



# Beyond Regulation: Advancing Indigenous Cultural Safety in Professional Practice

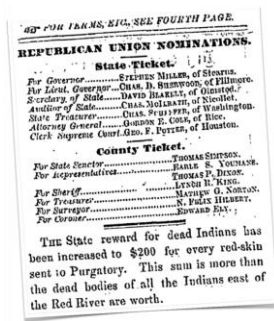
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CLEAR Symposium Vancouver 2026  
Instructor: Len Pierre, CEO

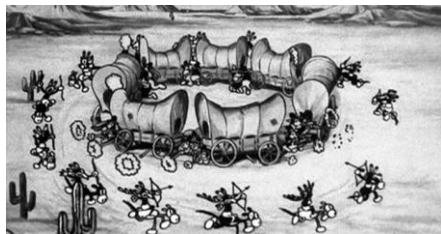




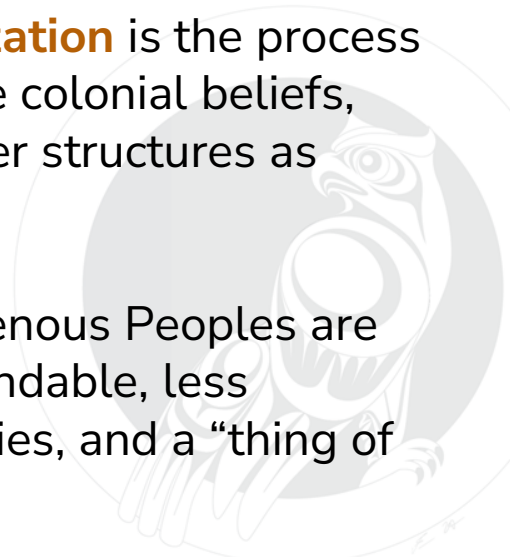
# Colonial Socialization



**Colonial Socialization** is the process of learning to see colonial beliefs, values, and power structures as “normal”.

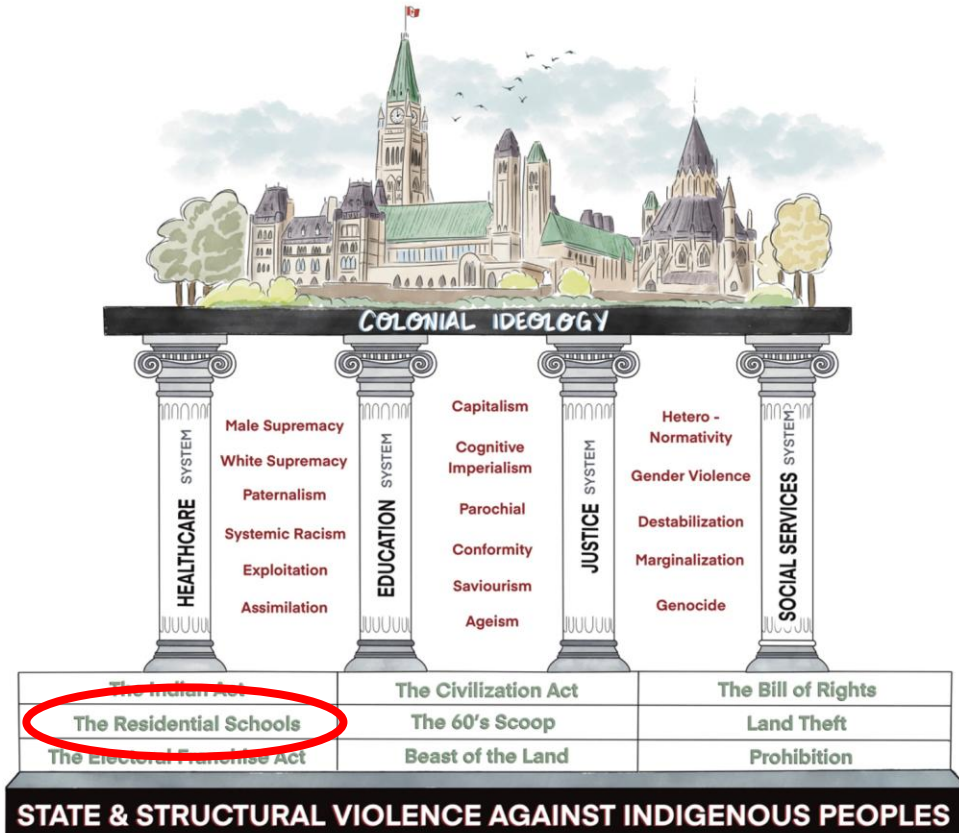


**Examples:** Indigenous Peoples are dangerous, expendable, less intelligent, enemies, and a “thing of the past”.





# The Missing “Why” in Reconciliation



## The Impact on Indigenous Wellness:

- Life Expectancy Gap 5-15 years shorter
- Disproportionate Child Welfare Involvement
- Clean drinking water access and infrastructure inequities
- Systemic racism in Canadian healthcare

Sources: Statistics Canada; Indigenous Services Canada; Canadian Institute for Health Information; In Plain Sight report (Mary Ellen Turpel-Lafond, 2020); Assembly of First Nations.



