Objective: Explore health equity and cultural humility to enhance heart health and diabetes prevention strategies.

Key Takeaways

• Understanding health equity and its importance.

• Practical strategies for embedding equity into health programs.

• Implementing cultural humility to build trust and improve outcomes.

Agenda

10:00 AM
Introduction to Health Equity

10:10 AM
Achieving Health Equity & Recommendations

10:20 AM
Breakout Discussion Sessions

10:30AM
BreaK

10:35 AM
Cultural Humility Best Practices

10:55PM
Breakout Discussion Sessions

11:05 PM
Closing Remarks
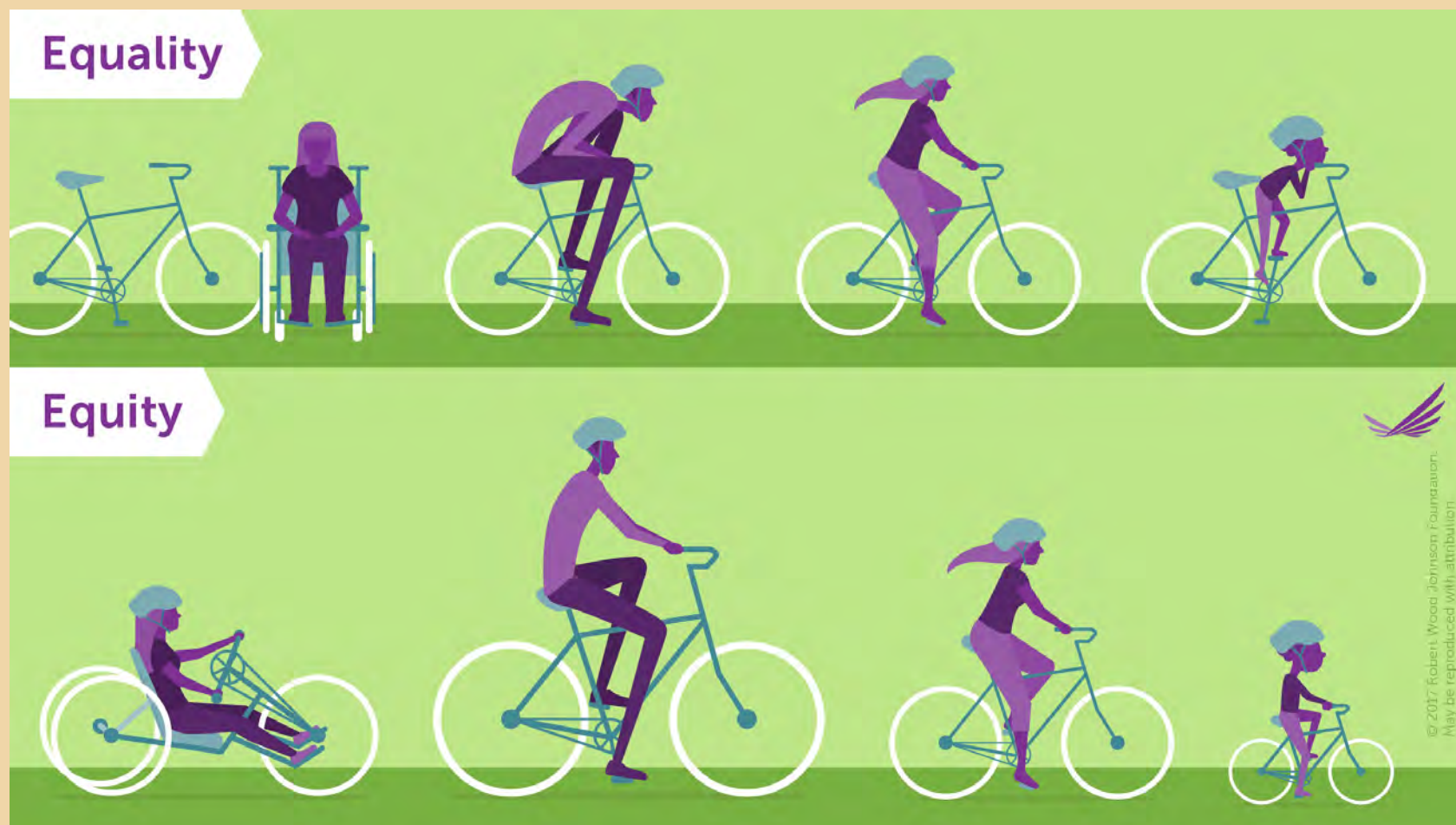
Engagement Principles & Community Building

Engagement Principles

- Speak from personal experience
- Practice active, non-judgmental listening
- Embrace vulnerability and continuous learning
- Commit to collective growth

Community Building

- Participants invited to share:
- Name
- Professional role / Organization
- Engaging personal anecdote

Health Equity

Equality

Equity

The image distinguishes between equality and equity. In equality all the members have the same bike regardless. In the second image everyone has a bike they can actually ride and use properly being more equitable to all.

