

# INTRODUCTION TO THE CULTURAL COMPETENCY TRAINING SERIES

UNIVERSITY OF

FLORIDA

COLLEGE OF DENTISTRY

FACULTY



ELIZABETH C. LENSE, DDS, MSHA

DEPT OF COMMUNITY DENTISTRY AND BEHAVIORAL SCIENCE

HRSA Faculty Development Grant, 2012-2017



## Why do we need Cultural Competency Training for Faculty?

1. Changing U.S. demographics
2. Reduce oral health disparities and improve health outcomes for our patients
3. CODA Requirements for Cultural Competency

# Demographic Changes in the U.S.

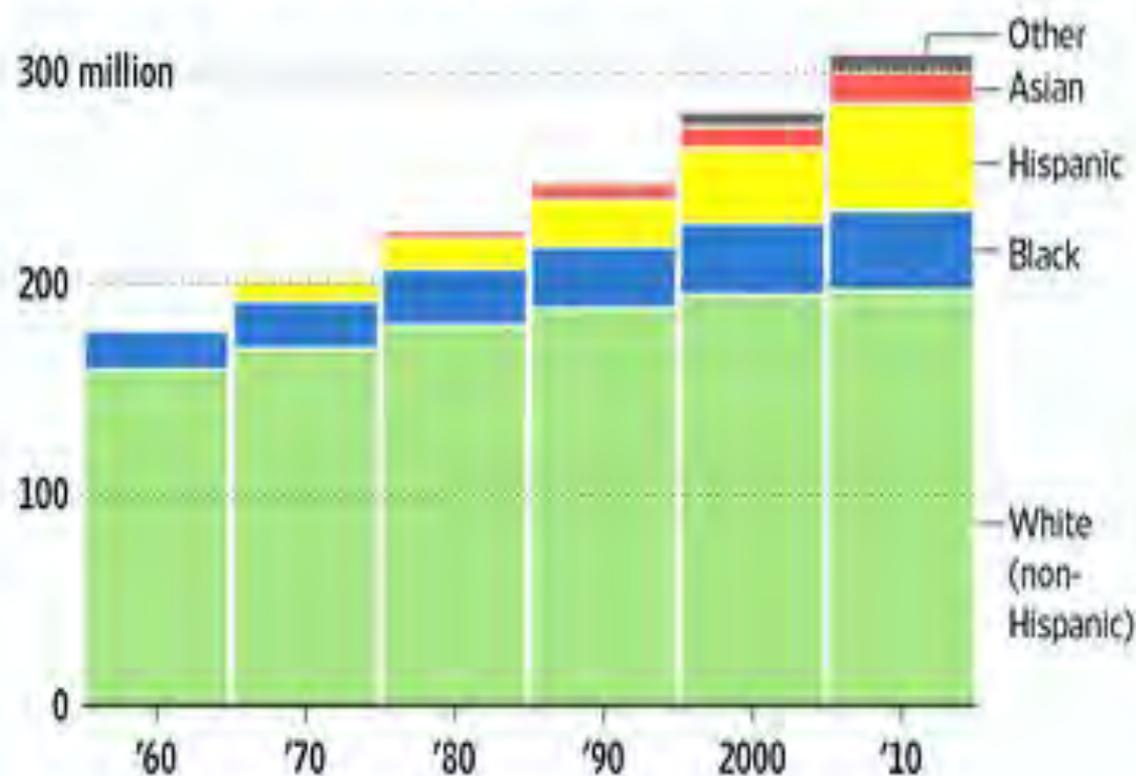
- Demographic shifts over the last few decades have had a significant impact on the population of states such as Florida where 25% of the population speaks a language other than English
- Non-Hispanic Whites accounted for 85% of the U.S. population in 1960, but will be a minority (47%) by 2050
  - *(U.S. Census Report, 2010)*



