

Figure 2. Registrant survey responses

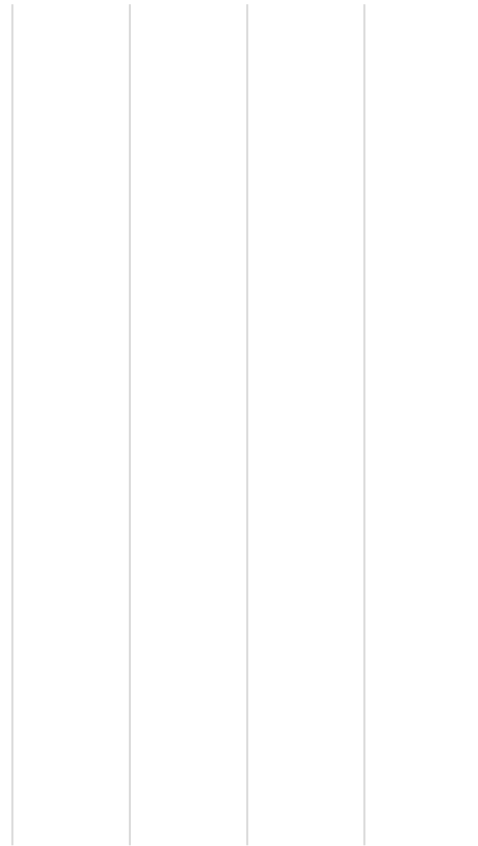


Table 3. Open-ended survey responses

Survey question	Responses
<p>or how the practice standard has helped you provide more culturally safe care. (n=80)</p>	<p>esponded, the most common response was that the standard improved awareness. This included awareness of personal and/or systemic biases; Indigenous culture, colonialism, intergenerational trauma, barriers to care and work towards reconciliation; trauma informed practice; and what “cultural safety” means.</p> <p>Outside of awareness, registrants commonly reported that the standard promoted deeper self-reflection into current practice and to engage in further learning, recognizing this to be a continuous journey.</p>

Analysis

Each stage of the evaluation process offered unique insights into the level of awareness and application of the practice standard. It also showed emerging needs of registrants in their own journeys to provide more culturally safe health care.

As shown by the results of the survey, overall awareness of the standard was low, with only just more than half of the registrants being aware the standard exists, and less than half having read the standard. A practice standard reflects the minimum standard of professional behaviour and ethical conduct on a specific topic and registrants should be aware of all standards. Other indicators suggest there is low awareness of CPSBC standards in general so this may not be an issue isolated to the *Indigenous Cultural Safety, Cultural Humility and Anti-racism* practice standard.

Most promisingly, registrants are working towards providing more culturally safe care, with over 60% responding to having used other resources to support their learning. This information was a valuable finding to learn. Registrants are actively engaged in providing more culturally safe care but are not necessarily using CPSBC resources to do so, as seen by only 36% of respondents having used CPSBC's learning resources.

Conducting purposeful interviews with registrants who are more deeply engaged in practising cultural safety showed what could be achieved if more were applying the principles in their own medical practice. Even amongst those "championing" work in cultural safety, registrants were not naming the practice standard as the primary resource guiding their actions. Retrospectively, registrants were clearly proving the principles of the standard in their work, highlighting their applicability to providing culturally safe care. This also shows that there is a place to build on existing knowledge of registrants in promoting the standard, as well as ways to improve practice by fine-tuning what registrants may already be doing.

Having in-depth discussions with Indigenous and non-Indigenous registrants through focus groups was a valuable part of the evaluation. While the survey provided the baseline information, the focus groups allowed for more in-depth insight into why there is a lack of awareness and to hear more about what registrants need to apply the standard. Having a separate Indigenous focus group gave the added context missing from only speaking with non-Indigenous registrants. The perspective of Indigenous registrants is unique and added to what registrants may need for improving the application of the standard to meet the needs of Indigenous patients.

Recommendations

Most broadly, CPSBC will focus efforts around increasing awareness of the standard amongst registrants. While there is evidence of registrants applying concepts in practice, CPSBC can do more to ensure registrants are aware of the expectations. Many of the core concepts within the standard are not new topics to registrants, with many already integrating them into their daily practice. The gap lies in the lack of awareness that the principles in the practice standard are mandatory requirements. Additionally, it will be challenging to further evaluate any impacts the standard has on patient care if registrants are not aware of it.

1. Consistently utilize existing touchpoints with registrants to promote the standard.

Annual licence renewal is a task undertaken by all registrants, unlike emails which not all registrants read (unless requiring a response). Utilizing the annual licence renewal

process to include more information about the *Indigenous Cultural Safety, Cultural Humility and Anti-racism* practice standard can enable broader reach across the province.

Similarly, CPSBC will continue to use its regular electronic newsletter, the *College Connector*, to promote the standard through case studies on how to apply it. Throughout the evaluation process, registrants voiced a desire for more examples in what it looks like to apply the standard in practice or what happens when a patient