- Health equity is about eliminating barriers that prevent individuals from achieving full health potential.

- It requires addressing systemic disparities tied to factors like housing, education, employment, and healthcare accessibility.

- Achieving equity means shifting the focus from merely providing healthcare access to tackling underlying social determinants that influence health outcomes.

Health Equity

Importance of Health Equity

- Health equity creates a fairer, healthier society by addressing the root causes of health disparities.

- Reducing health inequities can lower rates of chronic disease, improve overall wellness, and foster economic and social stability.

- It promotes fairness and enhances the efficiency of public health systems by ensuring resources are used effectively.

Embedding Equity

- Prioritizing individualized patient care to meet both medical and social needs.

- Challenging existing narratives that reinforce systemic disparities.

- Advocating for policies that address the structural and political contributors to health inequities.

- As well as advocating for the elimination of the social, structural, and political drivers of health inequities.

Acheiving Health Equity

Health equity requires a collective effort from communities, policymakers, and healthcare professionals.

Engaging with Communities

- Work closely with communities to understand their unique health needs and co-create solutions that address social determinants of health.

Advocate for structural changes

- Implementing anti-racism policies, fair compensation structures, and equitable resource allocation.

Providing culturally responsive care

- Training healthcare providers to deliver care that is responsive to the needs of diverse populations.

Collecting and using data to inform decision making.

- Using data collection and analysis to identify health disparities and target interventions effectively.

Achieving Health Equity

Engaging with Communities

Removing structural barriers

Provide Culturally Responsive Care

Data Driven Health Equity Stategy

Engaging with Communities

Collaborative Community Engagement

- Shift from traditional top-down approaches to a deeply collaborative, community-driven model.
- Partnering with local organizations to understand and respond to unique health needs.
- Recognizing that sustainable change is only possible through mutual respect and shared decision-making.

Strategic Alliance Building

- Developing meaningful partnerships with community-based organizations to tackle complex health issues.
- Mapping out specific local challenges and co-creating targeted intervention strategies.
- Addressing interconnected issues such as food insecurity, transportation barriers, and inadequate healthcare access.

Engaging with Communities

Trust-Centered Relationship Development

- Transparent, consistent, and culturally responsive communication
- Long-term commitment to community co-powerment
- Establishing mechanisms for ongoing feedback and real-time adjustment of strategies.

Removing Structural Barriers

Removing Structural Barriers to Health Equity

- Proactively addressing the root causes of health disparities through comprehensive, systemic interventions

Systemic Bias Elimination

- Instituting bias training
- Establishing clear, transparent procedures for recognizing and eliminating discriminatory barriers.

Holistic Equity Embedding through:

Pay Equity

- Conduct thorough compensation analyses. Ensuring salaries reflect equity across all demographic groups.

Removing Structural Barriers

Inclusive Environments
- Designing spaces—both physical and digital—that accommodate all users equitably.

Resource Distribution
- Allocating funding and services to align with community needs.

Diverse Leadership Representation
- Ensuring decision-making bodies reflect varied perspectives.

Provide Culturally Responsive Care

Providing Culturally Responsive Care
- Culturally responsive care that is sensitive to the needs of diverse communities and addresses health disparities.

Leadership-Driven Cultural Humility:
- Create inclusive environments where both patients and staff feel valued.
- Implement ongoing cultural competency training.
- Foster open discussions on health equity.

Resource Availability:
- Ensure critical health information is accessible in multiple languages
- Create user-friendly, culturally relevant health resources.
- Develop targeted educational materials for diverse communities.

Data Driven Health Equtiy

Using Data to Drive Change

- Collect and use data to understand health disparities and target interventions where they are needed most.

Using Data to Drive Change:

- Gathering and analyzing health equity data to shape policies and interventions.
- Monitoring progress through measurable health outcomes.
- Creating adaptive strategies based on real-time community insights.

Health Equity Summary

Authentic Partnership: Treat community members as equal partners in health solutions.

Sustainable Impact: Prioritizing long-term structural change over short-term fixes.

Cultural Awareness: Integrating local customs and perspectives into solutions.*

Adaptive Approach: Using community feedback and data to refine approaches dynamically

Key Implementation Principles and Next Steps

Key Implementation Principles

- **Transparency** – Share insights and progress openly.
- **Accountability** – Set clear benchmarks and measure effectiveness.
- **Continuous Learning** – Adjust strategies as new information emerges.
- **Community Collaboration** – Engage community voices in decision-making.Address social determinants of health (SDoH) with community input.

