



CAOT - ACE

Canadian Association of Occupational Therapists
Association canadienne des ergothérapeutes

OT TRC TASK FORCE REPORT

NOVEMBER 20th, 2021

“Truth and Reconciliation -- a precursor to occupational justice”

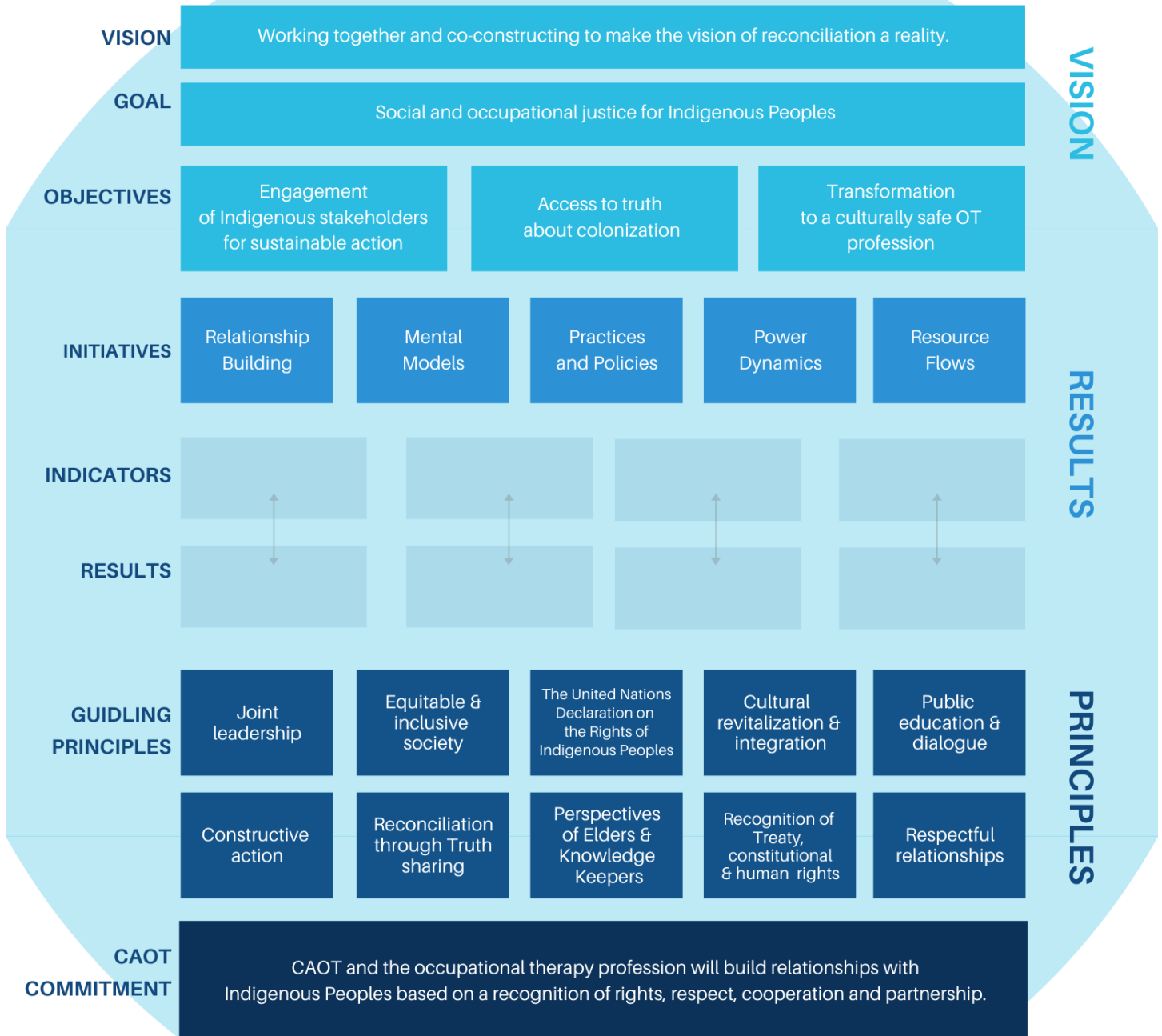
Submitted by the OT TRC Task Force

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SYNOPSIS OF OT TRC TASK FORCE ACTION PLAN

NOTHING ABOUT US WITHOUT US



NOTHING ABOUT US WITHOUT US

EXECUTIVE SUMMARY

The phrase, “nothing about us without us” is the underpinning of OT TRC Task Force Co-Chairs’ (Angie Phenix & Kaarina Valavaara) approach to the work on Truth and Reconciliation. “Nothing about us without us” recognizes Indigenous Peoples’ rights to self-determination, which includes the full and direct participation of Indigenous Peoples in discussions and decisions about policies, programs, services, and resources that affect them. The requirement for engagement by Indigenous Peoples is already enshrined in Canadian law, supreme court decisions, as well as international documents such as the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)-- which is now enshrined in Canadian UNDRIP legislation (<https://www.justice.gc.ca/eng/declaration/index.html>).

