

Indigenous Health Dialogue - Critical Reflective Framework

	Reconciliatory Theme	Truths	Action Themes		
Leadership in Transformation in the Academy	Recognize Indigenous Health as a Distinct Discipline	The health status of Indigenous people is rooted in social determinants that are specific to social, cultural and political contexts of Indigenous populations. Colonization is the prime driver of health inequity, disrupting the wellbeing of Indigenous people through exclusion	To achieve excellence and innovation, critical investment is needed to grow capacity for equity and promote Indigenous-based approaches within the CSM	Decolonization and Equity	
		The healing of Indigenous people involves addressing unresolved trauma from ongoing multigenerational adverse life experiences, rectifying social resource inequities arising from ongoing processes of colonization, and reconnecting with Indigenous culture and healing practices	The CSM has a role and responsibility for community development through advocacy, engagement and knowledge exchange with Indigenous community and non-Indigenous health stakeholders		
		Existing health resources are ineffective for the complex needs of Indigenous populations			
	Promote & Support Indigenous Inclusion in the Academy	Reconciliation compels the dismantling of institutional barriers to the meaningful involvement of Indigenous people and knowledge systems	As a result of societal processes of exclusion manifested within educational institutions, Indigenous people are underrepresented within all aspects of the CSM		Engaging in a formal institutional decolonization process is fundamental to dismantling institutional barriers against Indigenous people
			Pockets of policy and programming for Indigenous student admissions and support exist within the CSM, but are not consistent across educational units or within faculty leadership levels		Invest in foundational strategies for equity of access and authentic inclusion of Indigenous perspective and people within all levels of the CSM
			The CSM can be a culturally unsafe place for Indigenous learners, faculty and community due to institutional, epistemic, and personally mediated acts of racism		
Domains of Responsibility	Education	Reconciliation through Indigenous health education means graduating all physicians and researchers with competencies for the specific needs of Indigenous populations	Critical education is fundamental to the transformation needed for achieving reconciliation	Decolonization and Equity	
		Current education does not adequately prepare CSM graduates to effectively address Indigenous health needs. This leaves CSM learners with inadequate preparation for careers in health service, research and medical education. This knowledge deficit also exists in current faculty	Address all institutional barriers towards prioritizing Indigenous health education		
		Indigenous Health education within the CSM has critical gaps due to epistemological barriers and limited institutional investment and advocacy for its inclusion in programming. What exists is at risk without adequate support	Invest in comprehensive, sustaining and innovative Indigenous health education		
	Research	Reconciliation through research means adhering to rigorous Indigenous and decolonizing methodologies and principles in partnership with community	Rooted in colonization, Western research rewards researcher-driven work, tending to perpetuate explanatory frameworks that focus on deficits in Indigenous people over problems in wider systems and society		Build Indigenous Health research capacity within the CSM in partnership with Indigenous community
			Community-identified research priorities are unaddressed due to internal capacity, financial, and opportunity limitations. Sustainability of programs developed and implemented is at risk due to limitations in developing meaningful evaluations		Require Indigenous-based and decolonizing methodologies to be the platform for Indigenous health research within the CSM
			There is limited IH research capacity and a paucity of research relevant to all Indigenous groups. This is due to a lack of investment and the persistence of structural barriers to IH research within the CSM		
Service Innovation	Reconciliation involves advocating for health service that strives for quality and equity grounded in the social and cultural contexts of Indigenous people's lives	Indigenous people should have access to health service that promotes healing from the multigenerational impacts of colonization and that achieves good health and wellness	Advocate and collaborate with key health systems stakeholders		
		Current health care is under-resourced and ill-equipped to address the causes of health disparities specific to Indigenous populations	Facilitate health service innovations through collaborations and research		
		Together with resource inequities, health systems and provider complicity in the processes of colonization contribute to poor health outcomes			