1. **Community Make-up:**
   a. **Learning Objectives: Diversity Dimensions**
      i. #1 - To increase understanding and valuing of the dimensions of diversity in order to fully integrate these dimensions into daily individual and organizational practices.

   b. **Anti-racism, Anti-oppression and Social Inclusion**
      i. #1 - To increase awareness and knowledge of the impact of the determinants of health upon the individual, community and population as a whole.
      ii. #2 - To increase awareness and knowledge of the continuum of local data on health disparities.

   c. A brief demographic picture of Ontario - **Examples of demographic resources:**
      i. Census Data (CMA)
      ii. Canadian Community Health Survey
      iii. Stats Can
      iv. Provincial health status
      v. Cultural Interpretation Services

Using the resources I outlined in Tables 4-6 in the Analysis Document – I have outlined materials that could be used to formulate exercises / lesson plans. Please review the first example (including two resources and provide feedback on further direction if required).

<table>
<thead>
<tr>
<th>Diversity Core Training</th>
<th>Exercises / Lesson Plans</th>
</tr>
</thead>
</table>
- Includes suggested presentation outlines and slides that can be copied for presentations / trainings.  
Topics Include:  
- Factors that combine to make people and communities healthy (or unhealthy).  
- Explains that equity affects the health of everyone, not just those who are poor and excluded.  
- Describes social, economic and health inequities and rates of chronic disease in Atlantic Canada  

**Information Sheets (may be printed/copied)**  
#1 Overview of the Research  
#2 What the Research Tells Us: Definitions, Links and Strategies  
#3 Linking Inequity to Social and Economic Exclusion  
#4 Linking Inequity and Chronic Disease to Vulnerable Groups  
#5 Linking Inequity to Everyone  
#6 The Determinants of Health  
#7 Frequently Asked Questions About Inequity and Health  
#8 The Most Common Chronic Diseases in Atlantic Canada  
#9 Setting the Stage: Definitions |

- Includes Conceptual Framework for embracing Cultural Diversity in Healthcare and key messages and themes from Systematic Literature Review.
- Provides Best Cultural Practices for the Individual, Organizational, and External Contexts outlined in Conceptual Framework.

Information Sheets

#1 Individual Recommendations with guidelines:
- Self-awareness – To learn to embrace diversity in individuals.
- Communication – To develop communications skills that promote culturally diverse settings.
- New learning – To attain cultural competence in individuals.

#2 Organizational Recommendations with guidelines:
- Workplace policies and procedures – To move forward on environment of cultural safety organizations.
- Recruitment – To recruit a diverse nursing workforce, employers, and unions.
- Retention – To retain a diverse nursing workforce, employers, and unions.
- Internationally educated nurses – to better support internationally educated nurses.

#3 External Recommendations with guidelines:
- Academic curriculum – To support the development of a culturally competent workforce, leaders in academia.
- Research and researchers – To support the development of a culturally competent workforce, researchers.
- Governments – To support the development of culturally competent workforce, governments.
- Accrediting Bodies - To support the development of culturally competent workforce, accrediting bodies.
- Regulators - To support the development of culturally competent workforce, regulators.
- Professional Associations - To support the development of culturally competent workforce, national and jurisdictional professional associations.