Practical Next Steps

- Conduct equity audits to identify gaps.
- Develop customized cultural competency training for healthcare teams.
- Create community advisory groups to guide policy changes.
- Ensure leaders are accountable for advancing health equity.

Discussion

Discussion Questions

Trust Cultivation & Sustained Partnership
- How can organizations develop long-term trust-building initiatives beyond one-time interactions?

Collaborative Ecosystem Development
- How can health programs be designed to anticipate, rather than merely react to, community needs?

Embedding Health Equity
- What fundamental changes are required to make health equity a core value of an institution?

Advanced Data Utilization & Impact Assessment
- How can data collection move beyond surface-level metrics to address root causes of disparities?

Guiding Principles for Reflection

- **Authenticity:** Prioritize genuine engagement over performative actions

- **Complexity:** Acknowledge that health equity challenges require multi-dimensional solutions.

- **Adaptability:** Maintain flexibility in approach and strategy

- **Co-powerment:** Place community voices at the center of decision-making.

Cultural Humility Best Practices

Objective: Equip Healthy Heart community with cultural humility tools, enabling meaningful, respectful interactions across diverse cultural landscapes.

Participants will leave equipped with:

- Deeper cultural understanding

- Practical humility tools

- Commitment to continuous personal and professional growth

Cultural Humility Best Practices

Cultural Humility Best Practices and Lifelong Learner Models

PREVENTION FORWARD

Cultural Humility : A lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities.[5]

Cultural Humility: A lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of their own beliefs and cultural identities.

The difference between cultural humility and cultural competence

Cultural competence is focused on acquiring knowledge and skills to work effectively with diverse cultures, while cultural humility is focused on personal growth and developing a mindset that promotes openness, curiosity, and mutual respect in interactions with individuals from diverse cultures.

Benefits of practicing Cultural Humility

Benefits of Practicing Cultural Humility

- **Welcoming Environment**: Practicing cultural humility can improve communication, build trust between individuals from diverse cultural backgrounds, help individuals recognize and avoid cultural misunderstandings, and create a more inclusive and welcoming environment.

Benefits: Enhanced trust, communication, and inclusivity

Cultural Humility Best Practices

The following are cultural humility best practices and how to put them into your own practice.

- Systematic exploration of each practice

- Shift in Perspective: From content acquisition to relational engagement

- Underlying philosophical intentions

- Practical implementation strategies

Cultural Humility a Lifelong Learner Model

Cultural humility is a Process-Oriented Model, not a Content Oriented Model.

- Content-oriented training focuses on students' acquisition and retention of information.

- On the other hand, <u>process oriented</u> model and how we will talk about cultural humility model trains people in a relational stance that promotes culturally appropriate practices and interactions.

- This relational stance involves highly related intra-personal knowledge that is pertinent for providers to know such as ethnicity, race, socioeconomic status, and sexual orientation in the hope to translate this information into their practice.

"

Aim- One will approach every encounter with humility and understanding that there is always something to learn from everyone.

Ask- How was my personal resiliency affected by this interaction?

Cultural Humility a Lifelong Learner Model

Practice

- Develop behaviors, thoughts, and actions that support your mental health and wellbeing. Resilience helps you adapt to stress, recover from adversity, and maintain or regain a sense of balance and wellness over time. It's a skill that grows through intentional practice and self-care.

Recommedations

- Actively collaborate with diverse teams. Collaborate with colleagues from different cultural backgrounds to gain new perspectives and insights.

- Cultivating cross-cultural perspective

- Encouraging adaptive interpersonal skills

Self-Reflection: Examining Beliefs, Power Dynamics, and Cultural Identity

Critical Consciousness Framework

• Conscious examination of personal cultural background: Think consciously about your own multidimensional cultural identity and background. Providers are in a position of power over all patients, particularly the underserved.

Power Dynamics Awareness

• Identify potential exploitation of power imbalances. Power imbalance in the establishment of treatment priorities and health promotion activities.

"

Aim- One will treat every person with the utmost respect and strive to preserve dignity and respect.

Ask- Did I treat everyone involved in that encounter respectfully?

Self-Reflection: Examining Beliefs, Power Dynamics, and Cultural Identity

Practice

- Reflect on how power dynamics may impact your interactions with individuals from different cultural backgrounds. Consider how your position, privilege, or authority may affect the balance of power in the interaction.

Recommedations

- Continuous power dynamic reflection (Examining personal beliefs and privilege)

- Understanding systemic power imbalances

- Commitment to respectful engagement

Self-Awareness- Understanding One's Experiences and Worldview

Lifelong Learning Commitment

Intrapersonal Development

- The first dimension of self-awareness involves a lifelong commitment to pursuing an understanding of one's experiences and worldviews in relation to individuals with different cultural backgrounds.

