

Section VI

Relevant Materials from Nursing and Other Professional Organizations

A number of health-related professional associations have formulated strategies to develop and assess cultural awareness programs for their staff, leadership, and membership. A few associations have produced independent study modules, including tools that enable practitioners to consider their own individual, family, and professional health beliefs, as well as those of their patients, when they are conducting interviews. Several other health care professional organizations have also developed multicultural resources and programs related to issues special or unique to the profession.

Nursing has clearly devoted more attention to cultural competence than most other professions. Many nursing resources can be used as they are or adapted for other professions.

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American Academy of Nursing

American Nurses Association

American Academy of Physician Assistants

Association of Physician Assistant Programs

American Association for Respiratory Care

American Dental Hygienists' Association

American Humane Association

American Occupational Therapy Association

American Physical Therapy Association

American Psychological Association

American Society of Association Executives

American Society of Radiologic Technologists

American Speech-Language-Hearing Association

Center for Cross-Cultural Research

International Association for Cross-Cultural Psychology

National Association of Hispanic Nurses

National Association of Social Workers

National Black Nurses Association

Philippine Nurses Association of America

Transcultural Nursing Society and Other Transcultural Publications

American Academy of Nursing (AAN)

American Nurses Association (ANA)

600 Maryland Ave SW, Ste 100 West
Washington, DC 20024-2571
800 274-4262
<http://nursingworld.org>

AAN/ANA Monographs

These associations have published many monographs related to cultural competence and diversity, including

- *Competencies for Health Professionals: A Multicultural Perspective in the Promotion of Breast, Cervical, Colorectal, and Skin Health*
- *Cultural Diversity in Nursing: Issues, Strategies, and Outcomes*
- *Diversity, Marginalization, and Culturally Competent Health Care Issues in Knowledge Development*
- *Health Policy for America's Emerging Majority: Proceedings from the Minority Health Policy Conference*
- *Promoting Cultural Competence in and Through Nursing Education: A Critical Review and Comprehensive Plan for Action*
- *Strategies for Recruitment, Retention, and Graduation of Minority Nurses in Colleges of Nursing*
- *Successful Postdoctoral Research Training for African American Nurses*

American Academy of Physician Assistants (AAPA)

Association of Physician Assistant Programs (APAP)

950 N Washington St
Alexandria, VA 22314-1552

Contacts

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Organizational Units Addressing Cultural Competence

- AAPA and APAP Board of Directors
- Minority Affairs Committee

APAP Reports

- Minority Retention Programs, 1997
- Minority Attrition Data on Nine Physician Assistant Programs
- Annotated Bibliography on Minority Student Attrition, 1995

AAPA Board Strategic Directive

Continue to promote human diversity within the physician assistant profession and increase sensitivity to diversity-related issues that affect patient care.

Minority Population Health Care Issues

AAPA—Recruitment of minorities to the profession and delivery of culturally sensitive care to diverse populations.

APAP—Recruitment of minority faculty, retention of minority students, and access to education for minority students.

Programs and Activities

- Cultural diversity training workshops have been conducted for senior staff, Board of Directors, and Minority Affairs Committee members (AAPA), and a cultural competence program for members-at-large is being developed (AAPA).
- Several government contracts had cultural diversity issues as primary and/or indirect goals, including a component of faculty development initiatives (APAP).

AAPA and APAP Project Access

National minority recruitment activities were organized in each annual conference location. Physician assistants of various ethnicities and cultural backgrounds visit secondary schools and junior colleges in the conference city to discuss the PA profession. Several constituent chapters organized similar activities in their own areas.

AAPA Mentor Program

The Student Minority Affairs Committee and the Minority Affairs Committee have organized a mentor program. The APAP has assisted with recruitment through Health Care Opportunity Program.

