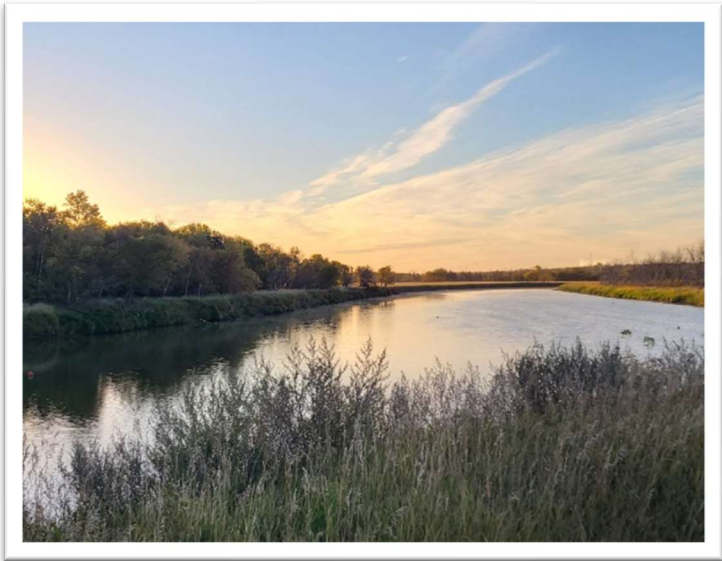


# Indigenous Health





## Land Acknowledgment

*Prairie Mountain Health facilities are located on Treaty 1, 2, and 4 Territories, the original lands of the Dakota, Anishinaabe, Cree, Oji-Cree, and the National Homeland of the Red River Métis.*

*Prairie Mountain Health acknowledges the harms and wrongs of the past and is committed to providing culturally safe health care that is without racism and discrimination.*

*Prairie Mountain Health recognizes that improving the health status, health outcomes and equitable access to quality health care for Indigenous peoples, is essential to achieving PMH's Vision of Health and Wellness for All.*


*We dedicate ourselves to moving forward in partnership with First Nations, Métis and Inuit individuals, families, and communities in spirit of reconciliation and healing.*

## Content

	PAGE
Program Overview, Purpose & Commitment	2
Values & Principles	3
Key Milestones & Program Advancements	4
Roles & Responsibilities	5
Demographic	6
Stakeholders	7
Goals	8
Objectives	9
Program Impact & Engagement Metrics	12
Strategic Summary	12

## Program Overview

The Prairie Mountain Health (PMH) region is located on Treaty 1, 2, and 4 Territories, the original lands of the Dakota, Anishinaabe, Cree, Oji-Cree, and the National Homeland of the Red River Métis. This includes 14 First Nations and 15 Northern Affairs (Métis) communities, along with a significant Indigenous population in urban, rural, and remote areas—totaling over 31,000 individuals. Our region is rich with diversity of Indigenous people, each group with its own cultures, traditions, and languages.



### First Nations Communities

Birdtail Sioux First Nation	O-Chi-Chak-Ko-Sipi First Nation	Skownan First Nation
Canupawakpa Dakota Nation	Minegoziibe Anishinabe First Nation	Tootinaowaziibeeng First Nation
Ebb and Flow First Nation	Rolling River First Nation	Waywayseecappo First Nation
Gambler First Nation	Sapotaweyak Cree Nation	Wuskwi Sipiik First Nation
Keeseekoowenin First Nation	Sioux Valley Dakota Nation	



### Northern Affairs (Métis) Communities

Baden	Duck Bay	Red Deer Lake
Barrows	Mallard	Rock Ridge
Camperville	Meadow Portage	Salt Point
Crane River	Pelican Rapids	Spence Lake
Dawson Bay	Powell	Waterhen

## Purpose

PMH's Indigenous Health program is rooted in respect for these lands and the Treaties that govern them, and is guided by a commitment to reconciliation, healing, and partnership with Indigenous peoples.

The Indigenous Health program actively responds to the Truth and Reconciliation Commission's Calls to Action—particularly those related to Health recommendations (Calls 18–24)—by fostering culturally safe, inclusive, and equitable care.

Indigenous Health also supports and facilitates access to traditional healing practices for those who choose to incorporate them into their wellness journey.

## Commitment

PMH upholds the health and well-being of Indigenous peoples across the region. This Indigenous Health Strategy is a cornerstone of PMH's commitment to drive meaningful change through collaboration, respect, and truth.

