

First Nations, Metis and Urban Indigenous Health Framework

The purpose of this framework is to provide a platform as a starting point for discussion with our Indigenous partners, to address the health outcomes and access to health care for Indigenous peoples in our catchment area.

Red Lake is home to 920 Metis and First Nations people, (22% of the population). Ear Falls includes 195 Metis and First Nations people (21% of the population). The Red Lake MCM Hospital also welcomes our neighbours in Wabauskang and Pikangikum First Nations. (Statistics Canada 2021)

The Connecting Care Act, 2019, states that the public health care systems shall be guided by a commitment to equity and the promotions of equitable health outcomes; recognize the role of Indigenous peoples in the planning, design, delivery and evaluation of health services in their communities.

In alignment with terms of the Hospital Service Accountability Agreement between the Ministry of Health and the Red Lake Margaret Cochenour Memorial Hospital, the Hospital will develop and advance an Indigenous Health Workplan; the Hospital will demonstrate progress on executive training in Indigenous Cultural Safety Training and progress in increasing culturally safe access to health care services.

Red Lake Margaret Cochneour Memorial Hospital recognizes that Indigenous people are facing anti-Indigenous racism at all points in the health care system. Efforts are required to ensure that cultural safety is addressed and is targeted to hotspots, such as emergency departments and inpatient wards. There needs to be more measures and actions taken when Indigenous people face any racism or discrimination in the health system. Improving Indigenous people's experiences in the Hospital needs to extend to traditional practitioners to ensure they do not face barriers or discrimination. Cultural safety, which includes physical, mental, emotional and spiritual safety, needs to be implemented across the entire organization and health system to ensure safe care from the first point of contact.



Adapted from Ontario Health Indigenous Framework

RLMCMH INDIGENOUS RELATIONS WORKING GROUP – ACTION PLAN 2025-2026			
Our Shared Vision: Partnering to Advance Indigenous Health			
	Current State 2024-2025	Progress – Q4 2025	2025-2026
Build and Sustain Productive Relationships			
Indigenous Working Group Meetings	Meet 6 times per year	April May June 2024 October 2025, February 2025	Bi-monthly meetings
Indigenous representation on Quality Committee/PFAC		Invitation to participate	Representative on the PFAC committee
Address systemic racism		Indigenous Cultural Safety Policy Development – drafted	Indigenous Cultural Safety Policy – Board approval
Engage with the Indigenous community to learn of their experience with healthcare			Conduct community engagement in safe spaces: RLAE Shelter, Ten Sisters, RL Indian Friendship Centre
Acknowledgement			Land acknowledgement at all hospital public gatherings
Partnerships with First Nations			Advance opportunities to partner with First Nations, Pikangikum, Wabunaskang and urban indigenous
Build and Enhance Capacity and Education			
Cultural Safety Training: To Increase organization cultural competency	New staff orientation: 10-minute video Leadership training 3 years ago; needs to be renewed Front-line staff received training 2021	<ul style="list-style-type: none"> Indigenous cultural safety was included in annual mandatory education in February 2025 Leadership Team training: 3 modules Ontario Health 	<ul style="list-style-type: none"> Supervisors/team lead training: Ontario Health (OH) on-line module Front-line training: Annual Mandatory Education Governance training – cultural awareness
Recruit and retain Indigenous Healthcare Workers – now and into the future			Regular engagement with Apatisiwin Employment & Training Program & Apatisiwin Youth Employment Counselor
		Participated in local career fairs for high school students February 2025	Participate in the Pikangikum school career fair
			Review recruitment processes through an EDI, FNMUI lens
Red Lake-Ear Falls Diversity and Inclusion Accord	Red Lake/Ear Falls Community Well Being and Safety Committee In draft at committee level	The Accord will be reviewed by the Committee in June 2025	RLMCMH will be a signatory to the Accord

	Current State 2024-2025	Progress – Q4 2025	2025-2026
Physical Environment Review			
Exterior	Fire pit for gatherings is available for healing practices		Ensure fire pit is properly maintained
Interior	Aboriginal artwork: Multiple large paintings in hallways Local artist, Patrick Hunter, painted the wall in 2017		Culturally appropriate posters in waiting rooms
Palliative care/end-of-life space		Palliative care space planning underway	Invite Indigenous families with lived experience to be a part of the planning of the new space
Equitable Access to culturally safe care			
Palliative Care			Indigenous representation on palliative care working group
Indigenous Interpreter			Develop a process for engagement of Ojibway and Oji-Cree language interpreters
Aboriginal Healing Practices	Smudging policy		Review Policy DOC. ID#: NUR-ADM-GA-IV-03 Smudging
Monitor and evaluate			
Patient Safety and Satisfaction		Monitor patient feedback and survey results	
			Meet with Indigenous people in their own spaces