

Welcome!

While we are waiting to start...

- Find a comfortable seat in the room. Feel free to move close to the front to catch wonderful prizes!**
- Relax. The more relaxed a person is the more open they are to receive information.**
- Feel free to engage in dialogue, share best practices, laugh with new peers, and exchange thoughts!**

Presented by:
FNU Student Services
Diversity Initiative PRIDE program
Wilvena McDowell Bernard
April 8, 2015

Connecting Culture

Connecting Culture with Academic Recruitment & Retention



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Session Overview



This session will stimulate enthusiasm for the development of a comprehensive and coordinated diversity initiative program characterized by a campus-wide investment and dedication to cultural learning.

Student cultural diversity can serve as a cross-coordination from recruitment to retention when seamlessly transitioning students-of-color and underrepresented students to advanced (nursing) education.

Promoting a Sense of Belonging

➤ **Strategies for Promoting Diverse Students' Sense of Belonging**

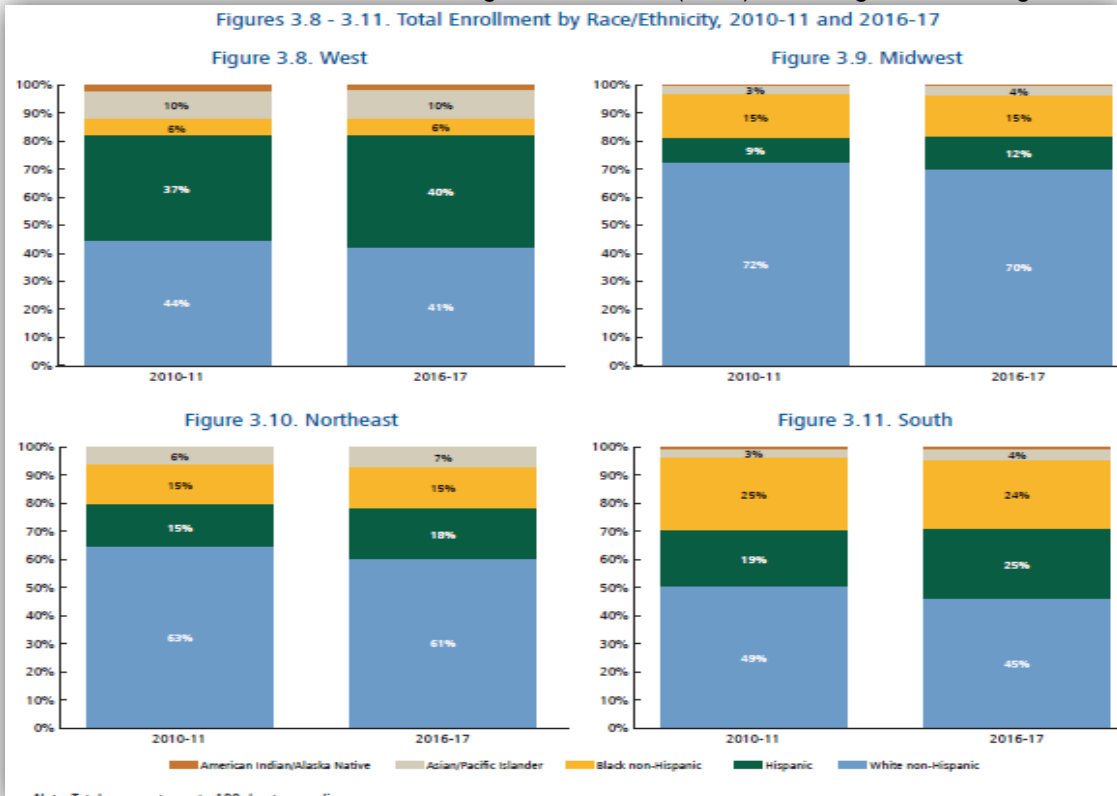
College students who feel a sense of belonging on campus are significantly more likely to adjust to higher education, stay through the first-year of college, engage in campus clubs and activities, perform well academically, and persist to graduation.

Outside the Lines: Navigating the Landscape

- The following trends by racial/ethnic college going rates, migration patterns, and intra-state trends influence higher education enrollments significantly
- West: Asians, Hispanics, Native Indian
- Midwest: White, non-Hispanic
- Northeast: White, non-Hispanic
- South: Black and Hispanic
- Intra-State Trend: Most student populations at Colleges/Universities reflect the town, city and/or states diverse population

Western Interstate Commission for Higher Education. (2012) Knocking on the College Door

Figures 3.8 - 3.11. Total Enrollment by Race/Ethnicity, 2010-11 and 2016-17



Understand the operational definition of belonging & success

Sense of belonging is a basic human need, sufficient to drive human behavior, and it takes on heightened importance in contexts such as college campuses where some individuals are vulnerable to social alienation or marginalization.

