

WELCOME TO THE MANITOBA FIRST NATIONS ABORIGINAL DIABETES INITIATIVE (ADI)

You have a very important role as a community ADI worker. Please take time to read through this orientation package. It will be helpful for you if you:

- Have just started to work in the ADI program
- Need help to plan program activities
- Would like to change or improve a program that already exists
- Would like a refresher to the ADI program

This orientation package contains information to:

- Introduce you to the ADI program, its goal and objectives
- Provide you with information about your role as an ADI worker
- Acquaint you with the roles of the advisory committee and FNIHB
- Provide you with a copy of 'A call to action'
- Provide you with a list of helpful resources
- Help you get started in your programming
- Provide ideas and tips for activities that can be done within the ADI program
- Show you how to set up different activities within your ADI program
- Guide you in developing your work plan and budget and record keeping
- Provide a list of ADI resources in your community
- Provide you with basic diabetes information
- Provide you with basic healthy eating and physical activity information

This orientation package is brought to you by The Manitoba First Nations Diabetes Committee (MFNDC) and First Nations and Inuit Health Branch (FNIHB), Health Canada.



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ABOUT THE MANITOBA FIRST NATIONS ADI PROGRAM

ADI Goal:

The goal of the ADI program is to improve the health status of First Nations individuals, families and communities through activities designed to contribute to the promotion of healthy living and supportive environments to help reduce the prevalence and incidence of diabetes.



Focus is placed on addressing healthy eating, food security, physical activity and obesity, as well as increasing awareness of diabetes, its risk factors and complications and supporting diabetes screening and management.

ADI objectives:

- Increase awareness of diabetes, diabetes risk factors and complications as well as ways to prevent diabetes and diabetes complications in First Nations and Inuit communities.
- Support activities targeted at healthy eating and food security.
- Increase physical activity as a healthy living practice.
- Increase the early detection and screening for complications of diabetes in First Nations and Inuit communities.
- Increase capacity to prevent and manage diabetes.
- Increase knowledge development and information-sharing to inform community-led evidence-based activities.
- Develop partnerships to maximize the reach and impact of health promotion and primary prevention activities.



Your role as the ADI worker

Congratulations on being your community's ADI worker. As an ADI worker in the community, you play an important role in helping to prevent and delay diabetes and its complications. Part of your role includes:

- Finding out from community members what type of ADI activities are needed and wanted in the community and to implement those activities if possible and reasonable
- Helping to prevent diabetes and its complications through various healthy eating and physical activity activities in the community
- Facilitating educational sessions for community members on basic diabetes prevention and treatment topics
- Providing hands-on healthy cooking sessions for people with type 2 diabetes or at risk for developing diabetes
- Working in partnership with the community store to promote and ensure ongoing availability of a 'core selection' of healthy foods
- Working in partnership with various community workers including other health program workers, health professionals, school personnel, band office, RCMP officers, child and family services, day cares, Aboriginal Head Start on Reserve
- Linking with diabetes-related resources outside your community such as the Regional Health Authority, your Tribal Council (if relevant), non-profit organizations such as Food Matters Manitoba, Heifer International Canada, etc. For a complete list of partners visit the MFNDC website at: www.mfndc.ca
- Promoting and supporting food security projects and activities in your community such as growing a community garden, hosting healthy food cooking classes, supporting hunting, fishing, food gathering and harvesting in the community
- Promoting and supporting physical activity in your community
- Promoting diabetes care and management
- Acting as a diabetes resource for community members
- Assist with the Diabetes Integration Project (DIP) and Manitoba Retinal Screening Visioning Program (MRSVP) if available to your community
- Liaison between the nursing station and health centre/health programs for a positive outcome for mutual clients
- ADI work plans are only required for communities in Set Agreements. However, many ADI workers choose to develop an ADI work plan as a way to keep track of what activities they want to implement throughout the year
- Other roles as identified by your community....

For a copy of a sample ADI job description, see **Appendix 1.**

The role of MFNDC



MFNDC is made up of First Nations representatives from each Tribal Council and some non-affiliated communities in Manitoba. MFNDC meets up to four times a year to help plan and develop activities for the regional ADI work plan. MFNDC provides feedback and guidance to the Regional ADI team as they implement the regional ADI work plan.

You have a MFNDC representative in your area. Be sure to contact this person if you have any requests, input or feedback on the program or resources. Please use the MFNDC phone listing in your orientation package to find out who your representative is. See **Appendix 2.**

For more information on MFNDC, visit their website at: www.mfndc.ca.

A Call to Action

The Manitoba First Nations Diabetes Strategy: A Call to Action was developed by representatives from First Nations communities and tribal councils at the request of the Assembly of Manitoba Chiefs. The document was created to assist First Nations communities in developing community-based diabetes implementation plans and initiatives. It is the aim of this strategy to identify needs and use our existing strengths to deal with diabetes in Manitoba First Nations communities. The strategy identifies priority areas and actions needed at the community, tribal council and regional levels to address this public health epidemic.