AAPA and APAP Project Access

- Central Application Service to begin in 2000
- Individual institution/program initiatives

Publications

AAPA MAC Insider (Minority Affairs Committee Quarterly Newsletter) and the *APAP Minority Affairs Committee Newsletter*

American Association for Respiratory Care (AARC)

Sam Giordano, Executive Director
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Dallas TX 75229-4593
972 243-2272
972 484-2720 Fax
E-mail: infor@aacrc.org
<http://www.aarc.org>

Contact

Carl P. Wiezalis, Vice President, AARC
Professor and Chair
Department of Cardiorespiratory Sciences
SUNY Health Science Center
750 E Adams St
Syracuse NY 13210
315 464-5580
315 464-6876 Fax

The AARC, a 36,000-member professional society for respiratory care therapists worldwide, is primarily focused on supporting entry-level and continuing education and research in respiratory care. The American Respiratory Care Foundation, which sponsors the International Fellowship Program described later, supports research, education, and charitable purposes to further the art, science, quality, and technology of respiratory care.

Organizational Units Addressing Cultural Competence

- Cultural Diversity Committee
- AARC International Committee
- Education Committee
- Program Committee
- Committee on Cultural Awareness

Cultural Diversity Action Agenda

1. Develop cultural awareness and diversity strategies for use by the Chartered Affiliates, House of Delegates, and Board of Directors.

2. In collaboration with the Membership and Public Relations Committee, include these strategies in membership recruitment and retention activities.
3. Review and revise, as necessary, the cultural awareness/diversity information presented at the Chartered Affiliate Leadership Workshop.
4. Develop and present cultural awareness/diversity information to the House of Delegates and Board of Directors.
5. Review, revise as necessary, and forward to the Position Statement Committee the position statement on Cultural Diversity.
6. Recommend strategies to enact and promote the Association's commitment to cultural awareness and diversity.
7. In collaboration with the Executive Office, develop and include in the *AARCTimes* a "Culture Calendar" and other articles and information on cultural awareness and diversity.
8. Publish a "How To" article in the *AARCTimes* on issues such as how to become active within the Chartered Affiliate, the AARC Committee structure, the House of Delegates, and the Board of Directors.
9. Conduct a "How do you measure up as a multicultural team member?" survey.
10. In collaboration with the Education Committee, address the inclusion of this cultural awareness training in entry-level and graduate respiratory care training programs.

Mission and Position Statements

The following documents have been developed and promoted by AARC in the past 10 years.

Mission Statement on Cultural Diversity

The American Association for Respiratory Care is an organization whose membership includes professional men and women each with cultural heritage, ethnicity, and national origins. AARC recognizes that it is enhanced by its cultural

diversity and seeks to assist its members in the accomplishment of their professional aspirations as well as to strengthen their cultural uniqueness and value to the Association. It shall be the mission of the Cultural Diversity Committee to guide the AARC toward the recognition of the role of culturally diverse professionals by focusing on their exceptional accomplishments, supporting their cultural group identity, and utilizing their cultural potentials to advance the goals of the Association and the respiratory care profession.

Position Statement on Cultural Diversity

The American Association for Respiratory Care is committed to the advancement of cultural diversity among our members as well as in our leadership. This commitment entails:

- Being sensitive to the professional needs of all our members.
- Promoting appreciation for, communication between, and understanding among people with different beliefs, colors, genders, and backgrounds.
- Recruiting strong leadership candidates from under-represented groups for leadership and mentoring programs.

Programs and Activities

International Fellowship Program

Since its establishment in 1990, the AARC International Fellowship Program has hosted more than 70 professionals from more than 35 countries during 2-week stays. Participants spend a week in each of two US cities where they interact with multi-national colleagues in an apolitical, humanitarian context. Participants observe the practice of respiratory care in large and small hospitals and other sites at which health care is delivered, such as home care organizations, rehabilitation centers, and hospices. For information, contact the AARC executive office or visit <http://www.aarc.org/international>.

International Council for Respiratory Care

The AARC is the founder and primary supporter of this worldwide organization of respiratory care practitioners.

