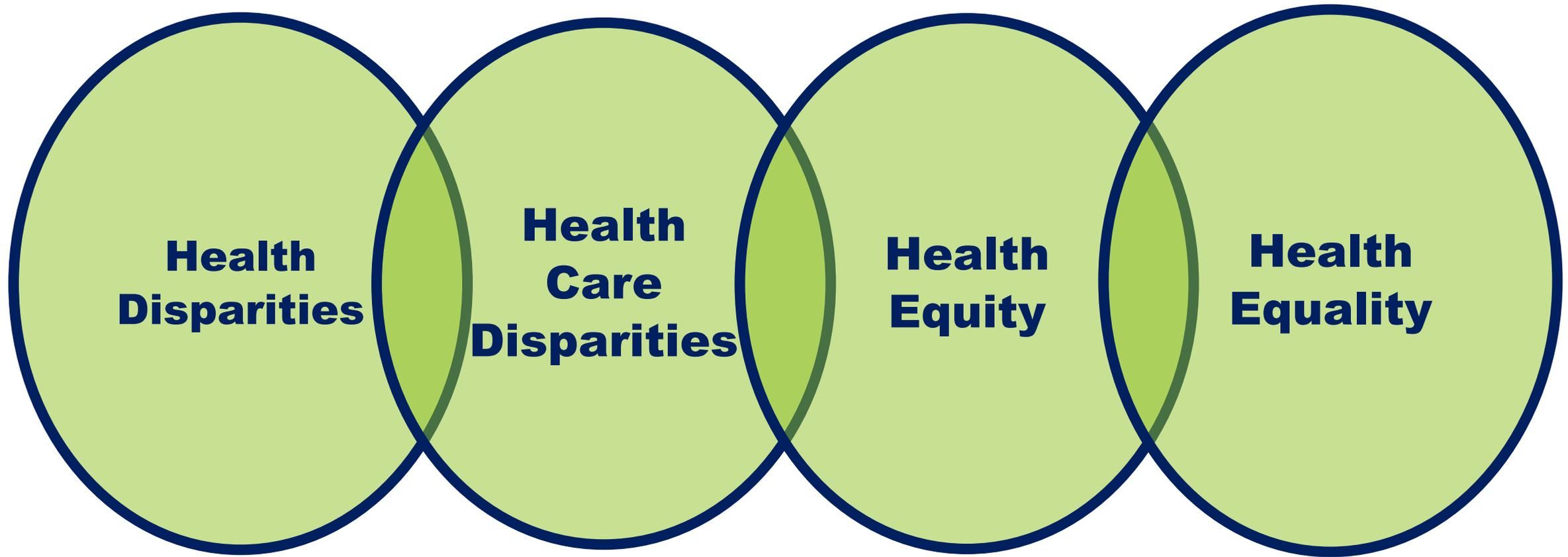


Addressing Disparities in Health and Advancing Equity in Health Through Cultural Competence

Sandra C. Garmon Bibb, DNSc., RN, FAAN
2022 Kentucky Hospital Association Quality Conference
March 9, 2022

Learning Objectives

- ▶ **Identify differences between health disparities, health care disparities, health equity, health equality; and cultural competence, cultural humility.**
- ▶ **Discuss efforts to address disparities in health in the United States across the past two decades.**
- ▶ **Recognize cultural competence as an approach for addressing disparities in health and advancing health equity.**



Health Disparity versus Health Care Disparity

Health Disparity

“preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations.”

Centers for Disease Control and Prevention

Health Care Disparity

“...differences between groups in health insurance coverage, access to and use of care, and quality of care. Health and health care disparities often refer to differences that cannot be explained by variations in health needs, patient preferences, or treatment recommendations.”

“Health and health care disparities refer to differences in health and health care between groups that stem from broader inequities.”

“Health and health care disparities are often viewed through the lens of race and ethnicity, but they occur across a broad range of dimensions.”

Disparities in Health and Health Care: 5 Key Questions and Answers | KFF
Nambi Ndugga and Samantha Artiga Published May 11, 2021

Social Determinants of Health



Health Equity versus Health Equality

Health Equity

“...the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically... Equity is a process...”

Health Equality

“... equality is an outcome of that [equity] process... The route to achieving equity will not be accomplished through treating everyone equally. It will be achieved by treating everyone equitably, or justly according to their circumstances.”



**Efforts to Address
Health and Health Care
Disparities in the United
States**

LANDMARK EFFORTS IN UNITED STATES

▶ **1986 – Office of Minority Health**

- ▶ Mission to develop health policies and programs that would eliminate health disparities while protecting and improving health of racial and ethnic minority populations

▶ **1990 – National Minority Health Month**

▶ **2000 – Minority Health and Health Disparities Research and Education Act**

- ▶ Created National Center on Minority Health and Health Disparities at NIH

- ▶ **2002 – Institute of Medicine (IOM) released “*Unequal Treatment*” : *Confronting Racial and Ethnic Disparities in Health Care*”**
 - ▶ African Americans and Hispanics tend to receive a lower quality of care across a range of diseases (cancer, diabetes, etc) and clinical services
 - ▶ African Americans are more likely than Whites to receive less desirable services, such as limb amputation
 - ▶ Disparities are found across a range of clinical settings (public/private, teaching/nonteaching, etc)

The Healthy People program has been issued by Department of Health and Human Services every decade since 1980. The initiative provides benchmarks to track and monitor progress that can guide action to improve the nation's health.

- ▶ **National Health Promotion and Disease Prevention Plan**
 - ▶ Joint effort by public health, healthcare providers, scientists
 - ▶ Plan to improve the overall health status of US citizens
 - ▶ One of overarching goals has focused on disparities

National Healthcare Quality and Disparity Reports

“The *National Healthcare Quality and Disparities Report* assesses the performance of our healthcare system and identifies areas of strengths and weaknesses, as well as disparities, for access to healthcare and quality of healthcare. Quality is described in terms of six priorities: patient safety, person-centered care, care coordination, effective treatment, healthy living, and care affordability...”