Recognizing the impact of historical and systemic inequities, PMH strives to eliminate racism and discrimination in its health care settings. Every Indigenous individual seeking care within PMH facilities is entitled to compassionate, respectful, and culturally informed services that uphold their dignity and support their healing.

## Values & Principles

The values and principles guiding Indigenous Health reflect a deep commitment to equity, respect, and collaboration. They emphasize the importance of culturally grounded care, the elimination of systemic barriers, and the empowerment of Indigenous communities. These foundational elements support a holistic approach to health and wellness, rooted in reconciliation, inclusion, and meaningful engagement.

### Collaboration

Partnering with Indigenous communities to co-create solutions.

### Engagement

Meaningful involvement of Indigenous peoples in health planning and decision-making.

### Health Equality

Equal access to healthcare services for Indigenous peoples, regardless of location and economic status.

### Health Equity

Fair healthcare that considers social factors like racism, colonialism, and marginalization.

### Holistic Health

Recognizing the interconnectedness of physical, emotional, spiritual, and mental health.

### Inclusion

Embracing First Nations, Métis, and Inuit worldviews of health, healing, and well-being.

### Racial Equity

Removing racial disparities to improve health outcomes in Indigenous communities.

### Reconciliation

Acknowledging past harms and working toward healing and respectful relationships.

### Respect

Honouring Indigenous cultures, traditions, and knowledge systems in healthcare.

### Empowerment

Supporting Indigenous autonomy and leadership in health and wellness.

# Key Milestones and Program Advancements



## Early Coordination

- ▶ Regional Coordinator of Aboriginal Health role created in Assiniboine Regional Health Authority. Role transitioned to Regional Coordinator – Indigenous Health for Prairie Mountain Health.
- ▶ First Nations & Métis Health Liaison for PMH North role created.

## Expansion of Liaison and Advocacy Roles

- ▶ May 2015: First Nations & Métis Health Liaison position created.
- ▶ March 2021: Indigenous Health Patient Advocate role introduced at Brandon Regional Health Centre.

## Program Restructuring and Leadership

- ▶ June 2022: Retirement of Regional Coordinator.  
First Nations & Métis Health Liaison, PMH North Position vacated
- ▶ October 2022: Second Patient Advocate position created for Prairie Mountain Health - South
- ▶ May 2023: Regional Manager – Indigenous Health hired for Prairie Mountain Health.

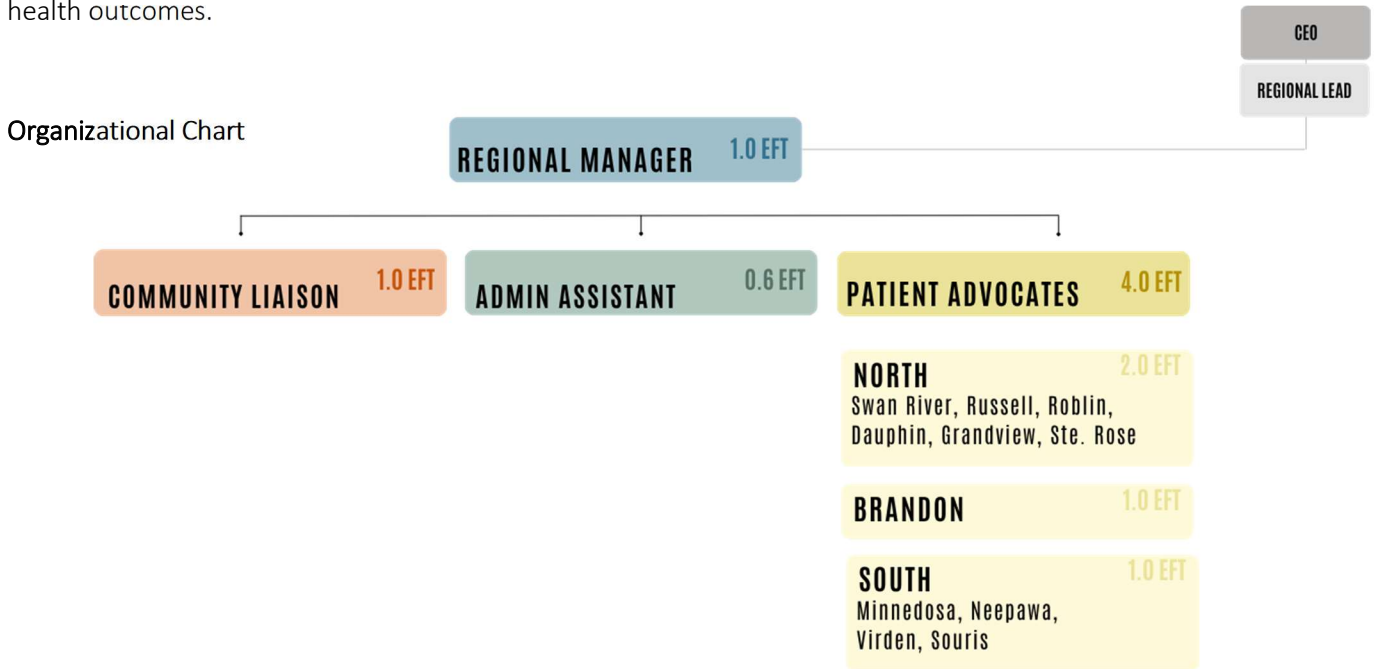
## Growth in Patient Advocacy and Community Liaison Roles

