WeRPN
Registered Practical Nurses Association of Ontario

Making a Commitment to Cultural Safety: *Nursing 101*

Background

The Truth and Reconciliation Commission of Canada report drew attention to Indigenous health inequity among other issues (Government of Canada, 2020). Likewise, since the beginning of the COVID-19 pandemic, the country has seen growing reports of racism and discrimination (Newbold, Vrabic, Wayland, Wahoush, & Weerakoon, 2022; Statistics Canada, 2020). The Chief Public Health Officer of Canada's report on the State of Public Health in Canada 2020, highlighted the challenges and health inequities that put some racialized groups at greater economic and health risk than others (Canada's Chief Public Health Officer, 2021).

For many years, WeRPN has recognized the need for resources to promote cultural safety and support nurses' cultural competence. With the onslaught of the pandemic, further evidence of inequities across the health system emerged, prompting WeRPN to design additional resources to enhance culturally appropriate care. These resources serve as a complement to the College of Nurses of Ontario's modernization the Code of Conduct which updated practice standards "…to reflect the evolving health care needs of patients and the dynamic nature of the nursing profession", incorporating cultural safety and humility (College of Nurses of Ontario, 2023a, para. 1).

Process

A literature review was conducted to identify relevant concepts of cultural competence in peer reviewed literature, legislation, and the College of Nurses of Ontario (CNO) standards.

The literature review resulted in the development of a framework focused on three components: nurse self-assessment, resources to develop nurses' cultural competence and organizational attributes.

The three key components were further examined through additional literature reviews and concept definitions. Due to the broad scope and complexities of this topic, the program was designed in three phases. Modules are then disseminated to a broad audience of nurses and health professionals. To evaluate the effectiveness of the program, qualitative and quantitative data will be collected to inform the future direction of the program.

Program Objectives

1. Identify RPNs and healthcare professionals' learning needs to enhance cultural competence.
2. Develop learning resources to support RPNs and healthcare professionals' cultural awareness.
3. Develop resources to promote culturally inclusive organizational practice environments.
4. Disseminate resources through a variety of accessible learning modes to meet diverse learner needs.

Outcomes/Results

Initial modules and workbook are available on werpn.com and have been accessed 1,382 times since release in March 2023.

1,382

In-person, virtual interactive workshops and webinars hosted to disseminate resources with over 350 RPNs and healthcare professionals attending.

350

Implementation Framework

Phase:	Focus:	Process:	Timeline and Status:
Phase 1: Self-Assessment	• Identify concepts/tools to develop cultural competence • Provide tools to identify knowledge gaps through self-assessment • Develop resources to support new learning, expectations for culturally appropriate practice and self-assessment/reflection	**7 key elements identified:** • Modules and additional resources developed for each key element • Supplemental "My Commitment to Cultural Safety" workbook for self reflection and learning plan development • In person/virtual workshops and webinars	**2022-23** **Status: Complete** Modules and PDF workbook available on werpn.com
Phase 2a: Resource Development	• Development of diversity, intersectionality, equity, inclusion and belonging (DEIB) modules and resources	**5 key elements identified:** • 3 modules and additional resources developed for key elements • In person/virtual workshops and webinars	**2024** **Modules complete** Available on werpn.com May 2024
Phase 2b: Indigenous Health Equity	• Development of Indigenous health disparities, and cultural safety modules and resources	**4 key elements identified:** • 4 modules and additional resources under development for key elements • In person/virtual workshops and webinars	**2024** **Currently under development** Available on werpn.com August 2024
Phase 3: Organizational Toolkit	• Identify tools for an organizational cultural competence assessment, and to provide resources for organizational strategy development	**6 key elements identified:** • 6 modules and additional resources being developed. • In person/virtual workshops and webinars	**2024-25** **Currently under development**

Conclusion

By providing care that focuses on the diverse needs of patients, residents and clients, nurses and healthcare professionals can help improve health outcomes and better meet the needs of the populations they serve (Rosenkranz, et al., 2021). Actively recognizing the diversity of the

patient population improves patient satisfaction, and supports culturally inclusive care. The modules and "My Commitment to Cultural Safety" workbook provide a foundation for RPNs and healthcare professionals to start developing their cultural competence.

With limited resources available for nurses to develop cultural competence, this resource has demonstrated value to nurses, educational institutions, and organizations as the need to become more culturally competent continues to be extremely important in the delivery of care.

"A very informative and enjoyable session."

"A great workshop for those new to the concept of cultural safety."

Reference Literature

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