# The Changing Face of America

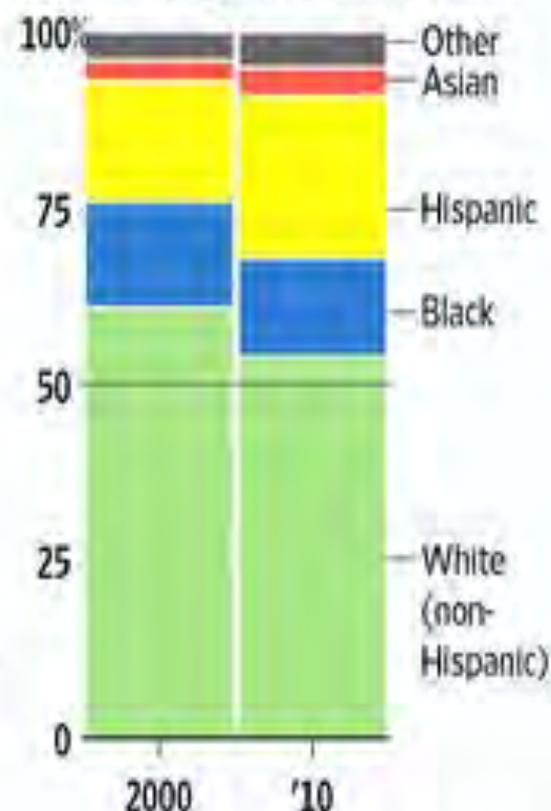
How the demographic breakdown of the U.S. has changed

Total U.S. population by race/Hispanic origin



Data on Hispanics in 1960 not available. 1970 Hispanic numbers based on sample.