[2021 National Healthcare Quality and Disparities Report \(ahrq.gov\)](https://www.ahrq.gov)

2021



National
Healthcare
Quality and
Disparities
Report



Census Data- United States

Kentucky

Populations and People

Income and Poverty

Education

Employment

Housing

Health

Business and Economy

Families and Living Arrangements

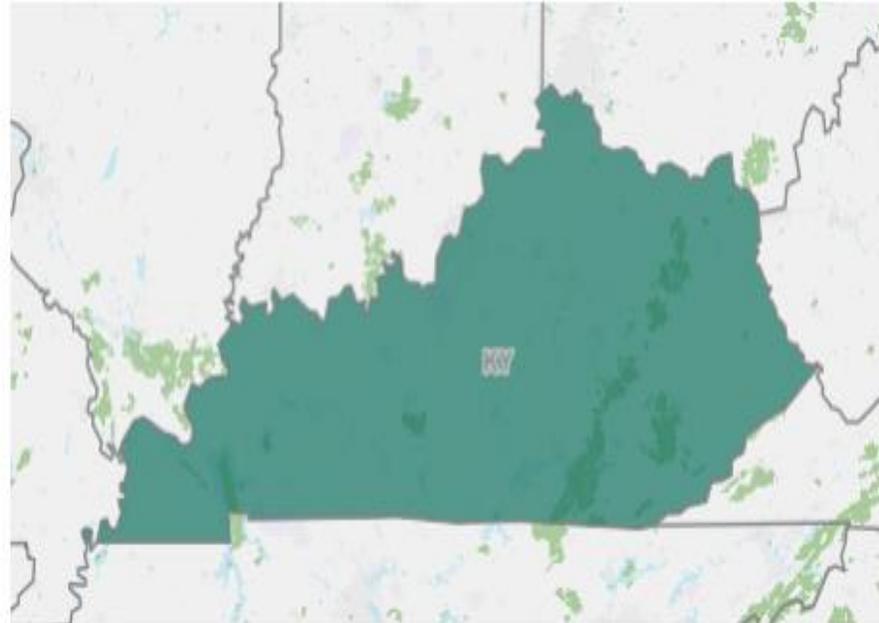
Government

Race and Ethnicity

Nearby States

Kentucky

State in United States



Kentucky has a land area of 39,480.9 square miles and a water area of 915.8 square miles. It is the 36th largest state by area. Kentucky is bordered by Ohio, Illinois, West Virginia, Virginia, Tennessee, Missouri, and Indiana.



Total Population
4,505,836



Median Household Income
\$52,295



Bachelor's Degree or Higher
25.1%



Employment Rate
55.8%



Total Housing Units
1,994,323



Without Health Care Coverage
6.4%



Total Employer Establishments
91,219

<https://data.census.gov/cedsci/profile?g=0400000US21>

“Major recognition of health disparities began nearly two decades ago with two Surgeon General’s reports published in the early 2000s that documented disparities in tobacco use and access to mental health care by race and ethnicity. Despite the recognition and documentation of disparities for decades and overall improvements in population health over time, many disparities have persisted, and, in some cases, widened.”

[Disparities in Health and Health Care: 5 Key Questions and Answers | KFF](#)
[Nambi Ndugga](#) and [Samantha Artiga](#) Published May 11, 2021

Need for Competence In Navigating Numerous Cultural Influences in Addressing Health and Health Care Disparities

- ▶ Continuously changing population, cultural, and social demographic in the United States and Globally.
- ▶ Multiple cultural, social, behavioral, biological, policy, and environmental factors determine health and impact the delivery of health care.
- ▶ Cultural competence facilitates interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds, and persons of all ages and lifestyle preferences.



COMPETENCE

Competence - Competency “The array of abilities across multiple domains or aspects of... performance in a certain context... Competence is multi-dimensional and dynamic. It changes with time, experience, and setting... An observable ability... integrating multiple components such as knowledge, skills, values, and attitudes... Competencies can be assembled like building blocks to facilitate progressive development.”

Frank, Snell, Carte, et al., 2010

A large, green, multi-pointed starburst shape is centered on the page. The word "CULTURE" is written in a bold, blue, sans-serif font across the middle of the starburst.

CULTURE

Culture is “...the learned, shared, and transmitted values, beliefs, norms, and life way practices of a particular group that guides thinking, decisions, and actions in patterned ways...”

Madeline Leininger, 1991

Elements of Culture... not limited to...



Cultural Competence

“There is no one definition of cultural competence. Definitions of cultural competence have evolved from diverse perspectives, interests and needs and are incorporated in state legislation, Federal statutes and programs, private sector organizations and academic settings. The seminal work of Cross et al in 1989 offered a definition of cultural competence that established a solid foundation for the field. The definition has been widely adapted and modified... the core concepts and principles espoused in this framework remain constant as they are viewed as universally applicable across multiple systems...”

National Center for Cultural Competence. Retrieved on January 20, 2022
from: <https://nccc.georgetown.edu/curricula/culturalcompetence.html>

Cultural Competence

- **Cross et al, 1989**
 - Cultural competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations.

Cross, T., Bazron, B., Dennis, K., & Isaacs, M., (1989). *Towards A Culturally Competent System of Care, Volume I*. Washington, DC: Georgetown University Child Development Center, CASSP Technical Assistance Center.

