

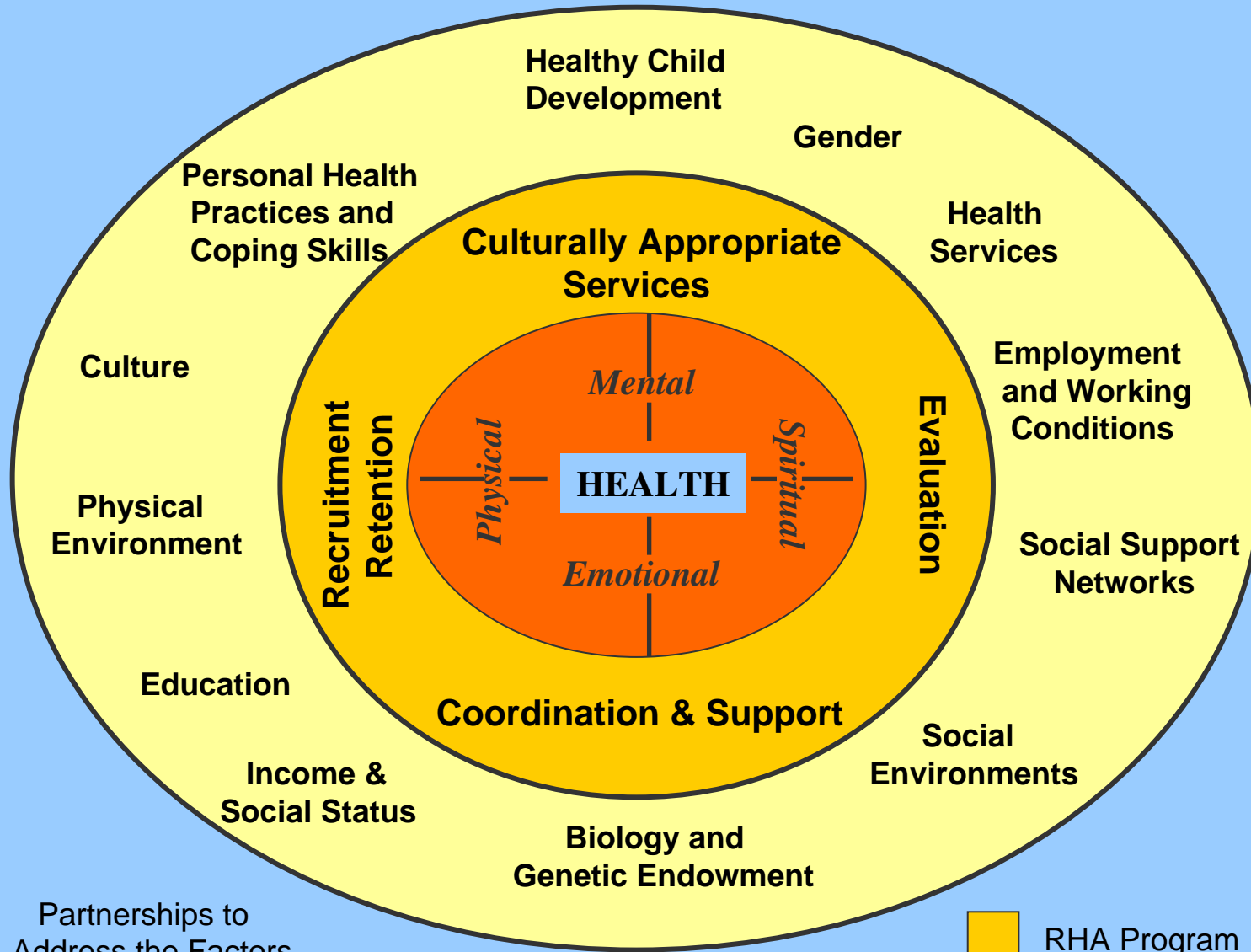



ABORIGINAL HEALTH STRATEGY

BRANDON REGIONAL HEALTH AUTHORITY



BRANDON REGIONAL HEALTH AUTHORITY ABORIGINAL HEALTH STRATEGY FRAMEWORK

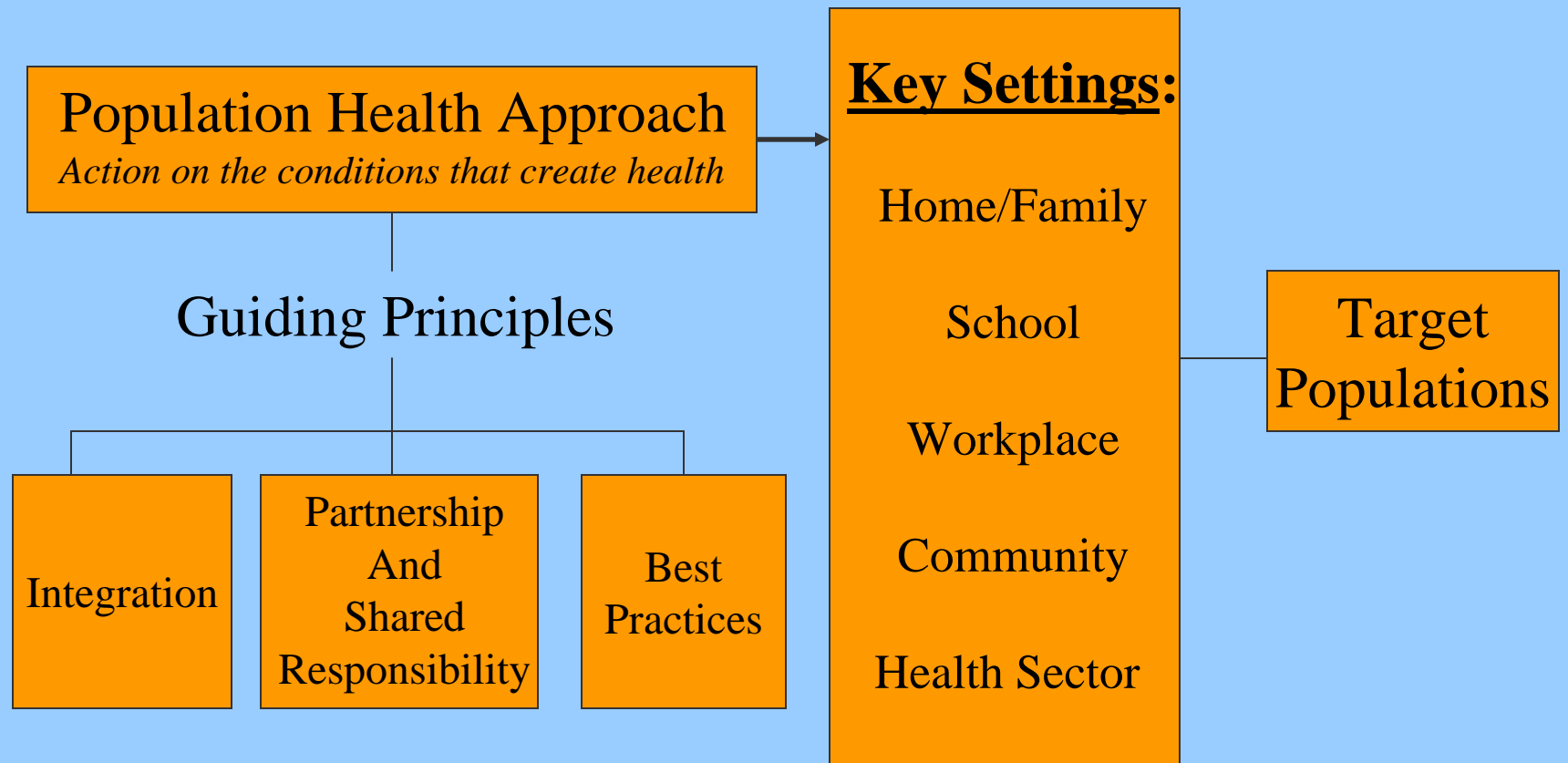


 Partnerships to Address the Factors That Determine Health

 RHA Program Components

Adapted from the Calgary Health Region

Population Health Strategy Framework



Health Determinants



Income & Social Status

- Single most important determinant.
- Income levels affect ability to buy good food and secure safe housing.
- Wealthier nations have healthier populations.





Health Determinants



*Social Support
Networks*

- Support from families, friends and communities is associated with better health.
- Supportive relationships may be as important as risk factors such as smoking, obesity, and high blood pressure.



Health Determinants



Education

- Health status improves with the level of education.
- Education increases opportunities for income and job security.
- Provides control over life circumstances.



Health Determinants



*Employment and
Working Conditions*

- Unemployment, under-employment and stressful work are associated with poorer health.
- Workplace social support is associated with better health.





Health Determinants



Physical Environment

- Physical factors in the natural environment (e.g. air, water quality) are key influences on health.
- Factors in the human-built environment such as housing, community safety, and road design are also influences.





Health Determinants



*Personal Health
Practices and Coping
Skills*

- Individual actions that support healthy choices and lifestyles (e.g. smoking, alcohol use) affect health.
- Effective coping skills enable people to be self-reliant, solve problems and make informed choices that enhance health.





Health Determinants



*Healthy
Child Development*

- Experiences in early years affect brain development, school readiness and health in later life.
- Critical stages are prenatal, infant and preschool, e.g. low birth weight has been shown to link with health and social problems throughout a person's life.





Health Determinants



- Although important, not the only factor that influences health.
- Health services, particularly those which maintain and promote health, prevent disease and restore health, contribute to the health of the population.





Health Determinants



- Multi-cultural health issues demonstrate the need to consider the inter-relationships of physical, mental, spiritual, social, and economic well-being.
- Traditional sweat lodges have “achieved remarkable results” in treating depression and preventing suicide.



Health Determinants



- Gender refers to the many different roles, personality traits, attitudes, behaviours, values, relative powers and influences which society assigns to the two sexes.
- Each gender may be affected in different ways by the same issues.