But not all students find a sense of belonging in college and many face barriers to belonging and success.

- In 2011, Frontier Nursing University implemented the Diversity Initiative PRIDE program in efforts to develop a strategic plan aimed to foster the visibility & retention of cultural awareness and diversity for students-of-color & underrepresented populations. (Underrepresented populations: LGBT, faith-based, international students, disability, etc.)
- PRIDE stands for Promoting Recruitment and Retention to Increase Diversity in Nurse-Midwifery and Nurse Practitioner Education



RECRUITMENT: Understand the operational definition of belonging & success

The success of the PRIDE Initiative is measured from a **quantitative** inquiry. One quantitative measure used is collecting and organizing data to effectively assess progress and to align/realign programs intended to enhance diversity.

BE SEEN in Public: In order for Schools to recruit students, students must be able to See the School!

Recruitment:

In 2011, FNU created a strategic plan to increase diversity enrollment between 15-20% over a (5) year term. FNU created a solid base for establishing external community partnerships in efforts to continue innovative cultural learning in higher education.

- Students-of-color enrollment has already shown improvement from 10.6% in 2009 to 14.4% during 2013-2014.

MINORITY NURSE
The Career and Education Resource for the Minority Nursing Professional



National Black Nurses Association, Inc.
NBNA



RETENTION: Understand the operational definition of belonging & success

The success of the PRIDE Initiative is measured from a **qualitative** inquiry. One qualitative measure used is to identify and build new programs to attract ALL students, of all races, cultures, genders, orientations, religions, etc.

Create Belonging: College students who feel a sense of belonging on campus are significantly more likely to adjust to higher education, engage in campus clubs and activities, perform well academically, and persist to graduation.

Retention:

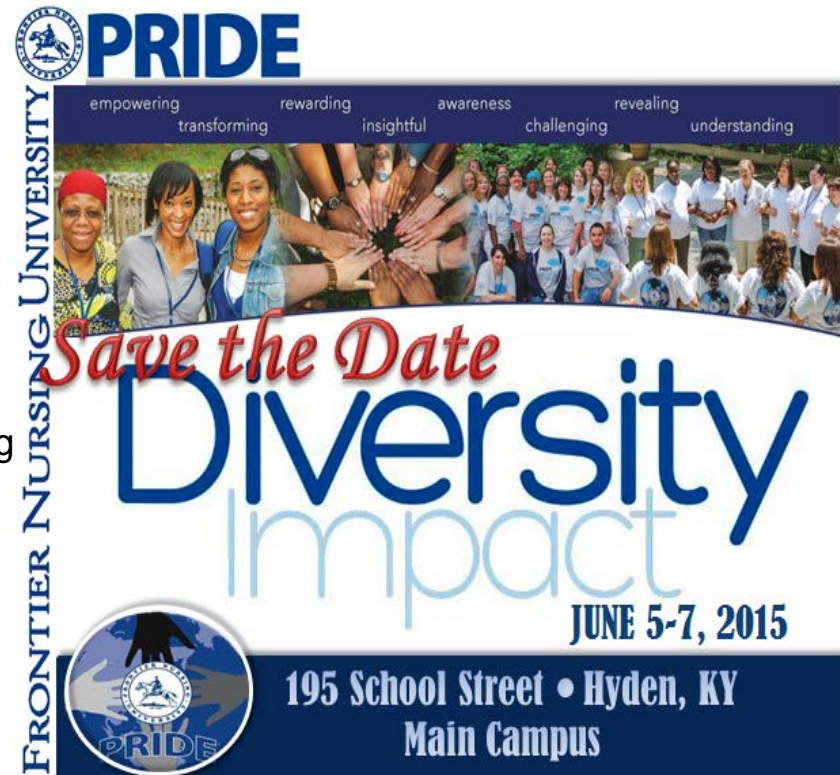
In 2011, FNU also created a strategic plan to increase diversity retention over a (5) year term. These improvements have paved a pathway to collaborate with other collegiate partners to serve as a strong liaison for culture inclusion that creates a learning environment essential for educating students who live and work in an increasingly diverse world.

- FNU PRIDE student organization stood at 20 student members in 2011 and has grown to over 110 members today. a 53.03% increase in student participation and belonging.
- PRIDE students-of-color graduates increased over 12%.
- PRIDE's student retention rate at 83%.



