



Haida Gwaii Wellness Gap Analysis

On November 19, 2016, the Gwaii Trust Wellness Committee held a full-day forum facilitated by Co+Host to discuss gaps in the wellness sector on Haida Gwaii. Approximately 40 professionals were in attendance, and they represented a broad cross-section of the sector (doctors, administrators, health centres, counsellors, nurses, etc.). Many participants remarked throughout the day that the diversity of attendants made this event unprecedented on Haida Gwaii. The opportunity to connect with each other, across disciplines, was a special aspect of the event.

Prepared for the Gwaii Trust Wellness Committee, December 13, 2016
Prepared by: Jennifer Dysart and Lindsay Seegmiller, Co+Host



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Summary of the Event

The day began with stories from four different professionals about successes they have experienced within the wellness system on Haida Gwaii (Lauren Brown, Monica Brown, Dr. Peter Ipinga and Dr. Tracy Morton). Lauren Brown and Monica Brown spoke to the value of the collaboration that has occurred between Xaaynaanga Naay Skidegate Health Centre and the Old Massett Health Centre in recent years, including the Unity Run and midwifery. They stressed that competing for the same resources was ineffective. Dr. Ipinga echoed the need for collaboration to improve health care systems and Dr. Morton acknowledged the leadership on Haida Gwaii within the wellness sector.

To begin, the group engaged in a series of discussions - first in pairs and then in small groups - about specific gaps/challenges they were noticing in their work. At the end of the morning, the small groups began to combine those gaps/challenges into the top 10 themes later identified in this report.

In the afternoon, each participant selected 2 of the 10 themes to discuss in greater depth. By breaking off into smaller multi-disciplinary groups, participants explored the root causes of the themes, and potential solutions. The day concluded with closing remarks from Gwaii Trust about prospective next steps.

The Purpose of this Report

This report outlines a series of first steps that the Gwaii Trust Wellness Committee (GTWC) could take that would potentially improve wellness on Haida Gwaii. It is important to note there is overlap across the themes, so in addition to providing the top gaps, we have also identified a series of broader solutions that appear across various themes. These solutions have the potential to address a number of challenges.

In taking next steps, it is important to note that event participants frequently voiced a desire for future engagement around the solutions, through working or advisory groups. It is our recommendation that key stakeholders continue to be involved in designing solutions.

Top Gaps & Potential Solutions

During the morning, participants worked to identify and combine the primary gaps faced by the wellness sector on Haida Gwaii. In the afternoon, participants were then given the opportunity to discuss the themes most important to them.

Theme ¹	Top 3 Gaps	Potential Solutions
Prevention (8)	<ul style="list-style-type: none"> • People are working in silos; not enough communication across disciplines • Healthcare system in crisis management mode; not enough resources focused on prevention • Lack of education around preventative measures 	<ul style="list-style-type: none"> • Increased collaboration across disciplines; meet to think and talk about prevention as something that is worthwhile • Build a recreation centre, multiplex • Make long term planning and funding available for preventative education and activities
Mental Health (7)	<ul style="list-style-type: none"> • Lack of local expertise (psychologists, social workers) • Lack of understanding of mental health • Lack of service provision for mental health (addiction services, counselling, transition programs) 	<ul style="list-style-type: none"> • Education provided around mental health and interventions for youth, families, RCMP • Build a wellness centre that includes mental health programming • Recruit, employ and retain more social workers, counsellors, psychologists, life skills workers
Health & Wellness Education (6)	<ul style="list-style-type: none"> • Though students are taught about active living, there is a shortage of peer and family support • Barriers (knowledge and price) limit access to local and/or healthy foods. • Lack of facilities for active living and food gathering 	<ul style="list-style-type: none"> • Create facilities and programs that encourage active living, outdoor activity and food gathering for all ages. • Financially support programs that engage children in outdoor activities that promote active living • Support to help make local produce more affordable (food subsidies, local food incentive programs, etc.).

