

RECONCILIATION ACTION PLAN

COMPASSION HOUSE FOUNDATION



September 2022

WHO WE ARE

Mission: Compassion House Foundation supports women who must leave their homes for cancer care.

Vision: Compassion House Foundation strives to ease the distress of the cancer journey for women.

Values: Compassion, Community, Respect, Sustainability, Understanding, Excellence

At Compassion House Foundation, we have a vision to create a sanctuary of healing support. We make it our mission to support women fighting cancer by providing safe, comfortable and affordable accommodations during their cancer journey and delivering much needed programs and services post-treatment.



OUR COMMITMENT

Compassion House Foundation is committed to reconciliation with Indigenous Peoples, prioritized through the guiding principles outlined in the United Nations Declaration of Rights for Indigenous Peoples and The Truth and Reconciliation Commission of Canada's (TRC) Calls to Action.

The Declaration's articles and the TRC's calls to action reflect our commitment to equity, diversity, and inclusion in the context of an organization on the path to Indigenization, decolonization, reconciliation, and relationship-building with Indigenous communities.

The Reconciliation Action Plan is our road map for how we intend to work in partnership with Indigenous communities, organizations, and healthcare partners to advance reconciliation. It also sets our intentions for growth and continued learning as an organization.

This Plan is a living document that will continue to evolve as new initiatives and opportunities emerge. We will remain accountable by keeping this as a public document and providing updates as we progress towards our goals.



STAFF REFLECTIONS

Reconciliation is a long, continuous process that requires daily reflection, action, and most importantly, accountability. I am proud to work at an organization that prioritizes the importance of Truth and Reconciliation 365 days a year.

– Amber Blaszkiewicz, Director, Partnerships and Engagement

As an organization, I believe it's important for us to take actionable change towards Reconciliation as we serve many women from Indigenous communities and in doing so, we can help remove barriers to quality care and support during the cancer journey.

– Brooke MacCallum, Marketing & Communications Coordinator

I truly feel it is of great importance to our organization and all who work with in it to be respectful of the reconciliation process, where the TRC issued 94 calls to Action to repair the harm caused by Residential Schools. Let's help these peoples heal.

– Sayler Reins, House and Guest Services Manager

Racism and Prejudice are not traits you inherit, they are learned and taught by those closest to you. I'm not proud to say I had limited information and a narrowed view on Indigenous culture and history, I have had to unlearn what I believed to be true, and take steps to educate myself, correcting and redirecting the narrative for me and my family along the way. Truth and Reconciliation is important because it allows us the space to reflect on our racial bias, to listen to those we haven't given a voice to before, it allows us the opportunity to heal, learn, and come together as stewards of Mother Earth, of humanity.

–Tabitha Boyko, Fund Development Coordinator

As an organization we can be committed to fostering relationships with our Indigenous allies to learn about the past and become stewards for the future.

– Kerry Mahood, Chief Operations and Financial Officer

GOALS

We have identified four overall goals to guide our actions, which build on our progress to-date.



Leadership

Commit to reconciliation as a journey and track progress with metrics and targets around our commitments



People

Provide education for management and staff on the history of Indigenous peoples as well as skills-based training in intercultural competency, conflict resolution, unconscious bias, and anti-racism



Programs & Services

Commit to meaningful consultation, building respectful relationships, and partnering on the development of culturally appropriate programs and services



Community

Build positive and mutually beneficial relationships with Indigenous communities and peoples based on respect and understanding

Leadership

Commit to reconciliation as a journey and track progress with metrics and targets around our commitments

Action	Details	Target/Goal	Timeline
Establish organization-wide oversight of the RAP implementation	Build strategy, actions and results into CHF's Operational Plan and assign leads	Operational Plan updated	2022
Expand CHF's Indigenous Relations training to include annual Indigenous cultural competency training for the Board and Leadership Team	Establish and facilitate an annual Indigenous cultural competency training program for the Board of Directors and Leadership Team	Deliver Annual Indigenous cultural competency training	2023
Continue to incorporate Land Acknowledgements into Board meetings	Commence every Board meeting with a Land Acknowledgement	Land Acknowledgements and personal reconciliation reflections incorporated	Ongoing
Link CHF's RAP commitment into management performance plan goals	Incorporate RAP actions and commitments into management's annual performance plan goals	Actions and commitments included in annual performance plans	2022
Continue to ensure CHF's policies are aligned with and support reconciliation	Develop a resource guide to support the consideration and incorporation of reconciliation	Resource guide developed	2022



People

Provide education for management and staff on the history of Indigenous peoples as well as skills-based training in intercultural competency, conflict resolution, unconscious bias, and anti-racism

Action	Details	Target/Goal	Timeline
Continue to communicate Indigenous cultural celebration events and learning opportunities and promote participation	Partner with Indigenous led organizations to promote cultural activities/events	Staff participate in two events per year	2022
Provide resources to all CHF employees to increase knowledge, understanding and learning about Indigenous history in Canada (including the impact of the Indian Act)	Create resource list and ensure adequate budget to support staff education	All CHF staff to complete the Indigenous Canada Course + participate in one other learning opportunity	2022
Provide skills-based training in intercultural competency, conflict resolution, unconscious bias, and anti-racism	Build training into performance plans for every employee	Provide quarterly training opportunities	2022

Programs & Services

Commit to meaningful consultation, building respectful relationships, and partnering on the development of culturally appropriate programs and services

Action	Details	Target/Goal	Timeline
Proactively seek feedback on programs and services and address gaps	Conduct a survey with current and past Indigenous guests of Sorrentino's Compassion House to understand cultural needs	One survey conducted each year	2021
	Develop strategy to address gaps		2021
Enhance Indigenous community outreach and collaboration	Identify opportunities and initiatives to enhance CHF's programs and services to support Indigenous women through their cancer journey	Develop Indigenous Cancer Resource Directory	2021
	Collaborate with Indigenous partners to deliver culturally appropriate programming at CHF	Two partners to deliver culturally appropriate programs	2022
Continue to collaborate with local Indigenous communities to weave Indigenous knowledge and values into the work of CHF	Identify opportunities to integrate Indigenous healing practices in collaboration with Indigenous healers and Elders	One Inspiring Speakers Series Event	2022
		Engage Indigenous healers/Elders at We Can Workshops	Ongoing

Community

Build positive and mutually beneficial relationships with Indigenous communities and peoples based on respect and understanding

Action	Details	Target/Goal	Timeline
Ensure CHF's community events are inclusive to Indigenous communities and peoples	Invite local Indigenous leaders, partner organizations and community members	Indigenous communities are represented and feel included at CHF events	Ongoing
	Identify ways to engage Indigenous artists and makers at CHF events	Update and maintain Indigenous Business Directory	
Continue to incorporate Land Acknowledgements into CHF events	Commence every CHF event with a Land Acknowledgement	Land Acknowledgements and personal reconciliation reflections incorporated	Ongoing
Continue to collaborate with Indigenous led organizations to promote culturally relevant supports, activities and events for the women we serve and broader community	Identify opportunities to promote this work through various communications channels including guest newsletter, pamphlet table, social media, and quarterly newsletter	Highlight 2 Indigenous partners each year in quarterly newsletter	Ongoing
		Feature at least 1 Indigenous guest story each year on our blog/social media	
		Feature a minimum of 2 Indigenous organizations on pamphlet table	