

Health equity means **everyone** receives individualized care to bring them to their best health.



Developing Culturally Responsive Leaders

Project Goal: Develop a leadership training and awareness program that promotes cultural humility and cultural competency. This program will equip site leadership teams with the knowledge and the tools for enabling cultural advancement for the patients and employees (which) they encounter.



GOAL:

To develop communication skills, increase the knowledge of cross cultural issues, and precipitate self-exploration and reflection of one's knowledge and attitudes towards other cultures and individual influences such as socioeconomic status, religion, gender, sexual orientation, occupation, disability, etc.

ACTION:

Create a video that introduces and discusses the topics of crucial conversations, cross cultural awareness, and the concept of cultural humility.

GOAL:

To have leadership understand the local sociocultural demographics of the communities they serve and how using data is essential in the detection of health disparities or detecting at risk populations.

ACTION:

Create a video of how to understand local demographic disparities using the Advisory Board Health Disparities Pick List reports and our internal demographic reports for both patients and employees.



GOAL:

To have each leader participant have their own personal assessment of their cultural competency and humility level and apply learnings to local demographic cases studies.

ACTION:

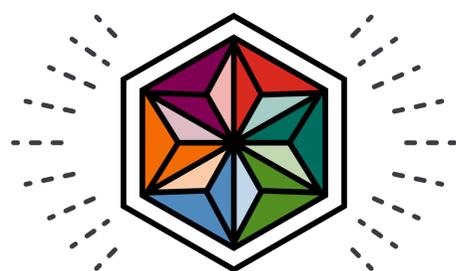
Select a cultural self-assessment inventory tool such as the Diversity Awareness Profile or the Intercultural Awareness Profile, as examples.

GOAL:

To have a standard template that each site of service could use to track their perpetual cultural competency and cultural humility goals and objectives.

ACTION:

Create an institutional action plan template.



Final product will consist of watching videos, performing an individual cultural competency assessment, and completing case studies. The leadership team would then have a review and reflective engagement sessions (remote or live) with a trained facilitator to discuss findings and creation of a perpetual institutional action plan that is integrated into quality and governance reporting structure.