Health Determinants

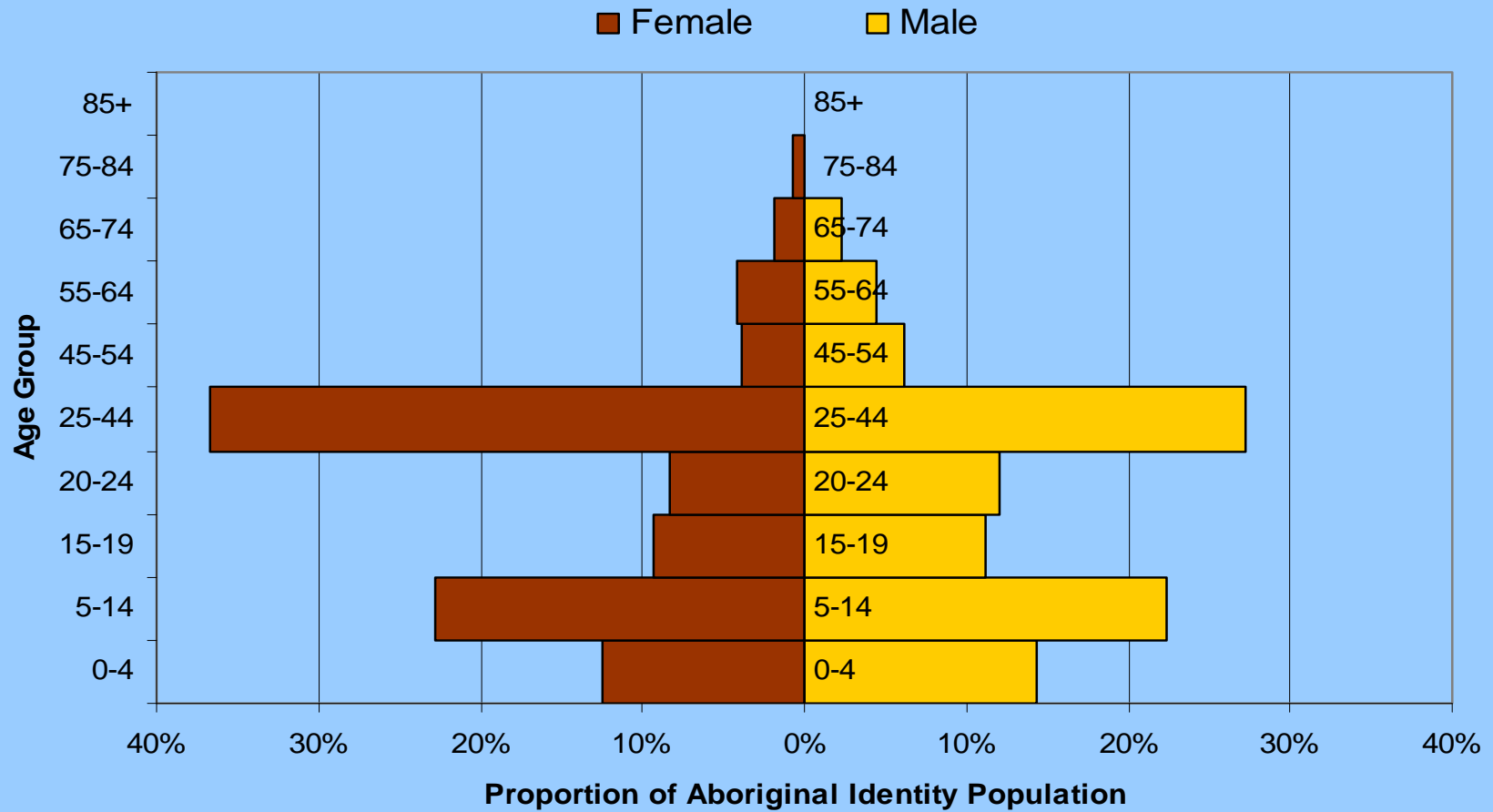


Biology and Genetic Endowment

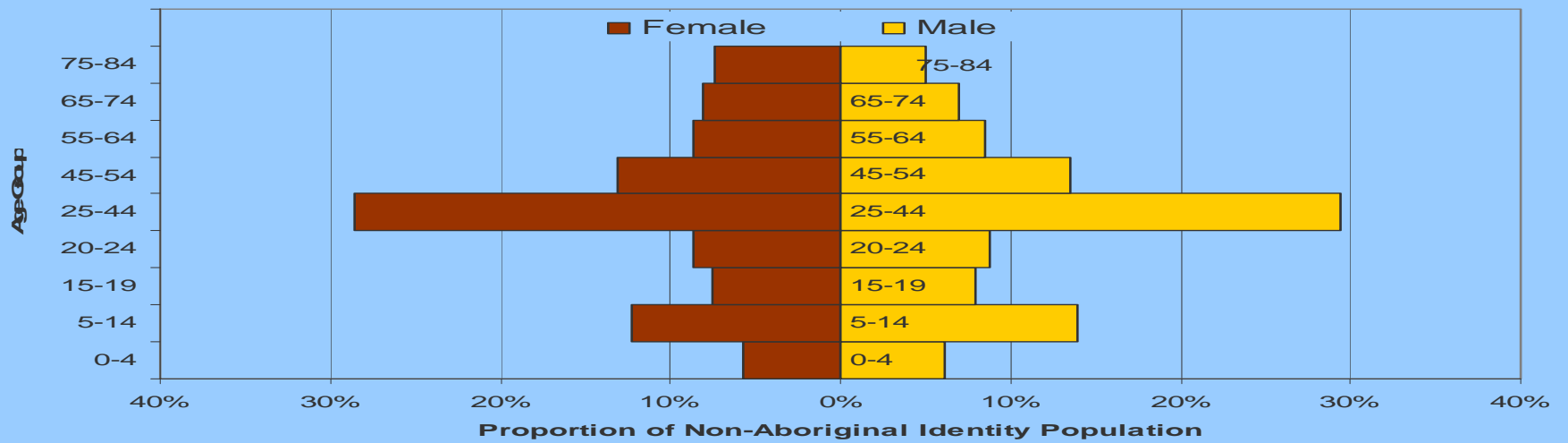
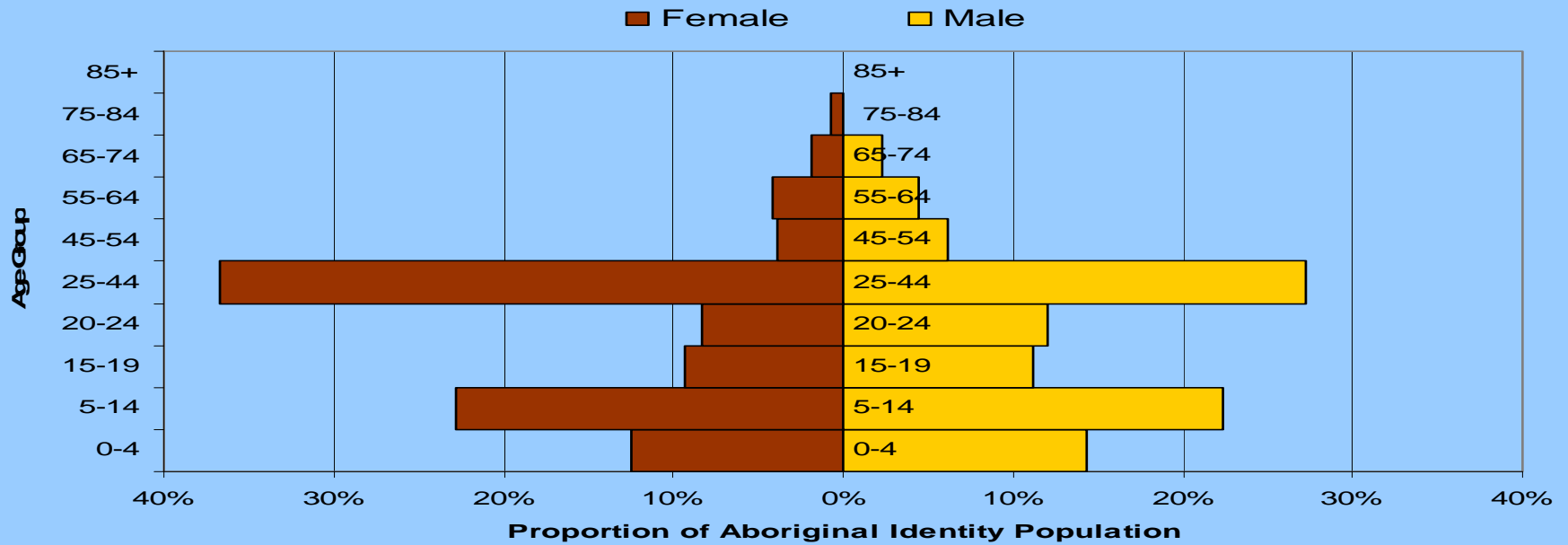
- Inherited predispositions influence the ways individuals are affected by particular diseases or health problems.
- Adult onset diabetes can be prevented by healthy eating habits and regular physical activity