Pursuant to the release of the report by the TRC in 2015, CAOT undertook several initiatives by way of responses to some of the report’s calls to action. In June 2019, CAOT’s Board of Directors voted unanimously to convene a TRC Task Force to provide leadership in the development of an action plan for the profession of occupational therapy in Canada. The principal objective of the TRC Task Force was to: promote leadership within occupational therapy in Canada, develop sustainable and culturally appropriate occupational therapy research, clinical practice, education and foster reconciliation and decolonization of occupational therapy. The TRC Task Force delivered its Action Plan to CAOT’s Board in November 2020 with 13 recommendations and a budget of \$49,400 – the plan and budget received approval. At the November 2020 meeting, CAOT’s Board also recommended that that TRC Task Force be expanded to include representatives from OTC member organizations.

In early 2021, the governance structure was expanded to include representation from ACOTUP, ACOTPA, ACOTRO, and COTF. Angie Phenix and Kaarina Valavaara continue as Co-Chairs and CAOT continues to serve as Secretariat. In September 2021, CAOT’s Board approved a budget in the amount of \$49,400 for fiscal 2021-2022.

Task Force Co-Chairs adopted a systems approach, understanding that all targeted actions are interrelated, and have attempted to cluster initiatives or concrete projects under four themes: relationships, mental models, practices & policies, and power dynamics.

They hope that these initiatives would help address some of the long-standing inequities in the health and wellness of First Nation, Inuit and Métis Peoples and that the occupational therapy profession’s leadership would contribute to the dismantling of existing oppressive structures that result in systemic racism. They also hope that co-construction of systems would lead to social, economic, political, and ultimately to occupational justice. The following dashboard provides an overview of the Task Force’s work to date.




OT TRC TASK FORCE DASHBOARD

The following dashboard provides a snapshot of progress on action items in 2020-21 as of November 20th, 2021.

Green = On track or completed

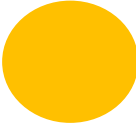

Yellow = Partially completed or changed approach

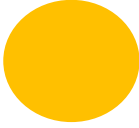

Red = Stopped or not made progress




1.1 Relationships		
Action Item	2021 Status (Red, Green, Yellow)	Comments
1. Identify and recruit Indigenous Elders, Traditional Knowledge Keepers and Communities to guide aspects of CAOT's decolonizing work.		<p>Elders were engaged at conference 2021 and will be part of TRC task force events and CAOT conferences going forward.</p> <p>The Indigenous Advisory Council idea was held in abeyance pursuant to consultation with Indigenous OTs. A group of Indigenous OTs felt that they would like to create a "self-determining" community outside of existing occupational therapy organizations. Refer to CAOT 2021 conference session "Beyond diversity: the need for an Indigenous occupational therapy community" for details on the evolution of this space.</p>
2. Propose a panel discussion with OTC leaders and other key stakeholders to: a) build on the valuable dialogue that was initiated at CAOT's Vancouver Conference in 2018, b) to make explicit the actionable steps taken by each of the organizations to facilitate systems' change, and c) to discuss further actions to be taken individually or collectively.		OT TRC Task Force Co-Chairs and members presented in May 2020 to OTC education day during a 3-hour session and sought feedback and input on goals for OT TRC Task Force. An email was also sent out in July 2020 requesting OTC member organizations to submit SMART goals to the OT TRC Task Force by August 2020.
3. Create standing seats on the OT TRC Task Force for one representative from each member organization affiliated with Occupational Therapy Canada (OTC) to ensure that the work of the Task Force is shared amongst		<p>November 2020- OT TRC Task Force agreed to engage and seek seats from OTC member organizations on Task Force.</p> <p>Co-Chairs attended December 2020 OTC meeting to discuss collaboration with the Task Force. Co-</p>




<p>and across all levels of the profession, and to ensure the desired systemic impact.</p>		<p>Chairs along with Havelin Anand (Task Force Secretariat) met with each organization between November 2020- February 2021.</p> <p>While time-consuming in 2021 - there has been progress. This has laid a foundation for collective action during the last year and will hopefully continue beyond the initial 3-year mandate of the Task Force. Going forward OT/TRC members will discuss collective needs, priorities, and determine accountability mechanisms.</p> <p>Updates on the new partnerships between CAOT and OTC member organizations were shared at a CAOT 2021 conference presentation.</p>
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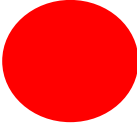