Cross et al, 1989

- Five essential elements contribute to a system's institution's, or agency's ability to become more culturally competent:
 - Valuing diversity
 - Having the capacity for cultural self-assessment
 - Being conscious of the dynamics inherent when cultures interact
 - Having institutionalized culture knowledge
 - Having developed adaptations to service delivery reflecting an understanding of cultural diversity

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Cultural Competence

“...set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations.” Cross, et al., 1989

Cultural Humility

...lifelong commitment to self-evaluation and self-critique; desire to fix power imbalances where none ought to exist; aspiring to develop partnerships with people and groups who advocate for others. (Tervalon & Murray-Garcia, 1998)

Cultural Awareness

... understanding one's own cultural values, preferences, characteristics, and circumstances and seeks to learn about cultural values, preferences, characteristics, and circumstances of others. (Fong, Catagnus, Brodhead, et al., 2016)

Culturally Responsive

...ability to understand and consider the cultural backgrounds of people in order to respond respectfully and effectively in a manner that affirms the worth and preserves the dignity of individuals, families, groups, communities, and populations

Cultural Sensitivity

“... being aware that cultural differences and similarities between people exist without assigning them a value – positive or negative, better or worse, right or wrong.” [What is Cultural Sensitivity? Discover Definition & Theory \(redshoemovement.com\)](#)

Cultural Safety

“... a critical consciousness ... ongoing self-reflection and self-awareness ... accountable for providing culturally safe care, as measured through progress towards achieving health equity...” (Curtis, Jones, Tipene-Leach, et al., 2019)

Diversity

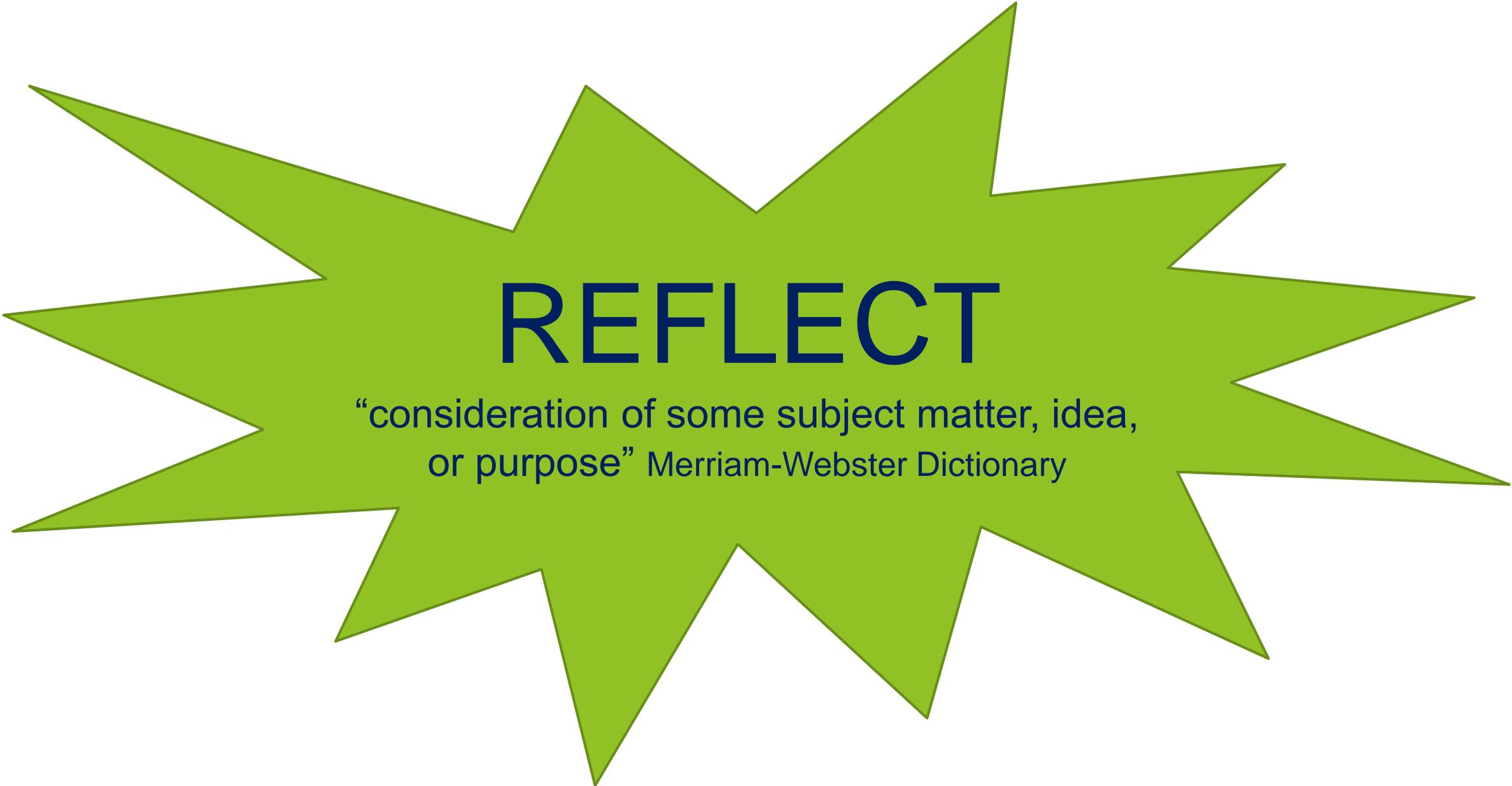
... presence of visible and invisible, different and multiple characteristics, that make up individual and collective identities within a given setting; about a group or collective rather than an individual...

Equity

...fairness in systems; recognition that individuals have different circumstances; eliminating barriers and allocating resources to create opportunities necessary for all to reach an equal outcome...

Inclusion

...cultivating belonging; taking individual experiences and identities into account, and creating environments and conditions where all feel accepted, affirmed, supported, empowered, and safe.