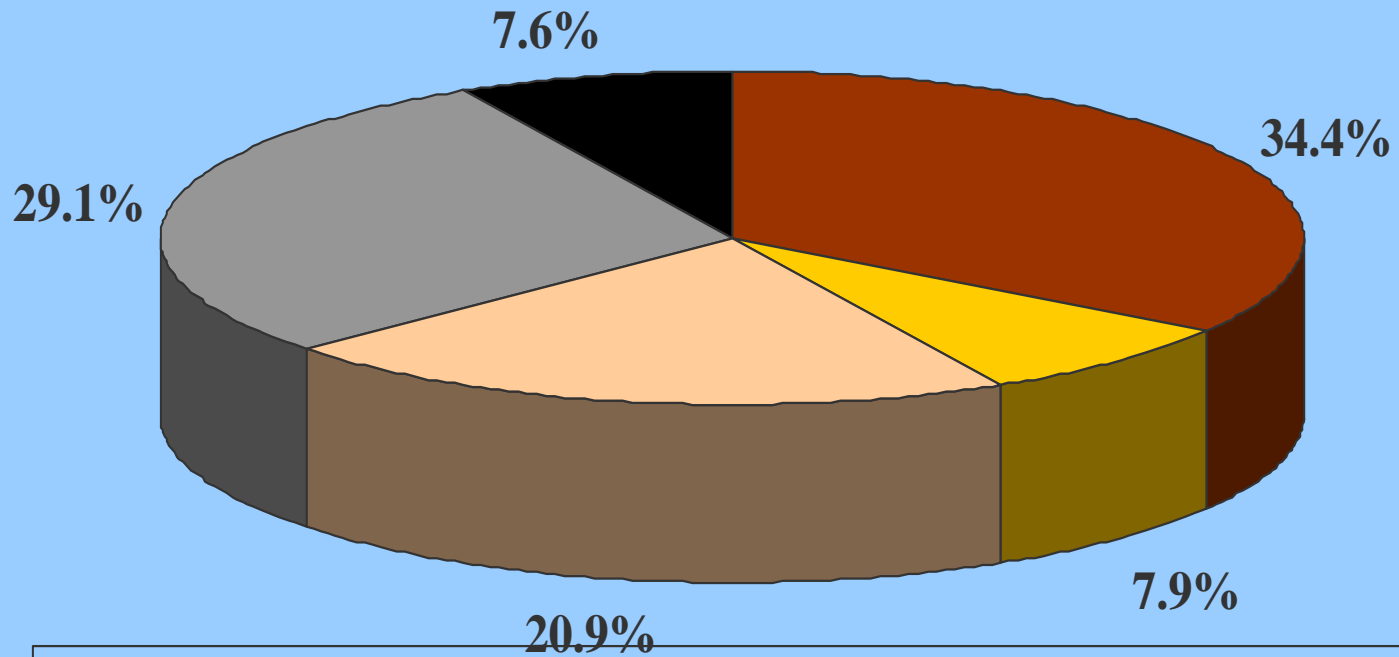
Population Demographics



Population Demographics



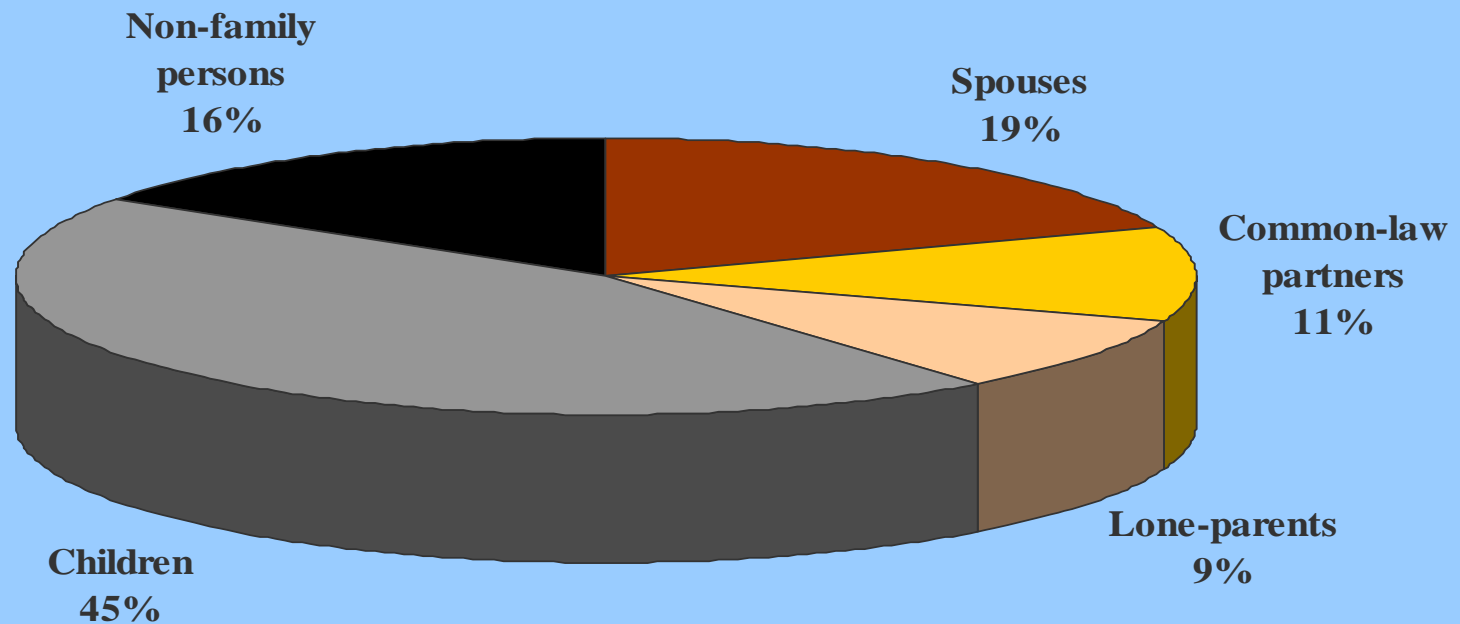
Highest Level of Schooling – 25 years and over



Income

- Average earnings for a person working full time for the full year: \$28,631
- Average earnings higher for males (\$30,506) than for females (\$25,667)
- 40% of all persons with earnings were working full time for the full year.
- Median Income – 15 years and over: \$13,163.
- Composition of total income:
 - 77% from earnings,
 - 20% from government transfers and
 - 3% from other sources.