Ongoing self-understanding

- This intrapersonal component involves developing and maintaining an accurate view of self.

"

Aim- One will hold every person to their highest regard while being aware of that and not allowing unconscious biases to interfere in any interactions.

Ask- Did bias drive this interaction?

Self-Awareness- Understanding One's Experiences and Worldview

Practice

- Be aware of cultural stereotypes and challenge them when they arise. Avoid making assumptions based on cultural background or ethnicity, and instead, approach everyone as a unique person with their own experiences and beliefs.

Recommedations

- Regular self-reflection

- Active bias interruption techniques

- Approach individuals as unique beings

Openness to Everyone: Cultivating Empathy

Openness involves developing a capacity to adopt an "everyone-orientation" rather than focusing on oneself.

- Relinquish expert positioning

- Embrace learning from diverse experiences

- This orientation requires one to be open to learning from the individuals and families they serve, which includes learning about the specific aspects of culture that are most important to them.

"

Aim- Relinquish the role of the expert, and allow myself to understand what is trying to be communicated.

Ask- Did I learn something new that required me to adopt to the "everyone orientation"?

Openness to Everyone: Cultivating Empathy

Practice

Practice Active Listening: Listen with attention and respect, allowing individuals from diverse backgrounds to share their experiences without interruption or judgment.

Recommedations

- Active listening & non-judgmental communication
- Cultivate genuine curiosity learning from diverse lived experiences
- Create space for authentic expression
- Relinquishing 'expert' positioning
- Prioritize understanding

Historical Awareness: Contextual Understanding and Trust Building Approach

Cultural humility requires Historical Consciousness and be sensitive to historical trauma and systemic inequities.

- It is not enough to think about one's own values, beliefs, and social position within the context of the present moment.

- Must also be aware of and sensitive to historic realities like legacies of violence and oppression against certain groups of people.

"

Aim- Be aware of the historical realities and circumstances of the patient.

Ask- Was I sensitive to peoples' lived experiences and the historical context they exist within?

Historical Awareness: Contextual Understanding and Trust Building Approach

Practice

- Be Mindful of Language: Be aware of how language and communication styles may differ across cultures. Use inclusive language and adapt communication to honor cultural differences. Avoid words or tones that may be offensive or insensitive.

Recommedations

- Transparent Acknowledgment

- Acknowledging historical trauma and systemic inequities

- Create spaces for healing and understanding

- Mindful language use

- Empathetic communication strategies

Mindfulness as a Tool to Enhance Awareness and Insight

Present-Moment Consciousness

- Mindfulness is a mental practice that involves paying attention to present moment.
- Mindfulness is essentially seeing and experiencing things more accurately (as they are)—without mental filters, self-narratives, and judgments—to see clearly and respond thoughtfully.

Interrupting Automatic Responses

- Transcend habitual reactive patterns

"

Aim- One will pause with purpose and bring awareness to how they are feeling in the present moment.

Ask- Did I tune into the peoples' needs and remain present during the interaction?

Mindfulness as a Tool to Enhance Awareness and Insight

Practice

Pause regularly to step out of autopilot and reflect on your attitudes, assumptions, and impact on others. Mindfulness creates space for thoughtful, intentional actions rather than reactive habits.

Recommedations

- S - Stop what you are doing
- T - Take a breath
- O - Observe your thoughts, feelings, and sensations
- P - Proceed with awareness and intention

Regular mindfulness exercises

- Stress reduction techniques
- Interrupting automatic biases and reactions

Discussion

Discussion Questions

Organizational Cultural Humility Integration
- Beyond surface-level implementation, how can we fundamentally redesign our organizational systems to embody cultural humility principles? How do we ensure cultural humility is deeply embedded in organizational structures?

Program Effectiveness and Cultural Responsiveness
- How do we create feedback loops that center the experiences of those most impacted by our services?

Personal and Collective Growth Strategies
- How can we leverage self-awareness to drive meaningful systemic change?

Recommended Next Steps

Recommended Next Steps

- Conduct organizational cultural humility assessment

- Develop tailored training programs

- Create ongoing learning mechanisms

- Establish feedback and accountability systems

Recommended Next Steps Outcome Tracking

Recommended Outcome Tracking

Individual Level:

- Personal reflection journals
- Skill development tracking
- Bias awareness progress

Team Level:

- Cultural responsiveness assessment
- Program adaptation metrics
- Inclusive practice indicators

Organizational Level:

- Systemic change documentation
- Community feedback integration
- Ongoing cultural learning metrics

Thank you!

[Post workshp Survey - Link](#)

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