

Indigenous Health CanMEDS–Family Medicine Roles

Leader

Family physician leaders

- Exercise strong leadership skills in patient-centred and community-driven approaches
- Demonstrate leadership by adhering to **high ethical and moral values** in our work

Indigenous leadership and helpers

Traditionally, leaders in Indigenous societies put aside their individual needs and represent the collective

- Idea of a **helper** is central to leadership
- Person with most experience illuminates path ahead—but the community comes together to make decisions



All family physicians play leadership roles in promoting the health of Indigenous people at the individual, practice, and community levels.

Helpers have traditionally played an important role in Indigenous societies.

Family physicians act as helpers at the individual and community level.

Micro level:

- We act as system navigators
- We provide quality, safe health care to Indigenous people in an environment free of racism and discrimination
- We strive to **challenge our bias** through self-reflection

Meso level:

- We recognize that systemic racism exists in the health care system and within our own practices
- We encourage colleagues and institutions to adopt anti-racist practices

Macro level:

- We advocate for Indigenous communities
- **We challenge the structures** that prevent Indigenous peoples from living healthy active lives

We respect Indigenous world views and work alongside Indigenous communities to improve health.

Key and enabling competencies

1

We embody a humble leadership style that respects Indigenous world views and perspectives as equal to Western ways

- Lead with humility, respect, transparency, and honesty
- Collaborate with Indigenous patients and communities to improve their health
 - We **resist paternalistic decision making** and challenge concepts of power and hierarchy when serving Indigenous people
- Recognize capacity in others and offer mentoring opportunities

2

We engage in the practice of self-improvement

- Practise self-reflection to understand our own biases and to acknowledge when skills are lacking and ask for help
- Recognize the importance of self-care and when to seek care
- Seek opportunities to learn about trauma-informed care, healing-centred engagement, cultural safety, and anti-racism

3

We challenge systemic racism and encourage others to do so

- Challenge colleagues who demonstrate culturally unsafe behaviours, including words or behaviours that are racist
- Implement processes to improve practise and enact mechanisms to receive feedback from Indigenous patients

4

We go beyond practice to reduce health inequities experienced by Indigenous people

- Recognize that systemic changes are needed to improve the health of Indigenous people
- Work with Indigenous people, communities, and organizations to better understand their needs and enable them to advocate for themselves