Director1.2 Mental Models

Action Item	Status (Red, Green, Yellow)	Comments
<p>1. Offer a CAOT sponsored KAIROS Blanket Exercise and a pre-conference workshop for occupational therapy leadership and delegates at the next face-to-face CAOT Conference. The proposed workshop is called "Examining privilege and oppression in the context of reconciliation and Indigenous rights: directions for occupational therapists and other rehabilitation providers". This workshop will support occupational therapists to reflect on their positionality and role in reconciliation and rights promotion related to occupational therapy education, practice and research.</p>		<p>Blanket Exercise was rescheduled to 2022 Hybrid Conference - COVID restrictions permitting.</p> <p>The pre-conference workshop is currently being redesigned into online module(s) hosted by CAOT with a tentative launch date in early 2022 to provide timely and accessible opportunities for CAOT and OTC members.</p>
<p>2. Ensure the inclusion and participation of Elders and Indigenous Traditional Knowledge Keepers and respect the perspective, education and ceremony they bring to each annual conference and other CAOT sponsored events.</p>		<p>A session at CAOT 2021 conference included an Elder who opened and closed the session with a keynote to the conference delivered by Neal Kewistep. He shared lessons from Indigenous ways of knowing on resilience.</p> <p>Co-Chairs reviewed the MMIWG Calls to Justice and OT TRC Task Force agreed to informally include these Calls within the work of the OT TRC Task</p>

		Force i.e. the development of an Indigenous led, trauma informed workshop for 2022.
<p>3. Identify key student or student groups and/or CAOT intern(s)/student(s) to conduct two scoping literature reviews which may include:</p> <ul style="list-style-type: none"> a. Best Practices in Reconciliation <ul style="list-style-type: none"> i. Review of other professions' responses to TRC Calls to Action. ii. Collaboration with Indigenous organizations/communities. iii. Addressing settler colonialism in OT models. iv. Identification of best practices in de-colonization in the education, research, and clinical practice arenas. 		<p>3.ii. Collaboration with Indigenous organizations/communities did not take place in 2021.</p> <p>3.ii. In the spirit of making meaningful and authentic partnerships, the priority for 2021 became including OTC members to collectively come up with a plan prior to connecting with Indigenous organizations/communities. We need a clear vision and direction when contacting and partnering with some of these organizations and that still needs to be defined with our newest members. This will be ongoing in the workplan.</p> <p>3.iii. Co-Chairs and OT TRC Task Force members have been involved, to varying degrees, on the sequel to <i>Enabling Occupation Textbook</i> to ensure Indigenous perspectives and colonialism is addressed in new models.</p> <p>3.iv. Havelin Anand has a student on placement who is working on researching and analysing initiatives on TRC being undertaken by the Canadian Nurses Association, Canadian Indigenous Nurses Association, Canadian Association of Social Workers, Canadian Physiotherapy Association, Speech, Language, Audiology Canada.</p>
<p>4. Continue OT TRC Task Force on-going commitment and work to decolonization.</p>		<p>OT TRC Task Force continues to acknowledge land (recognizing the traditional territory of Indigenous Peoples) at all formal face to face and virtual meetings, webinars, conferences, Board meetings.</p> <p>Task Force Co-Chairs and Secretariat were scheduled to meet with Indigenous Services Canada in September 2021 to address areas of collaboration and OTs' role in upholding Jordan's Principle. The meeting was cancelled due to the Federal Election. The meeting will be rescheduled with either Indigenous Services Minister Patty Hajdu or her office or with Indigenous Services Canada. McGill students under the tutelage of Dr. Hiba Zafran are researching barriers to accessing Jordan's Principle funding across all the provinces</p>

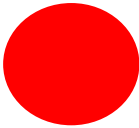
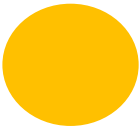
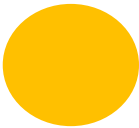

		<p>and territories in Canada. The conclusions and recommendations of this research will help the OT TRC Task in proposing solutions to ISC.</p> <p>CAOT continues to support expansion of Occupational Therapy & Indigenous Health Network which now has a pediatric subgroup for targeted advocacy and education in these areas.</p> <p>The abstract <i>“Leading a path toward reconciliation between occupational therapy and Indigenous Peoples in Canada: A National Occupational Therapy Truth and Reconciliation Taskforce”</i> for WFOT 2022 was submitted and accepted for its August 2022 conference. Co-Chairs plan to share progress on TRC work in Canada and lessons learned on an international stage in Paris.</p>
5. Engaging and respecting Indigenous knowledge (knowledge recovery; privileging Indigenous knowledge).		CAOT continues to engage Elders and Knowledge Keepers at conferences and on OTC Reflections days. The OT TRC Task Force members would like to see resources that provide information on the importance of Elders and Knowledge Keepers at opening and closing ceremonies and other events.
6. Retention and recruitment of Indigenous scholars.		Unfortunately, there was no progress on this action in 2021. It is hoped with formal partnerships with ACOTUP and COTF we can make progress on advocating for the recruitment and support for Indigenous scholars.
1.3. Practices & Policies		
Action Item	Status (Red, Green, Yellow)	Comments
1. Consult, identify, support and advocate for ongoing inclusion of core competencies for culturally safe and responsive occupational therapy practice with Indigenous people and communities that will inform the development of the CORECOM document.		Angie Phenix participated in a CORECOM Working Group, during the development phases to articulate CORECOM competencies. During this process, significant education was required to educate the CORECOM panel and consultants, to ensure that cultural safety and Indigenous rights were respected and represented in the competencies. Both Co-Chairs and several OT TRC Task Force members provided education in 2020-21 to the CORECOM Steering Committee to inform them of Canada’s colonial history and how that continues to impact occupational possibilities and participation of Indigenous People in Canada.

