

- With people across the lifespan
 - With all clients – individuals, families, groups, communities, and populations
 - In all practice settings
 - Across all domains of practice
- Uses evidence and applies critical thinking throughout all aspects of practice

Ending Anti-Indigenous Racism

In 2017, health profession regulators in B.C., which included the previous nursing and midwifery colleges, pledged their commitment to making the health system more culturally safe for Indigenous⁶ Peoples⁷ in response to *In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Healthcare*. One year later, when the three nursing regulators amalgamated to form the BC College of Nursing Professionals (BCCNP), one of BCCNM's many colleges, BCCNP made a commitment to cultural safety and humility in partnership with the First Nations Health Authority (FNHA). In September 2020, BCCNP and the College of Midwives of BC amalgamated to form BCCNM and the new BCCNM Board participated in a blanketing ceremony led by its Knowledge Carrier, Syexwáliya, to recognize the commitment to this ongoing work with *Qwen Chen Stway* – standing and working to hold each other up and work together. BCCNM continues its commitment in its vision of safe, ethical person-centered care for everyone and builds on the knowledge and calls to action in the *Report of the Canadian Truth and Reconciliation Commission Calls to Action* (TRC, 2015) and recommendations from the *In Plain Sight* report.

Nurse practitioners have a responsibility to address racism and bias at the individual and systems levels. BCCNM expects the *Entry-Level Competencies for Nurse Practitioners* and the BCCNM *Indigenous Cultural Safety, Cultural Humility, and Anti-Racism*⁸ Practice Standard will support nurse practitioners in playing a key role in addressing anti-Indigenous racism in healthcare.

Entry-Level Competencies and Indicators

1. CLINICIAN

Nurse practitioners deliver safe, competent, compassionate, and ethical care across the lifespan with diverse populations and in a range of practice settings. Nurse practitioners ground their care in evidence-informed practice and use critical inquiry in their advanced diagnostic and clinical reasoning.

⁶ Indigenous is used to be inclusive of all First Nations, Inuit, and Métis peoples as the original inhabitants and owners of the land prior to colonization in what is now called Canada.

⁷ See BCCNM, n.d., *Constructive Disruption to Indigenous-specific Racism amongst B.C. Nurse and Midwives*, https://www.bccnm.ca/Documents/cultural_safety_humility/Constructive_Disruption_BCCNM_Commitment_to_Action.pdf.

⁸ See BCCNM, (n.d.), *Indigenous Cultural Safety, Cultural Humility, and Anti-Racism* Practice Standard.

