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Introduction

This Primary Care Network (PCN) Self-Assessment has been created by the Indigenous Primary Health Care Council (IPHCC) in consultation with the Ministry of Health and Ontario Health to support PCNs with fostering appropriate and reciprocal partnerships with Indigenous-governed organizations, individuals, and communities.

The goal of this self-assessment is to create awareness of Indigenous initiatives within the health care system with respect to PCNs and Ontario Health Teams. This work will help the PCN understand where they currently sit with respect to Indigenous cultural safety, competency, and sovereignty with the overarching goal of closing any gaps to ensure health care planning and service delivery is safe, appropriate, accessible, and of high quality for First Nations, Inuit, and Metis (FNIM) Peoples.

Instructional Guide for Using the PCN Self-Assessment:

This guide is designed to assist you in effectively using the tool to assess the development and integration of your Primary Care Network (PCN) as it progresses toward defined goals. The tool is focused on five key Foundations, each with three levels of maturity. These levels help evaluate the current state of the PCN with respect to Indigenous considerations and participation on PCN activities. The toolkit also provides direction and insight to help advance to a more mature state by offering insights into where further support and development may be necessary.

Level	Maturity Levels	Rating Each Level			Narrative Responses
	Each of the five Foundations represent critical components of your PCN's growth and integration of Indigenous cultural awareness, respect, competency, and sovereignty. For each Foundation, you will assess your PCN based on one of the following three maturity levels:	Each maturity level will prompt a reflective assessment, so you can identify where your PCN currently stands in its development. Assess your PCN's progress by choosing one of the following ratings:			As you assess each maturity level and rating, provide narrative responses that explain your PCN's progress. Reflect on the following:
1	**Level 1:** At this beginning stage, the PCN has acknowledged the importance of Indigenous cultural awareness, respect, competency, and sovereignty, and has shown openness to their inclusion.	**In-Discovery:** The PCN is in the early stages of development, working to gather relevant information, resources, and research to move toward the next milestone.	**In-Progress:** The PCN is actively engaging in efforts to integrate Indigenous cultural awareness and competency into its practices. This includes tangible steps such as training, policy changes, and community outreach.	**Met:** The PCN has fully implemented and integrated the foundation into its practices, and it has reached a point of sustainability and continuous improvement.	• What actions or milestones has your PCN achieved so far? • What challenges or barriers have been identified? • Where do you see the need for additional support or resources? These responses will assist you in understanding where your PCN stands and where further assistance may be required to achieve the next stage. This information will also prove useful to IPHCC should you reach out for assistance in this process.
2	**Level 2:** At this level, the PCN is actively incorporating learning and developments from the discovery phase. The PCN is taking actionable steps toward deepening its commitment and advancing within the foundation's core principles.				
3	**Level 3:** At this level, the PCN has fully integrated Indigenous cultural awareness, respect, engagement, competency, and sovereignty. This level signifies that the PCN has achieved a high standard of cultural competency and inclusion, and these principles are sustainable and evolving.				

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How to Use This Assessment Effectively

1. **Complete the assessment for each foundation**: Review each foundation and consider your PCN's current maturity level and rating based on the descriptions above.

2. **Provide supporting narrative**: Provide a detailed narrative for each level, that describes your PCN's progress, the actions taken, challenges faced, and any gaps identified.

3. **Evaluate and Plan Next Steps**: After assessing each foundation, consider the following questions:
   - What are the next steps required to move to the next level of maturity?
   - Where does your PCN need further support or resources to advance in its cultural competency and inclusion journey?
   - Are there any barriers preventing progress, and how can they be overcome?

4. **Collaborate with IPHCC:** Share your assessment and narrative responses with the IPHCC. The information will help identify areas where additional support or resources may be necessary and enable IPHCC tailor assistance to your specific PCN's needs and goals.

Conclusion

This tool is designed to guide your PCN through each stage of growth, and help achieve a higher standard of cultural competency and Indigenous inclusion. By using the tool effectively, you will gain valuable insights into your PCN's strengths, identify areas for improvement, and build a more inclusive, culturally competent healthcare system for Indigenous communities.

INDIGENOUS ENGAGEMENT & HEALTH SYSTEM PLANNING TOOLKIT

The *Indigenous Engagement and Health System Planning Toolkit* includes this **PCN Self-Assessment** tool along with the **ICS OHT ACTION Framework** and 5 **Fact Sheets** designed to complement each other and create a fulsome tool to provide essential information, practical tips, and actionable strategies to further enhance Indigenous cultural safety and competency. By utilizing this comprehensive toolkit, healthcare organizations can effectively address gaps, track progress, and achieve their ultimate goal of providing culturally safe and competent care to Indigenous communities.

