

FUTURE OF NURSING™

Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA



Robert Wood Johnson Foundation

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Leveraging the Power of Nurses: Promoting Health Equity through a Framework of Cultural Humility

July 27, 2020

- Examine the impact nurses can make in promoting health equity.
- Define cultural humility.
- Describe the history of and the evolution of the cultural humility framework in healthcare.
- Cultural humility as a response to cultural competence.



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Co-Chair, *Campaign for Action's* Equity, Diversity, and Inclusion Steering Committee

- Discuss what it means to practice cultural humility when caring for patients, families, and communities.
- Explore how nurses can incorporate cultural humility when leading efforts to promote health equity.
- Discuss steps that organizations need to take to institutionalize cultural humility in their practices and policies, community engagement, and approaches to healthcare.
- Highlight organizations in action and strategies that are community based and moving health equity forward.



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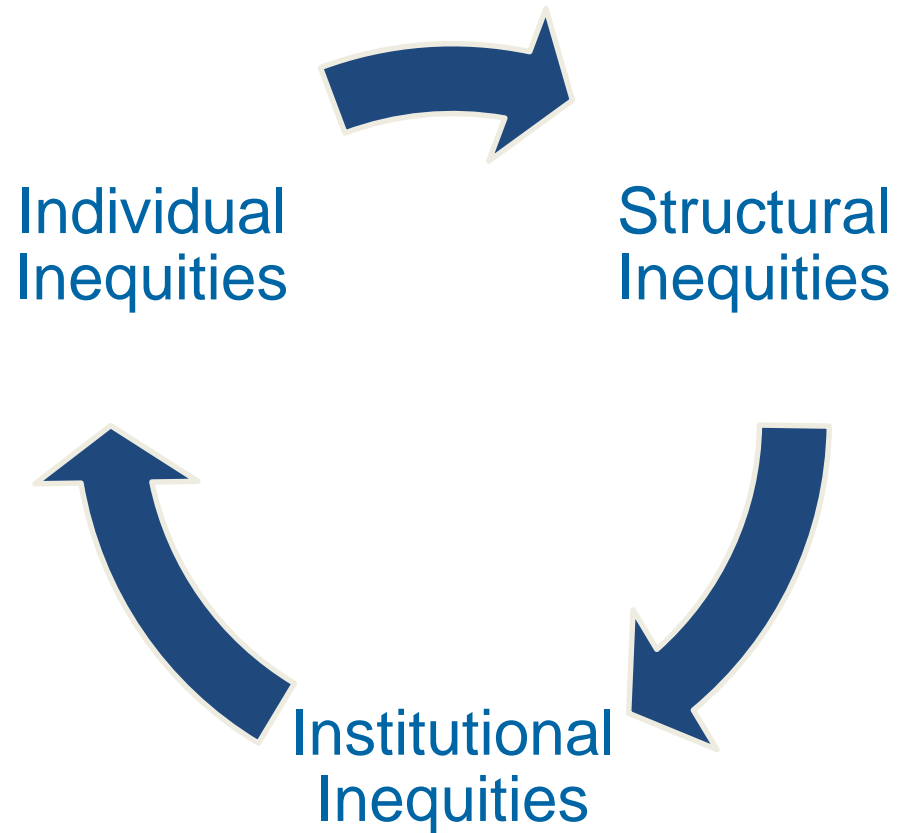
Move from the idea to an outcome and seeing ourselves as central to that process.