		<p>While the new core competencies state the need for the creation of culturally safer relationships and anti-racist ethical spaces, Co-Chairs feel that this is an ongoing learning journey.</p> <p>Throughout 2020-21, OT Task Force Co-Chairs reviewed documents and competencies on an ongoing basis and provided feedback of draft iterations.</p> <p>Angie Phenix remains involved in advising and ensuring that Indigenous rights and cultural safety is appropriately and adequately included in e-learning modules that will accompany the launch of CORECOM in 2022.</p>
<p>2. Contribute to the development of practice frameworks for occupational therapy that include Indigenous perspectives.</p>		<p>While full details are being withheld due to confidentiality agreements, TRC Task Force members are involved (at significant levels) in the development of the new practice framework in the upcoming sequel to Enabling Occupation at the authorship level and as members of the Advisory Panel. The new practice framework will be collaboratively authored with Indigenous and settler voices.</p>
<p>3. Provide consultation on key CAOT initiatives as appropriate, such as Enabling Occupation text revision, practice resources, position statements, role papers, guidance documents.</p>		<p>The OT TRC Task Force has had significant and ongoing involvement with the sequel to Enabling Occupation.</p> <p>OT TRC Task Force members are involved at the editor and author levels as well as participating as Advisory Panel members.</p> <p>OT TRC Task Force members also attended public engagement events on the development of the model and practice process framework.</p>
<p>4. Provide consultation on key CAOT initiatives as appropriate, such as contribute to the Government of Canada's co-development of Indigenous health legislation and distinctions-based mental health and wellness strategy.</p>		<p>Provided input towards the development of National Long-Term Care Services Standard by Health Standards Organizations (HSO) hosting a consultation session, providing representation to a Townhall, to ensure that the needs of Indigenous older adults are taken into consideration. Kaarina Valavaara, OT TRC Task Force Co-Chair, attended the September 17th 2021 consultation session.</p> <p>Task Force Secretariat and Co-Chairs provided education and guidance on advocating to</p>

		<p>government officials resulting in student engagement with elected representatives in areas such as water and food security and access to Jordan's Principle funding.</p> <p>Contribution to Indigenous legislation was delayed due to Federal election. Planned deliverables from CAOT/OTC include written briefs or engagement in consultations.</p>
<p>5. Contribute to United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) legislation – will seek opportunities to submit briefs to the Action Plan.</p>		<p>No progress made on this item in 2021. Future action will be based on Government of Canada's timetable for an Action Plan pursuant to the legislation. Planned deliverables from member organizations. include written briefs or engagement in consultations.</p>
<p>6. Contribute to the development of resources grounded in cultural safety and humility.</p>		<p>Significant progress was made on this item in 2021. Feedback from TRC Conference Session was that CAOT needs to support clinicians and educators by providing professional development opportunities and resources to promote culturally safe practices. Providing resources for reflection also aligned with the first National Day for Truth and Reconciliation on September 30th.</p> <ul style="list-style-type: none"> • Co-Chairs' social media posts with links to resources were shared by CAOT on September 30th 2021 • Liaised with CAOT to create Indigenous Health page on CAOT website, including specific resources • Co-Chairs remain involved in creating Indigenous led, trauma informed modules for CAOT members – this is planned for 2022 • Co-Chairs are currently drafting guidelines for: identifying appropriate resources & decolonizing research practices which will be publicly available on CAOT's website
<p>7. CAOT/regulators as data providers to discuss adding a data element regarding Indigenous status of members.</p>		<p>CIHI is open to expanding its data set, provided they can obtain this information from regulators, educational institutions, and professional associations</p>


See [OTC Action Plan Spreadsheet](#) -- ACOTRO's update on progress.