Independent Study Package

The ARRC distributes an independent study package, "Towards Culturally Competent Respiratory Care," developed by Enid Sepulveda, MA, RCP. The document is intended to give practitioners a basic knowledge of the differing health and illness belief models, help practitioners inquire about a patient's health beliefs and practices, and help them incorporate and negotiate approaches to care that best serve the patient and the provider. The package is divided into modules separated by self-tests. It includes basic information about such concepts as culture-bound illnesses, traditional and folk remedies for common conditions, a "culturally sensitive interview and assessment" guide based on the Berlin LEARN method, and questions practitioners can use to explore their own family's health beliefs and folklore. The AARC also distributes Sepulveda's "Impact of Culture and Poverty on Health and Illness."

Proposed Collegiate Unit of Instruction on Cultural Competence

The Education and Cultural Diversity committees are working on a recommended unit of instruction addressing multiculturalism and pluralism for collegiate respiratory care programs.

Patient Assessment Course

A 16-hour course with significant content on diversity and end-of-life issues.

Cultural Calendar

The AARC and its Committee on Cultural Awareness have designated 1999-2000 a Multicultural Year, to celebrate the diversity of its members. Each month a different ethnic group will be profiled in *AARCTimes*, and translations into several languages of commonly used respiratory care terminology will be available through the AARC Web site.

American Dental Hygienists' Association

Rosetta Gervasi, Director of Communications
444 N Michigan Ave, Ste 3400
Chicago, IL 60611
312 440-8900
312 440-8929 Fax
<http://www.adha.org>

Has several publications and projects with a cultural competence angle:

- Oral Diseases Prevention Kits and Needs Assessment for Targeted Populations: A Study of Oral Health Literacy and Need in This Nation's Community and Migrant Health Centers
- Preventing Dental Diseases in Children With Disabilities
- English-to-Spanish Chairside Translator
- Enhancing Patient Care Through Internet Resources

American Humane Association

63 Inverness Dr E
Englewood, CO 80112-5117
303 792-9900

The Children's Division of the Association, which is dedicated to the protection of children from abuse and neglect, has developed an annotated bibliography of resources on cultural competence and cultural diversity in child welfare/child protection services.

American Occupational Therapy Association (AOTA)

Penny Kyler, MA, OT/L
1383 Piccard Dr
Box 1725
Rockville, MD 20849-1725
301 948-9626

Reports

- *Nondiscrimination and Inclusion Regarding Members of the Occupational therapy Professional Community*
- *Occupational Therapy and the Americans with Disabilities Act*
- *Human Immunodeficiency Virus*

Policies

- 1.41—Inclusion of Ethical and Cross-Cultural Concerns/Issues in All Appropriate AOTA Documents and Publications
- 3.12—Diverse and Inclusive Membership
- 5.13—Accessibility of AOTA-sponsored Events and Activities

Relevant Minority Population Health Care Issues

Accessibility of Minority and Diverse Populations to Occupational Therapy Services

Programs and Activities

Partners for Professional Growth/Mentoring Program

Workshops at Annual Conference

Disability Forum: Issues of practitioners with disabilities as they related to practice, education, and research

Diversity Forum: Issues of cultural diversity as they related to practice, education, and research

Books

Functional Terms in Occupational Therapy

Carla M. Iwata, Charlene D. Harvey
Spanish and German versions

A Guide to Reasonable Accommodation for OT Practitioners With Disabilities

Shirley A. Wells, Sandy Hanebrink

Multicultural Education and Resource Guide for Occupational Educators and Practitioners

Shirley A. Wells

Continuing Education Materials

Video:

Creating a Multicultural Approach and Environment

“Workshop on a Disk:”

Children’s Wellness: Relevance of Cultural Differences on Intervention

American Physical Therapy Association (APTA)

1111 N Fairfax St
Alexandria, VA 22314
703 684-2782
703 684-7343 Fax
<http://www.apta.org>

Contact

Johnette L. Meadows, MS, PT
703 706-3143
E-mail: johnnettemeadows@APTA.org

Units Addressing Cultural Competence

- Department of Minority/International Affairs
- Advisory Panel on Minority Affairs (advisory group to the Board of Directors)

Policies

The APTA House of Delegates has passed policies on affirmative action, equal opportunity, and nondiscrimination.

Relevant Minority Population Health Care Issues

Providing physical therapy services to minorities and other underserved populations.

