BC Health Regulators |
| <br>Greg Adams, Chair, BC Health Regulators        | <br>Jennifer Lawrence, Chair, BC Health Regulators |
| <br>Greg Adams, Chair, BC Health Regulators        | <br>Jennifer Lawrence, Chair, BC Health Regulators |
| <br>Greg Adams, Chair, BC Health Regulators        | <br>Jennifer Lawrence, Chair, BC Health Regulators |

## In Plain Sight

### Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care



20  
Addressing Racism Review  
Full Report, November 2020



## Step #1: Reading What Had Already Been Researched

- Reclaiming Power & Place - The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls
- Truth & Reconciliation Commission Calls to Action



## Step #1: Reading What Had Already Been Researched

- In Plain Sight – Addressing Indigenous-Specific Racism in B.C. Health Care
- Nursing Council of New Zealand Documents:
  - Guidelines for Cultural Safety, the Treaty of Waitangi and Māori Health in Nursing Education and Practice
  - Code of Conduct



# Step #2: Consulting to develop a shared standard



# What we heard from Indigenous clients and families

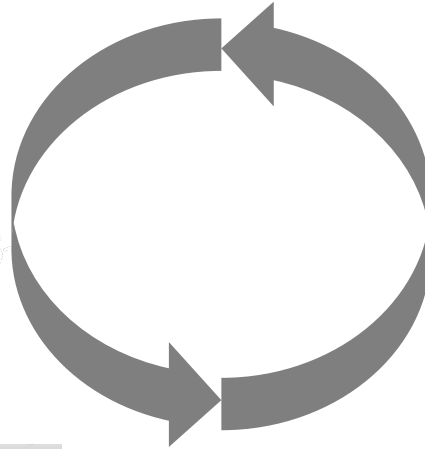
- The conventional model of health care has an approach built around hierarchies between patients, care providers, practitioners and others
- The Indigenous approach to care is based on relationships and earned trust
- Regulators need to understand why they may not see significant numbers of complaints



# What we heard from Indigenous clients and families



Sulksun (Shane Pointe)





## Step #3: Analyzing the findings



## What the consultation process looked like

- Guided by Indigenous consultants
- Consulting with experts from both lenses (FNHA)
- Consulting with patients, not to replicate *In Plain Sight* but to broaden our own understanding



## What the consultation process looked like

- Consulting with Indigenous registrants again because they have multiple viewpoints and experiences
- Engaging with over 25 system partners, especially Indigenous Health Offices in Health Authorities
- Consulting with all registrants to socialize the standard (rather than validate it)



# What we learned

- Start by learning from people who have experienced harm
- Learn from existing resources
- “Nothing about us, without us”
- Emotional labour



# What we learned

- Be open to feedback
- Indigenous people are not homogenous
- Indigenous consultants



# Recognizing the standard in Indigenous ways & laws

- Regulatory implementation– February 25, 2022
- Recognition in Indigenous Tradition - Blanketing ceremony on May 31, 2022





# Learning from other organizations

#CLEAR2023AEC



# Adapting prior work

- 11 other BC Health Regulators met to discuss implementing the standard in their own organizations following the BCCNM launch in February 2022
- There were questions regarding the amount of work needed to adapt the standard to these other professions





# Adapting prior work

- Learning from past experiences:
  - BCCNM and CPSBC did separate engagements but heard similar feedback from Indigenous patients and registrants
  - BCCNM and CPSBC were able to develop the same standard
  - Regulators had access to multiple existing reports and data to inform any required adaptation
- The 11 regulators chose to adopt the standard



# Adapting the standard

- The 11 regulators worked with the same Indigenous consultant and Indigenous Knowledge Keeper to review and validate the standard
- The 11 regulators consulted with their staff and quality assurance committee (or equivalent entity)
- All 11 regulators were able to agree to adapt it as is



# Implementing the standard

- A blanketing ceremony was held on the National Day of Truth and Reconciliation, September 30, 2022
- Ten out of the 11 regulators conducted a common survey to their registrant groups in Feb-March 2023 to assess current state and identify resources to support a successful implementation





# Speaker Contact Information

- Dave Bhauruth, Executive Director (Reconciliation, Equity, Diversity & Inclusion)  
Dave.Bhauruth@bccnm.ca
- Joanie Bouchard, Registrar  
jbouchard@collegeofdietitiansbc.org

#CLEAR2023AEC





# Thank You

#CLEAR2023AEC