1.4 Power Dynamics

Action Item	Status (Red, Green, Yellow)	Comments
8. Build on the existing CAOT mentorship program to provide Indigenous occupational therapists and occupational therapy assistants with mentors to foster Indigenous occupational therapy leadership.		After consultation with Indigenous occupational therapists, this has moved outside the scope of OT TRC Task Force into an Indigenous led, self-determined space. (Please refer to item 1).
9. Strongly encourage OTC to take a position on proactive recruitment of Indigenous students and encourage university OT programs to increase enrollment of Indigenous students in OT programs.		There was limited progress on this specific action item in 2021; however, with the foundational relationship with ACOTUP & COTF and their presence on OT TRC Task Force – it is envisaged that deliverables for 2022 would involve conversations and plans for scholarships/financial support for Indigenous students with specific, measurable goals re: recruitment
10. Strongly encourage CAOT to develop a plan for increasing diversity within the profession, including within CAOT staff, Board of Directors, faculty positions and other leadership within the profession.		<p>CAOT is attempting to make a concerted effort to increase diversity vis-a-vis its staff complement. OT TRC Task Force will pursue CAOT to develop specific, measurable plan to track accountability in 2022</p> <p>As of October 2021, CAOT Board has an Indigenous External Director – Ms Debra Beach Ducharme. CAOT Board is also undertaking a Governance Review of the Board Structure.</p> <p>It is recommended that ACOTUP, ACOTPA and ACOTRO review their recruitment plans and make a concerted effort to include Indigenous staffers and share updates with the Task Force.</p>
11. Strongly encourage OT TRC Task Force to continue to assume a leadership position within Canada to enact the recommendations of the TRC with respect to the		Task Force members hosted several sessions at the CAOT Virtual 2021 conference, including “CAOT’s Truth and Reconciliation Taskforce: leading a path towards reconciliation.” The session offered delegates an overview of the Task Force’s work and

<p>profession of occupational therapy.</p>		<p>the three-year action plan. Feedback from this session is incorporated into action plan for 2021-22.</p> <p>The OT TRC Task Force published an OT Now Article in September 2021 outlining summary of this session and soliciting further feedback via email.</p> <p>OT TRC Task Force members participated in the development of a panel “Acknowledging and Addressing White Supremacy in Occupational Therapy: A Dialogue on Taking Action for Change” at CAOT Conference 2021.</p>
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1.4 Power Dynamics

Action Item	Status (Red, Green, Yellow)	Comments
<p>12. That the OT TRC Task Force be expanded to include representatives from OTC member organizations. Angie Phenix and Kaarina Valavaara continue as Co-Chairs and CAOT continues to serve as Secretariat.</p>		<p>All OTC member organizations (except COTF) have indicated their commitments. We are following up with COTF’s new member re its commitments. COTF has nominated Mary Evert as its representative on the Task Force.</p> <p>Currently the OT TRC Task Force, including OTC partners are co-creating accountability and governance structures that will outlast the initial 3-year mandate of the OT Task Force and respect the unique mandate of each organization.</p>

WORK OF OTC PARTNER ORGANIZATIONS

There has been ongoing progress on TRC Calls to Action by OTC member organizations, the attached action plan spreadsheet attempts to capture some of this progress. OT TRC Task Force Co-Chairs acknowledge and welcome the collaboration and work by OTC member organizations.

OTC [Action Plan Spreadsheet](#) (November, 2021)

CONCLUSION

Systemic racism is insidious and pervasive in Canada and occupational therapists need to be vigilant. At an October 5th, 2021 news conference, Coroner, Ms. Gehane Kamel, stated that “undeniable, systemic racism, health care failings, contributed to Joyce Eschaquan’s death.” The death of Joyce Echaquan is a stark reminder that we need to be actively engaged in anti-racism efforts in clinical practice, education, research, and policy.

There has been some progress at the national level on the TRC Calls to Action in areas such as: revisions to the Canadian citizenship oath and exam guide, whereby newcomers to Canada will swear to faithfully observe Canada’s treaties with Indigenous peoples; the declaration of September 30th (a Federal Statutory holiday) - as a National Day for Truth and Reconciliation; September 29th, Federal court’s landmark compensation ruling - ordering Ottawa to compensate Indigenous children and their families who faced discrimination. Despite these small steps – we have a long way to go.

The purpose of this report is to outline the steps the OT TRC Task Force has and will continue to take as part of a lifelong journey of anti-racism, decolonization, and reconciliation. It will require dedicated leadership from the occupational therapy profession to ensure that commitments and initiatives are brought to fruition. We recognize that dismantling some of our structures and practices to better reflect the diversity of Canada will require a concerted effort by all Canadian occupational therapists.

Rose LeMay, CEO of the Indigenous Group, asked the question – What does it take to do real reconciliation? Her response in the September 29th, 2021, issue of the Hill Times is: “Reconciliation is not superficial lip service, it is not a policy, it is not an approach to apply across a system, nor is it led by the Federal government. It is about changing hearts and minds, changing the process of how to make policy, changing the system”. The Task Force Co-Chairs hope that the occupational therapy profession will be engaged in changing hearts and minds and fundamental ways of making policies to change the system.

We know this is the right path forward. Miigwetch.

REFERENCES

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ANNEXES

ANNEX 1

OT TRC TASK FORCE MANDATE

While the mandate of the OT TRC Task Force Action Plan covered a three-year period (2019-2020; 2020- 2021; 2021-2022) to coincide with CAOT's Strategic Plan, the November 2021 OT/TRC Board report to be presented to OTC organizations' boards will determine go forward approaches, strategies, priorities and plans to bring to life TRC report's calls to action.