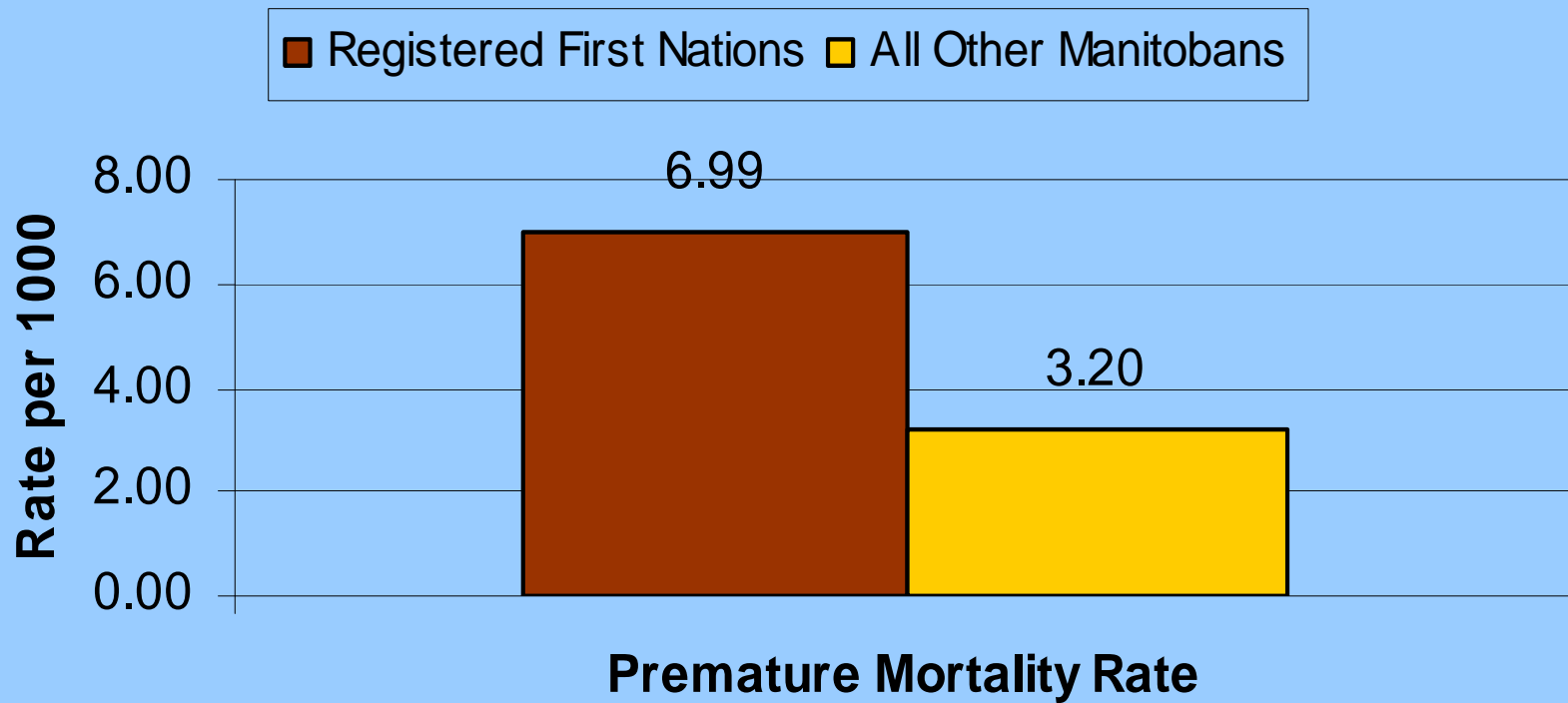
Family Status



- 70% lived in rented dwellings.
- Median household income : \$28,860

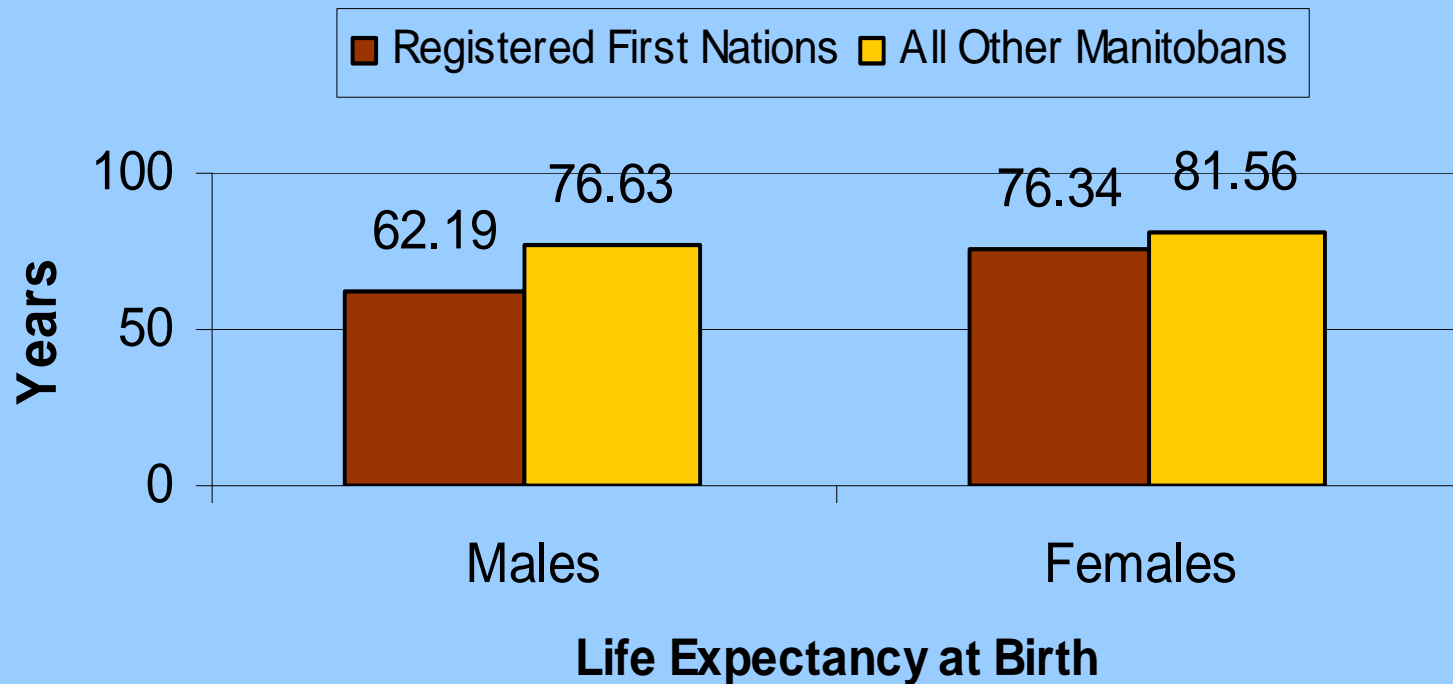
Health Status: Premature Mortality Rate

**Brandon Regional Health Authority
1995-1999**



