

# Cultural Competency Awareness for Mentor Development

## Center for Professional Development & Mentoring – Nursing Administration

### Cultural Competency Initiative:

Through a funded grant from HRSA, we developed a mentoring program along with the Center for Professional Development and Mentoring, (CPDM), in order to impact nurse retention within the profession.

Part of our commitment to the grant is to have our mentors be aware of cultural competency issues both in patient care and within their leadership roles as mentors.

We developed a cultural competency module, that in part, assess fundamental awareness of cultural competency and diversity concepts.

Completion of the learning module is a requirement for mentor matching and is considered part of our mentor training.



# Mentoring Program

- Mentor Action Day
  - Training
  - Cultural Competency module required
  - Impact: up to 300 trained mentors between 2007 - 2008
- Mentor/Mentee matching coordinated by Career Coach



# Cultural Competency Module

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- All mentors take cultural competency module:
  1. Demonstrate basic understanding of cultural competency within patient care services
  1. Develop awareness of cultural issues in preparation for leadership role as mentor



# Cultural Competency Module

- Primary component directed participants to the on-line resource:
  - The Provider's Guide to Quality & Culture  
<http://erc.msh.org/mainpage.cfm?file=1.0.htm&module=provider&language=English>
  - Joint project of:
    - Management Sciences for Health (MSH)
    - U.S. Department of Health and Human Services
    - Health Resources and Services Administration
    - Bureau of Primary Health Care
- Secondary component consisted of 12 video segments on cultural diversity Presented summer 2006 by Dr. Patricia Coleman-Burns, (Co-PI on grant)



# Cultural Competency Module

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- Compiled into a learning module - Mlearning
- Course #: NURS-11113
  - *Cultural Competency Training for Nurse Mentors and Scholars*



# Cultural Competency Module

- Successful completion of the module was achieved by completing the “Quality and Culture Quiz” (Management Sciences for Health) with 80% or better
- If not passed the first time :
  - Revisit on-line resource: <http://erc.msh.org>
  - and/or
  - View video segments



# Cultural Competency Module

**M**LEARNING Cultural Competency Training for Nurse Mentors and Scholars

INSTRUCTIONS

EXPAND ALL

Competency Criteria

MSH Learning Module

**Video Sections**

EXPAND ALL

SCORED QUIZ

End this lesson

Content Expert:  
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## Video Sections

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*Note: do not attempt to control volume on the video player.*

- Diversity (plays upon page opening)
- [Census](#)
- [UMHS Diversity](#)
- [Underrepresented](#)
- [Immigration](#)
- [Poverty](#)
- [Access to Health Care](#)
- [Cycle of Poverty](#)
- [Cultural Competency](#)
- [Evidence-Based Practice](#)
- [Health Disparities](#)
- [Case Studies](#)
- [Lesson 3](#)

Playing: 468 K bits/second 00:00