REFLECT

“consideration of some subject matter, idea,
or purpose” Merriam-Webster Dictionary

Reflective Synthesis

Cultural Competence is an enduring, lifelong, continuous process that begins with a commitment to practicing **Cultural Humility** and is cultivated through *ongoing self-reflection, increasing cultural awareness; and progressive development and demonstration of cross-cultural communication skills.*"

Competent, Cross-Cultural Communication involves an *ongoing and continuous process to develop and sustain* attitudes, behaviors, and environments that demonstrate the ability to interact and communicate with individuals regardless of cultural background, and that are **Culturally Safe.**

Cultural Competence

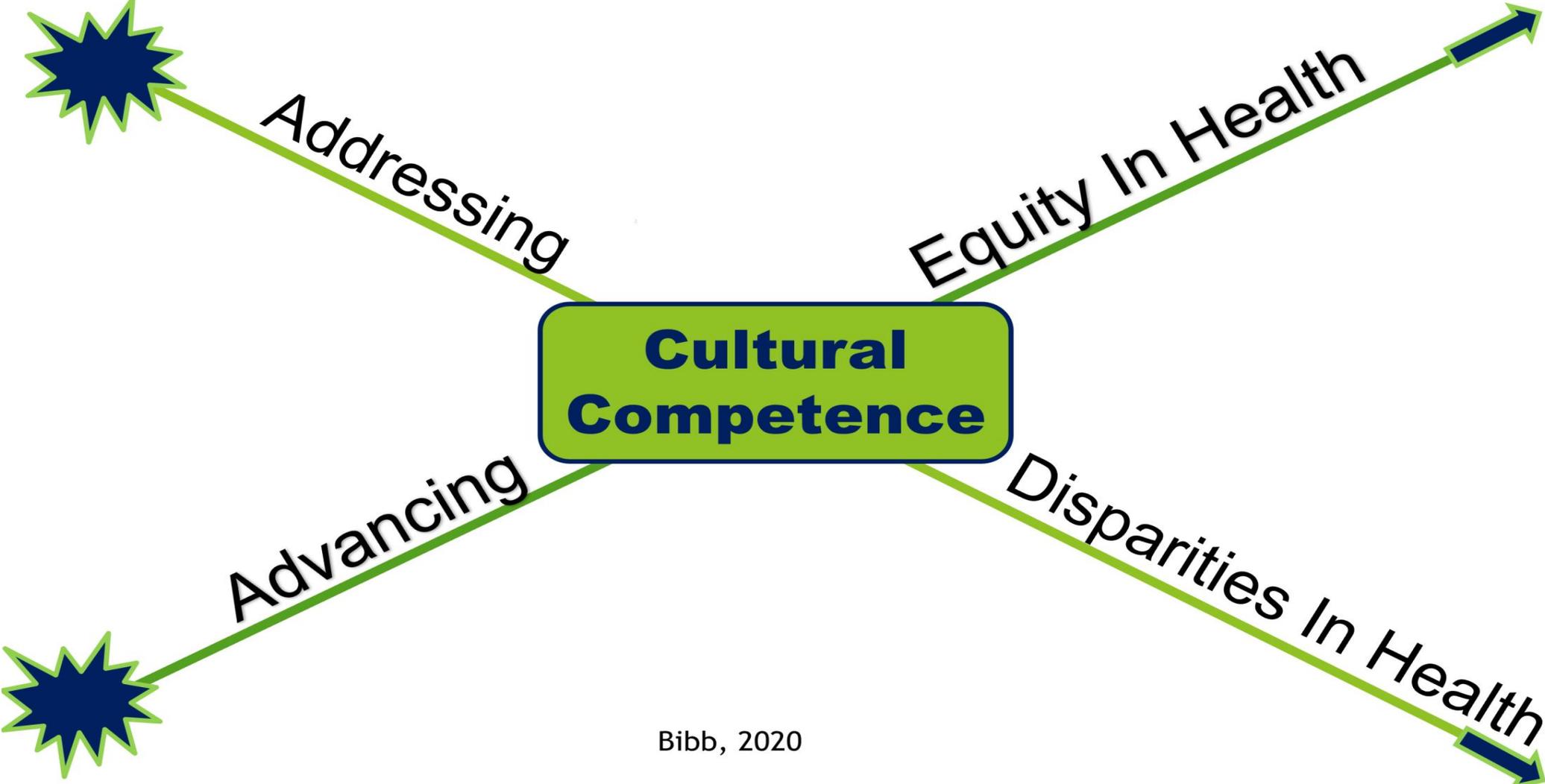


Enduring, Life-Long, Continuous Process

Bibb, 2013

Intersect- “to share a common area”

