

Session 3

Providing Care to Wards of Texas Probate Courts

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Cultural Competence

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Cultural Competence

Disclaimer:

The information contained in this presentation is not intended to be legal advice. Further, information related to regulating nursing is dynamic, and may have changed or be changing at any point pre and post presentation. Therefore, when seeking legal advice regarding any of the information contained in this presentation, retain the legal counsel of an attorney.

Cultural Competence

Module Description:

This Module provides information about the definition and components of cultural competence. Students are given an opportunity to gain experience in identifying key components of cultural competence, through a tool entitled the Cultural Awareness Scale (CAS).

Cultural Competence

Objectives:

On completion of this module, the student should be familiar with the:

1. Definition of Cultural Competence
2. Cultural Awareness Scale (CAS Scale)
3. Components of Cultural Competence
4. Development of the CAS Scale

Cultural Competence

Definition of Cultural Competence

American Academy of Nursing: "A complex integration of knowledge, attitudes and skills that enhances cross-cultural communication and appropriate effective interactions with others."

Rew L, Becker H, Cookston J, Khosropour S, & Martinez S. (2003, June). Measuring Cultural Awareness in Nursing Students. *Journal of Nursing Education*, 42(6), 249-257. p. 249.

Cultural Competence

Cultural Awareness Scale (CAS)

1. Dr. Lynn Rew (2003) developed a program entitled "Pathways for Students with Disadvantaged Backgrounds," funded by a Health Resources and Services (HRSA) Grant.
2. Focus of the Grant: to increase the nursing faculty and student's awareness of multicultural diversity and its relationship to health care.

Rew et. al., 2003, p. 250.

Cultural Competence

Cultural Awareness Scale (CAS)

A "Pathway Model" was developed to focus on the interaction between nursing faculty and students from a variety of backgrounds, including students who were educationally or economically disadvantaged.

Rew et. al., 2003, p. 250, citations omitted.

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Cultural Awareness Scale (CAS)

Rew's (2003) "Pathway Model" contains 3 major concepts:

1. "Diversity of roads traveled by students entering the learning environment..."
2. "A learning landscape that contains a wider variety of signs, maps, tour guides, and other resources..."
3. "Unique self-built pathways leading the student into the world of professional nursing practice."

Rew et. al., 2003, p. 250, citations omitted.

Cultural Competence

Cultural Awareness Scale (CAS)

Rew (2002) then developed the Cultural Awareness Scale or CAS to make sure there was a valid measure of outcomes for the "Pathways" Program.

Rew et. al., 2003, p. 250, citations omitted.

Cultural Competence

Components of Cultural Competence

Rew (2003) conceptualized cultural competence as consisting of the following 4 components:

1. Cultural Awareness: the affective dimension.
2. Cultural Sensitivity: the attitudinal dimension.
3. Cultural Knowledge: the cognitive dimension.
4. Cultural Skills: behavioral dimension.

Rew et. al., 2003, p. 250.

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Development of the CAS Scale

Five categories of variables affecting Cultural Awareness were identified in response to a review of the literature, and incorporated into the CAS:

1. General Educational Experiences
2. Cognitive Awareness
3. Research Issues
4. Behaviors/Comfort with Interactions
5. Patient Care/Clinical Practice

Rew et. al., 2003, p. 251-255.

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Cultural Awareness Scale (CAS)

The following items within the CAS were categorized under and used to monitor *General Educational Experiences*:

1. The instructors at this nursing school adequately address multicultural issues in nursing.
2. This nursing school provides opportunities for activities related to multicultural affairs.
3. Since entering this school of nursing, my understanding of multicultural issues has increased.
4. My experiences at this nursing school have helped me become knowledgeable about the health problems associated with various racial and cultural groups.

Rew, email of 03/02/10.

