



**Canadian Mental
Health Association**
Thames Valley
Addiction and Mental Health Services

First Nation, Inuit, Métis and Urban Indigenous Health and Wellness

Reconciliation
Action Plan

2024-2027



Table of Contents

Introduction

3

Build and Sustain Meaningful Relationships

4

Equitable Access to Culturally Safe Programs and Services

4

Build and Enhance Capacity and Education

5

Measure, Monitor, and Evaluate

6

Regional Service Alignment

6

Introduction

CMHA Thames Valley Addiction and Mental Health Services' vision and purpose is to promote resilience for all through mental health and addiction services.

As we work toward that vision, we are committed to an intentional reconciliation journey that will include Indigenous and Non-Indigenous people and organizations.

“Reconciliation must inspire Aboriginal and non-Aboriginal peoples to transform Canadian society so that our children and grandchildren can live together in dignity, peace, and prosperity on these lands we now share.”

*- Honouring the Truth, Reconciling for the Future: Summary of the Final Report
of the Truth and Reconciliation Commission of Canada
p.7 (2015)*

The impacts of this journey touch us at the core of our humanity. This work will be challenging to comprehend hundreds of years of suppressed history, colonization, and exclusion; the intergenerational trauma of residential and Indian day schools and the legislation and policies designed to assimilate Indigenous peoples by destroying their culture, evokes many emotions and reactions.

Though we cannot undo the past, we can set a different course for the future. This requires listening, learning, reflecting, engagement, building trustworthy relationships and planning together. It requires humility and making changes that:

- Reflect the priorities of First Nation, Inuit, Métis, and Urban Indigenous peoples and Indigenous partners.
- Respect Aboriginal Title and Rights
- Recognize the historical and ongoing impacts of colonization on the health disparities experienced by First Nations, Inuit, Métis, and Urban Indigenous people in Canada today
- Build upon the strength, resilience and knowledge of Indigenous people and communities

CMHA TVAMHS dedicated resources to support Reconciliation and we will focus on the following areas and activities that align with the 2024-2027 Strategic Plan.



Build and Sustain Meaningful Relationships



- Build and nurture respectful relationships, grounded in trust, with local Indigenous communities and organizations.
- Establish a strong communication strategy that focuses on accountability so our work together may be authentic and sustained over time.
- Support meaningful engagement for reciprocal learning and understanding.

Equitable Access to Culturally Safe Programs and Services

- Establish organizational structures that support the provision of culturally safe services.
- Review and amend internal processes and policies to identify organizational or system barriers to equitable services
- Define Human Resources initiatives for onboarding and for Learning and Development opportunities for staff, volunteers and students to increase cultural safety.
- Align programs and services to better serve First Nation, Inuit, Métis, and Urban Indigenous people, communities, organizations, and Nations.
- Establish mechanisms for Indigenous involvement and/or include Indigenous input on planning and collaborations of services
- Learn from Indigenous knowledge and practice.
- Be effective partners, collaborators and advocates through strong relational partnerships.



Build and Enhance Capacity and Education

Staff, Leadership, Board Members and volunteers will build and enhance capacity to better respond to First Nation, Inuit, Métis, and Urban Indigenous needs and priorities through:

- Ongoing learning and development for staff, leadership and the board (ie: in person training, on-line teaching, lunch-and-learns, information sharing in newsletter or meetings, book studies, self-initiated learning, reciprocal learning opportunities).
- Seeking or providing coaching for specific needs or initiatives and longer-term learning and development.
- Developing knowledge about local First Nation communities and the issues that affect the well-being of urban and non-urban Indigenous people
- Learning about available Indigenous led services and supports and skill development to support service coordination and effective internal and external referrals.
- Supporting organizational efforts to work toward Reconciliation.
- Developing and supporting Human Resources initiatives to recruit Indigenous students or employees and provide a culturally safe workplace.
- Establish allyship to advance Indigenous identified and Indigenous led mental wellness initiatives internally and at the system level.



Measure, Monitor, and Evaluate



- Include the implementation of the First Nation, Inuit, Métis, and Urban Indigenous Health and Wellness Plan and Reconciliation Action Plan into agency wide System Performance Measurement.
- Determine effective data collection and analysis methods that align with OCAP principles related to First Nations, Inuit, Métis, and Urban Indigenous clients and communities.
- Establish measures of success that are defined by First Nation, Inuit, Métis, and Urban Indigenous communities and organizations.

Regional Service Alignment

- Establish process for internal alignment with multiple service provision sites.
- Coordinate priorities and workplans with the Ontario Health Teams and Centre of Excellence.
- Coordinate the CMHA TVAMHS Reconciliation Action Plan with Indigenous led programs and services regionally, provincially and nationally.
- Establish ourselves as an effective partner and ally to collaborate and advocate for Health Transformation that aligns with community priorities.





**Canadian Mental
Health Association**
Thames Valley
Addiction and Mental Health Services