

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).

Diversity Core Training	Exercises / Lesson Plans
1. Community Make-up	<p><i>Turning the Tide: Why Acting on Inequity Can Help Reduce Chronic Disease.</i> Public Health Agency of Canada – Atlantic Region. (http://www.phac-aspc.gc.ca/canada/regions/atlantic/Publications/Tides_of_change/turning_tide_e.html).</p> <ul style="list-style-type: none"> - Includes suggested presentation outlines and slides that can be copied for presentations / trainings. <p>Topics Include:</p> <ul style="list-style-type: none"> - 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 <p>Information Sheets (may be printed/copied)</p> <ul style="list-style-type: none"> #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

Embracing Cultural Diversity in Health Care: Developing Cultural Competence. Healthy Work Environment Best Practices Guidelines. Registered Nurses' Association of Ontario, RNAO.

(http://www.rnao.org/Storage/29/2336_BPG_Embracing_Cultural_Diversity.pdf).

- 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.