To read the entire document A Call to Action, see **Appendix 3.**

Your supporting team

Regional FNIHB Team

The Regional FNIHB team will provide direct support to the Tribal Diabetes Coordinators by providing tools, access to resources, creating linkages, building and maintaining partnerships and training opportunities that will help to deliver the community ADI programs.

Some of the things the Regional FNIHB Team can assist with are:

- Tribal Council gatherings
- ADI or other program gatherings
- Health specific education and support such as:
 - Carbohydrate counting
 - Glycemic Index
 - School nutrition
 - Label reading
 - Impact of sugar and salt in the diet
 - Fibre facts
 - Eating off the earth
 - Back to school lunch and snacks
 - Healthy meeting ideas
 - Nutrition for chronic kidney disease
 - Healthy eating with diabetes during pregnancy
 - Diabetes and nutrition
 - Energy and sports drinks
 - Caffeine
 - Fat and you
 - Protein's power
 - The power of pulses
 - Healthy at every size
 - Children and type 2 diabetes
 - Mood and food
 - Grocery shopping tips
 - Healthy eating on a budget
 - Foot care
 - Complications
 - Co-morbidities
 - Hypertension, blood sugars, kidney disease

The ADI team is made up of:

- 1 Nurse (Regional Diabetes Coordinator)
- 2 Dietitians

See **Appendix 4** for a copy of the FNIHB contact list.

Tribal Council Support

Manitoba Region has Tribal Diabetes Coordinators (TDC) working in each of the seven different tribal councils in Manitoba. The role of the TDC is to provide capacity building opportunities to support community-based ADI programs, offer culturally-specific training, to assist ADI workers in completing their work plan and to implement the work plan activities. Further, the TDC provides consultation and support to First Nations, other program and community staff on pertinent developments in diabetes and related fields such as validated prevention approaches.

The TDC provides the above services to the communities in his or her Tribal Council area including non-affiliated communities.

West Region Tribal Council
Bev Lockert
(204) 622-9400 ext. 2237
blockert@wrtchealth.com

Swampy Cree Tribal
Diane Sinclair
(204) 627-1536
dsinclair@tribalhealth.ca

Four Arrows Regional Health Authority
Vivian Omarr
(204) 947-2397
vomarr@fourarrowsrha.ca

Southeast Resource Development Council
Elizabeth Proskurnik
(204) 934-7083
ElizabethP@serdc.mb.ca

Your ADI work plan

Only communities in a Set Agreement are required to submit an annual work plan. However, many community ADI workers find that developing an annual work plan is a good way to keep track to the activities and budget for the year. If you decide that you want to develop an ADI work plan, the FNIHB staff is more than willing assist you with the development of the work plan, if needed and to review it and provide you with feedback.

- Your ADI work plan is what you use to identify and plan your ADI activities for the upcoming year, based on your community's needs.
- Your work plan outlines the activities you will do, how often those activities will take place, and how much each of those activities cost.
- See if you can find a current ADI work plan in your community. This will provide you with the ADI activities that were planned for the year. You can also call the FNIHB office to see if they can provide you with a copy of a current work plan.
- A work plan is a good guide, but can be changed throughout the year, if needed, to meet community needs.
- You should keep an electronic copy of your ADI work plan, as well as a hard copy on file in a folder.
- If you need to fill out an ADI work plan, see **Appendix 5** for a copy of the ADI work plan template **Appendix 6** for directions on how to fill it out and **Appendix 7** for a sample ADI work plan.



Ideas for community work plan activities

It can often be difficult to come up with new and exciting ideas for your community ADI work plan. Here is a short list of ideas that could be used. There are many more, so please be creative.

Diabetes awareness and education activities



- Host a diabetes dinner and dance
- Offer sessions on diabetes, diabetes risk factors, signs and symptoms, complications, gestational diabetes to community members
- Write quarterly community newsletters
- Celebrate World Diabetes Day on November 14th
- Promote diabetes awareness and education on local TV and radio
- Promote diabetes awareness and education through Facebook and through other social media venues
- Host diabetes support sessions for people living with diabetes
- Create posters addressing various diabetes issues and post them around the community
- Host an art contest, or song-writing contest encouraging community members to promote diabetes awareness and education through creative channels

School health

- Offer healthy eating, physical activity, healthy lifestyle and diabetes prevention workshops at the school
- Collaborate with the school to receive funding from breakfast programs (Breakfast for Learning, Child Nutrition Council of Manitoba, Breakfast Clubs of Canada)
- Provide nutrition education at the school including playing nutrition bingo and sugar shock game
- Work with the school or Aboriginal Head Start on Reserve to start a community garden with the children
- Work with the school to start an after-school program to help increase physical activity levels
- Work with the school to implement Healthy Bodies, Healthy Minds (HBHM)
- Work with the school to offer open gym nights to community members
- Collaborate with the school to start school community gardens
- Encourage the students to tend to the gardens during the summer months when school is out

Food security

Food security happens when all people, at all times, have access to enough safe and nutritious food to meet their nutritional needs and to live healthy and active life. Below are some examples of activities that can help make your community food secure.

