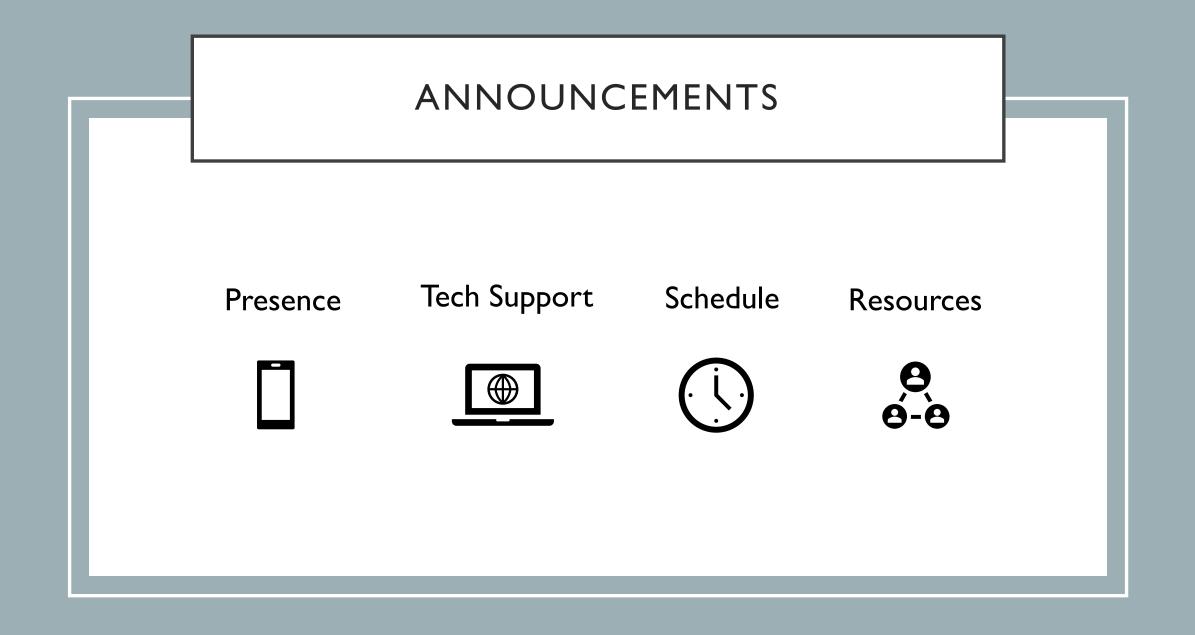


INFUSING CULTURAL AND LINGUISTIC COMPETENCE INTO THE RECRUITMENT AND RETENTION OF NURSES

Instructor Name Presentation Date

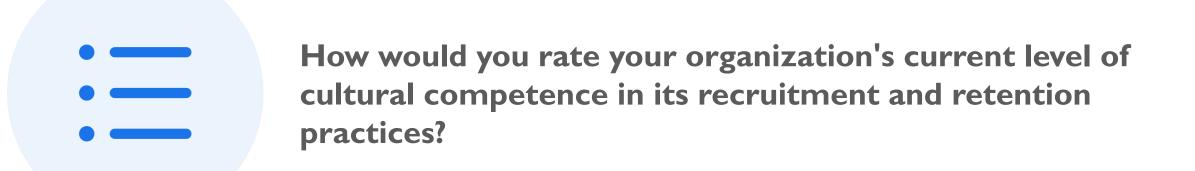




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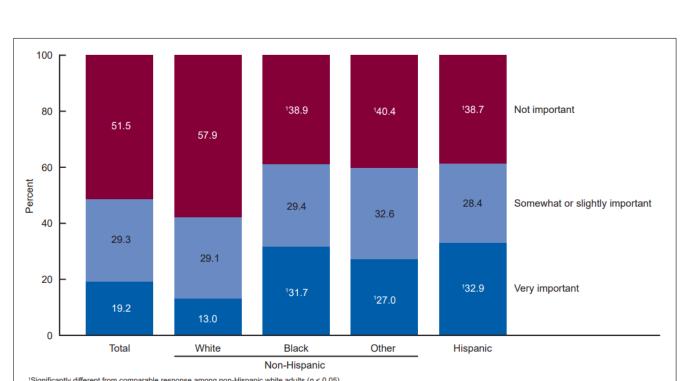




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IMPORTANCE OF CARE PROVIDERS WHO UNDERSTAND OR SHARE CULTURAL CHARACTERISTICS WITH THEIR PATIENTS AMONG ADULTS

> National Center for Health Statistics October 8, 2019

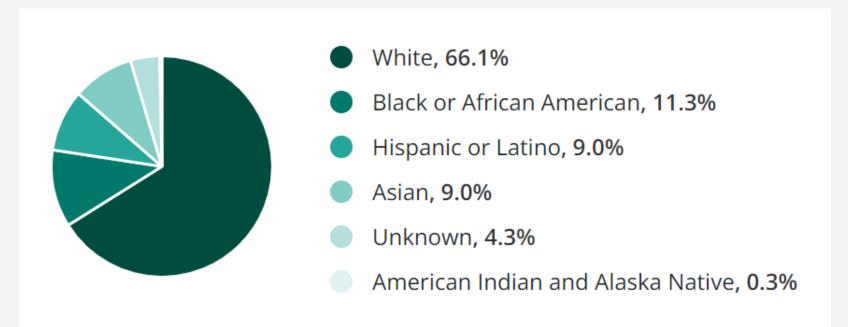


¹Significantly different from comparable response among non-Hispanic white adults (p < 0.05).