# Indigenous Cultural Safety

## First Nations Health Authority

is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the healthcare system. It results in an environment free of racism and discrimination, where people feel safe when receiving health care.

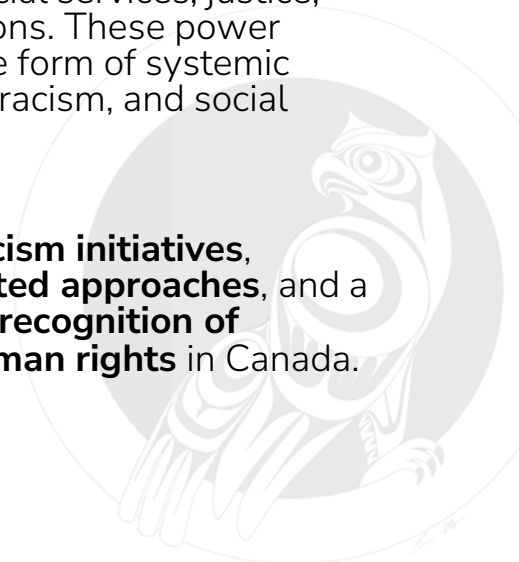


First Nations Health Authority  
Health through wellness

## Len Pierre Consulting

is about identifying and addressing power imbalances inherent in colonial systems: healthcare, education, social services, justice, and government institutions. These power imbalances often take the form of systemic prejudice, discrimination, racism, and social inequity.

It is mobilized by **anti-racism initiatives**, embedding **equity-oriented approaches**, and a deep commitment to the **recognition of Indigenous rights as human rights** in Canada.





# Cultural Safety Spectrum

Cultural Avoidance

Cultural Awareness

Cultural Sensitivity

Cultural Safety

Cultural Advocacy



Superiority

Apathy

Dominating

Saviourism

Censoring

Remaining Silent

Limiting

Exploiting

Consuming

Aggressive

Violent

Humbleness

Humility

Compassion

Empowering

Allyship

Speaking Up

Asking Questions

Sharing

Attend To

Vulnerability

**TRANSFORMATION**



We listen, we learn, we lean in, we change.

