

# Provincial Health Services Authority (PHSA)

## Preparing for Success: Your Guide to Your ESN or ESPN Interview at PHSA

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# 1. Purpose

Have an upcoming Employed Student Nurse (ESN) or Employed Student Psychiatric Nurse (ESPN) interview? The purpose of this guide is to help you approach your interview with clarity and preparedness. Whether this is your first interview or one of many, it is normal to feel nervous. Our goal is to reduce anxiety by equipping you with the tools and support needed to succeed at your interview.

This guide aims to provide insight on the different topics you can expect to be asked about during your interview and the additional resources available should you require them.



## 2. Definition of terms

**Indigenous Cultural Safety** refers to an approach that recognizes and respects the unique cultural identity, history, and experiences of Indigenous peoples. It emphasizes creating environments that are safe, welcoming, and culturally competent for Indigenous individuals and communities. This approach acknowledges the impact of historical trauma, colonization, and systemic discrimination on Indigenous peoples' health and well-being.

**Indigenous-specific racism**: The unique nature of stereotyping, bias, and prejudice toward Indigenous peoples in Canada that is rooted in the history of settler colonialism. It is the ongoing race-based discrimination, negative stereotyping and injustice experienced by Indigenous peoples that perpetuates power imbalances, systemic discrimination, and inequitable outcomes stemming from colonial policies and practices.

**White supremacy** is a belief system or ideology that asserts the inherent superiority of White people over people of other racial backgrounds. This shows up in many ways including systemically and at an individual level. This ideology often involves the notion that White people “know best” and should dominate and maintain control over society, politics, culture, and economics. It also extends beyond that into a more subtle, but just as dangerous thought that White people are “the norm.” It is possible that People of Colour may promote this belief system in organizations by creating a White supremacy culture.

# 3. Indigenous Cultural Safety and DEI



## Introduction

Demonstrating a commitment to Indigenous-specific anti-racism and cultural safety & humility as an organization, PHSA is committed to upholding its legislative obligations and provincial commitments to Indigenous peoples. We recognize the importance of addressing historical and ongoing settler colonialism that creates systemic injustices for Indigenous Peoples. PHSA is dedicated to fostering an environment that promotes Indigenous-specific anti-racism and Indigenous cultural safety & humility through the implementation of recommendations and actions via [legislative obligations and provincial commitments](#) from the foundational documents.

## Resources for Self-Identifying Indigenous ESNs

PHSA is actively working to address current and past inequities and barriers within our programs and services by prioritizing Indigenous ESN applicants. Sanya'kula is PHSA's dedicated Indigenous Recruitment & Employee Experience team – They are committed to fostering connection, networking and a safe, supportive workplace where Indigenous employees can thrive

Here's how they support Indigenous employees:

- Cultural Safety and Anti-Racism: We develop and implement inclusive policies to eliminate racism and discrimination against Indigenous people.
- Support and Resources: We provide career-long resources to help navigate challenges, enhance recruitment and retention, and remove barriers.
- Indigenous Employee Network: A space for Indigenous employees to connect, share experiences, and support one another.
- Newsletters: Monthly and bi-weekly newsletters provide updates, opportunities, and relevant information.
- Welcome Package: A comprehensive guide to support new Indigenous employees and promote a culturally safe, inclusive environment from day one.
- Drop-In Coffee Chats: Weekly Microsoft Teams sessions to connect, share, and participate in relaxing activities like beading.
- Community of Practice: A platform for dialogue, professional development, and collaboration.



- Specialized Support & Program Development: We align policies with Indigenous-specific anti-racism goals and co-develop programs that promote a speak-up culture and cultural understanding.
- Career Services: Resume support, interview prep, and tools to accelerate growth and build strong community connections.
- Feedback and Improvement: We actively seek feedback to refine our programs and ensure they reflect Indigenous Cultural Safety & Humility.

If you identify as Indigenous (First Nations, Inuit or Metis) and would like to access any of the Sanya'kula's services, we invite you to reach out to the Sanya'kula team at: [indigenous.employment@phsa.ca](mailto:indigenous.employment@phsa.ca) or [sanyakula@phsa.ca](mailto:sanyakula@phsa.ca). If you have already self-identified as Indigenous on your ESN Application Form, please note your contact details would have already been shared with the Sanya'kula team. If you do not feel comfortable reaching out on your own, you may reach out to the ESN Talent Acquisition team ([esn@phsa.ca](mailto:esn@phsa.ca)) or the interviewer and they can reach out on your behalf and have a member from the Sanya'kula team connect with you directly.

## Developing Your Knowledge Around DEI

In addition, PHSA has committed to addressing systemic inequities for equity-denied groups through its Diversity, Equity and Inclusion (DEI) priorities. Diversity, Equity and Inclusion (DEI) priorities:

- Creating an anti-racist organization
- Creating a safe, inclusive and diverse community where all people at PHSA feel they can learn, grow and most of all belong
- Creating health equity for all

This guide will help ensure that the PHSA interview process aligns with the commitments and principles outlined in the legislative obligations and provincial commitments - as well as the others stated in the Job Ad Matrix (contact the [Sanya'kula](#) team for a copy).

In preparation for an interview, candidates are encouraged to consider the following:

PHSA's commitment to eradicating Indigenous-specific racism and hardwiring Indigenous cultural safety & humility.

**Addressing systemic racism:** Emphasize the importance of recognizing and challenging systemic racism, particularly regarding Indigenous communities.