- Celebrate World Food Day
- Purchase resources to implement and maintain community gardens including shovels, rakes, garden tillers, seeds, soil, fence and water hose
- Purchase community freezers, setting up an emergency basic food pantry shelf
- Purchase resources for canning, preserving and freezing sessions
- Plant fruit trees in the community
- Set up a bulk buying club
- Offer canning, freezing and preserving sessions with foods cultivated from the gardens
- Host a homemade jam-making class using sugar substitute
- Collaborate with community partners (ie. RCMP) to offer hot, healthy meals to children
- Collaborate with the local grocery store to offer healthy foods in the grocery store at a reasonable price
- Explore opportunities to sell local food
- Develop a food security plan



Screening activities

- Host diabetes breakfasts in partnership with the community nurse (the ADI worker may prepare the food and a nutrition session, which the clients with diabetes can come to after having their blood work done by the nurse)
- Encourage community members at risk for diabetes and those with signs or symptoms of diabetes to be screened for diabetes by the community nurse
- If the Diabetes Integration Project (DIP) comes to your community assist by:
 - Contacting clients living with diabetes to be screened for diabetes complications
 - Call the DIP nurse to confirm the community visit and follow up with the nurse prior to the visit as needed
 - Help prepare healthy snacks for the clients
- If the Manitoba Retinal Screening Visioning Program comes to your community, assist them by setting up appointments for clients living with diabetes to be screened for eye problems

Nutrition

- Purchase resources for healthy cooking classes or for starting a community kitchen, including recipe books, oven mitts, knives, cutting boards, blenders, mixing bowls, cooking utensils, pots, pans and muffin tins
- Hire a dietitian to come to your community to promote healthy eating
- Have weekly or monthly cooking classes for the community
- Host Kids in the Kitchen cooking classes
- Celebrate Nutrition Month in March by offering grocery store tours and healthy cooking classes
- Host grocery store tours in your community
- Offer healthy eating sessions to community members
- Offer parent-child/children focused sessions on healthy eating
- Teach the importance of eating healthy together as a family



Physical activity

- Host aerobic classes in the community using an instructor or exercise DVDs
- Have gym nights where all community members can participate
- Host a baseball, volleyball, ultimate frisbee, or other league in your community
- Purchase exercise equipment such as baseballs, baseball bats, baseball gloves, basketballs, volleyballs, hockey equipment or soccer balls
- Host sport tournaments with other neighboring communities
- Host a marathon or walkathon for World Diabetes Day
- Host a daily, weekly or monthly walking club
- Offer canoeing workshops, swimming lessons and water safety courses to community members. Contact the Lifesaving Society or Sport Manitoba for more information.
- Offer dance lessons in the community – pow wow, square dancing, hip-hop, etc.
- Offer Tae Kwon Do sessions in the community
- Start your own community gym
- Purchase exercise equipment for your community
- Use the Recreation Director's Handbook to organize a Youth Leadership group.
- Start a walking school bus in your community
- Organize cooperative games instead of competitive games
- Introduce new activities monthly such as Nordic walking, frisbee, cricket or yoga
- Host an after-school gym time so that parents can help increase their children's physical activity levels
- Hire a personal trainer to come to the community and work with members
- Pay to train community members to run fitness classes

- Offer exercise sessions for seniors
- Offer physical activity sessions for grandparents and grandchildren together

Gestational diabetes

- Collaborate with the CPNP to offer a session on gestational diabetes for prenatal women living with or at risk of gestational diabetes
- Provide information to prenatal women regarding gestational diabetes
- Partner with the CPNP to start a walking club or exercise program for prenatal women
- Offer to present on gestational diabetes in the community

Cultural activities

- Host an outdoor diabetes camp for children including traditional activities such as how to fish, dry fish, cook bannock on an open fire
- Host traditional workshops including traditional dancing (Pow wow or jigging), canoe trips, nature walks with teachings, outdoor cooking of traditional foods, berry picking, medicine picking, outdoor education program such as hunting, fishing, ice fishing and survival skills involving Elders
- Organize activities to aid in the harvest of traditional foods such as community hunts
- Organize weekly fishing trips for youth
- Host traditional cooking classes
- Host a berry picking session in the community
- Run traditional food and medicine teaching sessions offered by the Elders



Speak to your MFNDC representative for a list of local Elders and Traditional Healers available in your Tribal Council area.