- ▶ July 2023: Patient Advocate hired for PMH North.
- ▶ December 2023: Indigenous Health Community Liaison position created.
- ▶ December 2023: Additional Patient Advocate position created for PMH North.
- ▶ April 2024: Indigenous Health - Administrative Assistant position created to support the Indigenous Health program.

# Roles and Responsibilities

The Indigenous Health Program acts as a vital bridge between PMH and Indigenous patients, families, and communities. It works to identify and address service gaps, enhance patient experiences, and promote positive health outcomes through respectful engagement and open communication.

In addition to supporting Indigenous peoples who access healthcare within PMH, the Indigenous Health team serves as a resource for all PMH staff who provide care within PMH-owned facilities and services. Indigenous Health promotes culturally safe practices. The Team aids in improving Indigenous patients, client, and residents' experiences and their health outcomes.



The Team plays a central role in advocating for health equity and culturally responsive care. The program is led by a dedicated team whose responsibilities include:

- ▶ **Regional Manager:** Oversees program development and coordination, empowering Indigenous individuals, families, and communities while supporting staff across the region.
- ▶ **Community Liaison:** Facilitates communication, logistics, and engagement efforts to strengthen relationships and streamline service delivery.
- ▶ **Indigenous Patient Advocates:** Provide emotional, spiritual, and culturally safe support. They assist with navigating the health system and understanding medical information, discharge planning, and coordination of health benefits.
- ▶ **Administrative Assistant:** Supports operational needs, coordinates communications, organizes documentation, and facilitates the flow of employee information, schedules, program details, and data.

Together, the Indigenous Health Team collaborates with patients, families, communities, and health care providers to support culturally safe care, advocacy, navigation, and resource sharing.