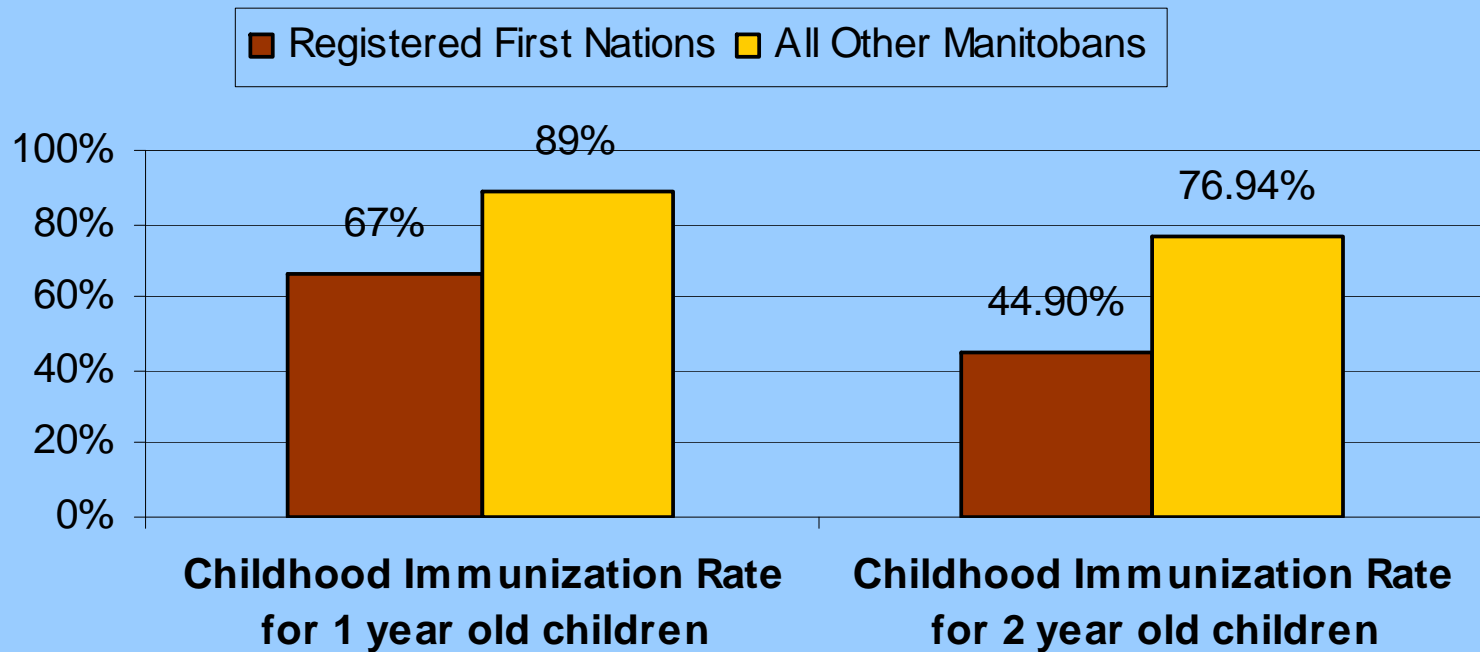
Health Status: Life Expectancy at Birth

**Brandon Regional Health Authority
1995-1999**



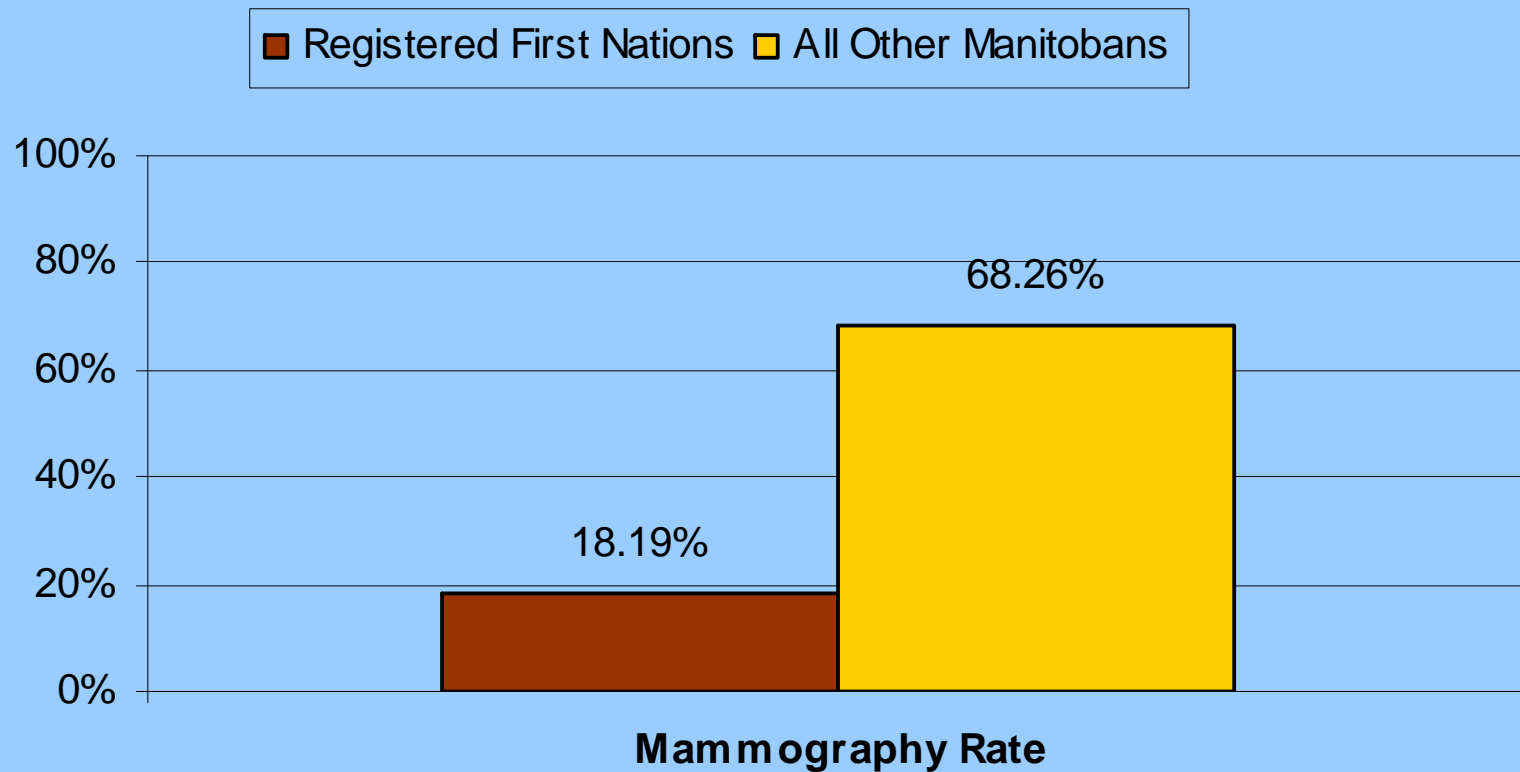
Preventive Care: Immunizations