Identify empirically based strategies for promoting belonging in college

- ❑ For example, FNU's annual Diversity Impact yielded a 50% increase in student participation from 2013-2014. The existing data helps to create a timeline record and collect relevant data on an ongoing basis to mark progress in achieving greater diversity over time.
- ❑ FNU understands that students are individually shaped by their experiences which impacts how they care for their patients. we recognize a need for a culturally diverse nursing workforce that has the ability to provide quality, culturally-sensitive patient care.
- ❑ Each year FNU hosts a Diversity Impact weekend which brings students together on campus for fellowship, networking and education related to cultural health and diversity in nursing.



The poster for Frontier Nursing University's PRIDE Diversity Impact event features the university's logo at the top left. The word "PRIDE" is prominently displayed in large blue letters. Below it, a horizontal bar contains the words: empowering, transforming, rewarding, insightful, awareness, challenging, revealing, and understanding. The central image shows a group of diverse students and staff members with their hands joined in a circle. Below the image, the text "Save the Date" is written in a red, cursive font, followed by "Diversity Impact" in large blue letters. The dates "JUNE 5-7, 2015" are printed in blue. At the bottom, the location "195 School Street • Hyden, KY Main Campus" is listed. A circular logo at the bottom left of the poster features a hand holding a globe and the word "PRIDE".

FRONTIER NURSING UNIVERSITY

PRIDE

empowering transforming rewarding insightful awareness challenging revealing understanding

Save the Date

Diversity Impact

JUNE 5-7, 2015

**195 School Street • Hyden, KY
Main Campus**

PRIDE

Identify empirically based strategies for promoting belonging in college

- ❑ Creative discussions about diversity have led to new programs and services for FNU faculty, staff and students to engage in cultural learning.
- ❑ This includes the establishment of the Online Cultural Center/the Center for Student Cultural Diversity,
- ❑ an interactive learning resource center for students to access virtual modules to broaden their insights on cultural health disparities and healthcare; and developing to address diversity within the FNU community. These initiatives are aimed at enhancing the visibility and value of diversity at FNU.



Over 216 monthly web visits to the Online Cultural Center's Diversity Merit Prep Course

Involve Everybody: Devise a plan of action for next steps about improving belonging & campus climate

According to book author Dr. Strayhorn, not all students find a sense of belonging in college and many face barriers to belonging and **SUCCESS**. (*College Students' Sense of Belonging: A Key to Educational Success*)

- Continue to support ongoing initiatives that link faculty, staff and students to cultivate relationships within their local communities.
- Provide academic enrichment for the diverse classroom by providing proper support structures. FNU instructors combines their classroom lectures & learning assignments with the Online Cultural Center.
- Develop early alert and intervention strategies. PRIDE sends out Mid-Way check ups to follow up with student academic performances.

DIVERSITY *in* NURSING

empowering rewarding awareness revealing
transforming insightful challenging understanding



Thanks for Your Feedback

CONCLUSION

Game Time:

A preview topic on diversity awareness. One of FNU's diversity PRIDE meeting on Religious Diversity in Healthcare.

Game Prizes will be awarded for the diversity activity

Where to Start: At the Beginning

“...because of increasing awareness of spirituality for patient care, it has become common to take a “spiritual history”....

...what does the patient want us to know about his/her spiritual needs...and what difference will this information make in the way we provide care?...”

-Loma Linda University Medical Center

- We are about to take a **SPIRITUAL JOURNEY** into Healthcare...



Spiritual History

Case Study #1

What Do You Do?

your best solution is to...

- a) Speak directly to the husband because **Hindu** women prefer their husbands to make medical decisions.
- b) Offer non-pharmaceutical pain options to relax the patient. **Buddhist's** prefer clarity of consciousness verses drugs that may reduce mental alertness.
- c) You join in the prayer to support the **Christian** practice of seeking healing from God.

A Southeast Asian woman, is in need of medical attention. She is 6-months pregnant and is experiencing severe pain in her lower abdomen. You offer her pain medication, but she refuses and states that she needs to be in full consciousness during times of crises, so taking medicine will cloud her judgment.

Her family requests for her to be placed in a quiet room. When you enter the room minutes later to check on her, you find that the room is extremely quiet with the patient and her family in deep meditation, chanting softly in repetition, while holding a string of beads.

Faith-Based Health Solutions

Case Study #1

The patient is a Buddhist.

What Do You Do?

your best solution is to...