¹ Number in parenthesis indicates the number of participants who selected that topic for conversation. These numbers were used to rank the themes by importance.

<p>Food Security (6)</p>	<ul style="list-style-type: none"> • Lack of accessible local food (price, availability) • Lack of long-term paid positions to coordinate local food • Lack of supportive legislation and restrictions around where local food can be provided (ie. schools, hospitals, food banks) 	<ul style="list-style-type: none"> • Financial and logistical support for local food production and distribution • Support for new partnerships that reduce local food costs and increase knowledge of food harvesting, growing, preserving • Support for food coordinator position(s), and promotion of food-related volunteer positions
<p>First Nation's Inequality (5)</p>	<ul style="list-style-type: none"> • Ignorance and lack of education, knowledge of First Nations' reality • Lack of knowledge around First Nations' devastating history • Unquestioned stereotypes applied to First Nations' situations by non-First Nations people 	<ul style="list-style-type: none"> • Increase collaboration between clinics and health centres (ie. invite Masset and South End doctors to Old Massett Health Centre, etc.) • Build bridges and relationships between wellness professionals through events that involve all sectors • Create spaces where people feel culturally safe (this could involve sensitivity and bias-awareness training, etc.)
<p>Equipment (5)</p>	<ul style="list-style-type: none"> • Need ultrasound machine • Lack of funding available to purchase new equipment • High barriers to acquiring equipment; Northern Health has long, complicated equipment purchasing process 	<ul style="list-style-type: none"> • Create working partnerships between Northern Health, First Nations Health Authority, Gwaii Trust, private sector to determine required equipment, sustainable funding strategies, etc. • Explore alternative funding sources for essential equipment • Secure commitment of predictable yearly funds for equipment
<p>Service Providers (4)</p>	<ul style="list-style-type: none"> • Difficulty retaining and training staff in a remote location • Duplication of services and competition for resources, with an overall lack of sufficient funding for adequate services • Crisis-oriented approach leaving little time for preventative services 	<ul style="list-style-type: none"> • Provide professional development and opportunities to current professionals, preferably on-island • Increase opportunities for all-island collaboration and support. This could include organizing another Wellness Forum. • Support for new initiatives that help provide services locally, such as telehealth

Addictions (4)	<ul style="list-style-type: none"> • Lack of support for individuals suffering from trauma, mental health challenges, economic inequalities • Lack of education about drugs • Lack of peer support 	<ul style="list-style-type: none"> • Provide detox facilities and/or beds for those needing treatment • Provide a halfway house where residents can build skills and find support when returning home • Provide treatment for mental health and ensure there are social workers in each community • Provide education and services related to harm reduction • Integrate prevention methods into the community
Housing (4)	<ul style="list-style-type: none"> • Lack of affordable rental housing, particularly housing options that are physically accessible (ie. wheelchair access) • Expiration of subsidies and a general shortage of supportive funding • Perceived judgement of people in need 	<ul style="list-style-type: none"> • Provide new affordable housing for individuals (purchase of a building, container housing) • Establish group homes (long houses) • Increase advocacy work to share success stories and connect people with existing resources (ie. Heritage House Society)
Men's Health (1)	<ul style="list-style-type: none"> • Not enough groups or resources to support men's healthcare • Social stigma imposed on men - showing emotion is seen as weak • Men are not taught to listen to their bodies 	<ul style="list-style-type: none"> • Funding support for spaces where men can come together, learn, do activities, relax • Food gathering activities organized for men • More education around mind-body connection, healthy ways to de-stress

