

Building Cultural Competency of Allied Health Professionals

to Optimally Serve African American Individuals and Families Affected by Intellectual and Developmental Disabilities

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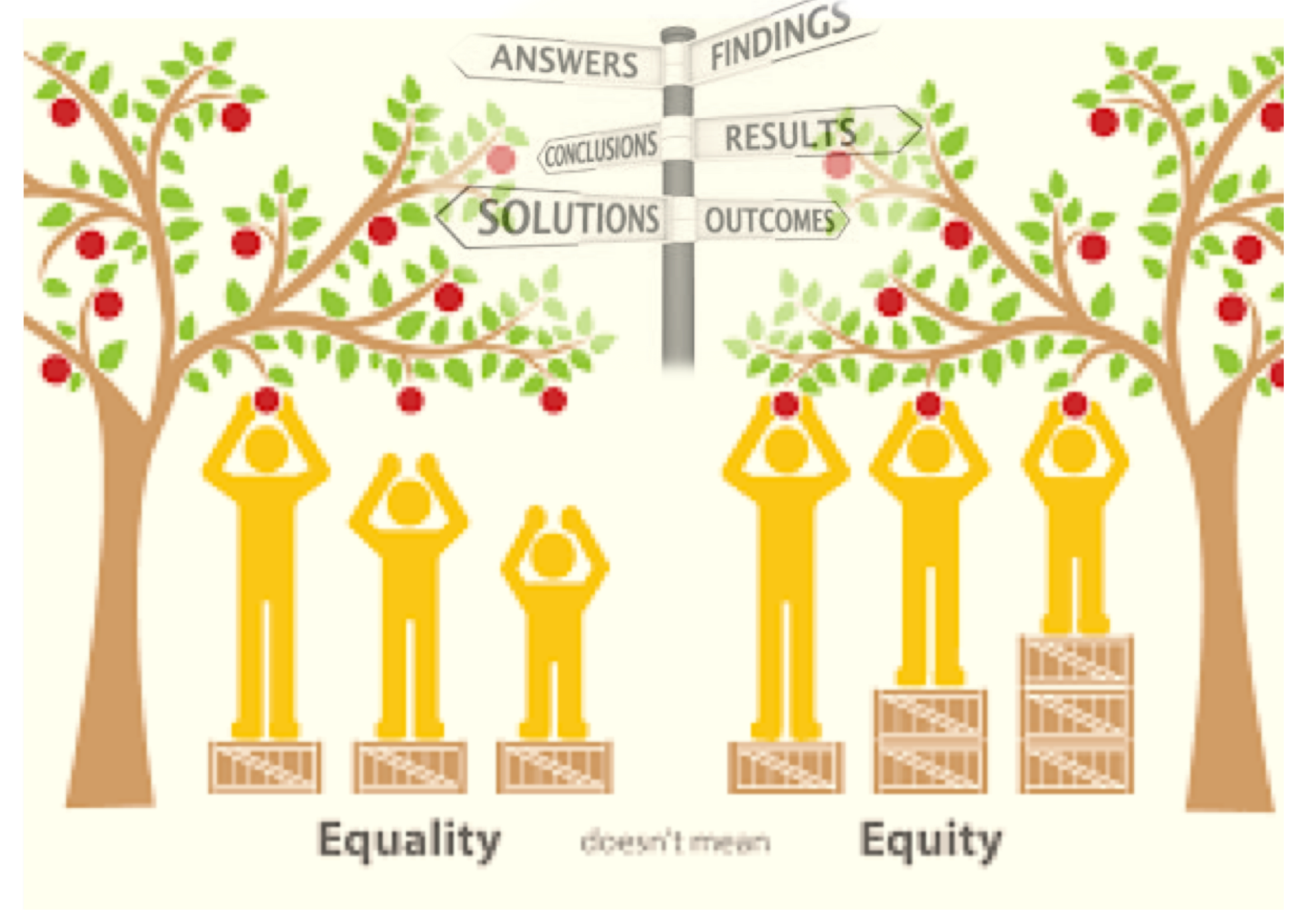
ABSTRACT

African Americans with Intellectual and Developmental Disabilities (IDDs) are affected by disparities in accessing equitable care. To achieve more inclusive communities and better diagnose and treat IDDs in ethnically diverse populations, allied health providers must become more culturally competent.

