



CULTURALLY SAFE CARE

LEGISLATIVE INTERPRETATION

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For more information contact:

SALPN

2208 Victoria Ave E, Regina, SK, S4N7B9

E-mail: practice@salpn.com | Website: <https://salpn.com/>

Using this document

Legislative Interpretation documents explain legislation that affects licensed practical nurses and how to practice in compliance with the law. These explanatory documents are meant to clarify an LPN's understanding of obligations and issues arising from various pieces of legislation. (CLPNA, 2020)

Introduction

The Licensed Practical Nurse (LPN) profession in Saskatchewan is regulated by the Saskatchewan Association of Licensed Practical Nurses (SALPN). Professional regulation aims to protect the public from risk and reduce harm to those a profession serves.

The SALPN is committed to authentic allyship and acknowledges the importance of truth and reconciliation with Indigenous people and the Indigenous community in LPN practice and healthcare.

Purpose

Providing Culturally Safe Care (CSC) is required while providing care to all clients as outlined in the new *Code of Ethics for Licensed Practical Nurses*, effective June 21, 2023.

This legislative Interpretation aims to set clear expectations about the legal requirement to deliver CSC to Indigenous clients. SALPN Legislative Interpretation documents are intended to assist in interpreting legislation of the LPN profession.

What is Culturally Safe Care?

Culturally Safe Care (CSC) is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the healthcare system. It results in an environment free of racism and discrimination, where people feel safe.

Indigenous cultural safety is the process of making spaces, services, and organizations safer and more equitable for Indigenous people by considering current and colonial impacts and seeking to eliminate structural racism and discrimination (CCPNR, 2023).

CSC does not profile or discriminate but is experienced as respectful and safe and allows meaningful communication and service. CSC is best defined by the person receiving care. Being culturally safe requires positive anti-racism stances, tools and approaches, and the continuous practice of cultural humility (CIHI, 2021).

Racism is the process by which systems, policies, actions, and attitudes create inequitable outcomes based on race (AHRC, n.d). Racism in healthcare, specifically towards Indigenous people, is recognized by the SALPN as a risk to the public in LPN practice and healthcare. It is the SALPN's responsibility to address risks to the public by regulating the LPN profession. Regulation occurs by setting official rules in bylaws and encouraging the desired behaviour. The SALPN

strongly believes that the safety and quality of healthcare in Saskatchewan will improve by requiring CSC.

Racism is unacceptable in LPN practice. Incidents of racism related to LPN practice should be reported to the SALPN.

How are LPNs responsible for providing Culturally Safe Care?

LPNs are legally required to practice according to the legislation and bylaws governing the LPN profession in Saskatchewan. Legislative and regulatory requirements, The *Standards of Practice* and *Code of Ethics for Licensed Practical Nurses*, and employer policies collectively guide the practice and conduct of LPNs. SALPN Regulatory Bylaws require all LPNs to comply with the standards of the profession set out in the [Standards of Practice](#) and to conduct themselves in a manner that upholds the [Code of Ethics](#) (Sections 15 and 16).

As an LPN, you are expected to practice in a culturally safe manner regarding diversity, equity, and inclusion. LPNs should lead and contribute to practice that promotes safe, inclusive, and ethical care.

Both the Standards of Practice and Code of Ethics documents provide overarching practice requirements and specific expectations that standardize culturally safe care in LPN practice.

The *Code of Ethics* for Licensed Practical Nurses

The *Code of Ethics for Licensed Practical Nurses* has been updated to focus significantly on providing CSC to clients in LPN practice. The *Code of Ethics* articulates fundamental principles that govern LPN practice, which LPNs are accountable to uphold. The principles serve to guide LPNs' reflections and decision-making across all areas of practice, inform the public about the ethical values and responsibilities of the LPN profession, and convey the profession's commitment to client safety and public protection.

Within the ethical principles are indicators that describe ethical practice expectations that apply to providing CSC.

The principles are founded on the following:

- Cultural humility and respect for the inherent dignity and rights of clients, colleagues, and LPNs;
- Promotion of optimal health and well-being;
- a commitment to trauma-informed practice and harm reduction;
- a commitment to contribute to truth and reconciliation through client autonomy and self-determination;
- care that is competent and safe; and
- equity of access to care for all clients.

Below are the indicators related to CSC that accompany these principles and describe the ethical responsibilities and expected professional conduct in LPN practice:

1. LPNs promote optimal health and well-being.

1.3 Engage in compassionate and non-judgmental interactions.

1.4 Promote healing and recovery through a trauma-informed approach.

2. LPNs provide care that is physically, psychologically, and culturally safe.

2.1 Recognize that social determinants of health influence a client's ability to achieve and maintain health.

2.4 Develop an understanding of clients' evolving cultural and spiritual paths.

2.5 Promote inclusion, belonging and environments that are free of racism and discrimination.

2.6 Recognize that the provision of healthcare is deeply affected by colonial thinking and practices.

2.7 Learn about and seek to address inequities in care faced by clients who are racialized, marginalized, or under-served.

2.8 Seek out and exchange knowledge with First Nations, Metis, and Inuit peoples.

2.9 Recognize one's role in responding to the Calls to Action of the Truth and Reconciliation Commission of Canada and the Calls for Justice of the National Inquiry into Missing and Murdered Women and Girls and 2SLGBTQIA+ people.

3. LPNs provide and advocate for client dignity, autonomy, and self-determination.

3.1 Respect a client's rights, recognizing their diverse backgrounds, values, and beliefs.

3.2 Recognize how multiple aspects of an individual's social identity may result in discrimination or privilege.

4. LPNs develop therapeutic relationships while maintaining professional boundaries.

4.5 Develop an understanding of one's own social identity and act to minimize negative impact of personal values and assumptions on interactions and decisions.

4.6 Challenge one's own biases, privilege, and power within the practice environment.

5. LPNs maintain personal well-being.

6. LPNs contribute to a healthy practice environment.

6.2 Contribute to an equitable practice environment that is free of discrimination, harassment, oppression, and bullying.

Standards of Practice for Licensed Practical Nurses in Canada (2020)

The *Standards of Practice* comprise four broad, authoritative statements defining the legal and professional expectations of licensed practical nurses in Canadian practice. Within the *Standards of Practice* are indicators describing practice expectations that apply to providing CSC:

Standard 1: LPNs are accountable and responsible for their practice and conduct to meet the profession's standards and legislative requirements.

Standard 2: LPNs apply evidence-informed knowledge in practice.

Indicator 2.9: Practice in a culturally safe manner regarding diversity, equity, and inclusion.

Standard 3: LPNs collaborate with clients and other healthcare team members to provide safe care and improve health outcomes.

Indicator 3.3 Lead and contribute to a practice culture that promotes safe, inclusive, and ethical care.

Standard 4: LPNs adhere to the ethical values and responsibilities described in the Code of Ethics.

Indicator 4.1: Identify personal values, beliefs and biases and take accountability for their impact on professional relationships and nursing practice.

LPNs should see providing CSC as a process of listening without judgment, with an openness to learning about clients' cultures and partnering with clients to deliver more inclusive, culturally safe, and competent nursing care.

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