Cultural Competency in Nursing Education

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Cultural Competence

- A set of behaviors, attitudes, and skills that enables nurses to work effectively in crosscultural situations
- Attitudes, knowledge, and skills necessary for providing quality care to diverse populations
- The ability to work effectively within the patient's cultural context, which includes individual, family, and community cultural values, beliefs, and behaviors

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Cultural Competence

 Continuous, ongoing, way of being, complex, dynamic, evolving, sensitive, responsive, developmental process, a continuum, intentional, flexible

Rationale for Cultural Competency in Nursing

- To support the development of patient-centered care, identifying, respecting and addressing differences in patients' values, preferences and expressed needs (IOM, 2003)
- To eliminate health disparities (DHHS, 2005)
- Social justice
- Globalization
- Lack of diversity in the nursing workforce

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Key Competencies

- 5 competencies were developed to identify the key elements considered essential for baccalaureate nursing graduates in providing culturally competent care
- The competencies serve as a framework for integrating suggested content and learning experiences into <u>existing</u> curricula

Cultural Competencies for Baccalaureate Nursing Education

Department of Health and Human Services (DHHS). (2005). Healthy Pec http://www.aucord

- Apply knowledge of social and cultural factors across multiple contexts,
- 2. Use relevant data sources and best evidence in providing culturally competent care
- 3. Promote achievement of safe and quality outcomes of care for diverse populations

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- 4. Advocate for social justice
- 5. Participate in continuous cultural competence development

n of Colleges of Nursing. (n.d.). Cultural Competency in Baccalar

Guiding Principles and Assumptions

- Liberal education provides a strong basis for cultural competency
- Faculty can develop requisite knowledge, skills, and abilities to provide culturally competent learning experiences
- Culturally competent learning experiences occur best in environments supportive of diversity
- Valuing of diverse methods and perspectives
- Valuable resource
- Cultural competency as a journey

Overarching Goals for Schools of Nursing

- 1. Create a culturally competent workplace
- 2. Educate student nurses to be culturally competent with patients

What makes an organization culturally competent?

Nursing Education.

- A commitment to racially and ethnically diverse populations in all aspects of the structure and functions of the organization
- Sustained systematic integration and evaluation at all levels

(2004) Delivering Health Care to His

 Significant collaboration from diverse populations integrated in the infrastructure of the organization

Foster organizational commitment and leadership

- □ Allocate resources
- Develop collaborative relations to recruit and graduate diverse students
- Consult with culturally-diverse communities

Promote faculty commitment and involvement

Participate in ongoing development
 Mentor colleagues and students
 Recruit diverse faculty and students

Association of Colleges of Nursing. (n.d.). Cultural Competency in Baccalar

How to get there?

- Cultural competency can not exist in a vacuum
- Need to hold students and faculty accountable for teaching and learning
- Education standards and practice standards need to be linked

Organizational Assessment

- Organizational Self-Assessment (see handout)
- A Guide to Planning and Implementing Cultural Competence Organizational Self-Assessment (NCCC, 2002)
- Future Organizational Assessments
 HRSA

lealth. (2004). De

NCCC. (2002). http://www11.georgetown.edu/rese

Cultural Competence Continuum

- Level I
 - □Cultural Destructiveness
 - See the difference; stomp it out

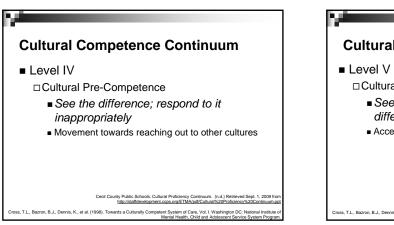
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Cecil County Public Schools. Cultural Proficiency Continuum. (n.d.) Retrieved Sept. http://staffdevelopment.ccps.org/ETMA/pdf/Cultural%20Proficiency%20C

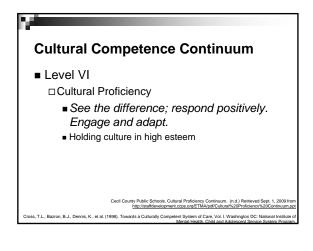
Destructive to cultures

Construction B.J. Denvis, K., et al. (1998). Towards a Cultural Proficiency Configuration DC: National Institute Report Profiles System of Constructions DC: National Institute Report Profiles System of Construction DC: National Institute Report Report Report DC: National Institute Report Report Report DC: National Institute Report Report









EXEMPLARS

Resources for more information

- American Association of Colleges of Nursing. (n.d.). Cultural Competency in Baccalaureate Nursing Education. Retrieved Sept. 01, 2009 from http://www.aacn.nche.edu/Education/pdf/competency.pdf
- American Association of Colleges of Nursing, (n.d.). Tool Kit of Resources for Cultural Competency Education for Baccalaureate Nurses. Retrieved Sept. 01, 2009 from http://www.aacn.nche.edu/Education/pdl/toolkit.pdf
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- Office of Minority Health, United States Department of Health and Human Services:
 http://www.omhrc.gov
- U.S. Department of Health and Human Services (DHHS). Cultural Competency Resources for Health Care Providers. Retrieved Sept. 01, 2009 from http://www.hrsa.gov/culturalcompetence/