Brandon Regional Health Authority 1995-1999



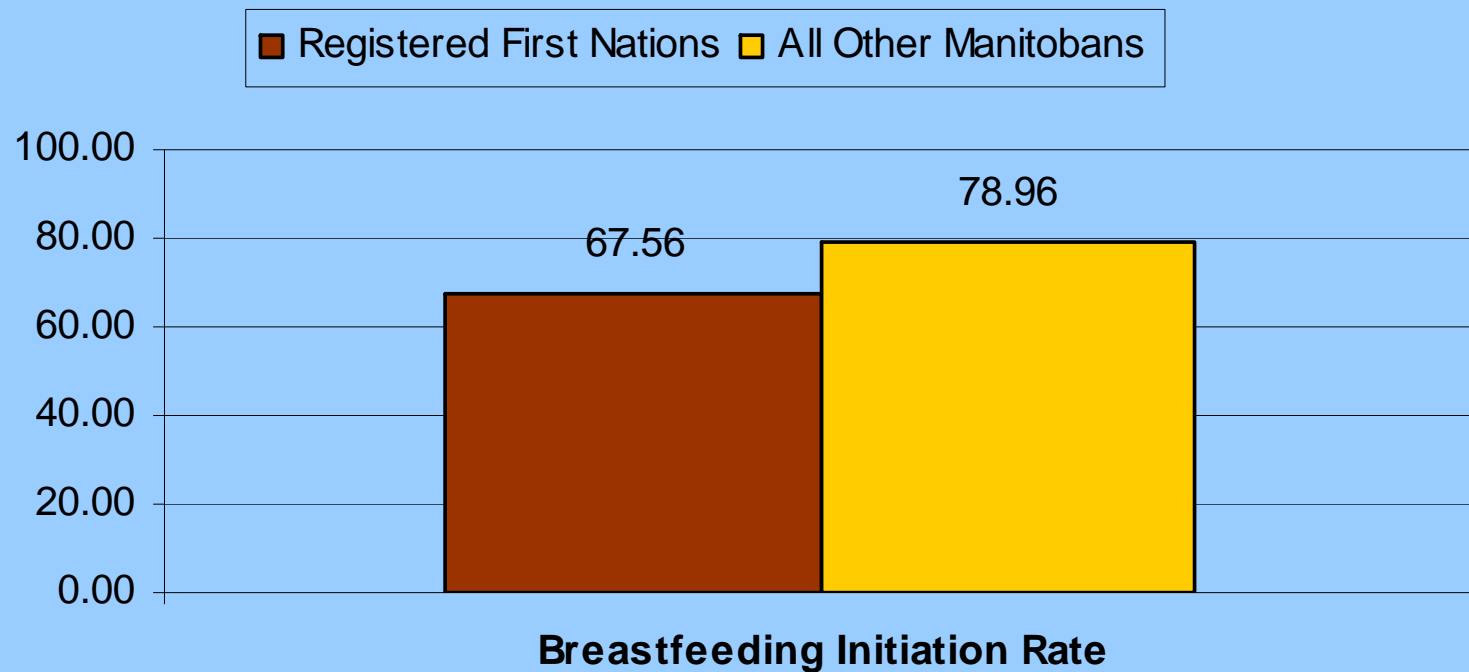
Preventive Care: Mammography

**Brandon Regional Health Authority
1995-1999**



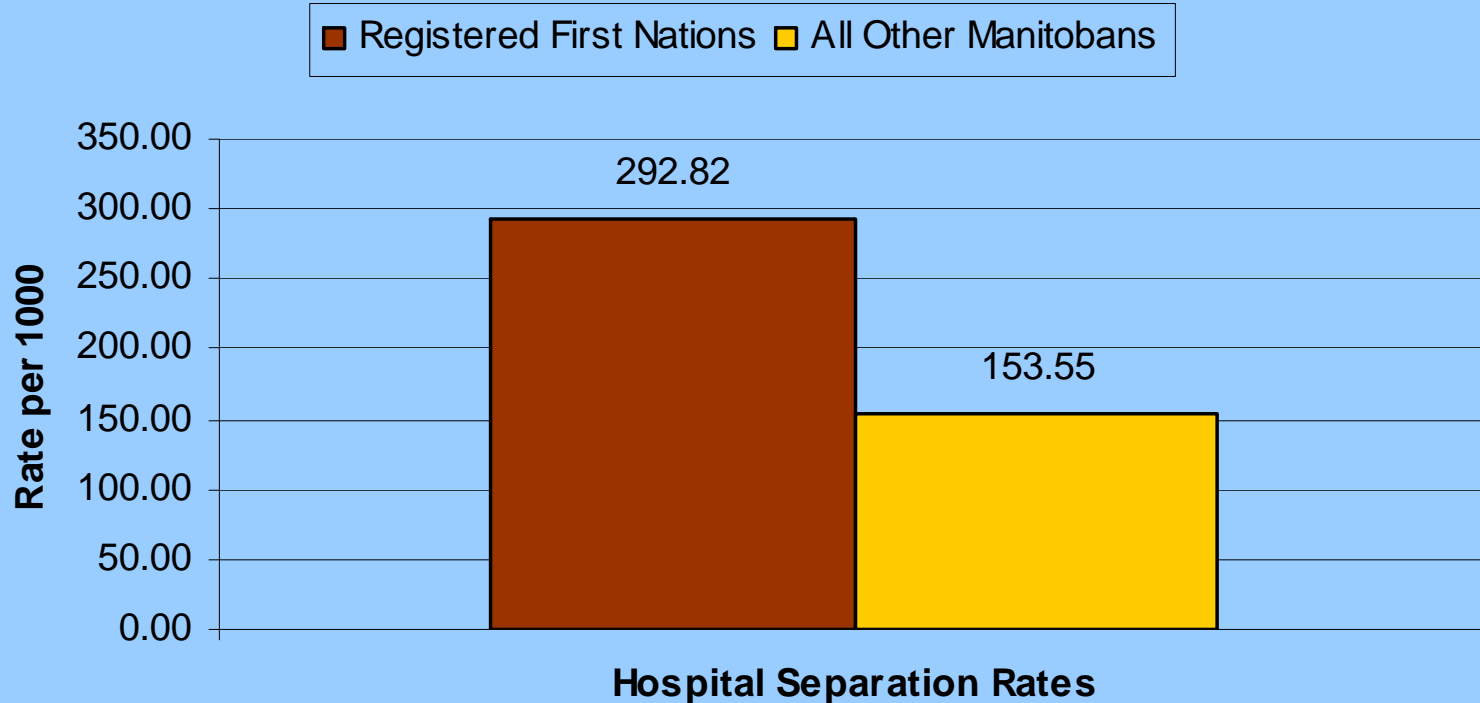
Preventive Care: Breastfeeding Initiation