**Culture of Health
(Movement)**

**Health Equity
(Outcome)**

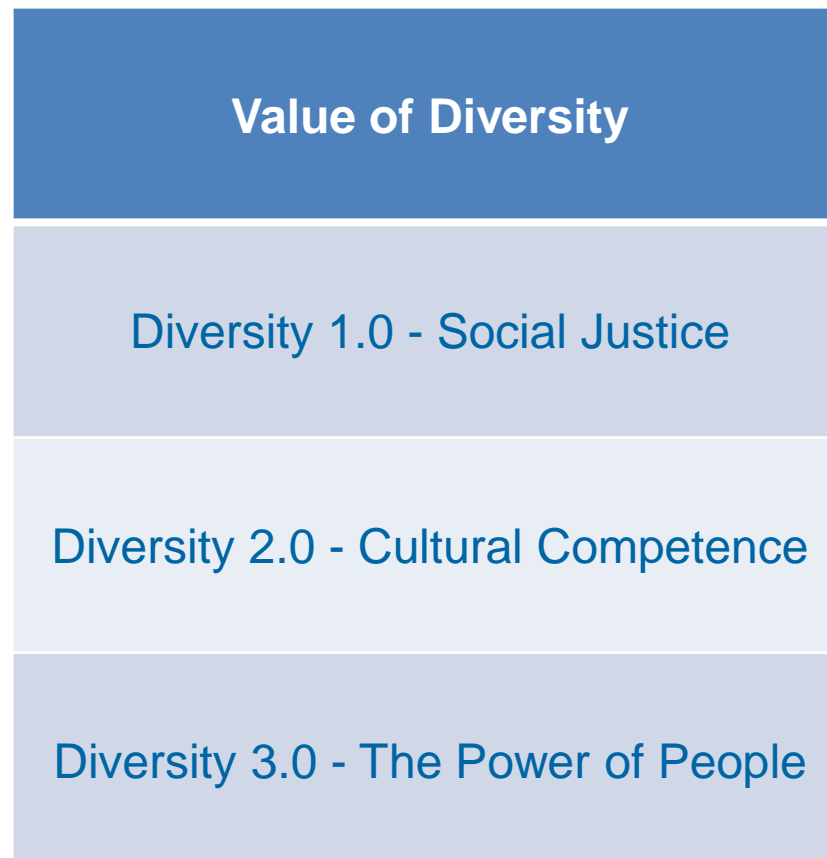
What We Are Up Against



**“If you always do what you have
always done,
You will always get what you
always got.”**

Albert Einstein

Diversity is where innovation and problem solving come from.



Groups of diverse problem solvers can outperform groups of high-ability problem solvers

Lu Hong^{†‡§} and Scott E. Page[¶]

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Edited by William J. Baumol, New York University, New York, NY, and approved September 17, 2004 (received for review May 25, 2004)

We introduce a general framework for modeling functionally diverse problem-solving agents. In this framework, problem-solving agents possess representations of problems and algorithms that they use to locate solutions. We use this framework to establish a result relevant to group composition. We find that when selecting a problem-solving team from a diverse population of intelligent agents, a team of randomly selected agents outperforms a team comprised of the best-performing agents. This result relies on the intuition that, as the initial pool of problem solvers becomes large, the best-performing agents necessarily become similar in the space of problem solvers. Their relatively greater ability is more than offset by their lack of problem-solving diversity.

equal ability, functionally diverse groups outperform homogeneous groups. It has also been shown that functionally diverse groups tend to outperform the best individual agents, provided that agents in the group are nearly as good (1). These results still leave open an important question: Can a functionally diverse group whose members have less ability outperform a group of people with high ability who may themselves be diverse? The main result of our paper addresses exactly this question.

Consider the following scenario: An organization wants to hire people to solve a hard problem. To make a more informed decision, the organization administers a test to 1,000 applicants that is designed to reflect their individual abilities in solving such

- Research shows that diverse working groups are more productive, creative and innovative than homogeneous groups.
- Problem-solving complex healthcare issues.

The Science and Value of Diversity: Closing the Gaps in Our Understanding of Inclusion and Diversity

Talia H Swartz ✉, Ann-Gel S Palermo, Sandra K Masur, Judith A Aberg

The Journal of Infectious Diseases, Volume 220, Issue Supplement_2, 15 September 2019,
Pages S33–S41, <https://doi.org/10.1093/infdis/jiz174>

Published: 19 August 2019

WHY IS DIVERSITY BENEFICIAL TO SCIENCE?

- Diverse groups publish more frequently and are cited more.
- Diverse groups are better equipped to address health disparities.

INCLUSION

The process by which individuals view themselves as active members of a larger community; where their background, insights and contributions are valued as part of the creativity and productivity of the group. Inclusion, then, becomes the binding force for diversity.

Ackerman-Barger, Valderama-Wallace, Latimore and Drake (2016) *Journal of Best Practices in Health Professions Diversity*.

How do we become authentically inclusive when we tend to be so separate?

[Williams, A. and Emamdjomeh, A. \(2018, May\) America is more diverse than ever- but still segregated. *Washington Post*.](#)

Cultural Humility as a Framework for Promoting Health Equity

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Cultural humility versus cultural competence: A critical distinction in defi...

Melanie Tervalon; Jann Murray-Garcia

Journal of Health Care for the Poor and Underserved; May 1998; 9, 2; Research Library

pg. 117

Guest editorial

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**CULTURAL HUMILITY VERSUS CULTURAL
COMPETENCE: A CRITICAL DISTINCTION IN
DEFINING PHYSICIAN TRAINING OUTCOMES
IN MULTICULTURAL EDUCATION**

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Original Premise

We should be able to care for each other across
(cultural) identity groups



It Became a Metric

“Mastery, competence, learning outcome”
“Which of the following foods are part of African-
American cuisine”?