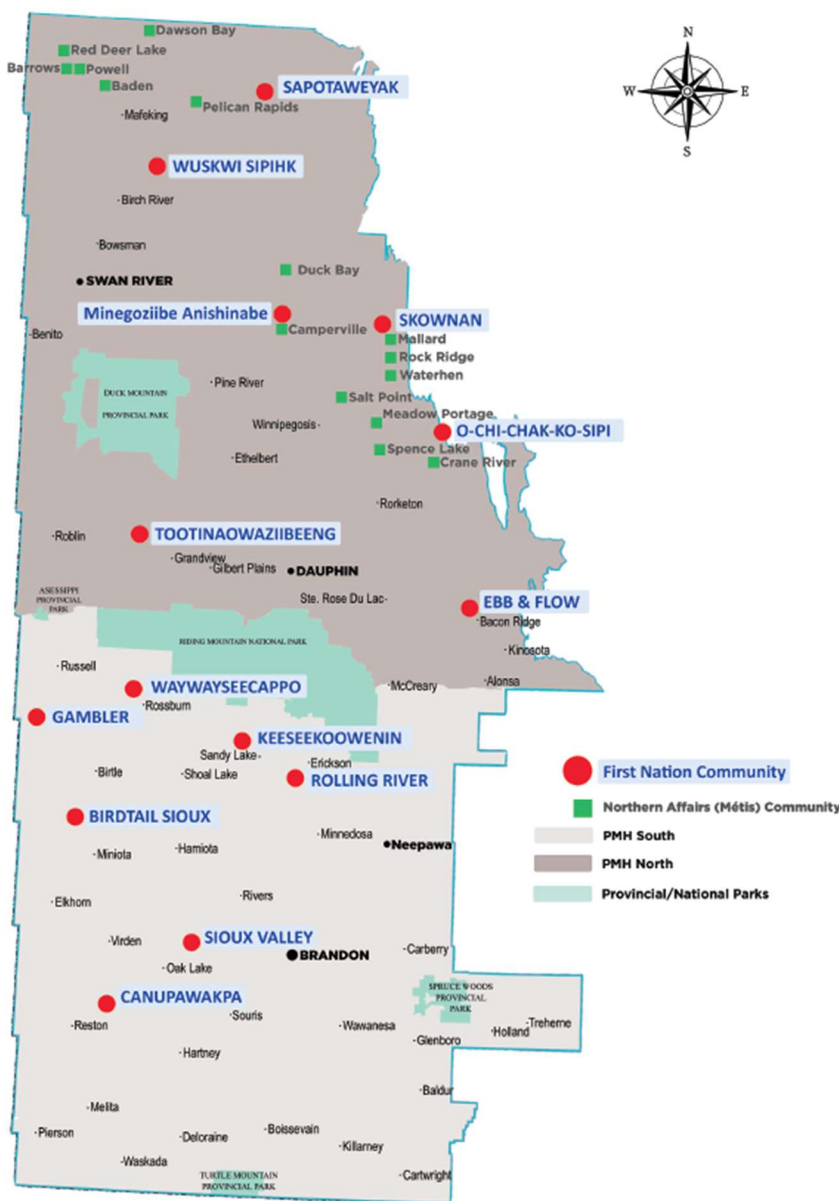
# Demographics

Indigenous Health services within Prairie Mountain Health (PMH) are available to patients, residents, and clients in both urban and rural PMH facilities who self-identify as First Nations, Métis, or Inuit. The program also recognizes and supports interracial families who may benefit from culturally informed care.

Services are provided across a range of facility types, including:

- ▶ **Acute Care Services:** Emergency, Intensive Care, Medical, Neonatal, Pediatrics, Surgery, and Maternity units.
- ▶ **Long-Term Care (LTC):** Residential care for elders and individuals with chronic health needs.
- ▶ **Community-Based Services:** Such as, but not limited to, Mental Health and Addictions Services, Public Health and Primary Care in community, and the services provided at 7th Street Health Access Centre in Brandon.

Indigenous populations within the PMH region reside in a variety of settings. Some Indigenous individuals live within First Nations or Métis communities, while others reside in urban centers or smaller rural towns.



## First Nations Communities

- |                        |                    |
|------------------------|--------------------|
| Birdtail Sioux         | Rolling River      |
| Canupawakpa            | Sapotaweyak        |
| Ebb & Flow             | Sioux Valley       |
| Gambler                | Skownan            |
| Keeseekoowenin         | Tootinaowaziibeeng |
| O-Chi-Chak-Ko-Sipi     | Waywayseecappo     |
| Minegoziibe Anishinabe | Wuskwi Sipiik      |

## Métis Communities

- |                |                |
|----------------|----------------|
| Baden          | Pelican Rapids |
| Barrows        | Powell         |
| Camperville    | Red Deer Lake  |
| Crane River    | Rock Ridge     |
| Dawson Bay     | Salt Point     |
| Duck Bay       | Spence Lake    |
| Mallard        | Waterhen       |
| Meadow Portage |                |

## Rural Communities

### Urban Centers

# Stakeholders



As part of our commitment to advancing Indigenous Health Services within the Prairie Mountain Health region, we have identified a diverse and collaborative group of stakeholders who play a vital role in shaping and supporting this initiative. These stakeholders include:

- ▶ Indigenous Community Health Centers, Band Offices, and Tribal Councils, which provide culturally grounded care and community-based perspectives;
- ▶ Regional Organizations/Partners, who help guide strategic alignment and regional priorities;
- ▶ Provincial and Federal program partners, whose resources and policy frameworks support the broader implementation and sustainability of Indigenous health initiatives.

Together, these partners form a foundation for meaningful engagement, shared decision-making, and the co-creation of responsive health services that honour Indigenous voices and leadership.