Programs and Activities

- Develops materials emphasizing that understanding a person's cultural background should be part of any clinical interaction, even when that background may appear similar to that of the clinician.
- Offers workshops on cultural diversity and health care.
- Promotes the development of physical therapy educational curricula that include cultural competence.

Resources

- The newsletter, *Spectrum*, frequently features cultural diversity issues
- Bibliography and videography on cultural competence
- *Plan to Foster Minority Representation and Participation in Physical Therapy* (video)
- *Cultural Diversity in Physical Therapy* (video)

American Psychological Association (APA)

750 First Street NE
Washington, DC 20002
202 336-5500
<http://www.apa.org>

Publications

Guidelines for Culturally Diverse Populations

APA guidelines for providers of psychological services to ethnic, linguistic, and culturally diverse populations, approved by the APA Council of Representatives in August 1990, are available online at <http://www.apa.org/pi/guide.html>.

Psychology's Cultural Competence, Once "Simplistic," Now Broadening

Scott Sleek
APA Monitor, 1998; vol 29

American Society of Association Executives (ASAE)

1575 I Street, NW
Washington, DC 20005
202 626-2723

Contact

Cookie Cottrell, CAE
202 626-2789
E-mail: ccottrell@asaenet.org

Unit Addressing Cultural Competence

National Diversity Committee

Diversity Policy Statement

In principle and practice, the ASAE values and seeks diverse and inclusive participation within the field of association management. The ASAE will promote involvement and expand access to leadership opportunity, regardless of race, ethnicity,

gender, religion, age, sexual orientation, nationality, disability, appearance, geographic location, or professional level. The association will provide leadership and commit time and resources to accomplish this objective while serving as a model for other associations engaged in such endeavors.

Programs and Activities

- Various programs address diversity issues
- Quarterly article in *Association Management* presents information to members on key diversity and inclusion issues, trends, and strategies
- ASAE Diversity Executive Leadership Program

American Society of Radiologic Technologists (ASRT)

15000 Central Ave SE
Albuquerque, NM 87123-3917

Contact

Greg Morrison
505 298-4500
505 298-5063 fax
<http://www.asrt.org>

The ASRT addresses cultural competence issues through a number of activities, including lectures and workshops dealing with age-specific needs and people at the end of life, continuing education courses on age-specific competencies, and relevant articles in its scholarly journals (see example below).

Managing Cultural Diversity: The Art of Communication

Radiologic Technology
January/February 1998

American Speech-Language-Hearing Association (ASHA)

10801 Rockville Pike
Rockville, MD 20852
301 897-5700
<http://www.asha.org>

Units Addressing Cultural Competence

- Multicultural Affairs Department—lends many ASHA documents
- Five cultural caucuses provide information and materials

Resources Respect Differences

ASHA has extensive resources to help speech-language-hearing professionals understand the implications that cultural differences have for treatment. In these resources, ASHA emphasizes the importance of recognizing and showing respect for differences.

Multicultural Resource Center

ASHA's multicultural resource center remains alert to issues such as the choice of foods for use during swallowing training because they might conflict with a patient's dietary customs and therefore adversely affect clinical outcomes. Speech therapists unfamiliar with common dialects might embarrass and frustrate clients by insisting on a particular pronunciation in connection with therapy following a stroke.

Web Site

- reading lists
- a multicultural history and demographic profile of US regional and social dialects
- cultural differences in communication and learning styles
- bibliographies on specific ethnic groups

Center for Cross-Cultural Research (CCCR)

Psychology Department
Miller Hall, Room 328
Western Washington University
Bellingham, WA 98225-9089
360 650-3574

The CCCR was established within the Department of Psychology at Western Washington University in 1969 in response to the Euro-American bias in psychological theory, research, and practical applications common at that time. Activities of the CCCR and its associates include contributions to the curriculum, research and scholarship, and publications.

Curriculum

Two undergraduate courses are devoted to cross-cultural topics and issues: Psychology and Culture, an entry-level introduction to cross-cultural psychology open to all students; and Seminar in Cross-Cultural Psychology, required of some graduate students and open to graduate students from other areas. Another graduate course, Professional, Legal, and Cultural Issues, addresses relevant cultural and ethnic topics that are especially important for applied psychologists. Both undergraduate and graduate students can emphasize cross-cultural psychology.