Research has shown that to improve culturally competent care, deliberate and engaging learning experiences are required. Passive exposure to cultural information does not suffice. Pedagogic techniques to optimize such engagement include use of flipped classroom teaching, open-ended questions, interactive and case-based scenarios, experiential learning through interactive small group exercises, and active participation in competence building activities. Furthermore, because of various professional training priorities, cultural competency training needs to be time and resource efficient and easily integrated into existing curricula. Ideally, in keeping with the current emphasis on professional competency development in an interprofessional context, such training should be applicable to various allied health provider disciplines. This presentation gives a detailed overview of such a workshop, including all related workshop materials. The workshop was developed for use with trainees of Louisiana Leadership Education in Neurodevelopmental Disabilities (LEND) grant and has since also been used in other interprofessional IDD training settings in Louisiana. This evidence based cultural competency workshop provides opportunities for self-reflection and for sharing of experiential and non-experiential prior knowledge. By emphasizing participant engagement, it develops cultural competency among providers serving African American families affected by IDDs. The training workshop can play an important role in mitigating related health disparities.

WHY DOES IT MATTER?

To achieve more inclusive communities, allied health professionals need to become more culturally competent in order to optimally provide services at the intersectionality of disability and cultural diversity. There is no better time than the present to educate others on the importance of valuing and embracing all human beings. All humans have the right to be included in their communities and have access to and equity in provision of services.



Although Intellectual Developmental Disability (IDD) affects individuals equally, regardless of culture, specific disparities exist among African Americans with IDD:

- Receive diagnosis or begin treatment 1.5 years later than European American children, limiting the potential effectiveness of early intervention^{18, 16}
- Issues related to low socioeconomic status, such as inadequate insurance, lack of transportation, access to healthcare providers, and lower quality care^{3, 10, 24, 14}
- Lack of training and knowledge amongst healthcare providers resulting in biased perceptions of and discriminatory behavior in diagnosing and treating African Americans^{9, 1}
- Paucity of research specifically related to outcomes for African Americans with IDD, despite available literature indicating African Americans are more vulnerable to experiencing cognitive delays and disabilities¹¹

EVIDENCE-BASED CULTURAL COMPETENCE TRAINING WORKSHOP

Goals and Objectives:

- Define and understand health disparities affecting African Americans with IDD
- Understanding health disparities in diagnosis, treatment, and outcome affecting African Americans with IDD
- Acquire knowledge about the role and importance of culture in IDD
- Obtain a deeper understanding and appreciate the necessity of culturally competent interdisciplinary health care providers
- Appreciate the growing need of cultural competency training among interdisciplinary health care providers

Components:

- Administration of baseline measures:
 - participant demographics
 - knowledge of cultural competency related to African Americans
 - assessment of cultural awareness¹³
- Review literature on cultural competency and health disparities
 - How Cultural Competency Can Help Reduce Health Disparities- Brusin (2012)
 - Evidence Regarding Cultural Competency- DePalma (2006)
- View a video illustrating the consistent presence of ethnic and racial disparities in health care
 - The Problem with Race-Based Medicine- Ted Talk by Dorothy Roberts

- Complete handouts on views of health disparities and cultural competency
- Discussion about cultural competency and health disparities
- Presentation of an on-screen solution-focused vignette with group-based exercise



