

# Indigenous Stream Steering Committee

## Terms of Reference

Updated September 2022

### MANDATE/PURPOSE

The goal of this committee is to advise the Indigenous Stream subcommittees on matters pertaining to the planning, development, implementation, evaluation and ongoing evolution of the Indigenous Stream Residency Program. Its mandate is to ensure that the Indigenous Stream Residency Program is aligned with the *Principles, Values and Goals\** that have been established for the Program and to ensure alignment with the needs and vision of the partnering/surrounding Indigenous communities. This committee will also serve as a forum for collaboration between the University of Toronto and partner institutions including the Northern Ontario School of Medicine (NOSMU) and McMaster University.

*\*Please see Appendix 1 "Principles, Goals and Values Statement"*

### COMMITTEE COMPOSITION

- Membership from partner institutions
  - U of T :
    - Director, General Psychiatry Residency Program
    - Assistant Program Director, Indigenous Stream
    - Site Lead, Indigenous Stream
    - Postgraduate Medical Education Indigenous Health Lead
  - NOSMU :
    - Program Director, Psychiatry Residency Program
    - Psychiatry Section Chair
    - Senior Director of Postgraduate Education (or delegate)
  - McMaster :
    - Faculty Lead, Psychiatry & Behavioural Neurosciences
    - Site Lead, Indigenous Stream
- Indigenous Elder
- Indigenous Resident Representation (rotating, by Institution)
- Special guests by invitation of the Chair to provide special reports, perspectives, or expertise on specific issues being considered by the Subcommittee

### REPORTING AND RELATIONSHIPS

- Indigenous Stream Subcommittee at the University of Toronto
- Relationships to RPCs at McMaster and NOSMU
  - Establish a formal reporting relationship with respective RPCs at McMaster and NOSMU in the form of quarterly briefs and meeting notes.

## MEETINGS

- Frequency – three to four times per year and at the discretion of the Chair (Sept, December, March, June)

## DECISION-MAKING

- Decisions will be made by consensus. It is desirable that decisions are acceptable to the majority of members; therefore, discussion should continue until a consensus is reached.

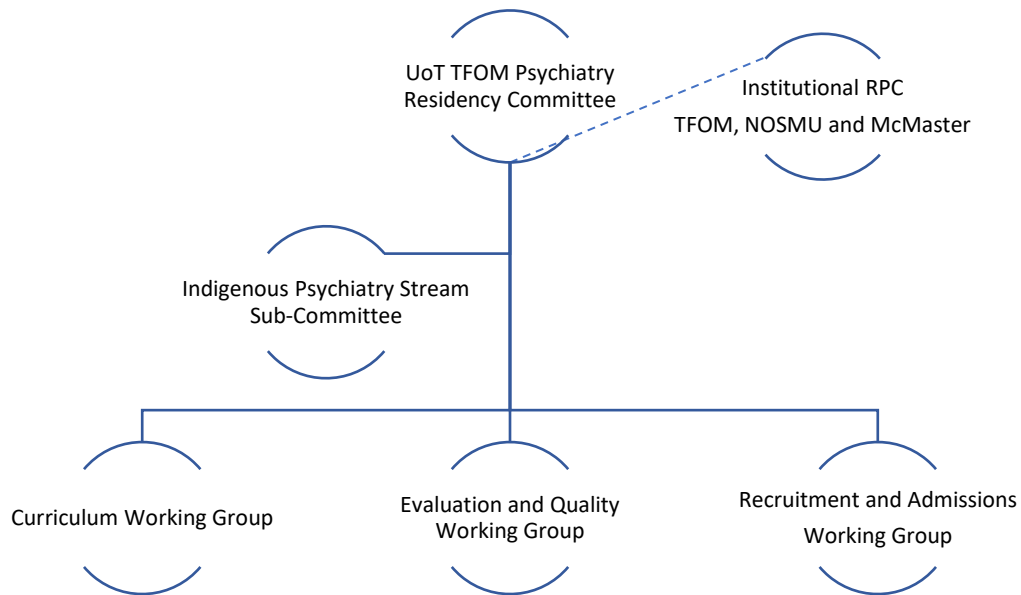
## CONFIDENTIALITY

- It is understood that, at times, sensitive matters related to the development, evaluation and evolution of the Indigenous Stream Residency program may be discussed at the Indigenous Stream Steering Committee. Committee members are to maintain confidentiality as to the details of these discussions, with minutes providing a high-level summary of discussions.