Merriam-Webster Dictionary



Bibb, 2020

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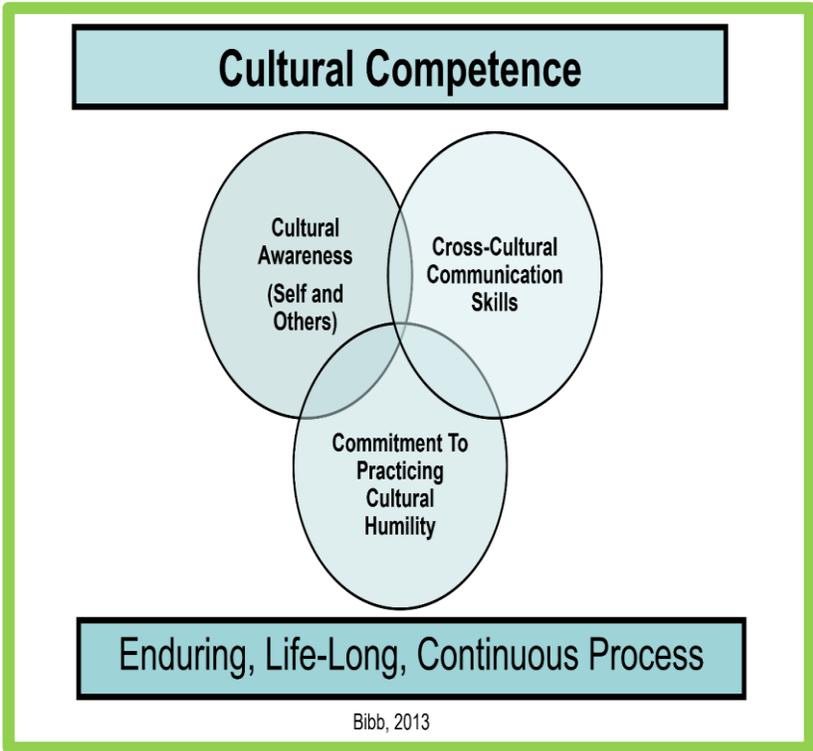
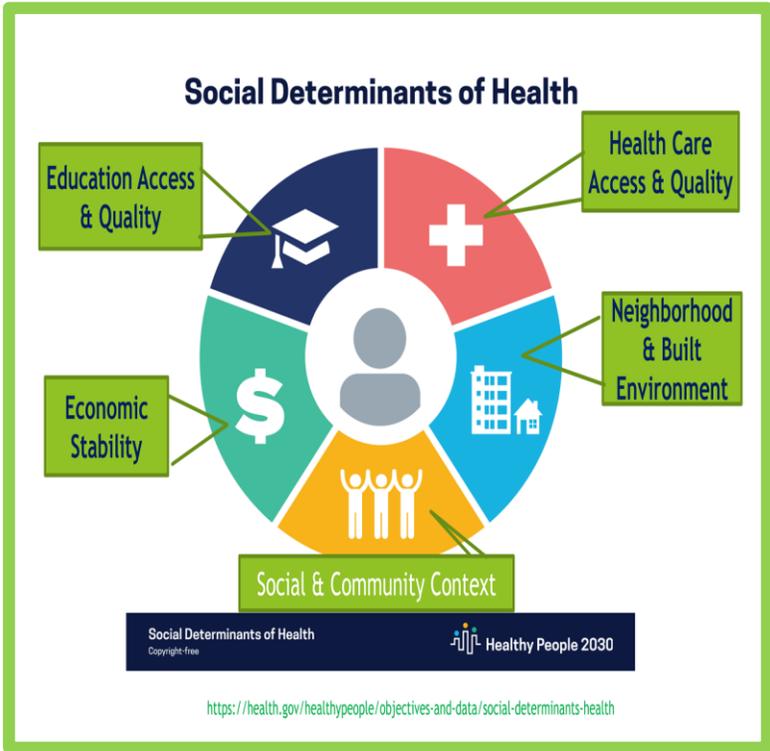
VALUING DIVERSITY

