

BE EQUITABLE

ADVANCING CULTURAL COMPETENCE IN HEALTHCARE:

A LEARNING FRAMEWORK



INTRODUCTION



This resource provides an introduction to Be Equitable's learning framework to advance cultural competence in healthcare. This framework emphasizes the journey from cultural competence to cultural humility, and ultimately, to cultural safety. The learning journey integrates foundational principles of equity to support healthcare professionals in delivering patient-centered care that respects cultural diversity and addresses systemic inequities.

THE CULTURAL COMPETENCE LEARNING JOURNEY

To advance cultural competence, healthcare professionals should move through these three stages of the learning journey:

01

Cultural Competence

Cultural competence involves a holistic effort to integrate equity-focused principles into healthcare interactions. Cultural competence is the foundation for inclusivity and understanding. This approach ensures that care delivery is responsive to the diverse beliefs, values, and experiences of those served.

02

Cultural Humility

Cultural humility is a lifelong process of self-reflection and active redress of power imbalances within professional interactions. Unlike cultural competence, which focuses on acquiring knowledge, cultural humility emphasizes an ongoing commitment to self-evaluation and the establishment of equitable partnerships with patients and colleagues.

03

Cultural Safety

Cultural safety involves creating healthcare spaces that affirm and respect diverse identities while addressing systemic barriers that impede equitable care. This concept moves beyond individual behaviors to emphasize structural accountability and institutional changes.

SKILLS & PRACTICES FOR ADVANCING CULTURAL COMPETENCE



Skills to build cultural competence:

Open Attitude: Embracing a willingness to understand and learn from all patient encounters.

Self-Awareness: Continuously reflecting on one's biases and how they shape care decisions.

Awareness of Others: Recognizing the variety of cultural perspectives patients bring to healthcare experiences.

Cultural Knowledge: Seeking ongoing education to deepen understanding of cultural health beliefs and practices.

Practical applications:

Cultural Exploration Sessions

- Engage in learning activities—such as attending a workshop or reviewing culturally specific health literature—to broaden your perspective.
- Example: Participate in training about traditional healing practices to inform respectful and relevant care discussions.

SKILLS & PRACTICES FOR ADVANCING CULTURAL HUMILITY

Skills to build cultural humility:

Self-Reflection: Regularly examining personal biases and their impact on interactions and decision-making.

Partnership: Engaging patients as equal partners in their care by prioritizing their lived experiences and perspectives in decision-making processes.

Addressing Power Imbalances: Engaging patients with attention to how power dynamics may impact decision-making and the patient care experience.

Practical applications:

Reflection Journal

- Document instances where power dynamics influenced interactions.
- Example: If you notice a patient deferring to your authority without voicing concerns, brainstorm ways to encourage shared decision-making.



SKILLS & PRACTICES FOR ADVANCING CULTURAL SAFETY



Skills to build cultural safety:

Addressing Barriers: Identifying and dismantling systemic factors that perpetuate inequities, such as inaccessible language services or implicit biases in care protocols.

Fostering Trust: Building transparent and respectful communication pathways to empower patients and ensure their voices are integral to care decisions.

Creating Inclusive Spaces: Designing environments and experiences that prioritize respect, accessibility, and cultural sensitivity to ensure patients from all backgrounds and identities feel valued, respected, and empowered.

Practical applications:

Trust-Building Roleplay

- Practice active listening and transparent care planning with a colleague.
- Example: Roleplay a scenario where a patient expresses mistrust due to historical injustices, and practice responding with empathy and transparency.

CONTINUE THE LEARNING JOURNEY

We hope you found this introductory resource helpful. Be Equitable uses our cultural competence learning framework to develop learning experiences, resources, and tools for healthcare professionals to advance health equity and culturally competent care. Below are some additional resources to support your learning journey:



[CultureVision®](#)

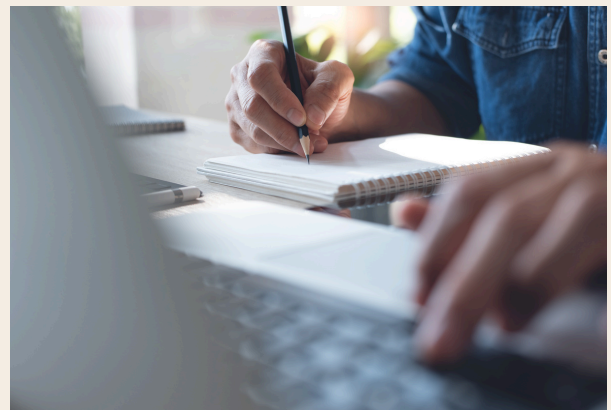
For more information about Be Equitable, visit our website www.be-equitable.com or contact us at hello@be-equitable.com



[Decolonizing Intercultural Learning in Health & Wellness](#)



[Exploring Everyday Bias for Healthcare Professionals: Train-the-Trainer](#)



SUPPORTING HEALTHCARE PROFESSIONALS IN THEIR LEARNING JOURNEY WITH CULTUREVISION®



CultureVision® is the on-demand cultural research database and digital learning platform some of the largest healthcare organizations in the U.S. are using to advance health equity and culturally competent care.

CultureVision offers a range of learning tools and resources that support healthcare providers with:

- Expanding their knowledge of health equity.
- Cultivating understanding of different cultural communities.
- Integrating intercultural and equitable strategies into the patient care experience.
- Exploring how one's identities and experiences may influence our worldview and patient care interactions.

For more information or to request a demo, please visit www.culturevision.com