Common Themes & Additional Considerations

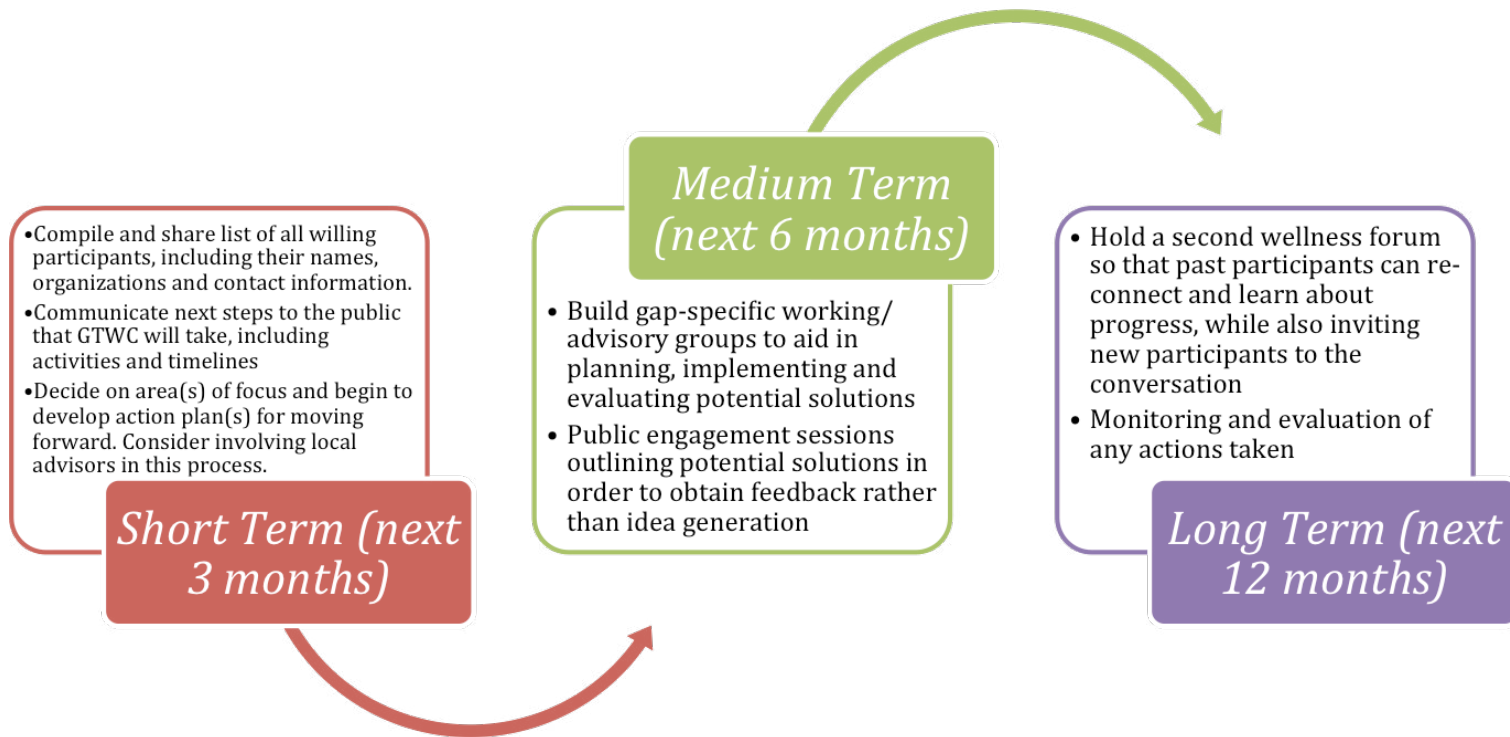
Throughout the day, the following ideas surfaced repeatedly across themes.

1. Collaboration and communication across wellness sectors and communities
2. Support for preventative approaches to wellness, including programs that promote connecting with food, exercising, mental health
3. The creation of a wellness centre on Haida Gwaii that could include facilities geared to preventative programming (social activities, skills development, recreation), counselling and long-term care.

In addition to these themes, a number of questions repeatedly surfaced. They should be kept in mind as GTWC moves forward with potential actions.

1. How do you ensure that any action/solution benefits all communities on Haida Gwaii?
2. How do you increase collaboration and partnership across disciplines and communities on Haida Gwaii?
3. How do you ensure adequate support for individuals who have to travel off-island for medical support?