PCN Self-Assessment tool helps PCNs evaluate their current practices, identify strengths, and pinpoint areas for improvement in cultural competence and inclusion. By using this tool, PCNs gain insights that enable them to better serve Indigenous communities.

ICS OHT ACTION Framework provides a structured, six-step approach to assess and improve Indigenous cultural safety within Ontario Health teams (OHTs). The framework is designed to help OHTs develop a comprehensive plan, identify gaps in cultural safety, and track progress over time to ensure accountability.

5 Fact Sheets provide essential information, practical tips, and strategies to further improve these strategies:
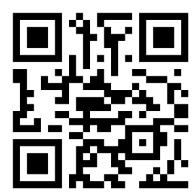- Indigenous Patient Family Community Engagement
- Indigenous Population Segmentation and Attribution Methodology
- Culturally Safe Care Pathways
- The Importance of Indigenous Data Sovereignty
- The Value of engaging Indigenous organizations in PCNs

Together, these tools support healthcare organizations in systematically improving their cultural competence and safety, ultimately working towards a more inclusive, culturally competent healthcare system for Indigenous communities.

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If you would like further assistance from the IPHCC once your assessment is complete, the statement below will help us better understand the context within which you are working. This additional information will also help the IPHCC tailor assistance to the PCN and your OHT.

For continued support please contact us through one of the following channels: OHT@iphcc.ca or www.iphcc.ca

Please use this section to describe your PCN and how it works within the context of your Ontario Health Team.
This may include the composition of the PCN, the governance structure, and any other details that may help understand the context and functioning of your PCN within the broader local/regional health system.

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Creating Safe & Inclusive Spaces for First Nations, Inuit & Métis Communities & Organizations

Actions taken to foster awareness of the importance of partnering with Indigenous communities and organizations to advance healthcare solutions for Indigenous populations.

Level	Capability Milestone	Milestone			Describe your sources of evidence to support this rating (e.g., what your PCN has in place that contributes to working towards or achieving this milestone), and any applicable barriers or challenges to achieving milestones not yet met. Include any supports that are needed.
		In-Discovery	In-Progress	Met	
1	PCN members have committed to taking Indigenous cultural safety training and Indigenous cultural competency training. The PCN is exploring policies and protocols for the inclusion of Indigenous Wellness Practitioners.	☐	☐	☐	
2	PCN has developed strategies and policies to create a culture that supports the inclusion of Traditional Wellness Practitioners and First Nations, Inuit & Métis (FNIM) leaders in the work of the PCN (e.g., revisit TOR of the PCN, etc.).	☐	☐	☐	
3	PCN have policies and/or protocols in place for appropriate partnership (e.g., develop a publicized commitment statement and ensure FNIM is included in the PCN) and have completed Indigenous cultural safety training and Indigenous cultural competency training, and have committed to ongoing cultural learning.	☐	☐	☐	

Additional resources that can be used to help meet the milestones above (documents are linked here and available for download at IPHCC.ca/resources)

IPHCC Anti-Racism Infographics	IPHCC Culturally Appropriate Language Guide	IPHCC Foundations of Indigenous Cultural Safety – Training
IPHCC Understanding Unconscious Bias (EN/FR)	IPHCC Cultural Safety Continuum	IPHCC NE' IIKAANIGAANA 'All Our Relations' Toolkit

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Approaches for Engaging & Partnering

Actions taken to partner with Indigenous communities and organizations to advance health care solutions for Indigenous populations.

Note: Indigenous individuals, organizations, and communities have seen a significant increase in engagement requests to participate in various meetings as health system stakeholders to address Indigenous inequities. These requests may cause significant capacity constraints. It is important to understand that relationship building must be purpose driven and will take time.

Level	Capability Milestone	Milestone			Describe your sources of evidence to support this rating (e.g., what your PCN has in place that contributes to working towards or achieving this milestone), and any applicable barriers or challenges to achieving milestones not yet met. Include any supports that are needed.
		In-Discovery	In-Progress	Met	
1	Members of the PCN recognize that Indigenous communities and Indigenous-governed organizations should lead the planning, design, delivery and evaluation of health services in their communities or that have an impact on them (*Connecting Care Act, 2019*). The PCN has identified Indigenous-governed organizations and communities in surrounding areas that should be engaged. PCNs should determine what existing structures are already in place and can ask to join versus starting a new structure and may explore a Relationship Agreement.	☐	☐	☐	
2	Ethical, evidence-informed engagement and partnership practices are in place, have a clear purpose, and the needs of FNIM are served. Engagement practices are flexible to meet the needs of the community.	☐	☐	☐	
3	FNIM leaders are included in decision-making structure(s) and/or on executive tables of the PCN. The roles and responsibilities related to engagement of PCN members, staff, leadership, and FNIM partners are clearly outlined and regularly reviewed. Relationship Agreements are in place and the PCN is aware that one voice at the table does not equate to appropriate engagement or partnership. All decisions, appointments, and processes that impact Indigenous peoples are endorsed and supported by FNIM and Indigenous governed organizations.	☐	☐	☐	

Additional resources that can be used to help meet the milestones above (documents are linked here and available for download at IPHCC.ca/resources)

IPHCC Indigenous Patient, Family, and Community Engagement Toolkit
IPHCC Relationship Agreement – Guide and Template

IPHCC Wise Practice Guide

Appropriate Resource Allocation & Support

Strategies and policies around funding and resourcing are in place to appropriately enable FNIM engagement within the PCN.