## Indigenous Community Health Centres

- ▶ Birdtail Sioux Health Centre
- ▶ Canupawakpa Dakota Nation Health Centre
- ▶ Ebb & Flow Health Centre
- ▶ Gambler Health Centre
- ▶ Keeseekoowenin Health & Wellness Centre
- ▶ O-Chi-Chak-Ko-Sipi Health Centre
- ▶ Minegoziibe Anishinabe Health Centre
- ▶ Southquill Health Services
- ▶ Sapotaweyak Cree Nation Health Authority
- ▶ Sioux Valley Health Centre
- ▶ Skownan First Nation Health Centre
- ▶ Tootinaowaziibeeng Anishianbe Health
- ▶ Waywayseecappo Health Centre
- ▶ Wuskwi Sipiik First Nation Health Authority

## Indigenous Tribal Councils

- ▶ Dakota Ojibway Tribal Council
- ▶ West Region Tribal Council
- ▶ Swampy Cree Tribal Council

## Regional Organizations/Partners

- ▶ Assiniboine College
- ▶ Brandon University
- ▶ Brandon Urban Aboriginal Peoples' Council
- ▶ Brandon Friendship Centre
- ▶ Dauphin Friendship Centre
- ▶ Elbert Chartrand Friendship Centre
- ▶ Manitoba Métis Federation
- ▶ Southern Chiefs' Organization

## Federal Organizations/Partners

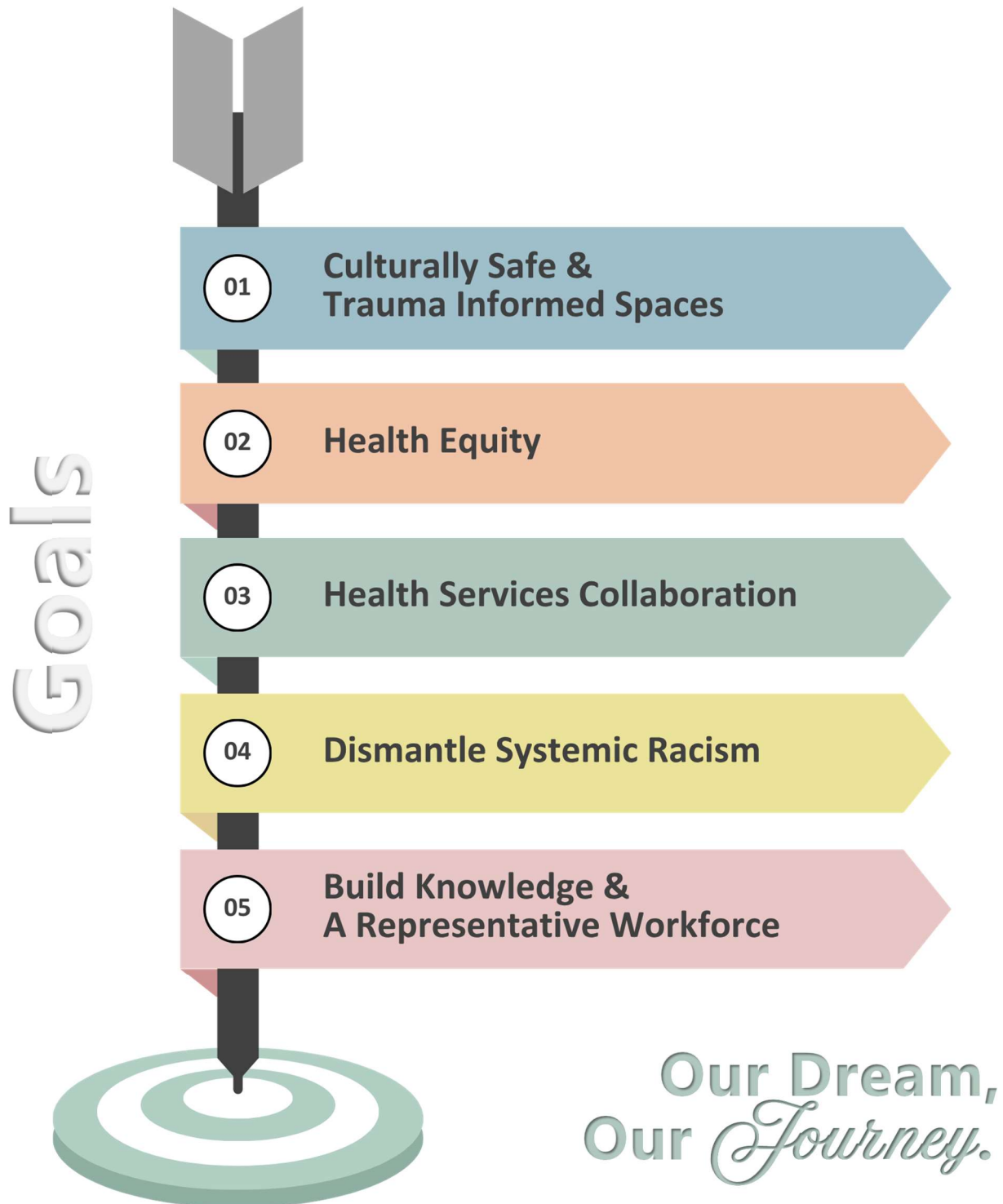
- ▶ First Nations & Inuit Health Branch (FNIHB)
- ▶ Jordan's Principle
- ▶ National Native Alcohol and Drug Program (NNADAP)
- ▶ Non-Insured Health Benefits Program (NIHB)
- ▶ Thunderbird Partnership Foundation
- ▶ West Region Treaty 2 & 4

