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

July 27, 2020
Today’s Webinar

- 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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Assistant Professor, Johns Hopkins School of Nursing
Co-Chair, Campaign for Action’s Equity, Diversity, and Inclusion Steering Committee
Today’s Webinar

• 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.
Presenter

Piri Ackerman-Barger
PhD, RN, FAAN

University of California Davis
Betty Irene Moore School of Nursing

• Associate Dean for Health Equity, Diversity and Inclusion
• Director of Faculty Development for Education and Teaching
• Associate Clinical Professor

Diversity Consultant/Advisor,
Campaign for Action
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

Individual Inequities

Structural Inequities

Institutional Inequities
“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.

<table>
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<th>Value of Diversity</th>
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<td>Diversity 1.0 - Social Justice</td>
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<td>Diversity 2.0 - Cultural Competence</td>
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<td>Diversity 3.0 - The Power of People</td>
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• Research shows that diverse working groups are more productive, creative and innovative than homogeneous groups.

• Problem-solving complex healthcare issues.
Diversity Creates Stronger Science

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


**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.
Diversity + Inclusion

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.

Increased Diversity But Separate

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

Cultural Humility as a Framework for Promoting Health Equity
Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education

MELANIE TERVALON, MD, MPH
Children’s Hospital Oakland

JANN MURRAY-GARCÍA, MD, MPH
University of California, San Francisco
Melanie Tervalon, MD, MPH, Pediatrician
Cultural Competence

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”?
Genesis of Cultural Humility

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.
Cultural Humility

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

- Life Long Learning
- Redressing Power Imbalances
- Non-Paternalistic Community Partnerships
- Stewarding organization-level development and progress
Four Central Tenets of Cultural Humility

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

Life Long Learning

- 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
- Stewarding organization-level development and progress
- Life Long Learning
- Non-Paternalistic Community Partnerships
- 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

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

Cultural Humility

Life Long Learning

Stewarding organization-level development and progress

Redressing Power Imbalances

Non-Paternalistic Community Partnerships developing mutually beneficial and non-paternalistic clinical and advocacy partnerships with communities.
Four Central Tenets of Cultural Humility

**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

Cultural Humility

- Life Long Learning
- Redressing Power Imbalances
- Non-Paternalistic Community Partnerships
- Stewarding organization-level development and progress

Stewarding Organization-Level Development and Progress that parallels the first three tenants of Cultural Humility.
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.
A Book to Look For

Cultural Humility: History, Concepts and Practice

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

Publisher: Elsevier

Anticipated Publication: 2021
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.
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