Pct. among those under 18



Source: Census Bureau

*“Demography is destiny.”*

**Ben Wattenberg and Richard  
Sammons (1970)**

**from Auguste Comte (1798-1857)**

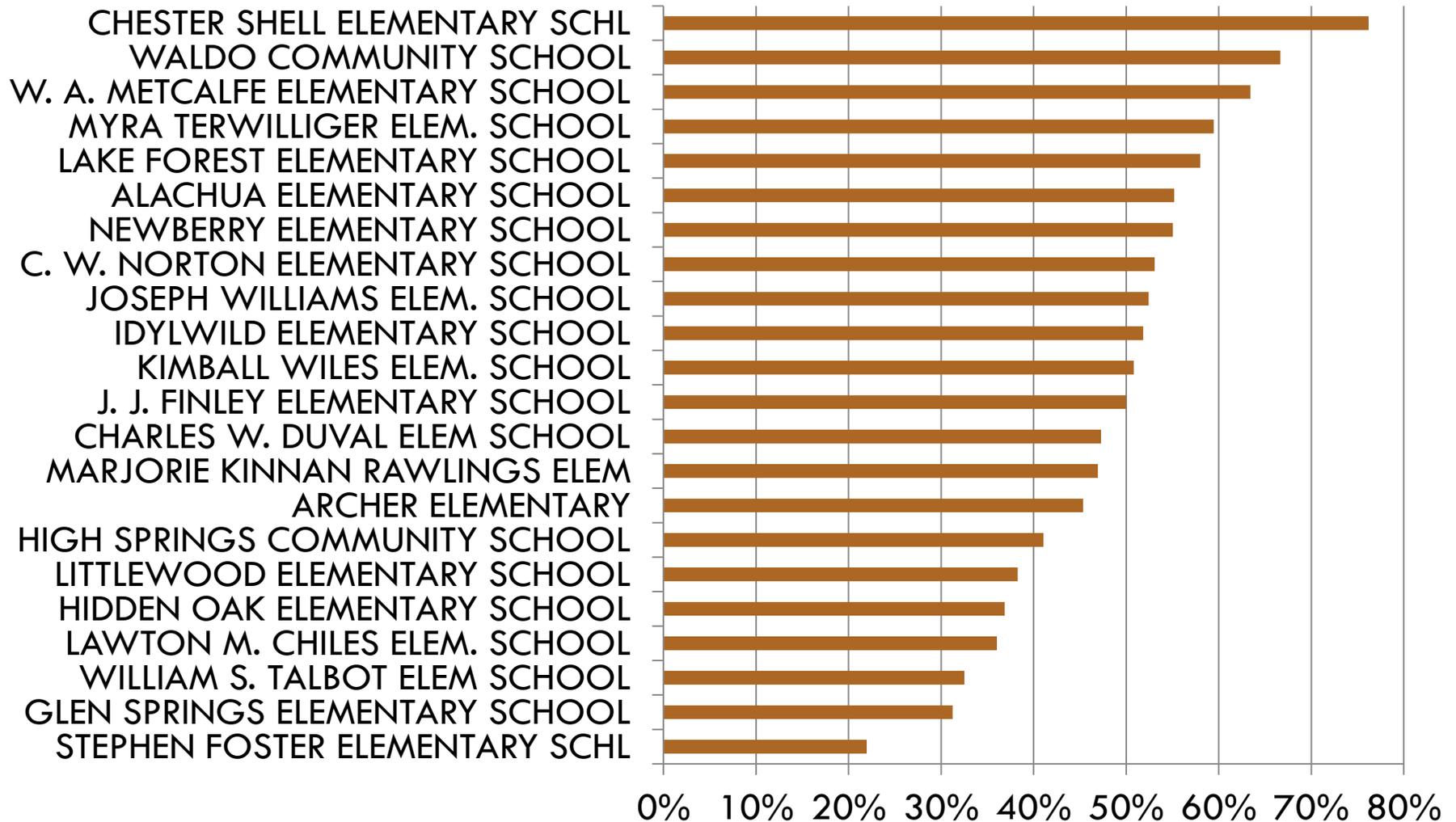


2012 HSDA Migrant Worker Health Fair  
Alachua blueberry farm/Courtesy of Dr. Geraldine Weinstein

# Health Disparities

- Life expectancy in the U.S. can vary by up to 20 years based on income, race and even neighborhood.
- Most chronic diseases- such as diabetes, heart disease, cancer, and obesity are more prevalent in low-income and ethnic/racial populations.
- Although oral health in the U.S. has improved significantly, “a silent epidemic of oral diseases is affecting our most vulnerable citizens-- poor children, the elderly, and many members of racial and ethnic minority groups.”
  - ▣ Surgeon General’s Report, *Oral Health in America*, 2000

# Proportion of 3<sup>rd</sup> Graders with Decay by School – Alachua County, 2011



# Oral Health Disparities



- Among children aged 3-5yo, 25% of children <100% Federal Poverty Level (FPL) had untreated dental decay, compared to only 10% at >100%FPL
- Periodontal disease is most prevalent among Mexican-American adults, those with <high school education, and <100% FPL.
- Overall, the 5-yr survival rate for oral cancer is 60%; for African-American men, the 5-yr survival rate is only 35%.



2012 HSDA Migrant Worker Health Fair  
Alachua blueberry farm/ Photo courtesy of Dr. Geraldine Weinstein

# Cultural Competency

# What is Cultural Competency?

- Cultural and linguistic competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations.



# Definitions



- **'Culture'** refers to integrated **patterns of human behavior** that include the language, thoughts, communications, actions, customs, beliefs, values and religion.
- **'Competence'** implies having the **capacity to function effectively as an individual and an organization** within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities.

# CODA Standards for Cultural Competence

- The Commission on Dental Accreditation (CODA) has charged U.S. dental schools to produce graduating dentists:
  - ***“Competent in managing a diverse patient population and have the interpersonal and communication skills to function successfully in a multicultural work environment.”***

The ability to communicate effectively with diverse populations has the potential to improve health outcomes for vulnerable patient populations.

# Achieving Cultural Competency

- CODA does not provide specific guidance for meeting the standards or measuring cultural competency.
- **Barriers** to achieving cultural competency of health professional students include:
  - ▣ Little evaluation on cross-cultural aspects and effectiveness of patient communication
  - ▣ Conflicting messages about the importance of cultural competence from clinical preceptors
- UFCD HRSA Faculty Development grant focus is on **improving faculty knowledge and teaching** skills in cultural competency

# HRSA Faculty Development Grant

## Cultural Competency Training Goals

1. Provide information to faculty and residents on basic concepts of cultural competency, health disparities affecting vulnerable and disadvantaged populations, cultural/socioeconomic barriers to utilization of oral health care; and social justice issues
2. Provide opportunities for faculty and residents to interact with each other and explore their own cultural attitudes, beliefs and experiences

# Cultural Competency Training Goals, cont

- ❑ 3. Provide faculty and residents with skills to address cultural differences and barriers to obtaining care, improve patient interactions and quality of care delivered
- ❑ 4. Assist faculty in incorporating cultural competency and social justice dimensions in their didactic teaching and clinical interactions with students
- ❑ 5. Conduct ongoing assessment and evaluation of training

# Cultural Competency Training

- On-line Cultural Competency Learning Modules
- Cultural Competency Resource Guide and additional readings
- Half-Day Faculty Development Workshops on CC
- Series of 1-hour learning seminars offered quarterly in various formats (literature review, case presentations, lectures) on oral health disparity topics such as Early Childhood Caries, Pain Management, Oral Cancer, Health Literacy and teaching CC

# Cultural Competency Training

- Cultural Competency on-line modules, resource lists, recorded sessions and dates for upcoming workshops and presentations, will be posted on the Faculty Development website:
- <http://cod-faculty-development.sites.medinfo.ufl.edu>
- Ideas or questions?
  - Contact Dr Lense:
    - [elense@dental.ufl.edu](mailto:elense@dental.ufl.edu)

