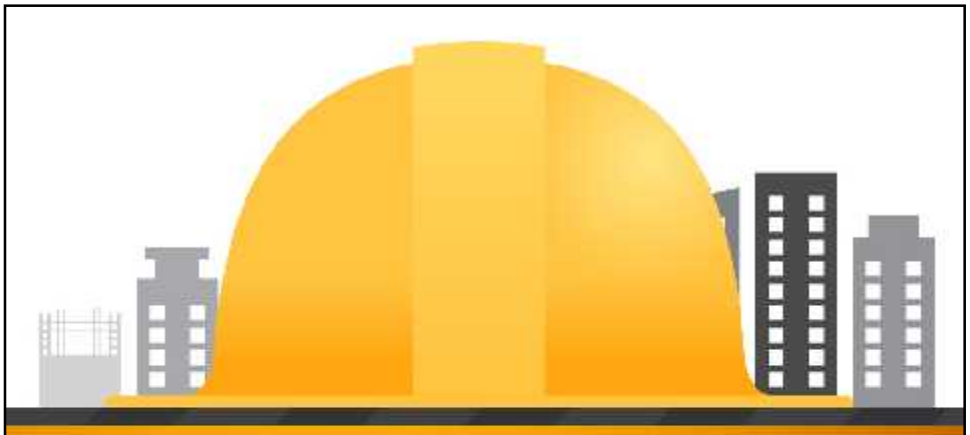


CULTURAL COMPETENCE AS A BRIDGE TO HEALTH EQUITY!

Presenter: Keva White, LCADC, LSW

OBJECTIVES:

- Framework for promoting Health Equity
- Overview of Determinants of Health
- Role of Cultural Sensitivity & Empathy

Healthy People 2020

1. Attain high-quality, longer lives.
2. Achieve **health equity** for all groups.
3. Healthy social and physical environments.
4. Promote quality of life across all life stages.

www.healthypeople.gov

HEALTH EQUITY!

"*Health equity is achieved when **every person** has the opportunity to 'attain his or her full health potential' and no one is "disadvantaged from achieving this potential because of social position or other socially determined circumstances*."

Source: Center for Disease Control and Prevention: Attaining Health Equity (2017)

DETERMINANTS OF HEALTH!

the relationship between health status and biology, individual behavior, health services, **social factors**, and policies.

Source: Center for Disease Control and Prevention: Attaining Health Equity (2017)

DETERMINANTS OF HEALTH!

Places emphasis on environmental approaches to disease **prevention** and health promotion

Figure 3 | The Three Buckets of Prevention

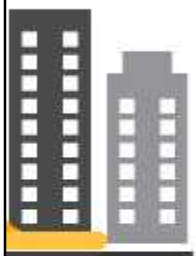
Source: Kindig, John. "The 3 buckets of prevention." Journal of Public Health Management and Practice 22.3 (2016): 215-218.

DETERMINANTS OF HEALTH! (Types)

- Biological and genetic make up
- Individual behaviors
- **Social** interactions & norms
- Physical environment
- Access to health services

Source: www.healthypeople.gov/determinants of health (2017)

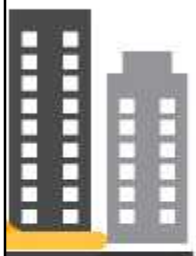
SOCIAL DETERMINANTS OF HEALTH!



- Income
- Education
- Discrimination
- Transportation
- Housing
- Insurance
- Food access

Source: www.healthypeople.gov/determinants of health (2017)

Framework Overview: Group Brainstorm!



What determinants of health did you hear in both Carla and James' situation?

What additional interventions (if any) would you recommend to improve their outcomes?

What potential health disparities were avoided as a result of interventions?

Cultural Competence: Defined

"A CONTINUOUS process by which individuals and organizations respond respectfully to people of all cultures in a manner that recognizes and VALUES the worth of individuals, families and communities."

Adapted Source: *National Multi-cultural Institute – Train-the-Trainers Manual, Washington, D.C. (2004)*

Bennett Model: Six Stages

- Denial
- Defense
- Minimization
- Acceptance
- Adaptation
- Integration

Source: *Milton J. Bennett* (1986, 1993, 2002, 2005, 2011)

Bennett Model: Ethno-centrism

Denial: UNAWARE of the existence of cultural differences.

Defense: feels THREATENED by the existence of cultural differences.

Minimization: acknowledges cultural differences, but TRIVIALIZES them.

Ethno-centric Stages: Focus is on individualism and preservation of one's own culture.