**SUPPORTING THE TYRANNY OF EFFICIENCY**

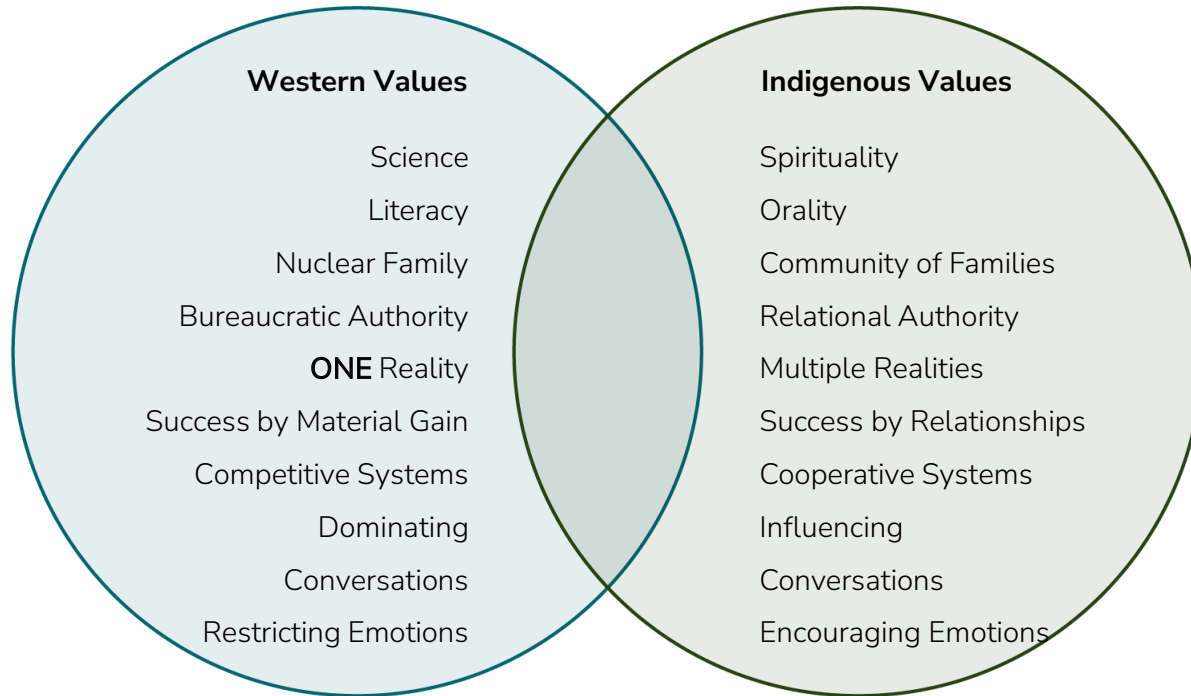


Productivity, efficiency, data, hierarchical, time, etc.



# Bridging Our Cultural Awareness

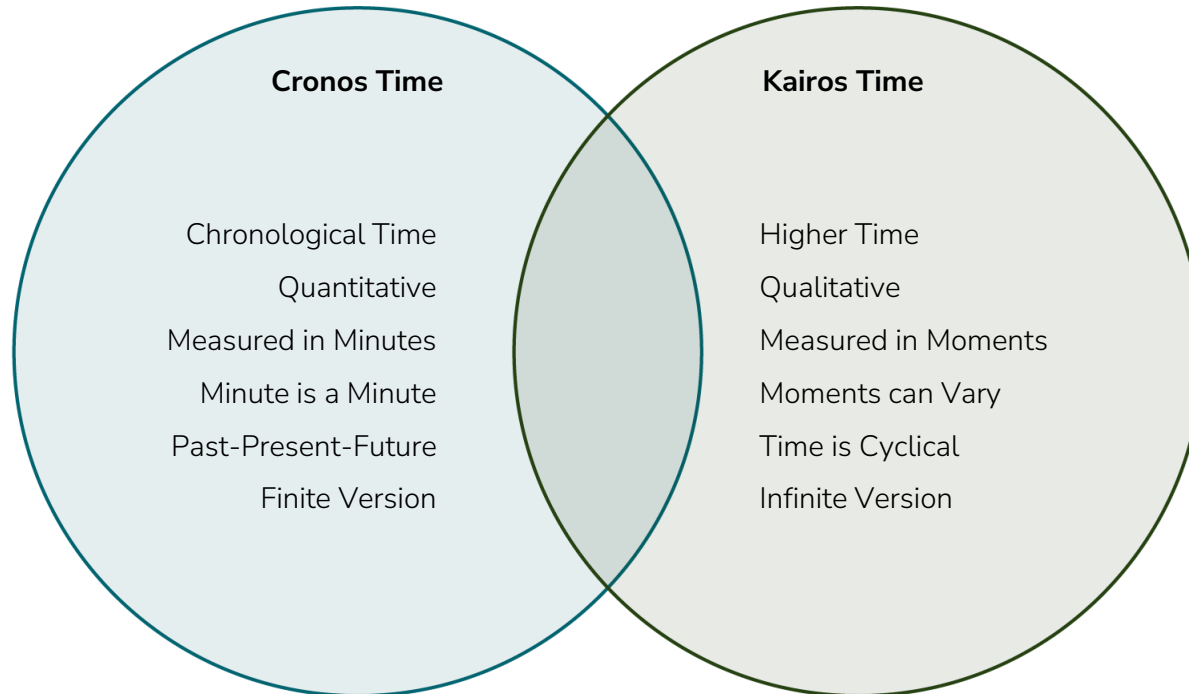
## CULTURAL AWARENESS AND RESPONSIVENESS





