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PPH Staff Development – 2019/20 Plan

The purpose of the WRHA PPH Staff Development Working Group is to support collective workforce cohesion, program identity, and shared values, and support learning opportunities and capacity building.

Staff development is intended for all staff, disciplines, and program teams within PPH. The staff development goals are informed by broad principles and strategic approaches of public health and the core competencies for public health. (Please see the group's [Terms of Reference](#)).

For 2019/20, the WRHA PPH Staff Development Working Group plan will align with our mission and the four strategic priorities identified by the PPH team:

Mission: Population and Public Health improves population health, promotes health equity, and supports a sustainable health system. We achieve this through rights-based reconciliation, collaboration and vibrant community partnerships; and moving knowledge to action.

Strategic Priorities:

- Meaningfully engage with communities to build trusting relationships and collaboratively identify priorities, actions, and indicators to improve health, with a priority on working with Indigenous communities.
- Identify, prioritize, and take action on the root causes of health gaps.
- Communicate what public health is, and what we do, with community, stakeholders, and leaders.
- Strengthen our capacity to collect and use data and knowledge, being mindful of what we collect and how we use it.

The PPH Staff Development Working Group proposes the following activities for 2019/20:

1. Continued prioritization of the Manitoba Indigenous Cultural Safety Training (MICST) training for all staff
2. Two team discussions/activities [Fall (to be completed by December) and Spring (to be completed by April)]
3. June 2020 ½ day

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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 at least 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>

2. Two team discussions/activities

The PPH Staff Development Working Group proposes that all teams participate in one activity in Fall (to be completed by December) and one activity in the Spring (to be completed by April). The expectation is that each team participates in a workshop (2a), scheduled centrally, and an activity/discussion of their choosing from suggestions below (2b).

(2a) Workshop

Our Closing the Gaps in Indigenous Health Team has been discussing how to support safe environments for Indigenous staff. Our Indigenous staff members experience a disproportionate amount of racism in the workplace. Dr. Marcia Anderson has offered to adapt a 2 hour participatory workshop she offers at the university to support responding to racism. The workshop will be offered to teams, some in paired teams, throughout the year.

Title: Facilitating Discussions on Racism / Anti-Racism in the Work Environment

Facilitators: Dr. Marcia Anderson, Lea Mutch, Craig Ross

Objectives:

1. Define and describe how racism and racial micro-aggressions can present in the work environment
2. Understand and describe the impact-intention gap as it relates to racism
3. Implement strategies to create and/or restore a work environment that is free of racism

(2b) Team activities/discussions

Here are a few suggestions to support team activities/discussions using the mission and the four PPH strategic priorities as a framework. Recognizing that the focus and activities are still to be determined, as the work the *Oversight Group* and four *Strategy Leadership Groups* is ongoing, these suggestions are to support high level engagement and understanding of the topic areas.

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Rights-based Reconciliation

- Read sections of the [National Inquiry into Missing and Murdered Indigenous Women and Girls](#) and discuss application to practice.
 - The 'Findings' from the Murdered and Missing Indigenous Women and Girls inquiry report pertaining to health ([Volume 1a; pp.498-499](#)), and the two-page Calls for Justice for All Governments: Health and Wellness ([Volume 1b; pp. 180-181](#))
 - Watch [video clips](#) of testimony from the inquiry.
- 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](#).

Meaningfully engage with communities to build trusting relationships and collaboratively identify priorities, actions, and indicators to improve health, with a priority on working with Indigenous communities.

- Watch and discuss Public Health Training for Equitable Systems Change webinar (requires free registration): [Being Healthy Together/Mamwi: Indigenous Engagement and Planning in Public Health](#) - This webinar will discuss protocols for engaging Indigenous peoples and communities from urban and reserve communities. A discussion of potential methods of planning with Indigenous peoples for public health will be addressed.

Identify, prioritize, and take action on the root causes of health gaps.

- Review and discuss sections of [A Conversation Guide for Health Equity](#).
- Read 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](#)

Communicate what public health is, and what we do, with community, stakeholders, and leaders.

- Read and discuss [CPHA Public Health Conceptual Framework](#): Health professionals often refer to looking at an issue from a "public health perspective" or "through a public health lens" and yet this concept has not been clearly defined. The foundation of all public health activities are the concepts

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of social justice and health equity, which relate to the social determinants of health. This document is a first effort at defining such a perspective, lens or approach.

Strengthen our capacity to collect and use data and knowledge, being mindful of what we collect and how we use it.

- Watch and discuss a Public Health Training for Equitable Systems Change webinar (requires free registration):
 - [Seeing through Two Eyes: Indigenous and Public Health](#): The purpose of this webinar is to introduce participants to Indigenous knowledges and illustrate their relevance to public health practice. Indigenous knowledges are important and valid ways of knowing that are companions to, rather than opponents of, western science.
 - [Decolonizing Data: Principles For Public Health Research Involving Indigenous Communities](#): The purpose of this webinar is to introduce participants to guiding principles that can be used to help reduce power imbalances when conducting public health research that involves Indigenous communities. The principles of OCAP (Ownership, Control, Access and Possession) and I.Q. (First Nations and Inuit) research will be discussed and provide knowledge about how to decolonize research.
- Watch, read, and discuss:
 - Video: [Understanding the First Nations Principles of OCAP™: Our Road Map to Information Governance](#)
 - Reading: <https://www.ccsa-nccah.ca/docs/health/FS-InuitQaujimaqatugangitWellnessNunavut-Tagalik-EN.pdf>

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

3. June 2020 ½ day

The June ½ day proposed objectives are:

1. Increase understanding of the PPH strategic priorities
2. Support networking and enhance knowledge exchange across PPH program

Specific activities and presentations of the June ½ day session are to be determined.