



Interior Health

Employee Aboriginal Self Identification (ASI) Frequently Asked Questions

Why is Interior Health asking all employees to self identify as Aboriginal or non-Aboriginal?

The goal of Aboriginal Self Identification (ASI) is to implement the provincially mandated (2007) Aboriginal Administrative Data Standard (AADS) for all employees and to ultimately improve the health outcomes and experience of Aboriginal patients.

Employee Self Identification enables IH to:

1. Monitor and evaluate strategies to create a representative workforce as per IH policy
2. Develop deeper collaborative relationships with Aboriginal communities
3. Connect Aboriginal clients/patients with Aboriginal care providers when desired and feasible

Regional Health Authorities are adopting the data standard on different schedules; Interior Health and Northern Health are working in collaboration to launch the data standard in 2011.

I'm not comfortable identifying either way...will this impact my current job or future employment opportunities?

The collection of employee ASI information is completely voluntary. There will be absolutely no impact on employment or advancement opportunities if an employee chooses to self identify or chooses not to. All information collected is completely confidential and protected by the Freedom of Information and Protection of Privacy Act.

What is being done with the information collected?

The information collected through this program will be used to develop more effective recruitment and retention strategies. It will help us learn what attracts people of aboriginal descent to work in health care at Interior Health, what encourages them to stay and what factors influence their leaving. In turn, this intelligence will help us create a more culturally safe environment for both our staff and clients and help us fulfill our mandate to close health care gaps and provide the best care possible to all of our clients.

Are other Health Authorities collecting this information?

Interior Health is the first Health Authority in the province asking employees to self identify. A number of other government ministries have already implemented the Aboriginal Administrative Data Standard (AADS) for employees and clients.

How do I self identify?

Existing employees will be prompted to self identify via the Interior Health i-Site website (i-Site>general information>Aboriginal Self Identification). New employees will be made aware of the employee ASI during orientation.

Can I change my ASI choice down the road?

Yes, you may change your Aboriginal Self Identification status. Interior Health is asking all employees to voluntarily self identify and we understand some employees may not feel comfortable providing this information at first.

Are there other initiatives taking place around Aboriginal Self Identification?

Yes. Interior Health's ASI initiative is made up of two components: the first is employee self identification which will launch June 24th and the second is directed at our clients. The first of four client phases is a pilot project with the Ktunaxa First Nations in IH East which will be rolled out in July 2011.

Why is IH collecting personal data for Aboriginal persons only?

Collecting this data supports the Transformative Change Accord (an agreement between the Province, Federal Government and First Nations) and the BC government's commitment to close the social and economic gap between First Nations and other British Columbians.

What input have Aboriginal organizations had in developing the ASI?

Aboriginal organizations have been involved in the development of the ASI questions. The Ministry of Aboriginal Relations and Reconciliation (MARR) also worked with Aboriginal organizations and the First Nations Leadership Council to develop the Data Standard that will be used across ministries for the collection and analysis of information about Aboriginal people.