Cultural Diversity in Health Care and Nursing Education

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Nursing education today is met with the challenges of an increasingly diverse population because of the expansion of immigration, minority population growth, and increasing globalization. When D & D Nursing Educators, Inc was established in 2007, a vision of the future was in mind – highly skilled, knowledgeable, culturally diverse and competent nurse leaders who will embody high standards of care and accountability to oneself and the society (D & D, n.d.). Cultural diversity, a pertinent value of the D & D leaders, pertains to appreciation of the uniqueness of the individual by incorporating their life experiences, accommodating their learning needs, and acknowledging their distinctiveness. Such value enhances individual accountability and ownership of practice.

D & D take into consideration important concepts to address cultural diversity in health care and nursing education. Development of cultural competence among nurse educators is the key to increasing effectiveness with diverse nursing students. Personal assessment, global thinking while acting locally, listening and learning are focus areas in expanding cultural competence among educators (Bednarz, Schim, & Doorenbos, 2010). Knowing thyself according to Socrates enables educators to indulge in self-reflection regarding personal beliefs, values, and biases as he or she approaches nursing education and clinical practice. Thinking globally embodies careful assessment of the shared values and disparities that exist among the group of students in terms of gender, ethnicity, age, sexual orientation, generation, and socioeconomic status. Acting locally comes after global thinking assessment. Patterns may be global, but students act locally with unique individual learning needs and preferential strategies. Appreciate individual differences. Accommodate individual learning needs. Negotiate mutually-acceptable learning objectives in meeting the course curriculum. Expound on class activities that include a
variety of innovative teaching and learning strategies to cater to learning needs diversity. More importantly, listen and learn to what the students have to say. Offer innovative and stimulating activities to engage and energize both educators and students. Consider adult learning concepts such as hands-on, simulation methods, and problem-centered approach to enhance critical thinking skills.

To further address the increasing need of cultural competence in nursing education, D & D is launching a series of faculty development workshops in early spring of 2011. This is to celebrate its four years in the business of uplifting nursing profession through cultural competence and excellence in nursing education. The workshops consist of powerful experiential learning that focuses on innovative teaching principles, licensure success strategies, current issues in clinical practice, as well as significance of cultural diversity in nursing education. Visit our website at www.dndeducators.com, email info@dndeducators.com, or call (650) 616-4386 for more detailed information regarding all the services we offer in nursing education.

Remember to know oneself, think globally, act locally, listen and learn to impact learning among diverse student and eventually provide high quality care to a culturally diverse population.
References