**Awareness of historical context:** Applicants are encouraged to familiarize themselves with historical and ongoing settler colonialism and the impacts on First Nations, Inuit and Métis peoples through stereotyping, discrimination, and prejudice, resulting in a range of negative health impacts and harms.



**Cultural competence:** Highlight the significance of developing Indigenous-specific anti-racism, Indigenous cultural safety & humility and relational competence while becoming aware of First Nations, Inuit and Métis cultural practices, values, and protocols.

**Ongoing learning:** Applicants are encouraged to engage in ongoing education and professional development related to truth-telling regarding Indigenous histories, cultures, and contemporary issues.

## Developing Your Knowledge Around Indigenous Specific Anti-Racism and Discrimination (ISARD)

Please be ready to share and discuss your understanding of Indigenous Cultural Safety, Indigenous-specific Anti-Racism, DEI, and White supremacy. Be prepared to speak to these terms and how they apply to the work here at PHSA and what they mean to you. Ensure you demonstrate your understanding/willingness to learn about these concepts and to walk alongside PHSA's journey to eliminate Indigenous-specific racism.

**Below are the potential questions that may be asked during your interview:**

- What is your understanding of Indigenous Cultural Safety & Humility and Indigenous-specific racism?
- Describe your approach or potential strategies to address and combat racism within the healthcare system.
- Define your understanding of White Supremacy and its manifestations within the health care system?

## Incorporating Land Acknowledgements into your Interview

In an interview, including a land acknowledgment serves several important purposes:

**Recognition and respect:** A land acknowledgment recognizes and respects the Indigenous peoples on whose traditional lands the organization operates. It acknowledges the historical and ongoing relationship between First Nations communities and the land, demonstrating a commitment to honouring First Nations' presence, culture, and contributions.

**Reconciliation and acknowledging history:** A land acknowledgment is a tangible way to acknowledge First Nations' ongoing relationship with the land, historical injustices and ongoing settler colonization. It demonstrates a commitment to the process of reconciliation and decolonization.



**Cultural safety and inclusivity:** Including a land acknowledgment in an interview promotes cultural safety and creates an inclusive environment. It signals to Indigenous employees that their culture, identity, and perspectives are respected and valued within the organization. It helps foster a sense of belonging and trust.

**Relationship building:** A land acknowledgment is an opportunity to establish respectful relationships with First Nations communities and individuals. It demonstrates an understanding of the land's significance to Indigenous peoples and signals a willingness to learn, collaborate, and engage in meaningful dialogue based on trust and respect.

The panel would expect you to do the same and participate in the land acknowledgment for several reasons:

**Indigenous cultural safety & humility competence and awareness:** Participating in a land acknowledgment shows that you have a level of cultural safety and humility competence and awareness. It demonstrates an understanding of the historical and cultural context in which the interview is taking place and a willingness to engage in respectful dialogue with Indigenous communities.

**Alignment with organizational values:** By participating in a land acknowledgment, you align yourself with the organization's values of Indigenous-specific anti-racism, cultural safety, and inclusivity. It signals your commitment to upholding these values and working collaboratively with Indigenous peoples.

**Relationship building and engagement:** Engaging in a land acknowledgment demonstrates your willingness to build respectful relationships with Indigenous communities. It showcases your openness to learning from Indigenous perspectives, fostering dialogue, and contributing to the organization's efforts toward eliminating Indigenous-specific racism and hardwiring Indigenous cultural safety & humility.

Overall, participating in a land acknowledgment in an interview demonstrates a commitment to Indigenous inclusion, cultural safety, and reconciliation. It sets the tone for a respectful and inclusive interview process, highlighting the organization's values and aspirations for meaningful engagement with Indigenous communities.

## 4. Prepare for Interview

### Understanding BCCNM Regulation

During your interview, you may be asked to describe your understanding of being a regulated employed student with BCCNM. We highly recommend reviewing the following BCCNM resource prior to your interview and as part of your professional responsibility as a regulated professional: [BCCNM ESN Practice Standards](#).

Below are examples of questions you may expect to be asked during your interview. Please note not all questions may be asked but you can expect the interviewer to select 1 – 2 questions from each theme.

<b>Experience and Interests</b>
What interests you about working here, with this population?
Please describe your clinical experiences so far in nursing school.
Do you have any volunteer experiences with (BLANK) populations?
What attributes do you have that you think are important for a nurse to work in this area?
Please share some of the skills and knowledge that you are comfortable practicing independently (i.e. vital signs, simple dressing changes, oral medication administration, etc.)
<b>Person &amp; Family-Centered Care</b>
What does person & family-centered care mean to you?
<b>Cultural Safety/Addressing Racism in Healthcare</b>
What does "culturally safe care" mean to you, and why is it important in nursing practice?
What is your understanding of Indigenous Cultural Safety & Humility and Indigenous-specific racism?
Describe your approach or potential strategies to address and combat racism within the health care system.
Define your understanding of White Supremacy and its manifestations within the health care system.
<b>Behavioural/Situational</b>
Your supervising nurse asks you to complete a task you are not comfortable with as you have only learned theory related to the task but have never done it in clinical. What would you do?
Describe a nursing experience you have had that illustrates your ability to be alert and watchful when caring for patients. Please provide details.
Working as a team with different health care professionals is an important aspect of our work. Can you describe a time you worked as part of a team to achieve a goal, in your schooling or otherwise?
<b>Professional Regulation with BCCNM</b>
Do you understand what your practice is as an ESN, and what it means to work with a regulatory supervisor?