## Provincial Organizations/Partners

- ▶ Cancer Care Manitoba
- ▶ Health, Seniors and LTC
- ▶ MB Housing, Addictions & Homelessness
- ▶ Municipal & Northern Relations
- ▶ Provincial Indigenous Health Network
- ▶ Shared Health MB
- ▶ University of Manitoba

## Goals

The vision of Indigenous Health is to empower and support Indigenous peoples and communities in addressing health inequities, unmet needs, and barriers to care. Through this work, we aim to foster positive changes in health outcomes, reduce disease and illness, and improve overall well-being. Our journey is one of collaboration and holistic care, leading to better health and wellness for Indigenous peoples. The ultimate goal is to ensure better health and well-being for Indigenous peoples through a collaborative and holistic journey toward health equity.



## Objectives

01

### Culturally Safe & Trauma Informed Spaces

Provide a culturally safe and inviting environment for clients, patients, and residents and PMH staff.

	INITIATIVE	OBJECTIVE
1.01	<b>Land Acknowledgement</b>	Foster awareness and accountability by acknowledging historical and ongoing relationships with the Indigenous population and traditional lands serviced by Prairie Mountain Health.
1.02	<b>Elders/Knowledge Keepers</b>	Engaging Elders and Knowledge Keepers in the design and delivery of health programming ensures that Indigenous worldviews, traditional practices, and community values are meaningfully integrated into care environments. By creating opportunities for ceremony, storytelling, land-based healing, and cultural teachings, PMH fosters spaces where Indigenous patients, families, and staff feel respected, understood, and empowered.
1.03	<b>Patient Consultations</b>	Create respectful, inclusive spaces. Honour traditional knowledge, values, and lived experiences. Recognize the impact of historical and intergenerational traumas. Ensures care is delivered with empathy, trust, and emotional awareness.
1.04	<b>Cultural Practices</b> <ul style="list-style-type: none"><li>• Smudging Ceremonies</li></ul>	Traditional cultural practices play a vital role in Indigenous health care by fostering spiritual healing, cultural connection, Indigenous identity, values, and traditions throughout an individual's healing journey.

02

### Health Equity

Improve and reduce health service gaps that exist for Indigenous clients, patients, and residents.

	INITIATIVE	OBJECTIVE
2.01	<b>Indigenous Patient Advocate Program</b>	To provide dedicated advocates who support Indigenous individuals and families in navigating the healthcare system, assist in addressing concerns, and ensure their voices are heard.
2.02	<b>Discharge Planning</b> <ul style="list-style-type: none"><li>• Obtaining Consent to Share Personal Health Information</li></ul>	Supports seamless, culturally appropriate, and community-based care with local health service providers located within the patient's home communities. Ensures continuity of care and collaboration, while maintaining the individual's privacy. Addresses barriers to the patient's recovery. Supports clients to heal within the strength of their community and culture.

03

### Health Services Collaboration

Foster strong relationships with Indigenous communities and partners by engaging them in health care planning, decision making, and delivery to ensure that services are culturally appropriate and address the community's unique needs.

	INITIATIVE	OBJECTIVE
3.01	<b>Service to Service Meetings</b>	Create open, respectful, and collaborative dialogue between Indigenous community health teams, community leaders, and our regional facility and program leaders. These quarterly meetings provide a dedicated space to celebrate successes, identify and address barriers, and co-develop strategies that enhance the quality, accessibility, and cultural safety of the health services we provide. By working together, we aim to build stronger partnerships, improve health outcomes, and support reconciliation through shared accountability and continuous improvement.