This work will seek to impact all aspects of the profession - education, research, clinical practice, leadership, and includes Occupational Therapist Assistants (OTAs). We anticipate that the Task Force activities will help set the foundation for the ongoing work needed to improve social, economic and occupational justice for Indigenous Peoples. We understand that this work will require close collaboration with Indigenous organizations, Indigenous communities, and occupational therapists/associations across Canada to create a ripple effect of change. This work will need to be flexible to meet the changing needs of Indigenous Peoples and communities, occupational therapists, occupational therapy assistants, occupational therapy organizations, educators, clinicians and researchers.

GUIDING PRINCIPLES

In response to the Truth and Reconciliation Commission's Calls to Action (2015), and the Report on Missing and Murdered Indigenous Women and Girls Calls for Justice (2019), and guided by these principles, [Truth and Reconciliation Commission of Canada's Principles of Truth and Reconciliation](#), the OT TRC Task Force will promote leadership within occupational therapy in Canada to develop sustainable and culturally-appropriate occupational therapy research, clinical practice, education, to foster reconciliation and decolonization of occupational therapy.

OBJECTIVES

The principal objectives of the OT TRC Task Force are to:

1. Engage key Indigenous and occupational therapy stakeholders in building capacity for sustainable action toward decolonization of occupational therapy.
2. Ensure that occupational therapy students and practicing therapists have access to information that expounds the truth about colonization by the Canadian state, the ongoing legacy of colonization that continues to be experienced by Indigenous Peoples, and how this has, and continues to impact the health of Indigenous Canadians.
3. Implement strategies that will transform occupational therapy education, clinical practice, and research to be culturally safe and responsive to Indigenous individuals and communities.

THE TERMS OF REFERENCE FOR THE OT TRC TASK FORCE.

MEMBERSHIP

Each OTC member organization is welcome to name up to 2/3 representatives.

- Co- Chairs: Kaarina Valavaara & Angie Phenix
- CAOT Board Representatives (past and present): Debra Beech Ducharme, Giovanna Boniface, Lisa Diamond-Burchuk, Karen Rebeiro Gruhl, Suzanne Lendvoy.
- ACOTRO representative is Sharon Eadie;
- ACOTUP representative is Leanne Leclair;
- ACOTPA representative is Melissa Croskery;
- COTF representative is Mary Evert.
- Supported by: CAOT's past President, Catherine Backman, CAOT's President, Giovanna Boniface, and CAOT CEO, H el ene Sabourin
- Invited Allies: Gayle Restall & Janna MacLachlan
- CAOT Secretariat: Havelin Anand & Candice McEwen/Emilie Montour

Note re: Membership of OT TRC Task Force:

Going forward, as more Indigenous occupational therapy students enter the profession and as the Task Force strategically engages with Indigenous occupational therapists, the Co-Chairs would like to reserve the right (with consensus from the OT TRC Task Force) to invite Indigenous occupational therapists and allies to be a part of this Task Force. It is expected that Indigenous occupational therapists would be compensated for time and travel as other core members.

OT/TRC Task Force is committed to the active engagement of Indigenous OTs and OTAs in the work of reconciliation, whether as part of the OT TRC Task Force or other forums such as the Occupational Therapy for Indigenous Health Network (OTIHN). Indigenous occupational therapists are vastly under-represented in the profession of occupational therapy, and many feel disengaged and detached from the profession. Therefore, ongoing support for future Indigenous OT leaders would demonstrate the importance of reconciliation within the profession.

MEETINGS

There have been seven OT TRC Task Force meetings. Meetings were held in 1-hour increments via teleconference or Zoom on the following dates:

- September 9, 2020
- February 17, 2021
- April 28, 2021
- June 23, 2021
- August 26, 2021
- September 27, 2021
- November 2, 2021

ROLES AND RESPONSIBILITIES:

- The Task Force will be led by 2 Co-Chairs, who will chair the meetings
- Prepare agenda(s) for meetings
- Ensure discussions are in line with the mandate
- Provide updates to the Board as requested

SECRETARIAT IS RESPONSIBLE FOR:

- Scheduling meetings
- Preparation and distribution of minutes and other material as required
- Serve as the intermediary between OT TRC Task Force, CAOT CEO & Board and Boards of OTC member organizations.

TASK FORCE MEMBERS ARE RESPONSIBLE FOR:

- Becoming familiar with key documents
- Actively participating in meetings
- Applying their expertise and experience and providing and reviewing input
- Contributing to the development of a plan for presentation to the Board

Invited guests/allies are responsible for:

- Providing perspectives, inputs, expertise to the Task Force
- Assisting in the development of the Plan

ANNEX 2

OT TRC TASK FORCE BUDGET

Approved by the CAOT Board September 2021.