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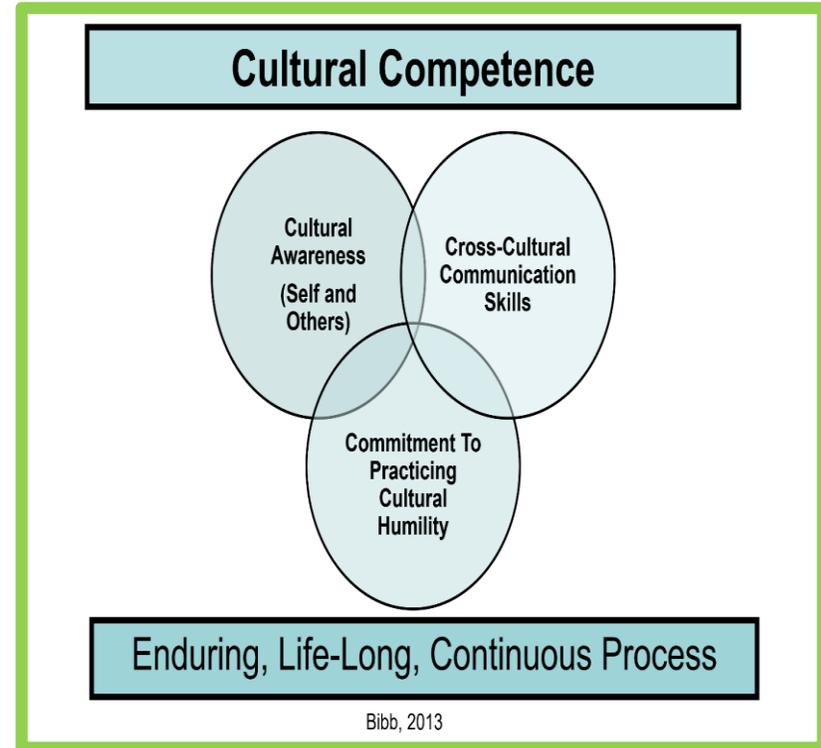
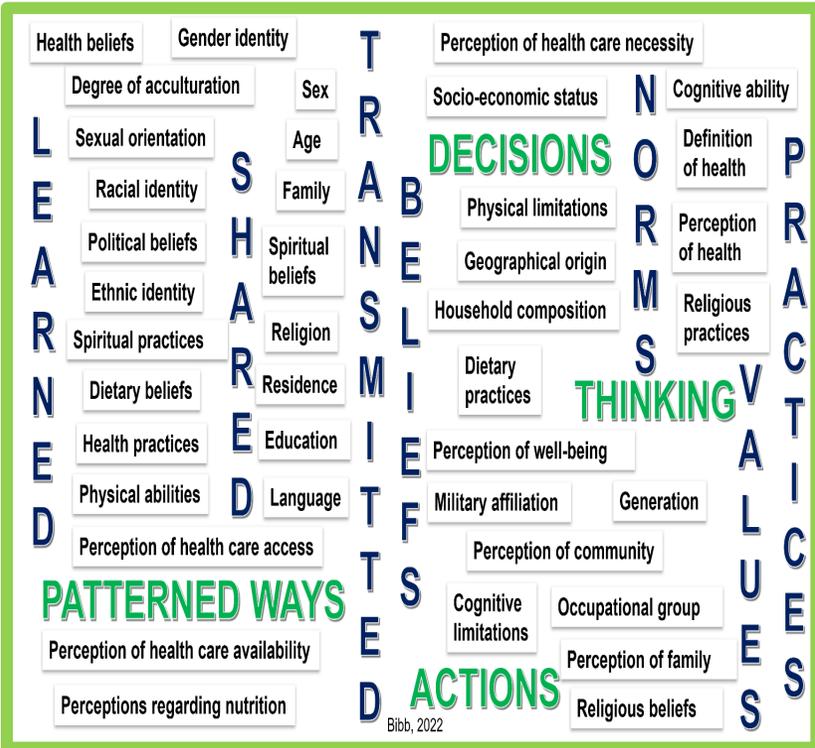
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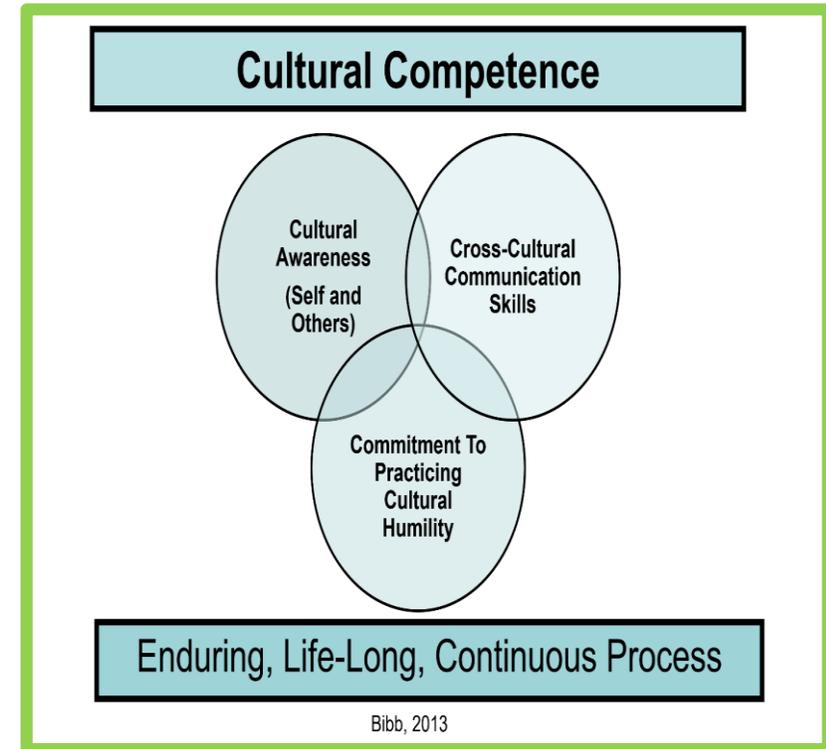
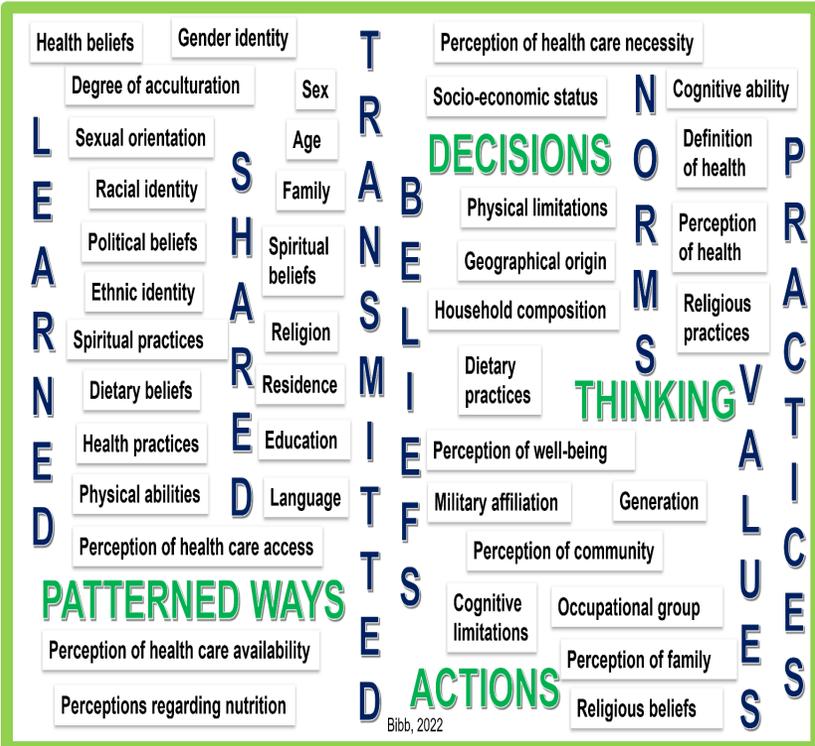
Being Conscious Of The Dynamics Inherent When Cultures Interact