Early 90's in the wake of the Rodney King riots.

Desire for connections with communities and within the health profession.

Oakland Children's Hospital convened an interprofessional and representative group of individuals who created a Multicultural Curriculum Program.

Areas of Focus

1. Appreciate the great strengths of groups people.
2. Judgement-free history taking.
3. Not to become experts on groups, but pay attention to differences based on groups.

Provides a less restrictive approach that focuses on identities, including intersectional identities, relationships and a transformational pedagogy.

Describes a way of being that involves self-reflection, self-critique and an active pursuit of lifelong learning.

Four Central Tenets of Cultural Humility



Four Central Tenets of Cultural Humility



Life-Long Learning:

nurturing a lifelong commitment to self-evaluation and self-critique



Develop the ability to self-reflect and self-critique



Experiential Reality



Be an ally, be anti-racist



Listen to feedback and data



Rewards system: Learning

Life-Long Learning: nurturing a lifelong commitment to self-evaluation and self-critique

Four Central Tenets of Cultural Humility



Redressing Power Imbalances

in the healthcare provider-family, educator-student, colleague-colleague, academic center-community dynamic

Redressing
Power
Imbalances



Redressing Power Imbalances

in the healthcare provider-family, educator-student, colleague-colleague, academic center-community dynamic

Four Central Tenets of Cultural Humility



Non-Paternalistic Community Partnerships developing mutually beneficial and non-paternalistic clinical and advocacy partnerships with communities.



Non-
Paternalistic
Community
Partnerships

Recognize and honor the expertise that resides within communities.

Assume that individuals from groups different from our own have the wisdom and the ability to teach and learn, to problem solve, and to innovate.

Non-Paternalistic Community Partnerships

developing mutually beneficial and non-paternalistic clinical and advocacy partnerships with communities

Four Central Tenets of Cultural Humility



Stewarding Organization-Level Development and Progress that parallels the first three tenants of Cultural Humility.

Stewarding
organization-
level
development
and progress



Stewarding Organization-Level Development and Progress that parallels the first three tenants of Cultural Humility.

Chat Box

Identify a movie, book, play, etc. that gave you deeper insight into a group you didn't know much about. In case others may be interested in your resource- state who you learned more about.

Reflection Question

Think of one of the roles you have where you are in a perceived or actual position of power. Considering that role describe ways you can mitigate that power imbalance to engage with others using cultural humility.

Reflection Question

Think of a community relevant to you that you would like to partner with to address a healthcare issue, but haven't yet. Applying the concept of "non-paternalistic, mutually beneficial partnerships" describe some ways that you might engage with this group.

Cultural Humility: History, Concepts and Practice

Authors: Melanie Tervalon, MD, MPH and Jann Murray-García, MD, MPH.

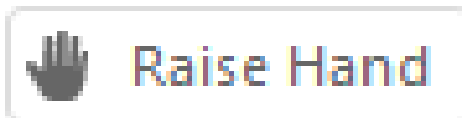
Publisher: Elsevier

Anticipated Publication: 2021

Discussion Questions

1) What questions, comments or reactions do you have?

**Press *1 on your telephone key pad to answer or ask a question
(Please be sure to record your name after the prompt)
OR
Use the “chat” feature to send “everyone” a question.**



If you are having trouble asking a question, please click the “Raise Hand” button on the bottom right of your screen

Visit us on the web at www.campaignforaction.org
For webinar resources:
<http://campaignforaction.org/resources>

Campaign for Action ABOUT ISSUES OUR NETWORK BLOG RESOURCES GET INVOLVED Q

Resources

A LIBRARY AT YOUR FINGERTIPS

Help promote better health through nursing by tapping into hundreds of resources, including studies, toolkits, webinars, and other materials organized in the categories in which the *Campaign* pushes for action.

ISSUES

- Improving Access to Care
- Transforming Nursing Education
- Promoting Nursing Leadership
- Increasing Diversity
- Collecting Workforce Data
- Fostering Inter-professional Collaboration
- Building Healthier Communities

TOOLS & TIPS

- Academic Progression in Nursing (APN)
- Advocacy
- Communications and marketing
- Funding opportunities
- Media kits
- Milestones (Dashboard Indicators)
- News releases

keywords Q

BY STATE ▼

RESET X

- Organizational excellence
 - Fundraising
 - Internal operations
 - Stakeholder engagement
- Research
- State Implementation Program (SIP)
 - Grantee projects
 - Grantee resources
- Webinars