Recommended Next Steps



open space 1

Wellness on HAIDA GWAII

CAUSES



SOLUTIONS



ACTIONS

MEN'S Healthcare

- pressure to support family, not seen weak
- not enough groups
- stress ⇒ violence
- action orientated

- provide place for men to relax, learn from each other
- different roles ⇒ childcare etc.
- don't call it a men's group (other skills & interests)

- Wed night - men's group
- Desi ⇒ willing to start group
- Yoga
- food gathering to share knowledge
- use space
- welcome men to community

MENTAL HEALTH

- stigma & lack of recognition ⇒ denial
- lack of psychologists, social workers
- no diagnosis ⇒ no funding
- lack of addiction services
- lack of transition
- recruitment

- dialogue & education for students & families
- RCMP education
- understanding of referrals, recognition
- motivate youth to educate in fields on HG

- PREAM ⇒ Friendship Centre
- bring all services under one roof wellness centre

PREVENTATIVE APPROACHES

- healthcare system in crisis management
- denial
- fear of change
- not built into structure
- silo of jobs

- think & talk about prevention as something as worthwhile
- need to look at long term goals & ^{planning} ~~planning~~ of
- all island coordinator
- common calendar ^{network}
- advocating in one voice
- Rec centre
- partnerships
- we have buy in & local knowledge
- successful models
↳ re-discovery

FIRST NATIONS

- difficult history ^{+ devastating}
- ignorance & lack of education & knowledge
- stereotypes
- colonization

- friendship ^{right to anger}
- don't take anger personally
- understand fragile trust
- invite Masset & QC doctors to Old Massett
- building bridges
- create relationships
- culture safety

EQUIPMENT

- Need ultrasound
- Northern Health has long & complicated process to get equipment
- changing communities
- lack of \$

- all island solution ^{to equipment} not N. Health
- predictable funds
- partnerships - First Nations Health private

- bring knowledge how to use & knowledge of community needs

open space 2

Wellness on HAIDA GWAII

CAUSES



SOLUTIONS



ACTIONS

HOUSING

- subsidies expiring
- housing to be sold
- accessible housing
- \$ + barriers

- new housing
- container housing - affordable + quick
- group home
- friendship house
- heritage house needs help
- purchase housing

ADDICTIONS

- residential school
- colonization
- trauma
- economic disadvantage
- mental health
- cope in other ways

- integrated into community prevention
- education about drugs
- peer support

Harm Reduction

- education & services

Recovery Treatment

- detox facilities/beds
- supports
- root causes of addictions
- supports coming back
- treatment for mental health too

SERVICE PROVISION

- retention → training & opportunities
- crisis orientated

- telephone specialists
- work together to not duplicate
- good leadership
- all island collaboration
- support each other
- need champions & \$

EDUCATION

- ed in schools
- peer & family support
- facilities
- active living & food gathering
- trad can be expensive

- compost, community garden, local foods
- active living
- food gathering & outdoors for youth
- outdoor early education
- health challenge
- Nygstea offers

FOOD SECURITY

- legislation
- lack of long term paid position
- food bank
- lack of availability of fr local food + distribution
- consistency of supply
- value vs. cost
- funding for meals on wheels
- realign legislation
- N. Health ^{First Nations Health}
- work together on island ^{should have precedent}
- Haida law ^{should have precedent}
- long term sustainable
- local food process
- volunteerism as part as employment
- food security position
- celebrate successes
- ✓ fish + deer in schools

Appendix B: Summary of Event Feedback

What did you like most about the event?