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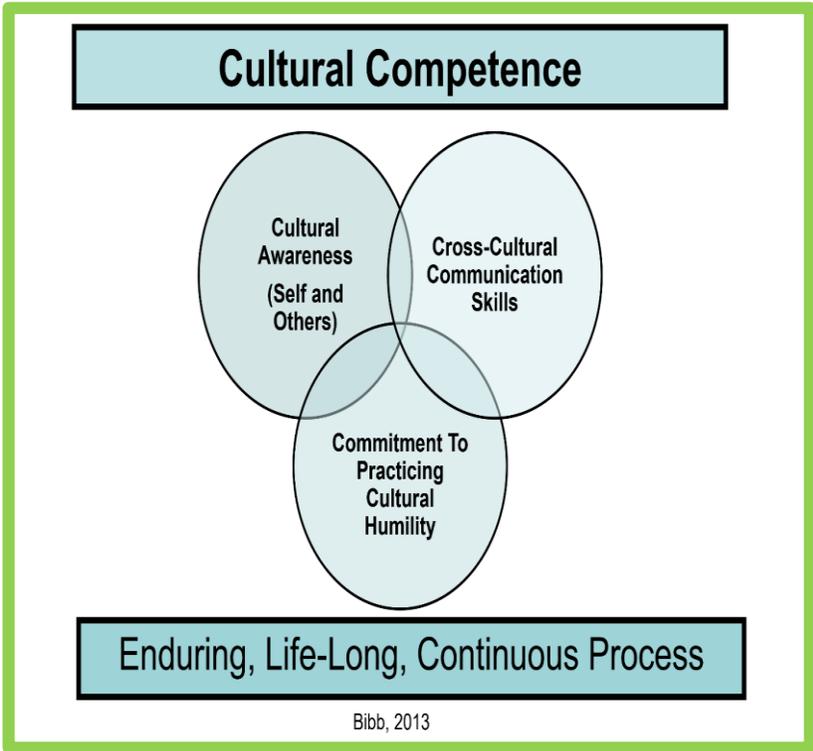
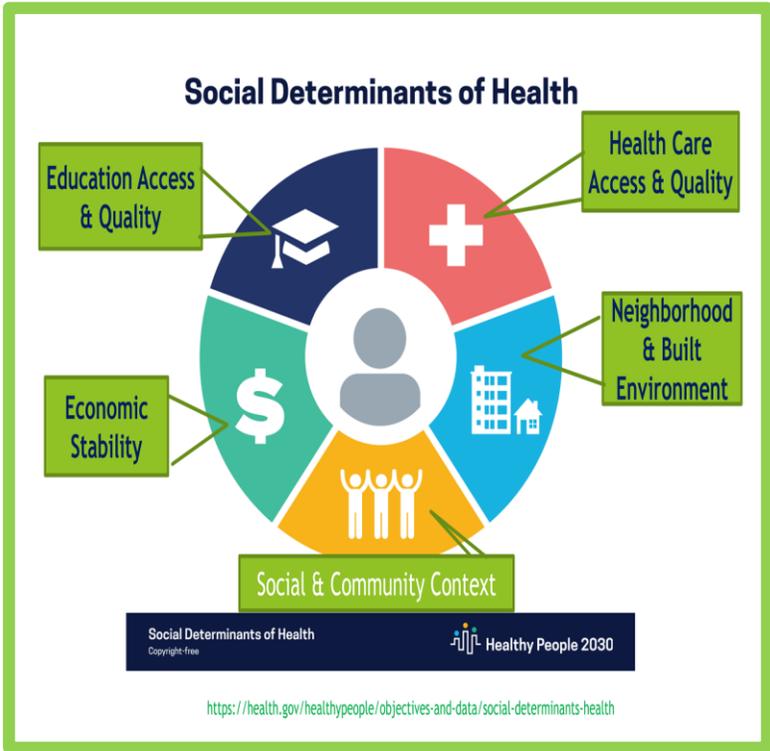
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Diversity