# Time As A Cultural Safety Tool

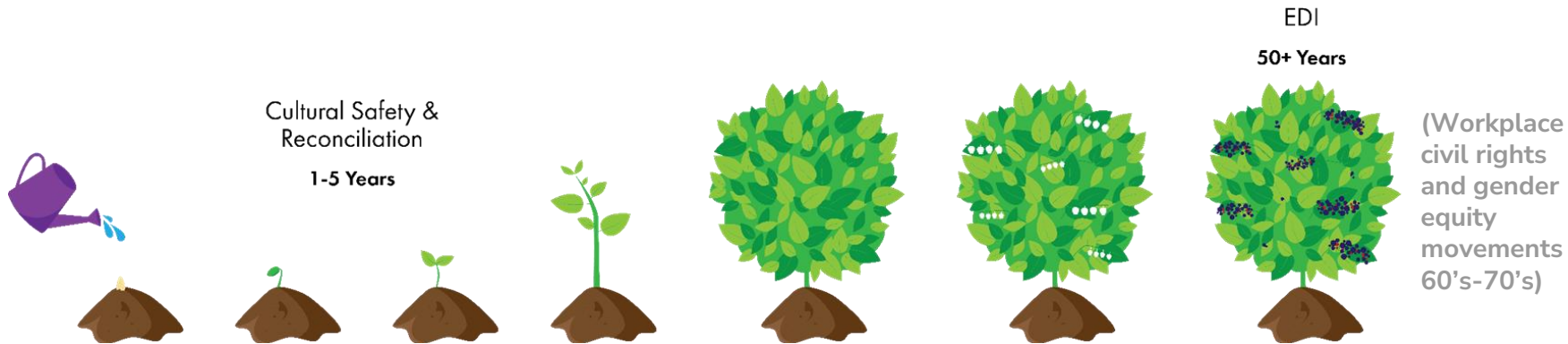
## LEVERAGING TIME FOR SAFETY





# What About Equity, Diversity, & Inclusion?

- EDI focuses on inclusion within existing institutions rather than transforming the colonial structures those institutions are built upon
- To be “welcomed” is to be not at home
- You cannot “include” us on our own lands and territories
- No evidence that demonstrates EDI work has recognized or surfaced Indigenous issues
- Reinforces Canadian Socialization (erasure of Indigenous peoples)





# Professional Tools for Your Tool Belt

1

Train yourself to examine and re-examine your language and behaviour.



- ICS Terminology
- iTIEP Communication Guidelines
- Seek feedback and give feedback to colleagues on their language/behaviour

2

Check-in with your prejudices. Ask yourself “How am I being prejudice?”



- In your team meetings
- When talking about First Nations, Metis, and Inuit
- When working in Indigenous context/projects

3

Apply “Impact over Intent”



- Train investigators and committees to assess **impact on the patient/client**, not just practitioner intent



4

Indigenous Representation  
& Decision-Making Power



- Move beyond advisory → **shared authority**

5

Continuous Learning &  
Practice Based Reflection



- Join our LPC Learning Community
- Buy a book
- Listen to podcasts
- Commit to one next thing from this course!



“

**“Safety is not the absence of  
threat... it is the presence of  
connection”**

—

DR GABOR MATE





Feedback helps us grow!

### Session Details:

- Course: Introduction to Indigenous Cultural Safety
- Instructor: **Len**

### CONTACT

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## Thank You

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