

PPH Staff Development – 2018/19 Plan

The PPH Staff Development Working Group heard from participants of our June 2018 feedback survey (available on the extranet [here](#)). Survey respondents indicated that they have a strong preference for the in-person ½ day format and this will be explored for June 2019. We also gathered that many team members appreciate team discussions and learning content between in-person events.

Building on the June 2018 ½ day event, the content area with the greatest number of suggestions for continued learning was Indigenous health and cultural safety. The PPH program has jointly learned and discussed topics related to racism, colonization and reconciliation in previous [PPH Staff Development sessions](#). And while a few survey respondents in the June 2018 survey expressed interest in moving to new topics, many others reported that engaging in the content led to more questions and sought opportunities for further reflection about a topic that can be both personally and professionally uncomfortable.

To support ongoing engagement in staff development and team-level action, the PPH Staff Development Working Group would like to propose a more flexible approach to staff development for 2018/2019. Teams choose approaches that work for them and take an active role in engaging in the content to apply concepts into action. In support of this approach, PPH Staff Development hopes to engage regularly with PPH Operations Team, PPH Strategic Directions, and the PPH practice councils.

Many of us have different learning styles - some prefer individual reflection and others learn during the process of application. Some people appreciate considering issues in the context of recent media stories, others appreciate watching videos, or discussing journal articles with colleagues.

The PPH Staff Development Working Group suggests:

1. Prioritizing the Manitoba Indigenous Cultural Safety Training (MICST) training for all staff
2. Engage and Discuss
 - a. Two team discussions - Fall and Winter
 - b. Individual/small group reflection

1. Manitoba Indigenous Cultural Safety Training (MICST)

The WRHA Community Health Services Operating Plan includes targets to increase the number of staff who have completed MICST. All PPH team members continue to be strongly encouraged to participate.

MICST is delivered over an 8-week period. On average, participants take about 8-10 hours to complete the training. Components of the training include discussion boards and journal entries allowing participants' to connect with facilitators and other participants.

Participation requires an approval form complete by your manager. For more information visit:

<http://www.wrha.mb.ca/aboriginalhealth/education/MICST.php>

A number of PPH staff members have already participated in MICST

- “I appreciate the MICST course as it provides a framework to understand Indigenous health in Canada today through critical self-reflection and acknowledgement of Canada’s colonial history.”
- “I am appreciative of engage in this online learning and reflection. It illustrated to me that there are gaps in my knowledge and understanding. It left me hungry for more dialogue and engagement with my colleagues, friends and family.”
- “After completing the course, I felt very privileged to have been offered to take this amazing online course through my workplace. I have taken two great courses in my career and this was one of them. The course offered history facts, theories, application of models, professional and personal testimonies presented in a practical and moving manner. The course has changed my practice in many ways in providing best care for my clients. Key words to share from this course: awareness, empowerment, compassion, respect and dignity.”
- “I feel very fortunate to have had the opportunity to complete the MICS training. It was compelling and I believe contributed to an important shift in my perspective. Although it was a very personal experience, I found myself eager to share my learning with my colleagues”

2. Engage and Discuss – two team discussions; and individual/small group reflection

The PPH Staff Development Working Group recommends that teams support application of the concepts to practice.

There are numerous resources available to support learning, reflection, and dialogue. Here are a few suggestions to support team, small group, and individual engagement in Reconciliation and Indigenous health topics:

- a. Read the TRC and discuss it in small groups or teams using Manitoba Harm Reduction Network's [Application + Action: TRC Reading Guide for Non-Indigenous Organizations](#).
- b. Explore the [4Rs Youth Movement website](#). This website explains treaty acknowledgements, has a list of key documents for reconciliation, includes podcasts/music/videos, etc. It provides a [framework](#) for entering cross-cultural dialogue and working towards reconciliation.
- c. Watch the CBC series 8th episode "[Indigenous in the City](#)".
- d. Share and discuss recent media articles on Indigenous topics. For example,
 - [No one said Reconciliation would be easy](#) and other articles by Niigan Sinclair
 - [Breastfeeding rates on the rise among First Nations mothers in Quebec](#)
 - [New report provides unprecedented look at trends over time in the health and well-being of First Nations communities](#)
- e. Visit the Manitoba Museum and participate in [guided tours and workshops](#) in small or medium sized groups:
 - "Welcome to Treaty 1 – Guided Tour" (1.5 hours; \$17+GST/pp)
 - "We are all Treaty People – Guided Tour and Workshop" (3 hours; \$45+GST/pp)
- f. Visit the [Circles of Reconciliation](#) website for additional ideas, resources and learning opportunities.
- g. Read the number of PPH documents that have been developed to reflect the ongoing shift in public health practice to engage in health equity, healthy public policy, anti-racism and Indigenous health, harm reduction, and other upstream approaches. For example see:
 - [WRHA position statements](#) (e.g., Health Equity; Harm Reduction (staff development reading March 2017); Food Security; Healthy Built Environments)
 - [Social Determinants of Health and Healthy Public Policy background documents](#) (e.g., Manitoba Poverty Reduction Submission; Income, Income Inequality and Health; Public Transportation and Health; Parks, Recreation and Health; Legalization of Recreational Cannabis)
 - Healthy Public Policy Toolkit: [Understanding & Engaging in Healthy Public Policy](#) & [Advocacy](#)

These suggestions, past PPH Staff Development content, and other resources are available on the extranet [here](#).