**Brandon Regional Health Authority
1995-1999**



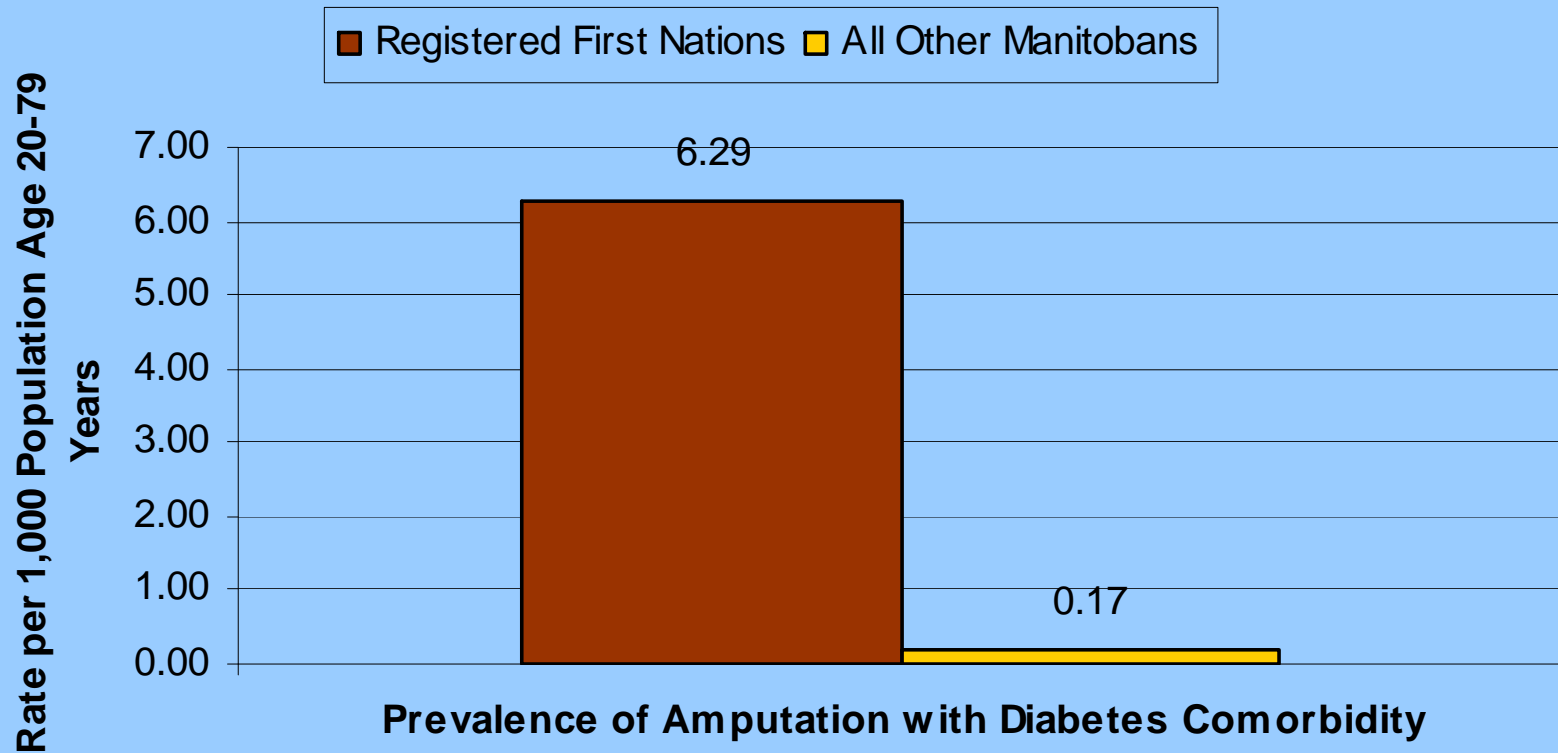
Use of Hospital Services: Separation Rate

**Brandon Regional Health Authority
1998-1999**



Adverse Outcomes: Prevalence of Amputation due to Diabetes

Brandon Regional Health Authority
1994-1999





Brandon Regional Health Authority



ABORIGINAL

WORKFORCE INITIATIVE





GOALS



- To increase the representation of Aboriginal people within all levels of the organization.
- To improve communication and establish a more comfortable patient care setting for Aboriginal patients.





GOALS



- To build on existing relationships and partnerships with Aboriginal groups, organizations and service providers.
- To improve the overall health status of the Aboriginal population in the Brandon Region.





APPROACH



- Long term strategy.
- ***NOT*** an “affirmative action” initiative.
- Candidates must have the required education and qualifications for positions.
- ***WILL HAVE*** equal opportunities.





FOCUS



- **Education**
- **Cultural Awareness**
- **Recruitment**
- **Retention**





FOCUS: Education



Strategies:

- Network with Aboriginal organizations and educational institutions at all levels.
- Increase awareness re positions available and qualification requirements.
- Establish an Advisory Circle with partners.





FOCUS: Cultural Awareness



Strategies:

- Workshops to promote cultural awareness and dispel misconceptions.
- Sharing circles to facilitate communication among staff.
- Accommodate opportunities to participate in Aboriginal ceremonies.
- Support Aboriginal-related functions.





FOCUS: Recruitment



Strategies:

- Attend all career days within the Region.
- Internships and student summer employment.
- Job shadowing.
- Bursaries and scholarships.
- Aboriginal Health Advisor participation.
- Aboriginal media for advertising.
- Participate in Aboriginal focus groups.





FOCUS: Retention



Strategies:

- Acknowledge Cultural/Spiritual importance.
- Sharing Circle with Elders.
- Mentorship/Role Model program.
- Support professional & career development.
- Staff surveys.
- Review job descriptions & postings to ensure relevancy.





PROGRESS



- 179 new hires since April 2003
- Partnership Agreement with 16 organizations.
- Aboriginal staff circle.
- Aboriginal Elder visitations.
- Aboriginal Spiritual Care Worker.
- Cultural area available for staff, patients, and smudging.
- Cultural awareness training for staff.





STAFF CLASSIFICATIONS



- Registered Psychiatric Nurse
- Clerk
- Engineer
- Dietary Aide
- Activity Worker
- Licensed Practical Nurse
- Families First Home Visitor
- Speech Language Pathologist
- Pharmacy Technician
- Health Care Aide





PARTNERS



- Brandon Regional Health Authority
- Manitoba Metis Federation Southwest
- Dakota Ojibway Tribal Council
- Council of Indigenous Elders
- Brandon Friendship Centre
- Brandon University
- Assiniboine Community College
- Brandon School Division
- Canadian Union of Public Employees





PARTNERS



- Manitoba Aboriginal & Northern Affairs
- Manitoba Association of Health Care Professionals
- Manitoba Health
- Manitoba Government & General Employees Union
- City of Brandon
- Manitoba Advanced Education & Training
- Indian & Northern Affairs Canada



SUMMARY



- Partnerships are critical.
- Cannot address employment in isolation.
- Many factors that determine overall health status.
- Essential to have collaboration between Aboriginal organizations/groups, federal/provincial/municipal governments, health organizations, educational institutions, unions, and other relevant agencies and organizations.