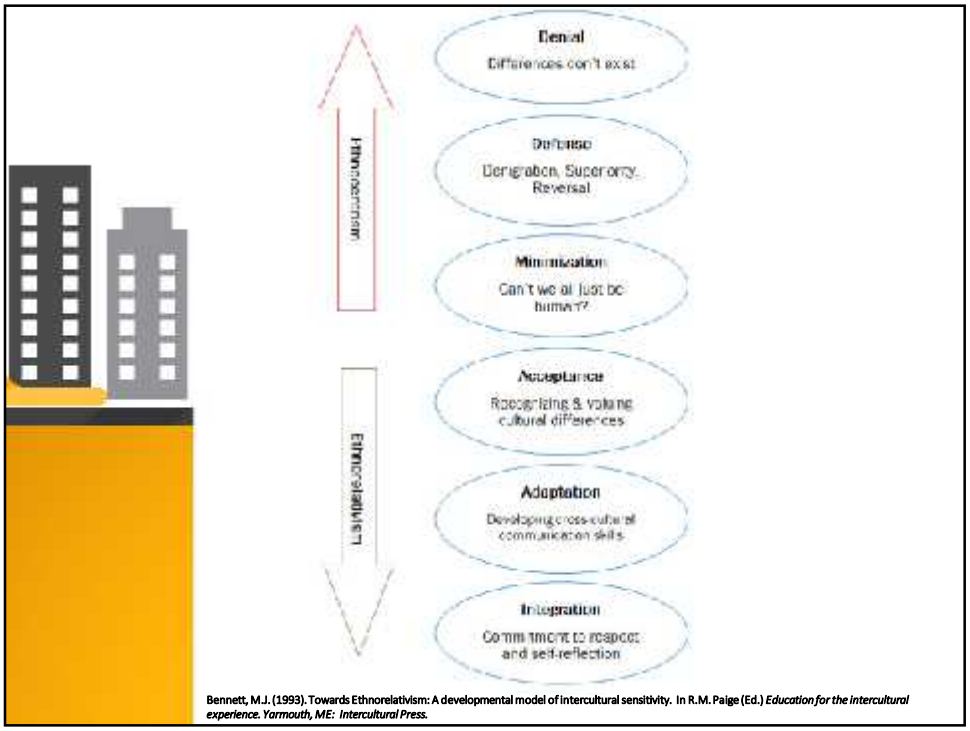
Bennett Model: Ethno-relative

Acceptance: VALUES cultural differences absent of judgement.

Adaptation: ADAPTS cognitively and behaviorally to difference.

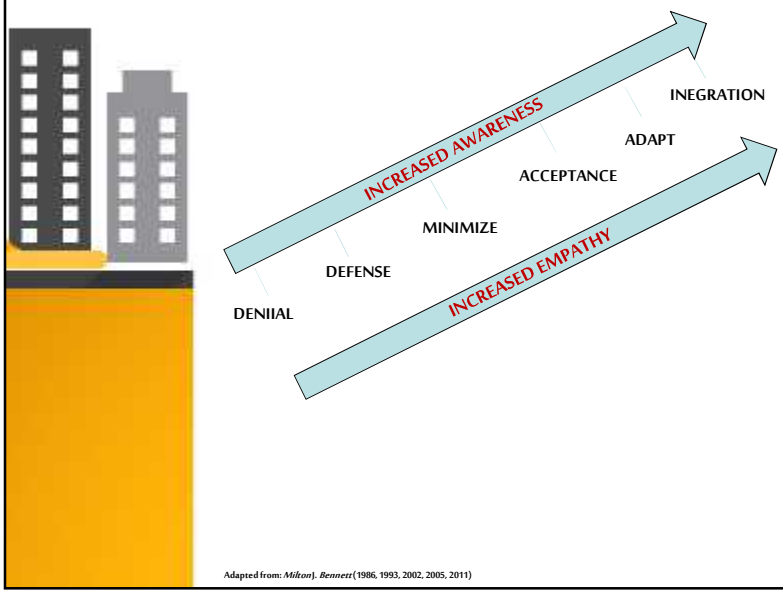
Integration: INTERACTS comfortably with a variety of cultures.

Ethno-relative Stages – focus is on building relationships based upon collective social/cultural harmony.



Bennett, M.J. (1993). Towards Ethnorelativism: A developmental model of intercultural sensitivity. In R.M. Paige (Ed.) *Education for the intercultural experience. Yarmouth, ME: Intercultural Press.*

Bennett Model: Increased Awareness & Empathy



Adapted from: *Milton J. Bennett* (1986, 1993, 2002, 2005, 2011)

Cultural Competence Best Practices

- Value diversity
- Encourage cultural self-awareness
- Adapt to cultural contexts of community
- Establish cultural brokerage
- Apply & integrate cultural knowledge
- Empathic interaction

(adapted from Cross, Bazron, Dennis, and Isaacs, 1989 and OPB, 2010).

Cultural Competence: Outcomes

- Feel valued and comfortable,
- Build confidence to share their thoughts,
- Acquire knowledge about their health
- Access to resources to assist in improving health status

What Did We Learn!

- Policies and programs absent of bias and discrimination is best practice;
- An empathic & cultural sensitive workforce are the foundation for success!

What Did We Learn!

- Collaboration between agencies is essential to promote health equity;
- Knowledge and ***connection*** to community resources;