NOTES: Estimates are based on household interviews of a sample of the U.S. civilian noninstitutionalized population. Culture was defined as "race or ethnicity or gender or religion or beliefs or native language." Adults categorized as Hispanic may be of any race or combination of races. Adults categorized as non-Hispanic white and non-Hispanic black indicated one race only. Estimates for non-Hispanic persons of races other than white only or black only, or of multiple races, are combined into the non-Hispanic other category. SOURCE: NCHS, National Health Interview Survey, 2017.

Figure 1. Percent distributions of importance of having a health care provider who shared or understood their culture among adults aged 18 and over who had seen a health care professional in the past 12 months, by race and Hispanic ethnicity: United States, 2017

NURSE DEMOGRAPHICS IN THE US



LEARNING OBJECTIVES



State the significance of cultural competence in relation to the recruitment and retention of nurses.



Assess the organization's implementation of various strategies to promote cultural competence in recruitment and retention of nurses.



Generate an action plan aimed at enhancing cultural and linguistic competence within the organization.

CULTURAL COMPETENCE

A set of behaviors, attitudes, and policies that allow effective work in cross-cultural situations.

BENEFITS





Improves the quality of services Reduces health disparities

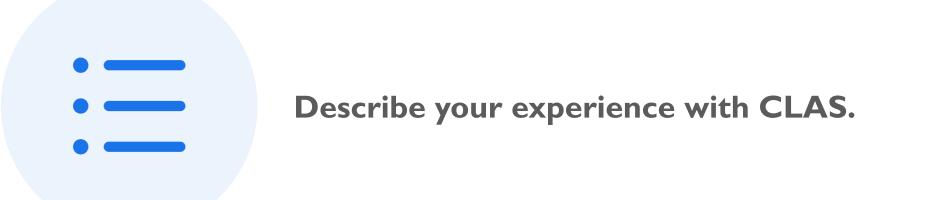
Advances health equality



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CULTURALLY AND LINGUISTICALLY APPROPRIATE SERVICES (CLAS)

<u>National CLAS standards</u>



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Which aspect of cultural competence do you believe has the most impact on the recruitment and retention of nurses within your organization?

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REFLECTION AND PLANNING TOOL

Purpose

Structure

Rating scale

Strategy	Not Yet	Some- what	Mostly	Fully	Comments/Next Steps
Rate the degree to which your program has implem standard.	nented each str	ategy. The	numbers ir	n parenthe	eses after each strategy refer to the related CLA
Overall Organizational Strategies					
 Develop and implement organizational policies procedures that promote staff diversity at all lev of the organization. For example, develop a bro definition of diversity across the organization, h a diversity and inclusion policy, establish an act diversity committee, and provide resources to support all members of your organization. (2, 4) 	vels bad ave ive				
 Monitor staff composition to reflect the diversity the families and communities being served. (3) 					
 Build a multicultural workforce at all levels of th organization. (3) 	e				
 Develop policies to hire and retain underrepresented, underserved, and marginali cultural groups in the community. (9) 	zed				
 Map language needs in the community to plan appropriately for the recruitment of bilingual st (7) 	aff.				
 Support partner organizations in developing huresources policies and procedures that promoted viversity and inclusion. (13) 					
 Ensure that compensation is equitable, based c staff qualifications and performance. (2) 	n				

BREAKOUT ROOMS

As a team, go through each strategy listed in the tool and rate the degree to which your organization has implemented them. As you discuss and rate each strategy, make sure to identify the strengths you've already built and the gaps that need attention. as implemented them.

CHECK IN

Where do you see your organization standing?

What strategies are already in place, and which ones need improvement?

BREAKOUT ROOMS

Discuss and share an example of a successful initiative or practice your organization has implemented to promote cultural competence in either recruitment or retention.

What were the outcomes of this initiative, and how did it contribute to creating a more inclusive and diverse environment?

CHECK IN

What are some strategies you heard mentioned?

What impact did they have?



Prioritize areas of effort where some aspects are already in place or where planning is currently underway. This approach may allow you to see immediate, short-term progress.



Tackle one or two big strategies that the team decided were "not yet" or "somewhat" in place.



Use this as an opportunity to accomplish a longer-term strategy perhaps something that you have been wanting to implement for a long time.

CHOOSE A STRATEGY

TEMPLATE

Action step	Person responsible	Timeline	Comments Next steps

DRAFT AN ACTION PLAN



PRIORITIZE STRATEGIES

SET CLEAR GOALS

OUTLINE STEPS FOR IMPLEMENTATION

CHECK IN

What are the top three action steps you would recommend for your organization to enhance cultural competence in recruitment and retention?

How do you plan to implement these steps, and what potential challenges might you anticipate?

QUESTIONS AND COMMENTS

