



## Coach, Cultural Safety Design Collaborative

**Healthcare Excellence Canada** is reaching out through CCHL's network to engage with First Nations, Inuit and Métis health system leaders to support a project aimed at addressing racism in the healthcare system. Specifically we are seeking individuals who can take on the role of coach for the teams involved in the project. "Teams" will include mainstream health service delivery organizations located in different provinces and territories. Up to 12 teams will be participating. An overview of the Collaborative and the coaching role is provided below.

### **Cultural Safety Design Collaborative Overview**

Building upon HEC's experience in establishing learning collaboratives to spread and scale up healthcare innovations and support relationship-building between First Nations, Inuit, and Métis and non-Indigenous health system partners, HEC has developed a collaborative to improve cultural safety and address systemic racism experienced by First Nations, Inuit and Métis. The Collaborative has been co-created with a First Nations, Inuit, and Métis and non-Indigenous health system partners advisory group.

Participating teams will develop and implement patient safety and quality improvement activities which address racism experienced by First Nations, Inuit, and Métis in the health system and lead to improved cultural safety. The focus of the quality improvement aim will be determined by a team specific First Nations, Inuit, and Métis advisory committee. Teams will be provided seed funding and supported through virtual learning opportunities, coaching, peer support, and a curated resource toolbox. The first phase of the Collaborative is focused on engagement (March 2023-January 2024), while the second phase will be focused on the implementation of a co-developed quality improvement initiative (February 2024-December 2024).

### **Coaching Overview**

As a primary supportive resource to participating teams, Collaborative coaches will bring knowledge and experience related to engagement with First Nations, Inuit and Métis within the healthcare context.

Coaches will be assigned to participating teams based on team need; every effort will be made by HEC staff to best align the knowledge and experience of the coach with the needs of the team.

**Throughout Phase 1, the Coach will:**

- Guide and mentor specific teams in the development of their project plans. Specifically, this will include guidance around culturally safe and appropriate community engagement and/or evaluation (up to 24 hours; about 2 hours per month)
- At the preference and frequency agreed upon by the team and coach, have regular coaching calls to mentor and support the team
- Participate, where it makes sense to the needs of the team, in Collaborative learning opportunities alongside the teams. This may include webinars, and/or in-person knowledge sharing events or workshops.
- Attend coaching virtual meetings with HEC staff for planning/debriefing (up to 12 hours; 1 hour per month)
- Attend virtual coaching networking opportunities with other coaches and HEC staff (up to 8 hours total throughout the year)
- Attend one in-person networking event in Ottawa (2 days in June 2023; specific dates TBD)

If you are interested or would like to learn more contact **Katie Gasparelli, Senior Program Lead** [katie.gasparelli@hec-esc.ca](mailto:katie.gasparelli@hec-esc.ca).