## DOCUMENTATION AND SUPPORT

- Administrative and Project Support to be provided by the incoming Project Manager for Indigenous Stream (NOSMU) and will include preparation of relevant meeting materials (agendas and minutes) and management of all relative correspondence.

## Organizational Chart – Committee Reporting Structure



## Appendix A

Principles, Values, and Goals Regarding Collaborative Indigenous Stream Psychiatry Training in Ontario

**Updated October 4, 2021**

**Preamble:**

The state of mental health care amongst most Indigenous Peoples/communities is unacceptable in Canada and we must work together to improve it through the creation of a collaborative Indigenous stream of psychiatry training in Ontario.

A complex project of this nature with multiple stakeholders, requires a document to help us stay true to our values and intentions over time.

**Goals:**

- 1) To develop and sustain a training program for Indigenous learners in the field of psychiatry that meets national accreditation standards while providing appropriate, relevant, diverse and culturally safe mental health care to Indigenous peoples and communities in Ontario, and enriching the lives of community members, patients and students.
- 2) To ensure this project is planned and executed in partnership with Indigenous communities, educators and learners, including Knowledge Keepers and Elders.

**Values:**

- 1) The collaboration will be grounded in allyship and must prioritize trust, respect and reciprocity with a goal of benefitting learners, as well as the individuals and communities they serve.
- 2) We recognize and respect the immemorial, constitutional, Treaty and international rights of Indigenous Peoples.
- 3) This project will embody the principles of United Nations Declaration of the Rights of Indigenous Peoples, Truth and Reconciliation Commission of Canada and in recognition of the need to address structural discrimination and implement substantive equality for First Nation's people, as embodied in the tribunal order on Jordan's Principle.
- 4) All aspects of this project will be collaborative and inclusive.
- 5) Leadership of the group must be inclusive of Indigenous Knowledge Keepers who are recognized by Indigenous communities, and academic or organizational representation.
- 6) The curriculum must offer training in both Western medicine, as well as cultural competence with respect to traditional approaches to physical, mental, emotional and spiritual wellbeing - the traditional approaches must be validated, delivered, and developed by Traditional medicine knowledge keepers.<sup>1</sup>
- 7) The training program must meet national accreditation standards.
- 8) The curriculum must contain elements of advocacy at the levels of both individual and systems.
- 9) The curriculum must offer ongoing education and reflection that incorporates principles of culturally safe care, anti-racism, and decolonization.

---

<sup>1</sup> One example of this would be the *Etuaptmumk - Two-Eyed Seeing* which refers to learning to see from one eye with the strengths of Indigenous knowledges and ways of knowing, and from the other eye with the strengths of western knowledges and ways of knowing ... and learning to use both these eyes together, for the benefit of all." <http://www.integrativescience.ca/Principles/TwoEyedSeeing/>

- 10) Curriculum should be developed to address priority mental health and wellness needs of Indigenous communities (as defined by those communities) e.g. trauma informed care, intergenerational trauma, etc.
  - 11) First Nations, Inuit and Métis will keep ownership of their cultural knowledge, data, and information, with the community or group owning information collectively in the same way that an individual owns his or her personal information.
  - 12) Recognition of cultural diversity amongst Indigenous peoples and communities, including language and ways of knowing and being, will be emphasized at every level of planning, developing, delivering, and writing.
  - 13) This values document should be re-visited annually.
-