

2024 International IPS Learning Community Annual Meeting

Breakout Group: Serving 1st Nation People

Facilitator: Warren Elwin

1. What should a cultural overlay in IPS fidelity reviews include?

Adaptation vs enhancement

Think about timelines (30 days to job search etc.) to support appropriate engagement and connection

2. What have you learned most from collaboration from indigenous people?

Office in location – reservations

Build collaboration, going to meetings and ceremonies etc.

Look like part of life (not a service) – feel like part of the community.

Family / support network involvement to help support and engagement – anyone to support meetings etc

Many things are similar, many things are different

3. What principles guide your work and relationships with indigenous people?

Trust

In the location and environment where people are

By Māori for Māori

Engage early

Power – real power e.g. Money and decision making from the tribal voice

Time to understand partners world view – understand history

Important clients see self in the person offering service.

Cultural supervision / guidance

Cultural modelling (workforce should reflect the community in which it resides)

Have access to a cultural guide (what helps and works to be connected and people a service that people feel safe in and respected)

Time frame for connection may vary (don't put timeframes in)

Other thoughts :

Making connections with hard-to-reach communities when we don't already have them

First Nation recognition – only 10 years (Virginia)

High Hispanic populations - see need for cultural insight

Levels of trust to access service need work

Challenges for IPS for non-documented residents

Very few first nation people worked with in IPS services in Chicago /NY

Not included in assessments or conversations in care – just focus on jobs - needs to be developed

Individualized approach may not track with group world view (family) for indigenous populations

Warren notes

I want to acknowledge that we are on the traditional territory of the Council of the Three Fires: The **Odawa (ou da wa), Ojibwe (o jeeb way) and Potawatomi (Po tuh waa tuh mee) nations**. Many other tribes also call this area home.

Framing

Serving First Nations People

Indigenous stakeholder involvement in the continued development of IPS including incorporating indigenous perspectives. We call it Te ao Māori - the Māori world view

Our experience

We lead a team of around 80 employment staff across nine regions in Aotearoa / NZ

Our employment specialists are integrated within multi-disciplinary mental health teams, including rural and urban teams and Māori and Pacific mental health services.

We have 9 active collaborations with indigenous people - 6 Māori / 4 Pacific

We have just employed a full time Māori cultural lead to support us with that ..

For us it's a collaborative way of working to combine cultural, clinical and employment support expertise together, to meet the needs of tangatga whai ora (people using services)

We think Māoritanga in service provision is necessary to advance health and employment equity.

We look to support a by Māori for Māori or Pacifica by Pacifica approach, so that people receive culturally authentic and accessible employment support. And for us, we want to do whatever we can around equity – it's a key driver for us. For us it's about everyone who uses mental health services can get the right support at the right time with their employment needs.

We know what's good for Māori is good for all of us.

We learnt that good collaborations involve the building of trust and that comes from shared experience.

Māori providers and Workwise look to combine expertise in employment and culturally relevant mental health delivery. We look to take a big sister / little sister approach. For example, as big sister in mātauranga Māori, Māori providers guide cultural components of the collaborative, and Workwise often guides around IPS employment support. We are teaching and learning and building capacity from each other.

I might say that we've learnt that there must be a great deal of respect, and shared values present.

Principles

Engage early.

Understand your partners world view (te o Māori)

Be inclusive.

Think broadly.

Base your relationships on trust and confidence.

Clearly define the intended purpose of engagement and what you want to achieve.

Determining the geographical relevance of the kaupapa (approach)

Timeframes should allow enough time to engage effectively

Ending

Kia ora, kia kaha, kia manawanui, huihui tātou katoa

Together, let's be well, be strong, be courageous