"Collaboration with north end participants"

"Inspiration, collaboration, brainstorming, reaffirming"

"Having all the people together with their backgrounds"

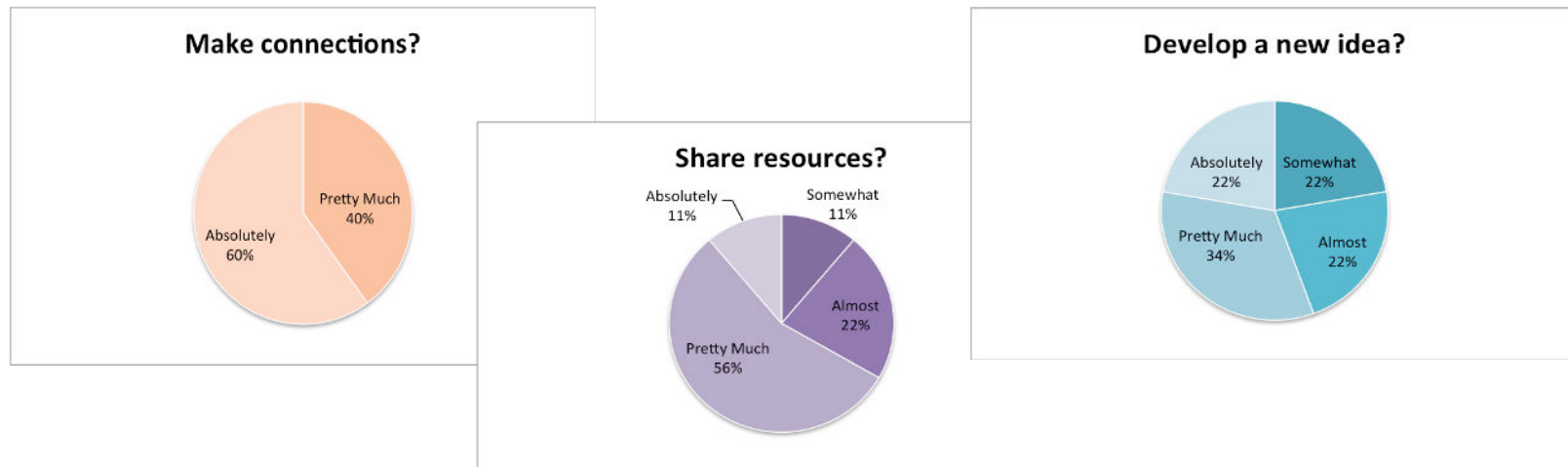
"Meeting new people from other parts of Haida Gwaii"

"Very much need to have island-wide discussion to coordinate care [and]acknowledge disparity across communities"

"[An opportunity] to make connections and get [an] overview of situation, challenges, and options north and south HG"

100% of respondents found the event to be useful. Many felt it should be an annual occurrence.

As a result of this event, did you...



Appendix C: Notes from Table Conversations

ADDICTIONS

Results of:

- Residential School
- 60 scoop
- Colonization
- normalized behavior - ^{family} REGIONAL
- lack of employment
- unrecognized mental health or self medicated.

WHAT CAN FIX:

- INTERVENTION E.
- * EDUCATION: YOUTH MATURE
 - prevention - youth
 - harm reduction pain med's
 - path to health
 - support when returning
- * IN SCHOOLS
- * PUBLIC HEALTH
- * INTER-COMMUNITY INFORMATION
- ~~~~~> * SOCIAL WORKER => NOT IN EACH COMMUNITY
 - BUILDING SKILLS
 - BUILDING NEW SKILLS
 - BUILDING BRIDGES - that have been burned
- * ON ISLAND (LOCALIZED HEALTH) HELP
 - HALF WAY HOUSE
 - DETOX CENTRE
 - MENTAL ISSUES OFF ISLAND WHERE ADDICTIONS ARE CONCERNED

RESOURCES:

- GWAII TRUST
- OTHER TREATMENT MODELS
- NORTHERN HEALTH
- FNHA
- ELDERS - PEER SUPPORT

EQUIPMENT

Root causes:

1. Needs always changing
2. Not enough \$\$ to pay for
3. high barriers to acquire (capital funding application process)

How to address:

1. Predictable, dependable, annually renewing funds.
2. Partnering organizations: FNHA, NH, private sec. ^{Non-profit agency}
3. Champions
4. Chase the ACE

Resources at this table:

1. How to use and apply the equipment
2. understanding of benefits.
3. willing to maintain and stay current in how to use.

Other obstacles in place - GGT that could be removed or refined need to be addressed by staff

- Ultrasound
- Improve OB equipment C/NHGH
- King Vision
- Education SIM management



FOOD SECURITY

ROOT

- lack of money / ^{laws get in the way of} ^{HAIRY} ^{connection to food & culture}
- long term paid position. / foodbank. PANTRY etc.
- Availability of seasonal foods.
- legislation (restrictions). / regulations • Distance.
- consistency of supply. • nutritional value vs costs
- Transporting foods (locally). • Burn out of same volunteers
- No Access to local foods ^{venison fish.} → Coordinating who NEEDS it.
- unsustainability of our local system (lost barriers). ^{can't compete.}

* Fixes

- Volunteering as mandatory part of one's job
- realign legislation to make things work. (unique geographical setting)
- ~~HAIRY~~ Laws take precedence
- Partnering - Long term.
- Local - Local - Food - Grow - processed.
- Engaging New people
- Teaching tool - holistic - grow - teach - process.
- Workexchange to cooperate - coordinate etc.
- PAY someone to DO IT! - sustainability.
- Push it - the boundaries of the laws.
- AMALGAMATED Transportation of goods: humans maybe livestock.
- Hospital - School - Foodbank.

Meats on wheels: Pantries / Foodbank / Health Centres support

Housing

* BASICS OF LIFE

1) Gaps/Challenges

- Subsidies Expiring
- Tight South End Market
- Accessible (Physically) Housing
ie/wheel chair access

* Money.

* Perceived Judgments of Individuals in Need

2) New Housing

- Friendship House ^{Longhouse North}
- Inject Funds ^{Longhouse South}
- Container Housing
- Creation of Non-Profit Overhead.

3) Advocacy

- Delivery of success stories
- Discuss w/ Heritage House Society to
- Contact people w/ resources ???
- * Gwaii Trust purchases housing.

root causes

①

- social expectation - men as breadwinners (pressure to support family).
- men ^{seen} as weak if they are emotional
- men not having groups to visit
- social normalization of need to "blow off steam" due to family/work stressors
 - alcohol / drug addiction
 - family bullying / violence
- men are action oriented - often don't listen to their body - changes, sx's
 - (taking care of family + feeling huge responsibility)

what can be fixed; how?

②

- providing chill/hang out / learning / hobby spaces to visit / socialize.
- encourage to morph roles - kitchen/cooking
 - learning skills - taking care of house - maintenance.
 - childcare
- supporting
 - men - with men's group - present as not men's group

what resources do we have?

③

Desi Collinson - Thurs - Sun.