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Cultural Awareness Scale (CAS)

The following items within the CAS were also categorized under and used to monitor *General Educational Experiences*:

- 14. During group discussions or exercises, I have noticed the nursing instructors make efforts to ensure that no student is excluded.
- 16. In my nursing classes, my instructors have engaged in behaviors that may have made students from certain cultural backgrounds feel excluded.
- 18. My instructors at this nursing school seem comfortable discussing cultural issues in the classroom.
- 19. My nursing instructors seem interested in learning how their classroom behaviors may discourage students from certain cultural or ethnic groups.
- 21. I believe the classroom experiences at this nursing school help our students become more comfortable interacting with people from different cultures.

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Cultural Awareness Scale (CAS)

Finally, the following items within the CAS were categorized under and used to monitor *General Educational Experiences*:

- 22. I believe that some aspects of the classroom environment at this nursing school may alienate students from some cultural backgrounds.
- 24. My clinical courses at this nursing school have helped me become more comfortable interacting with people from different cultures.
- 25. I feel that this nursing school's instructors respect differences in individuals from diverse cultural backgrounds.
- 26. The instructors at this nursing school model behaviors that are sensitive to multicultural issues.
- 27. The instructors at this nursing school use examples and/or case studies that incorporate information from various cultural and ethnic groups.

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Cultural Awareness Scale (CAS)

The following items within the CAS were categorized under and used to monitor *Cognitive Awareness*:

- 5. I think my beliefs and attitudes are influenced by my culture.
- 6. I think my behaviors are influenced by my culture.
- 7. I often reflect on how culture affects beliefs, attitudes, and behaviors.
- 11. I believe nurses' own cultural beliefs influence their nursing care decisions.

Rew, email of 03/02/10.

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Cultural Awareness Scale (CAS)

The following items within the CAS were also categorized under and used to monitor *Cognitive Awareness*:

- 15. I think that students' cultural values influence their classroom behaviors (for example, asking questions, participating in groups, or offering comments).
- 17. I think it is the nursing instructor's responsibility to accommodate the diverse learning needs of students.
- 20. I think the cultural values of the nursing instructors influence their behaviors in the clinical setting.

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Cultural Awareness Scale (CAS)

The following items within the CAS were categorized under and used to monitor *Research Issues*:

- 28. The faculty at this school of nursing conducts research that considers multicultural aspects of health-related issues.
- 29. The students at this school of nursing have completed theses and dissertation studies that considered cultural differences related to health issues.
- 30. The researchers at this school of nursing consider relevance of data collection measures for the cultural groups they are studying.
- 31. The researchers at this school of nursing consider cultural issues when interpreting findings in their studies.

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Cultural Awareness Scale (CAS)

The following items within the CAS were categorized under and used to monitor *Behaviors/Interactions*:

- 8. When I have an opportunity to help someone, I offer assistance less frequently to individuals of certain cultural backgrounds.
- 9. I am less patient with individuals of certain cultural backgrounds.
- 10. I feel comfortable working with patients of all ethnic groups.

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Cultural Awareness Scale (CAS)

The following items within the CAS were also categorized under and used to monitor *Behaviors/Interactions*:

- 12. I typically feel somewhat uncomfortable when I am in the company of people from cultural or ethnic backgrounds different from my own.
- 13. I have noticed that the instructors at this nursing school call on students from minority cultural groups when issues related to their group come up in class.
- 36. I feel somewhat uncomfortable working with the families of patients from cultural backgrounds different than my own.

Rew, email of 03/02/10.

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Cultural Awareness Scale (CAS)

The following items within the CAS were categorized under and used to monitor *Patient Care Clinical Issues*:

- 23. I feel comfortable discussing cultural issues in the classroom.
- 32. I respect the decisions of my patients when they are influenced by their culture, even if I disagree.
- 33. If I need more information about a patient's culture, I would use resources available on site (for example, books, videos, etc.).

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Cultural Awareness Scale (CAS)

The following items within the CAS were categorized under and used to monitor *Patient Care Clinical Issues*:

- 34. If I need more information about a patient's culture, I would feel comfortable asking people I work with.
- 35. If I need more information about a patient's culture, I would feel comfortable asking the patient or a family member.

Rew, email of 03/02/10.



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Thank you!

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