Equity

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Cultural Safety



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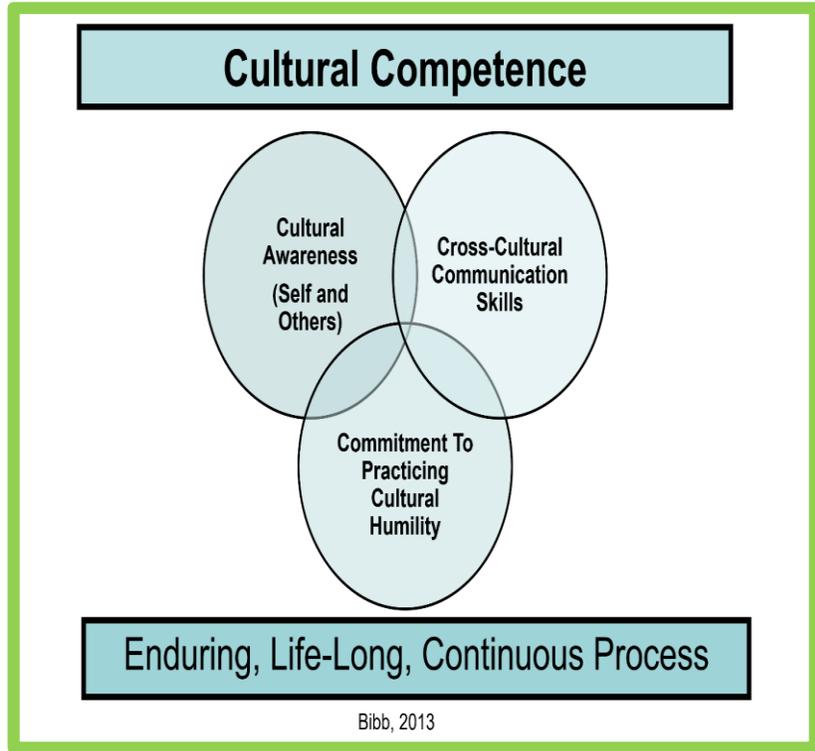
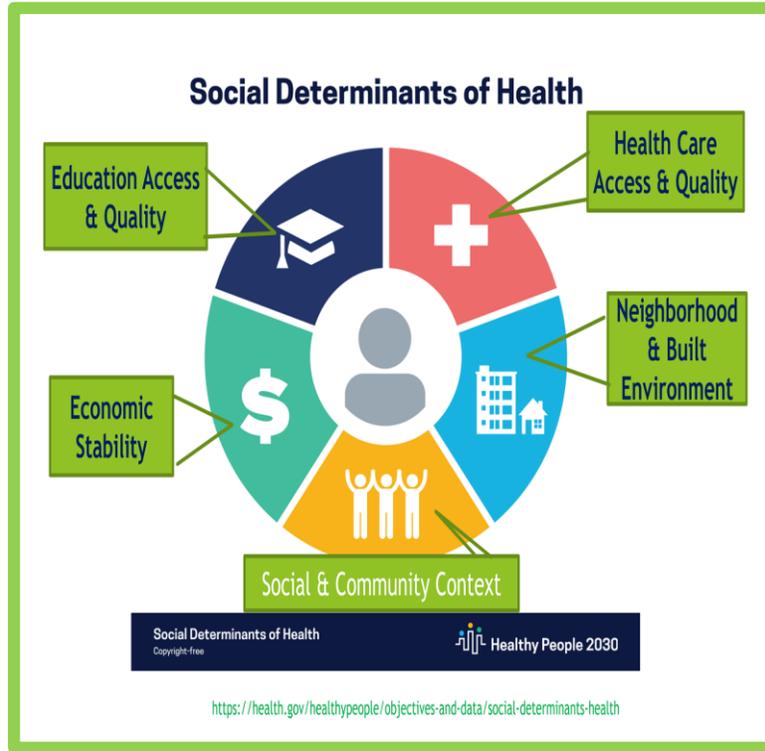
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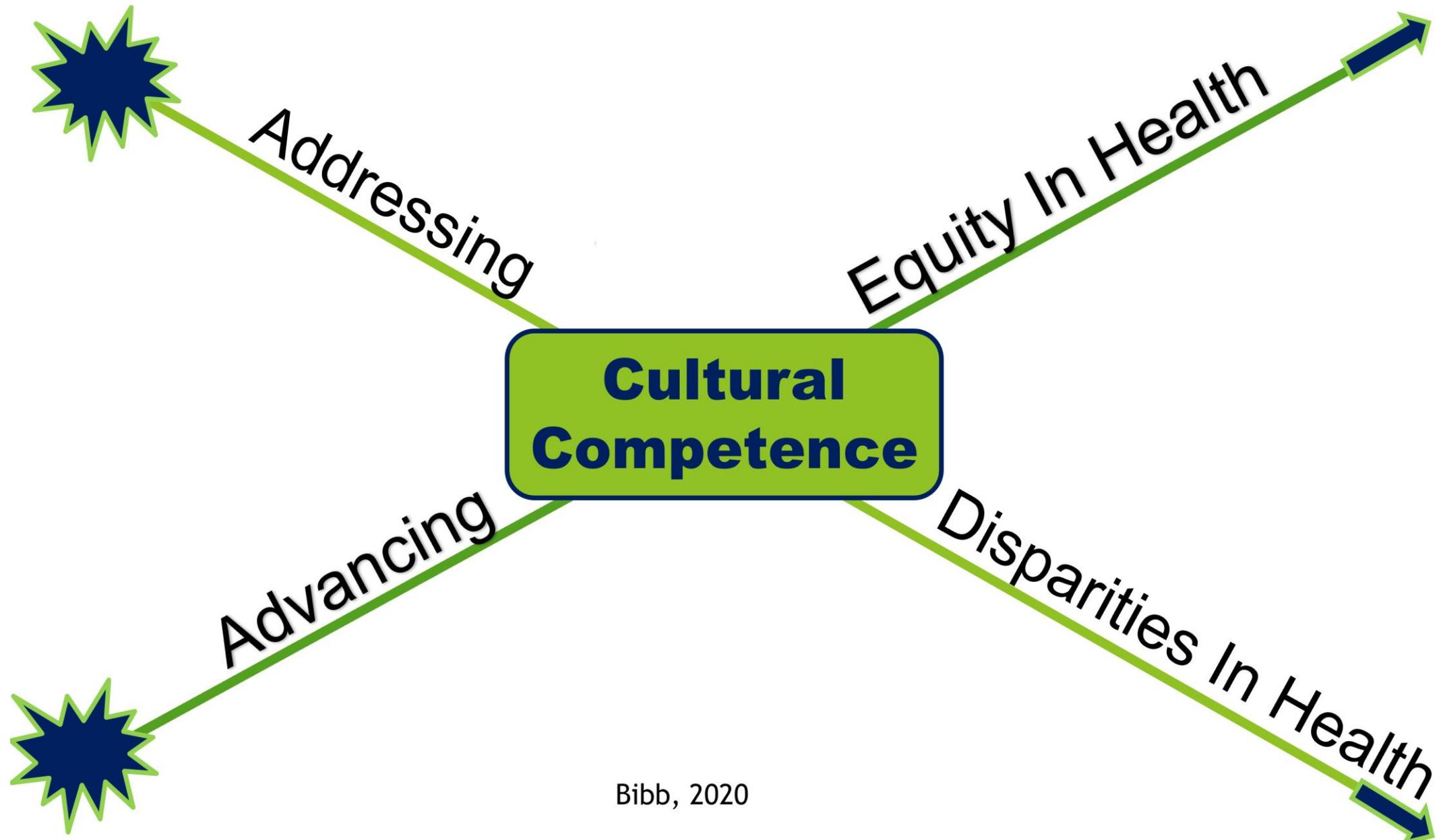
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Bibb, 2020



CULTURAL[®]

COMPETENCE

BEING THE DIFFERENCE THAT MAKES THE DIFFERENCE