Doing your work plan activities

Whether or not you have a work plan, you will have ADI activities to implement in the community.

Remember to:

- Let people know about up-coming activities – communication is important!
- Collect feedback from participants right after the activity has taken place;
- Identify opportunities to share your project successes; and
- Develop a back-up plan if obstacles or changes need to be addressed for the progress of the project

If you are having trouble getting started, or collecting information for the ADI program, call one of the ADI FNIHB staff, or a fellow ADI worker for help.

Remember that we learn best by doing. That means you should include a lot of hands-on activities in your ADI work plan.

See **Appendix 8** on ‘how to’ do a variety of activities in your community.

The activities include how to:

- Plan a nourishment program at the school
- Plan school healthy eating and physical activity activities
- Plan a cooking/sampling demonstration in your community
- Plan a gardening program
- Plan a Kids in the Kitchen cooking club
- Plan a diabetes education class
- Plan a cooking class
- Plan a grocery store tour
- Plan a diabetes support group
- Plan lunch and learn sessions



Track your progress

As you implement your work plan throughout the year, you will be responsible for tracking and reporting your activities. In addition to the information you must track and report on in the community-based reporting template (CBRT), you may want to write

down successes and challenges as they happen to help you remember the activity and how to improve it for future events.

In order to complete your CBRT annually with ease, it is important to keep track of the activities, subjects and number of people in attendance of each of your activities.

See **Appendix 9** for a sample of a completed CBRT (Chronic Disease and Injury Prevention section only).

Training and helpful resources for you!

Regional training events

Be sure to attend regional training events where you will learn valuable information, pick up great tips, teaching tools and resources for your ADI program. These events, held yearly, promise fun and interactive learning experiences and provide a great opportunity to meet other ADI community workers and share program ideas.

The cost to attend regional training sessions, accommodations and travel are usually covered for one ADI worker to attend per community.

ADI 101

ADI 101 is a 5 day training session offered once a year to all new ADI workers. This session is informative, interactive and will allow new ADI workers to learn how to hold a cooking class, do a grocery store tour and understand the importance of healthy eating and physical activity in preventing diabetes and its complications.



For more information on ADI 101, call the FNIHB Regional office and ask to speak to one of the ADI team members.

Telehealth and teleconference sessions

The Regional ADI team offers telehealth and teleconference sessions twice a month geared to ADI workers and other community workers. Topics will vary from month to month, but will have a focus on healthy eating and physical activity for the prevention of diabetes and its complications.



You will be notified by fax and/or email about specific topics and dates for the telehealth and teleconference sessions.

Manitoba First Nations Food Security Coordinator

Manitoba has its own Food Security Coordinator who is available to provide support in the area of food security to all First Nations communities in Manitoba. Some ways the Food Security Coordinator has provided support to communities is by assisting with starting gardens, green houses and raising chickens. Should you want more information in the area of food security, or support from the Food Security Coordinator, please contact him directly.

Name: Leon Simard

Phone number: (204) 947-2397

Email address: lsimard@fourarrowsrha.ca

Connecting with other ADI workers

One great way to learn about how to run your ADI program is to talk to ADI workers in other communities, or to your MFNDC representative. You may even be able to find a mentoring opportunity. Mentoring is spending time with a fellow ADI worker and learning about how they run their program. You can pick up some great ideas to try in your community. Contact the Regional ADI team if you would like help connecting with other ADI workers.

Helpful resources

There are many resources that you will find helpful in doing your work as an ADI worker. Please see **Appendix 10** for a list of resources that you can order from different organizations.

ADI resources provided to your community

The ADI regional office has provided numerous resources to each First Nations community in Manitoba over the last few years. See **Appendix 11** for a complete list of ADI resources sent to community workers over the last few years. See if you can find these resources in your community and use them as educational tools to implement your ADI work plan activities.

ADI resources distributed to the communities are the property of the ADI program and should be passed along from one ADI worker to the next. ADI workers are encouraged to lend their resources to other community programs and workers as a way to further

promote healthy eating, physical activity and healthy lifestyles to prevent and delay diabetes and its complications. If you are lending out the resources, make sure you have a sign-out sheet so you can find your resources when you need them.

If you need ideas or help in using the ADI resources in your community, feel free to contact a member of the ADI team.

ADI website

For more information on the ADI program, visit FNIHB's website at: <http://www.hc-sc.gc.ca/fnihh-spnia/diseases-maladies/diabete/index-eng.php>

Basic diabetes, nutrition and physical activity information

See **Appendix 12** for basic diabetes information, **Appendix 14** for healthy eating and diabetes information and **Appendix 16** for physical activity and diabetes information.