



February 12, 2020



Social Determinants of Indigenous Health

- Culture
- Self-determination
- Land, Environment, Environmental Stewardship
- Poverty
- Education
- Gender
- Housing
- Family & Child Welfare

Source: An Overview of Current Knowledge of the Social Determinants of Indigenous Health
(Commission on Social Determinants of Health, WHO)





Internal Challenges for Youth Protection

1. Public services are inconsistent
2. First line services
3. Services urgently needed
4. Young Organization
5. Informational Technology

These challenges are being addressed by our SRP

Our action plan

- Culturally safe Front line services is one of our priorities as supported by calls for action of the Commissions
 - **Programs**
 - **Protocols**
 - **Projects**
 - **Development**
- Need of financial support for community organizations as in other regions. Ex: on/off territory

Legislative Initiatives

- Chapter S-5: Act Respecting Health Services and social services for Cree Native Persons
- Bill n°113 : An Act to amend the Civil Code and other legislative provisions as regards adoption and the disclosure of information
- Bill n°130 : An Act to amend certain provisions regarding the clinical organization and management of health and social services institutions
- Bill n°21 : An Act to amend the Professional Code and other legislative provisions in the field of mental health and human relations
- Bill n°99: An Act to amend the Youth Protection Act

Challenges and Recommendations

Challenge 1: Recruiting, hiring and retention of staff

Recommendations:

1. Revise the classification of positions; simplify the hiring requirements
2. Facilitate the hiring of non-francophone workers (Cree, English)
3. Recruitment incentives: working conditions to attract and retain workers
4. Training budget to: orient & train, develop skills and knowledge;
5. Provide human and financial support for a Program to coach staff (similar program to managers coaching program)
6. Establish norms and standards of practice in accordance to the reality of the territory (e.g. caseloads, time frames)
7. Bill 21: adapt expectations



Challenge 2: Resources

Recommendation:

1. Support Public Health priorities and improve access to services
2. Allocation of resources to support cultural adaptation
3. Official correspondence in Cree and English
4. Specific budget allocations and reporting requirements to be considered in relation to the CBHSSJB organizational structure

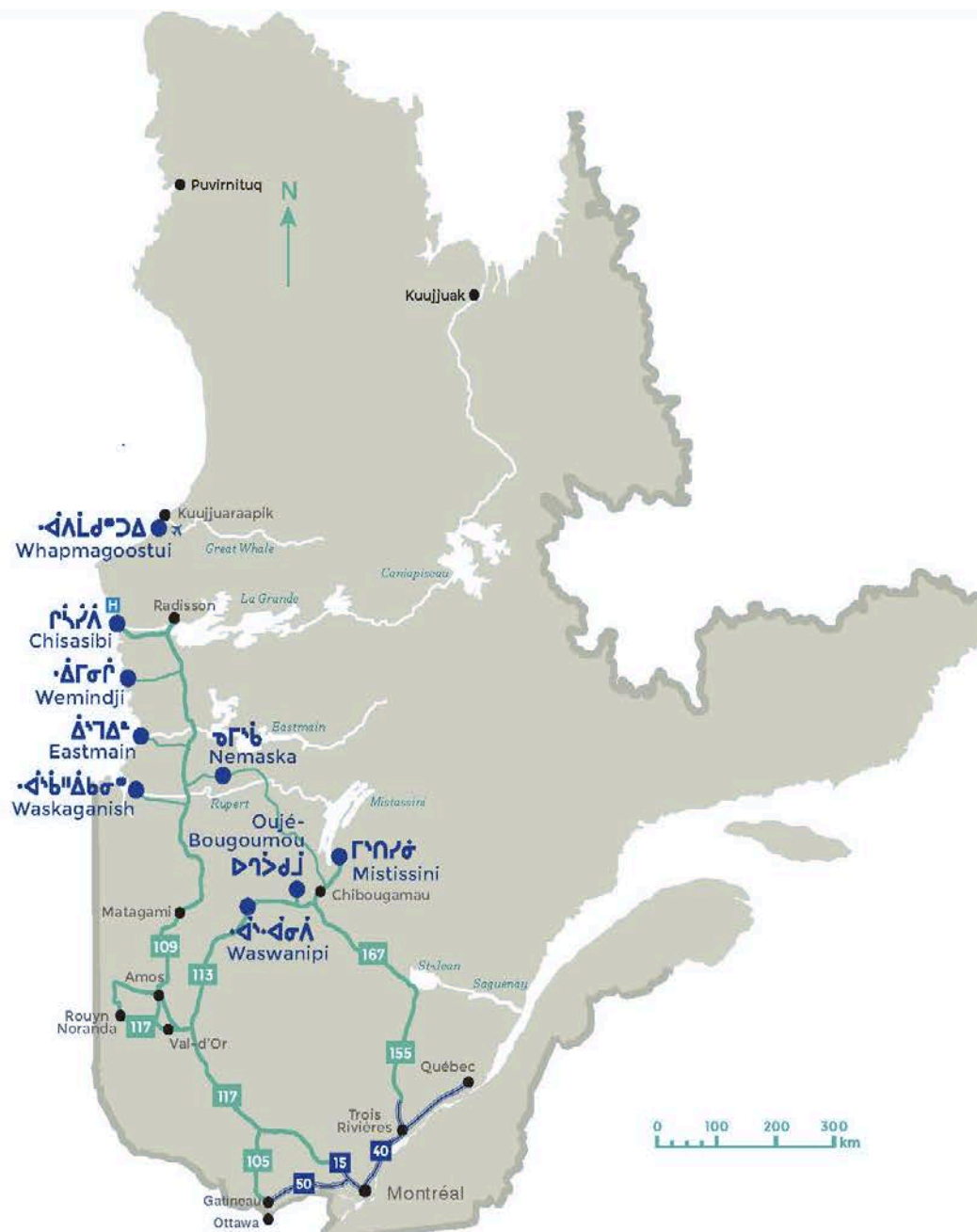
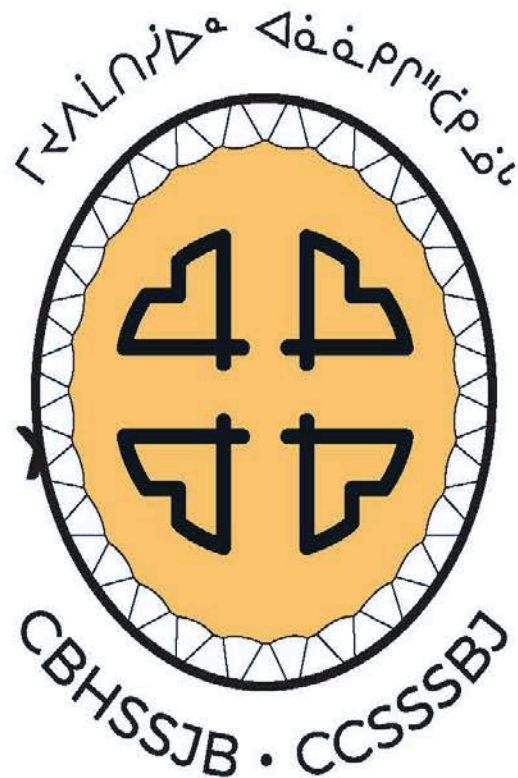
Challenge 3: Cree rights and Culture

Recommendations:

1. Set up an Inter-ministerial steering task force/table to address Indigenous issues in a timely manner, e.g. to conclude an agreement under art. 37.5
2. Indigenous Commission with the same powers as CDPDJ, or minimally, adequate cultural representation at the CDPDJ
3. **Self-determination**



Governance





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Thank you!