Dave Jeet - Kamuh men Thurs 7pm.
Nlyste

rec hall

- fantastic Haide men and non first nations men - welcome to community

- attach to skills
- community connections

- ie firehalls
- carving shed
- basketball.

- food gathering - use experienced' mentors to teach
 - * help elders with food gathering

Service Provision

1. Remoteness
2. Where can professionals go for professional development - need this for Retention / Recruitment
3. Education on opportunities for training off-island - people don't want to go off-island
4. Hard to get appointments.
5. funding isn't sufficient for adequate services
6. No time for preventative services it is all crisis oriented.

Fixes

1. Any systems change should take in to consideration how to provide more enhanced services locally. ie: Telehealth.
2. Staff turnover - Retention.
3. work together to not duplicate services

Resources

1. We need Champions
2. ~~2~~
3. Hospital Day
4. Leadership/volunteers w/ commitment motivation + strategic visioning

What does all island collaboration look like

1. more North/South collaboration - for training + to stay current and to provide support / mentoring
2. Haida Gwaii Health leads table.

What changes w/ GT support?

Prevention

ROOT



- ⊙ Always in crisis ...
- ⊙ Resources
- ⊙ Time
- ⊙ Education *
- ⊙ DENIAL.
- ⊙ TRULY IGNORANT w/ knowledge base
- ⊙ more resources for crisis not prevention.
- ⊙ resistance to engaging until a crisis.
- ⊙ in survival mode.
- ⊙ NOT INFORMED
- ⊙ Resistance / FEAR of Change - of the UNKNOWN.
- NOT BUILT IN TO THE SYSTEMS STRUCTURE (quite often)
- ⊙ NOT ENOUGH HUMANS TO FULFIL ROLES in regards to prevention
- ⊙ MANDATES DON'T REFLECT THE NEED/RESOURCES
- ⊙ WORKING IN SILO'S
- ⊙ SHORT TERM THINKING

FIXES

- ⊙ long term planning / finding.
- ⊙ Coordinating resources/programs
- ⊙ recognition of what already works keep it viable.
- ⊙ UNITY - speak with one voice.
- ⊙ INTERCONNECTEDNESS
- ⊙ Communication TOOL to connect ALL COMMUNITIES ONE KEEPER within organizations (need a visual!)
- ⊙ Virtual / Physical calendar location
- ⊙ COLLABORATING.
- ⊙ Enhance available resources / programming.
- ⊙ create policies that encourage sustainability.
- ⊙ Community Coordination.

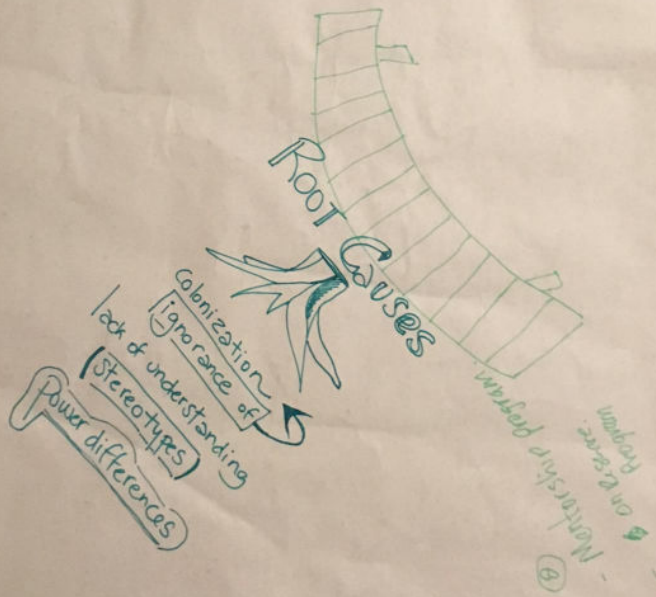
Recreation Centre (All Island) (Complex)

RELATIONSHIPS

RESOURCES (WE HAVE)

- ⊙ BUY IN / MOTIVATED HUMANS.
- ⊙ WEALTH OF KNOWLEDGE LOCALLY / SKILLS
- ⊙ BUILDINGS, space, equipment.
- ⊙ DESIRE TO CHANGE
- CAMPS - PROGRAMS USE to deliver prevention messages.
- Gwaii TRUST
- PARTNERSHIPS.

CULTURAL SAFETY



Health Wellness Education

9-15 yr olds: want junk food

① Root Cause Gap: children not taught ^(?) what is healthy food / ~~exercise~~.
- not encouraged to get higher education off-island because family afraid not coming back (ie lost role in family)
- Healthy food / orientation = family + cultural thing.
- ~~what~~ ^{NOT} affordable - healthy food!
- Traditional food gathering is expensive.

Solution:
- local, organic food growing on Island.
- Seasonal produce = cheaper.
- Community compost market.

② Root Cause Gap: Active Living
• available options on island - ^{make accessibility for all ages} swimming pool - ^{Spirit Lake Trail} Boardwalk to Blowhole
• food gathering, learning plants, birds. - Need someone to teach kids at early age, take them out.

Solution:
Family Activities: don't have to cost \$\$. eg go to beach visit auntsies...

- Honor your Health challenge.
- Prizes + food are good motivators.

Resources already: Nygste offers altern. education
eg personal growth
- outdoor education ^{already} in Public Education