Individual	Fees (per hour)	Hours (8hrs/days 2days/month)	Total
Kaarina Valavaara (Co-Chair)			
Angie Phenix (Co-Chair)			
			Subtotal:
			\$19,400.00
In Person Meeting (Whistler)			Total:
			Subtotal:
			\$10,000.00
WFOT 2022 Congress			Total:
			Subtotal:
			\$10,000.00
Special Projects			Total
			Subtotal:
			\$10,000.00
Budget Total (2021-2022)			\$49,400.00
Carry Forward (2020-2021)			\$37,325.00
CAOT Operations Budget (2021-2022)			\$12,075.00

ANNEX 3

CAOT INITIATIVES & RESOURCES

Background:

TRC was established by the Government of Canada. Its work between 2007 and 2015 resulted in a final report released in 2015 with 94 "calls to action" -- urging all levels of government — federal, provincial, territorial, and Indigenous — to work together to change policies and programs in a concerted effort to repair the harm caused by residential schools and move forward with reconciliation.

The following initiatives organized in chronological order comprise CAOT's work on TRC Calls to Action:

2016

CAOT conducted webinars whose objectives were to:

1. Engage occupational therapists interested in TRC's recommendations in a conversation;
2. Obtain their input and perspectives on the recommendations in general and specific areas of focus for occupational therapy;
3. Determine "way forward" approaches to CAOT's response and action.

2017

CAOT in collaboration with partners (ACOTUP, ACOTRO, ACOTPA and COTF) dedicated the Occupational Therapy Canada (OTC) Reflection Day to providing occupational therapy leaders in Canada, an introduction to and opportunity to reflect on:

- History of Indigenous Peoples' in Canada and how colonialism impacts health and wellbeing
- Indigenous ways of knowing
- Anti-oppressive education and practice principles
- Principles of reconciliation in the spirit of the Truth and Reconciliation Commission's Calls to Action
- Ideas and commitment on how to continue learning and how to pursue conciliation personally, and professionally.

CAOT sponsored an extended session at Conference 2017, whose objective was to raise awareness of the role occupational therapists have in understanding the history and consequences of colonization in Canada and responding to the Commission's Calls to Action.

The intent was that session participants would: 1) use an anti-oppressive lens to gain greater understanding of how social positions in Canadian society, including those of occupational therapists, are assigned value and privilege; 2) increase their awareness of the influence of colonization on the inequities experienced by Indigenous Peoples; and 3) identify opportunities for occupational therapists to partner with Indigenous Peoples to redress these colonial Consequences. It was envisaged that the session would involve occupational therapists in developing a growing awareness of how they can meet their moral and ethical responsibility to respond to the Calls to Action and facilitate the ongoing work and advocacy efforts of the CAOT and the Occupational Therapy and Indigenous Health Network with decision makers, government stakeholders and other health professionals.

Conference 2017 also had 2 additional sessions:

1. Occupational policy implications for the TRC findings that define actions emanating from the TRC recommendations;
2. occupational therapy & Indigenous perspectives on health and wellness - that included a discussion on Indigenous approaches to wellness, balance, wholeness, interconnectedness, spirituality, community and relationship to land.

2018

2018 OTC Reflection Day "Disrupting 'business as usual': Enhancing the provision of culturally safe occupational therapy with Indigenous communities, families and individuals through organizational leadership" – built on the OTC session in 2017.

In preparation for the day participants were asked to:

- Watch the CBC 8th Fire series (2011) at <https://www.cbc.ca/firsthand/blog/8th-fire-wabs-walk-through-history>
- Access the resources at the National Collaborating Centre for Aboriginal Health: <https://www.nccah-ccnsa.ca/en/>
- Create a local reading and discussion group
- Read The TRC Summary Report: http://www.trc.ca/assets/pdf/Honouring_the_Truth_Reconciling_for_the_Future_July_23_2015.pdf

and read the following:

- Bishop, A. (2002). *Becoming an ally: Breaking the cycle of oppression in people*. New York, NY: Zed Books.
- Phenix, A.; Valavaara, K. (2016). "Reflections on the Truth and Reconciliation Commission: Calls to action in occupational therapy." *Occupational Therapy Now*, 18(6), 17-18.
- Restall, G., Gerlach, A., Valavaara, K., & Phenix, A. (2016). The Truth and Reconciliation Commission's calls to action: How will occupational therapists respond? (Guest Editorial), *Canadian Journal of Occupational Therapy*, 83(5), 264-268.

- Wellesley Institute. (2015). First Peoples, second class treatment: The role of racism in the health and well-being of Indigenous Peoples in Canada. <http://www.wellesleyinstitute.com/wp-content/uploads/2015/02/Summary-First-Peoples-Second-Class-Treatment-Final.pdf>

A report of the day's discussion was published in OT Now, see Trentham, B., Eadie, S., Gerlach, A., & Restall, G. (2018). Occupational Therapy Canada 2018: A day of reflection and dialogue. Occupational Therapy Now, 25 (5): 30-31

CAOT Conference 2018 also featured a Professional Issue Forum (PIF) entitled: "Inspiring Actions: Occupational Therapy Paths to Truth & Reconciliation with Indigenous Peoples." It took place on June 21, 2018, National Indigenous Peoples Day, to provide a timely and important opportunity for the profession to reflect and document on how occupational therapy can play a greater role in partnering with Indigenous communities and organizations to transform practices, education, and research to address the social injustices and health inequities that many Indigenous people continue to experience.