Level	Capability Milestone	Milestone			Describe your sources of evidence to support this rating (e.g., what your PCN has in place that contributes to working towards or achieving this milestone), and any applicable barriers or challenges to achieving milestones not yet met. Include any supports that are needed.
		In-Discovery	In-Progress	Met	
1	Funding and budget required for FNIM engagement and partnership activities has been considered.	☐	☐	☐	
2	Funding commitments required to support FNIM engagement and partnership are in place. Compensation and/or remuneration policies for FNIM partners are reviewed and revised as required.	☐	☐	☐	
3	Indigenous-governed organizations and communities are the direct recipient(s) of funding to lead the planning, design, delivery, and evaluation of primary health care services for their communities.	☐	☐	☐	
Additional resources that can be used to help meet the milestones above (documents are linked here and available for download at IPHCC.ca/resources)					

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Building & Maintaining Capacity

Building and maintaining capacity section refers to the capacity that is needed within PCN leadership, staff and partners to support meaningful and Indigenous-informed participation within the PCN. Consideration should be given to how capacity is built across all these groups.

Level	Capability Milestone	Milestone			Describe your sources of evidence to support this rating (e.g., what your PCN has in place that contributes to working towards or achieving this milestone), and any applicable barriers or challenges to achieving milestones not yet met. Include any supports that are needed.
		In-Discovery	In-Progress	Met	
1	PCN leadership has a plan in place to continuously reflect and assess FNIM engagement and partnership.	☐	☐	☐	
2	Support and training are available to support PCN leadership and staff in relationship building with specific focus on partnership and engagement that will lead to system change.	☐	☐	☐	
3	Capacity building through training, mentorship and engagement continues to ensure PCN partners, staff and leadership maintain the competencies needed for FNIM engagement.	☐	☐	☐	
Additional resources that can be used to help meet the milestones above (documents are linked here and available for download at IPHCC.ca/resources)					

Evaluation for Learning, Improvement & Impact

Evaluation for learning, improvement, and impact highlights how ongoing evaluation of your FNIM engagement and partnering efforts is critical to achieving success. Evaluation should be considered from the early stages of your engagement and partnership planning and implementation activities, including the formation of an evaluation team.

Level	Capability Milestone	Milestone			Describe your sources of evidence to support this rating (e.g., what your PCN has in place that contributes to working towards or achieving this milestone), and any applicable barriers or challenges to achieving milestones not yet met. Include any supports that are needed.
		In-Discovery	In-Progress	Met	
1	Key stakeholders have identified who will monitor FNIM engagement and evaluate initial planning work and have an understanding and commitment to Indigenous data sovereignty.	☐	☐	☐	
2	An evaluation plan is in place with short, medium, and long-term goals for monitoring and evaluating key engagement structures, processes, and activities. Indigenous data sovereignty principles will be upheld, and decisions related to resources and funding will not be inhibited by lack of data sharing.	☐	☐	☐	
3	Processes are in place to share best practices and lessons learned through the evaluation of the PCN. Appropriate Indigenous data sharing agreements are in place and the PCN will work with the appropriate parties to ensure policies and practices are compliant with data sovereignty principles, including processes for data storage, access, and sharing where appropriate.	☐	☐	☐	
Additional resources that can be used to help meet the milestones above (documents are linked here and available for download at IPHCC.ca/resources)					

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PCN Scorecard:

Please use the table below to indicate if each maturity level has been "met." If your PCN has indicated that all three levels have been "met" please check all. The narrative responses will help the IPHCC to better understand what, if any, supports are needed for PCNs still in the "In-Discovery" and "In-Progress" phases.

Foundations	Level 1: Building the foundation PCN indicated that level 1 was met	Level 2: Learning and developing PCN indicated that level 2 was met	Level 3: Sustaining and evolving PCN indicates that level 3 was met
Creating Safe & Inclusive Spaces for FNIM Communities & Organizations	☐	☐	☐
Approaches for Engaging & Partnering	☐	☐	☐
Appropriate Resource Allocation & Support	☐	☐	☐
Building & Maintaining Capacity	☐	☐	☐
Evaluation for Learning, Improvement & Impact	☐	☐	☐
Comments:			