Research and Scholarship

Associates of the Center have conducted research in many areas, both in other countries and among various ethnic groups in the United States.

Publications

The bimonthly *Journal of Cross-Cultural Psychology (JCCP)*, with subscribers in more than 75 countries and an Editorial Advisory Board of experts from 25 countries, is the only psychology journal in the world completely devoted to cross-cultural psychology. *JCCP* has been an official publication of the International Association for Cross-Cultural Psychology since 1972.

Cross-Cultural Psychology (Sage Publications) is the longest-standing book series in this area in the world.

International Association for Cross-Cultural Psychology (IACCP)

Theodore Singelis
Department of Psychology
California State University - Chico
Chico, CA 95929-0234
530 898-4009
<http://www.fit.edu/CampusLife/clubs-org/iaccp>

The IACCP is an organization of some 700 psychologists from about 75 countries established in 1972.

National Association of Hispanic Nurses

1501 16th St, NW
Washington, DC 20006
202 393-6870

National Association of Social Workers (NASW)

750 First St NE, Ste 700
Washington, DC 20002-4241
202 408-8600
<http://www.socialworkers.org>

The NASW, the largest organization of professional social workers (155,000 members), has a strong affirmative action program that applies to national and chapter leadership and staff. It supports three national committees on equity issues:

- National Committee on Women's Issues
- National Committee on Racial and Ethnic Diversity

- National Committee on Gay, Lesbian, and Bisexual Issues

Materials are available under the categories of Affirmative Action, Black History, and Women's Issues.

Press Resources

- *Workplace and Diversity*
- *Multicultural Issues in Social Work*

Books

Cultural Competence in Substance Abuse Prevention, 1997

Joanne Philleo, Frances Brisbane, Leonard Epstein

Ethnicity & Race: Critical Concepts in Social Work, 1988

Carolyn Jacobs, Dorcas Bowles, eds.

Lesbian and Gay Issues: A Resource Manual for Social Workers, 1985

Hilda Hidalgo, Travis Peterson, Natalie Woodman, eds.

Multicultural Issues in Social Work, Vols I & II, 1996 and 1999

Patricia L. Ewalt, Edith M. Freeman, et al, eds.

National Black Nurses Association

8630 Fenton St, Ste 330
Silver Spring, MD
301 589-3200

Philippine Nurses Association of America

320 E 23rd St, #15-G
New York, NY 10010
212 995-6047

Transcultural Nursing Society and Other Transcultural Publications

College of Nursing and Health
36600 Schoolcraft Rd
Livonia, MI 48150-1173
888 432-5470
<http://www.tcns.org/>

This society serves as a forum to bring nurses together worldwide with common and diverse interests to improve health care to culturally diverse people.

Founder's Focus: Transcultural Nursing Administration: An Imperative Worldwide
MM Leininger

Journal of Transcultural Nursing
1996; 8(1):28-33

Transcultural Concepts in Nursing Care, 3rd ed
Margaret M. Andrews, Joyceen S. Boyle
Lippincott-Raven Publishers, 1998

Transcultural Perspectives in Nursing Administration

Margaret M. Andrews
Journal of Nursing Administration
November 1998;30-45,53

Nurse administrators are responding to the population demographics reshaping the health care work force with respect to race, ethnicity, gender, national origin, sexual orientation, age, handicap, disability, and related factors as national sensitivity to various forms of diversity grows. They are developing skills in transcultural administration as they manage diversity and identify the cultural origins of conflict in the workplace. This article explores how culture influences the manner in which administrators, staff, and patients perceive, identify, define, and solve problems and examines the complex and interrelated factors that influence workplace diversity. Excellent explanations of cultural perspectives on the meaning of work; on conflict; on space, distance, and touch; on etiquette and interpersonal relationships; on time orientation; on gender and sexual orientation; on family obligations; on moral and religious beliefs; on personal hygiene; on clothing and accessories; and on corporate cultures and organizational climate, cultural values, and cross-cultural communication.