Other sessions at Conference 2018 included the following 5 sessions:

1. Community, Child/ Adolescent General Colonization and coercion in informed consent:
2. Implications for occupational therapists:
 - a) Canada's legacy of colonization acts as a coercive force, inhibiting free and informed consent for Indigenous clients. Employing concepts from bioethics, critical approaches and Indigenous world views, and reflecting on lived experiences, this paper reports on barriers to and solutions for informed consent in services provided to Indigenous children;
 - b) Education Nonspecific to Client Group Informing occupational therapy education with Indigenous Perspectives. In the spirit of the Truth and Reconciliation Commission, this session reflected the development and delivery of an elective course for MscOT students entering practice. This course called on students to critically reflect on the impacts of colonization, oppression, racism as it relates to occupational therapy practice with Indigenous people;
 - c) A scoping review and analysis of survey data support a partnership with Indigenous representatives. To foster evidence-based occupational therapy, courses of action based on elders' contributions to intergenerational solidarity as speakers, organizers, facilitators, counsellors, mediators or creators;

- d) Another session focused on preparing students for culturally safe occupational therapy with Indigenous Peoples. It was emphasized that occupational therapy university programs must equip graduates to create culturally safe encounters with Indigenous clients and reduce the health disparities of Indigenous Peoples. The purpose of this cross-sectional mixed methods survey was to identify the perceptions of occupational therapy students about their preparedness and confidence for working with Indigenous Peoples.

Also in 2018:

CAOT released a comprehensive Position Statement on Occupational Therapy and Indigenous People in 2018 which was endorsed by the CAOT Board of Directors and has been well received.

CAOT hosted a Webinar entitled: Informed consent in occupational therapy: How colonization and coercion impact access for Indigenous Peoples. 2019

Publication of OT Now Special Edition - Time for action: Occupational therapy responses to the TRC (July 2019)

CAOT Conference 2019

CAOT Conference 2019 featured the following 8 sessions flowing from the TRC:

1. Improving Indigenous access to healthcare services through inter-professional collaboration;
2. Conversations on oppression and resistance experienced by occupational therapists;
3. A pilot educational initiative responding to TRC – Student perspectives;
4. Knowledge gaps in Indigenous health: Disseminating national survey results;
5. Canadian Occupational Therapy Fieldwork Learning with Indigenous Populations: Building Allyship;
6. Canadian healthcare programs' responses to TRC;
7. Occupational Therapy roles in Indigenous context: An integrative review;
8. Occupational Therapy and Indigenous peoples' well-being: Navigating the way forward.

The Blanket Exercise was part of CAOT's November 2019 Board meeting and interested CAOT staff and all CAOT's Senior Management participated in the exercise.

CAOT Conference 2020

May 27th OTC Reflection Day

The Virtual CAOT Conference in 2020 included "Questioning White Supremacy in OT Practice and Education" and "Indigenous Health in the Time of COVID: Implications for OT" as well as an OTC Education.

ANNEX 4

COMMUNITY CONSULTATION

TRC Task Force members hosted several sessions at the CAOT Virtual 2021 conference, including the sponsored session, "CAOT's Truth and Reconciliation Taskforce: leading a path towards reconciliation." The session offered delegates an overview of the Task Force's work and the three-year action plan. Feedback was sought on the action plan, which included the following themes:

- Reconciliation constitutes a paradigm shift within the profession and will require continued collaboration and communication across occupational therapy organizations.
- Sustainable, long-term funding is necessary to support this shift, which includes compensation for those involved in leading this work.
- The OT TRC Task Force has a role in promoting standards for occupational therapy education related to the calls to action, anti-racism, and white supremacy.
- CAOT needs to prioritize increased recruitment, support, and mentorship for Indigenous students in both entry- and graduate-level occupational therapy programs. Similarly, there is a need for sustained mentorship and capacity-bridging for Indigenous occupational therapists into leadership roles.
- CAOT needs to support Indigenous self-determination by engaging with Indigenous communities to determine what they need from occupational therapists.
- CAOT needs to support clinicians and educators by providing professional development opportunities and resources to promote culturally safe practices.
- CAOT members have asked for consistent communication from the OT TRC Task Force regarding the action plan.
- CAOT should consider collaborating with allied health organizations nationwide to broaden impact.

This presentation was also summarized and shared through OT Now to broaden transparency to all CAOT members, including those who did not attend Conference.

OT Now Article – Valavaara, K., Phenix, A., Boniface, G., MacLachlan, J., & Restall, G. (2021). Leading a path toward reconciliation between occupational therapy and Indigenous Peoples in Canada: Feedback from a CAOT Virtual 2021 session. *Occupational Therapy Now* (23)5. 28-30.

The Co-Chairs plan in consultation with OTC member organizations, to have broader consultations at Conference 2022.