3.02	<b>Executive Management Team and Indigenous Leaders Meetings</b>	Build meaningful, respectful, and collaborative relationships between our regional Executive Management Team (EMT) and the Indigenous leadership of communities within our region. These meetings provide a forum to listen, learn, and work together on shared priorities, address challenges, and co-create solutions that enhance the delivery of culturally safe and community-centered healthcare.
3.03	<b>Network with Indigenous Stakeholders</b>	To connect meaningfully with community members, promote health and wellness in culturally relevant ways, and demonstrate our commitment to reconciliation and respectful partnership. Through ongoing presence and shared experiences, we aim to support holistic health and community well-being.

## 04 Dismantle Systemic Racism

Work towards eliminating racism in the provision of health care.

	INITIATIVE	OBJECTIVE
4.01	<b>Disrupting Racism Provincial Initiative</b>	Commitment to ongoing education, reflection, and action—particularly by engaging in mandatory training that addresses systemic racism, implicit bias, and human rights. By aligning with provincial efforts, we aim to create safer, more respectful environments for Indigenous patients, staff, and communities, and to uphold our responsibility in advancing reconciliation and equitable care.
4.02	<b>Resource Library</b>	Provide staff with accessible, meaningful resources that deepen their understanding of Indigenous histories, cultures, and perspectives. By curating a library that includes publications by First Nations, Métis, and Inuit authors and storytellers, we aim to support self-directed learning about the historical and intergenerational impacts of colonization, systemic racism, and Indigenous worldviews. This initiative fosters cultural humility, enhances culturally safe care, and aligns with our commitment to reconciliation and respectful service delivery.

## 05 Build Knowledge & A Representative Workforce

Enhance the ability of health care providers to deliver culturally safe care through regular training and education on Indigenous cultures, histories, and contemporary challenges.

	INITIATIVE	OBJECTIVE
5.01	<b>Representative Workforce</b>	Build a healthcare workforce that reflects the diversity and strengths of the First Nations, Métis, and Inuit populations we serve. By actively recruiting, supporting, and retaining Indigenous staff across all levels of our organization, we aim to enhance cultural safety, improve patient experiences, and foster meaningful representation in decision-making. This commitment supports reconciliation, strengthens community trust, and ensures that Indigenous perspectives are embedded in the delivery of equitable and responsive healthcare services.
5.02	<b>Educational Support</b>	Plan and deliver education and training in key areas, such as Indigenous health, anti-racism, cultural safety, social determinants of health specific to Indigenous people, colonization, and other identified learning needs.
5.03	<b>Establish Cultural Competence amongst non-Indigenous staff</b>	To serve the diverse Indigenous populations by embedding cultural awareness, respect, and responsiveness throughout policy, practices, and systems. Ensures services are inclusive, equitable, and informed by cultural values and needs.

## Program Impact and Engagement Metrics

To support our Goals, Objectives, and Initiatives, the Indigenous Health Program has recently implemented a structured process to monitor progress and outcomes. Data is collected through activity trackers and monthly reports from patient advocates. We also track referral requests and reasons to identify service needs and trends. Quarterly service-to-service meetings bring together representatives from the 14 Indigenous communities we serve and leaders of health teams providing care. These meetings allow us to capture a comprehensive view of the patient experience and ensure cultural safety and responsiveness remain central to our approach.

In addition, we respond to all inquiries received through the Compliments and Complaints line, with follow-up provided to the individual notifying us of incidents to ensure concerns are addressed and resolved appropriately. Educational sessions for staff and community members are followed by experience surveys, enabling us to assess the relevance and cultural appropriateness of the content delivered. These emerging metrics not only help us evaluate program impact but also inform continuous improvement and guide future planning to better meet the needs of Indigenous communities.

## Strategic Summary

The Indigenous Health Strategy shows PMH's commitment to working together with partners and communities to improve the health and well-being of Indigenous people in the region. Recognizing the need for action, PMH has worked collaboratively to identify five key focus areas to guide this work. The next phase of the ongoing strategy will involve creating detailed work plans for each area and developing an implementation process that includes strong evaluation methods to measure progress, assess effectiveness, and adjust the strategy as needed to reach its goals.