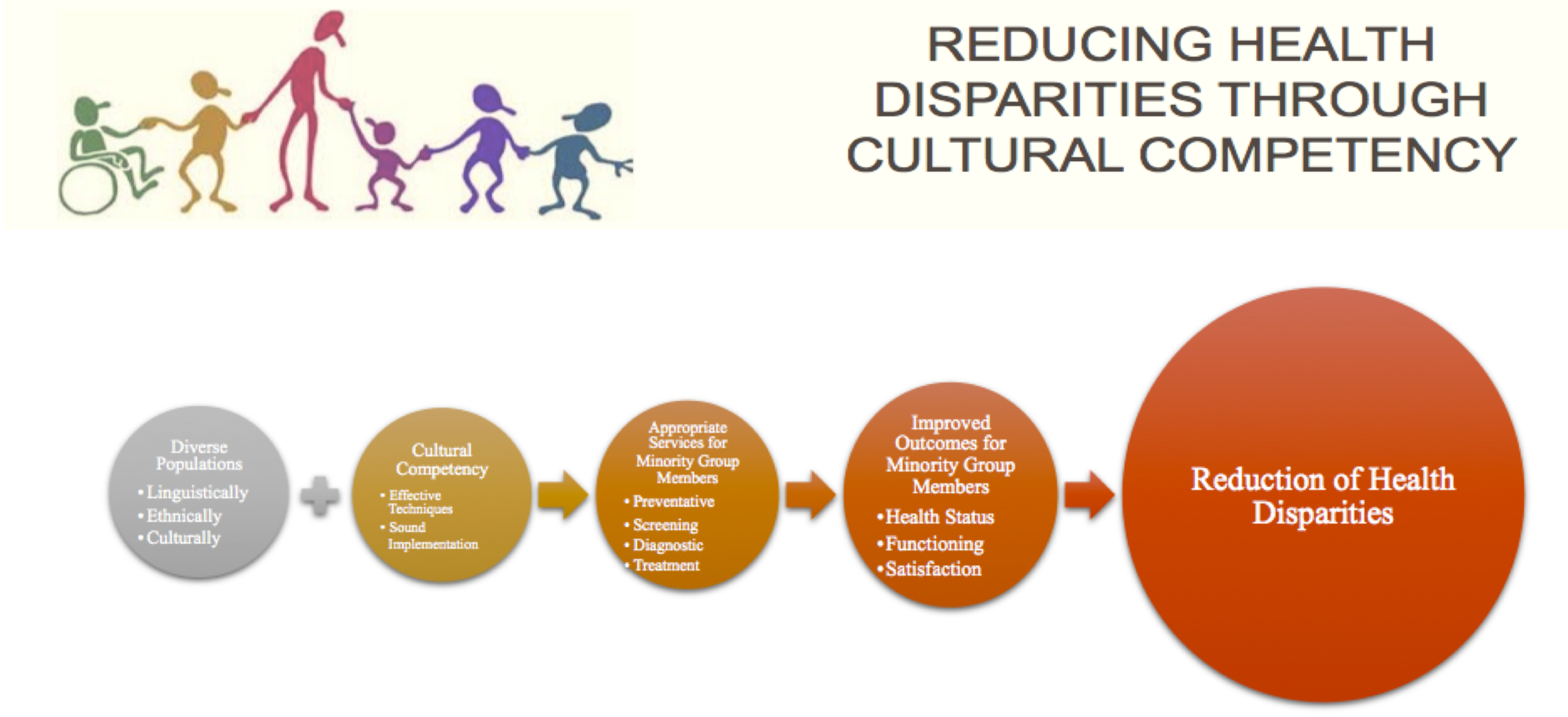
Amina's story demonstrated the importance of cultural competency in patient care and in diagnostic clarity that may otherwise be confounded or overlooked by a lack of understanding of the interplay of culture and symptom presentation. Through the group-based exercise interdisciplinary health care professionals are able to consider the cultural factors that may be impacting this family and her current diagnosis, treatment, and outcome. As an interdisciplinary team member, they are able to engage in how they would potentially help Amina and her family overcome this new diagnosis.

- Resources provided for continued enhancement of cultural competency skills
 - Self-Assessment Tools: Cultural Competence Instrument among Healthcare Providers (CCA) & Cultural Competence Health Practitioner Assessment Tool
 - Online Resources: CEO Services Website & The National Center for Cultural Competence
 - Other Publications: Khanna, S., Cheyney, M., & Engle, M. (2009) & Krainovich-Miller, B., Yost, J., Norman, R., Auerhahn, C., Dabal, M., Rosedale, M., & Moffa, C. (2008)
- Administration of post-workshop measures:
 - knowledge of cultural competency related to African Americans
 - assessment of cultural awareness¹³
 - satisfaction questionnaire²

OUTCOMES

Research has demonstrated the use of teaching cultural competency can result in:

- Increasing cultural sensitivity²²
- Shifting cultural attitudes⁶
- Improving self-report of knowledge and skills^{12, 23}
- Integrate cultural factors when treating diverse populations²¹



Cultural competence training appears to be emerging as a sound basis for positively shifting knowledge, skills, and attitudes, essential features of cultural competence, and eventually may lead to improvement in reducing disparities for minority populations, especially African Americans with IDD.

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