- a) Speak directly to the husband because Hindu women prefer their husbands to make medical decisions.
- b) Offer non-pharmaceutical pain alternatives to relax the patient, since Buddhist's prefer clarity of consciousness instead of drugs that may reduce mental alertness.
- c) You join in the prayer to support the Christian practice of seeking healing from God.

Answer B= (4) points

- Buddhism is 1 of the largest religions in the world, mainly in Southeast Asia. Emphasis is on spirituality.
- If pain or illness occurs, Buddhists believe a cure comes from "mindfulness," so patients may request a quiet room/environment for the purpose of meditation.
- Healthcare providers should be very specific when discussing the use of drugs that may affect awareness. non-pharmacological & non-western medicine options are often attractive.
- "Same-Gender" doctors/nurses may be requested, as Buddhist are very modest when exposing intimate body parts to the opposite sex.

Spiritual History

Case Study #2

What Do You Do?

your best solution is to...

- a) Include discussing the option of placing the rosary in a sealed bag that can be kept on or near the patient so as not to interrupt **Catholic** religious practices of prayer.
- b) Avoid talking about blood transfusions of red/white blood cells, since **Jehovah's Witness** prohibit this.
- c) Schedule the surgery before Friday which is viewed as the **Jewish** Sabbath from Friday through sundown Saturday

A couple, in their mid-thirties, is seeking advice on starting a family. They express that they have already spoken with, and received the blessing of their "Father"/priest. They are open to fertility interventions, as long as it does not include the destruction of fertilized eggs, sperm donation or surrogate pregnancies. They would like to use natural alternatives verses technology fertility treatments.

You notice the wife holding a rosary in her hand as you discuss meal options in preparation for the fertility procedure.

Faith-Based Health Solutions

Case Study #2

The couple is Catholic

What Do You Do?

your best solution is to...

- a) Include discussing the option of placing the rosary in a sealed bag that can be kept on/near the patient so as not to interrupt Catholic religious practices of prayer.
- b) Avoid talking about blood transfusions of red/white blood cells, since Jehovah's Witness prohibit this.
- c) Schedule the surgery before Friday because the Jewish Sabbath is from Friday through Saturday. (sundown)

Answer A= (2) points

- The Pope, heads the (Roman) Catholic Church. The Catholic Church is the largest non-governmental provider of healthcare services world-wide.
- Catholics are urged to morally protect/support life. They refuse medical techniques that destroy life or risk marital bonds. (ie-abortions, donors, surrogacy)
- Catholics have no dietary restrictions, except during Lent- the practice of solidarity with Christ's suffering 40 days before Easter. Restrictions may include no alcohol-based medicines.
- Sacraments, Communions, Confessions, Blessings are important, especially before surgery or risk of death. Healthcare providers should prepare to contact clergy /hospital chaplain.

Spiritual History

Case Study #3

What Do You Do?

your best solution is to...

- a) Avoid eye contact, **Muslim** patients request no physical contact from non-family members of the opposite sex, or around men.
- b) Agree with the family, because **Seventh-day Adventists** value human life as a gift from God, and support the use of medical treatment to prolong life.
- c) Discuss all medical options that do not conflict with biblical restrictions. It's common for **Jehovah's Witness** adults to carry (at all times) a card stating religiously-based directives for treatment without blood.

A Peruvian immigrant mother, has just found out her son needs an emergency blood transfusion from a car accident.

The mother believes that God will punish her for going through with the blood transfusion. Her husband, family/friends want the child to have the transfusion. They use a religious argument that God wants her kids to live long.

Time is running out and the child's life is hanging on the parent's decision.

What do you do? (choose one answer)

Ehman, J. (2007). *Religious Diversity: Practical Points for Health Care Providers*. University of Pennsylvania Health System.
Loma Linda University Medical Center (2011). *Healthcare & Religious Beliefs*. Loma Linda, CA
Hameed, S. (2010). Faith and the Issue of Blood Transfusion. *Science & Religion Today*.



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Faith-Based Health Solutions

Case Study #3

The family is Jehovah's Witness

What Do You Do?

your best solution is to...

- a) Avoid eye contact, Muslim patients request no physical contact from non-family members of the opposite sex, or around men.
- b) Agree with the family, because Seventh-Day Adventists value human life as a gift from God, and support the use of medical treatment to prolong life.
- c) Discuss all medical options that do not conflict with biblical restrictions. It's common for Jehovah's Witness adults to carry (at all times) a card stating religiously-based directives for treatment without blood.

Answer C= (3) points

- Jehovah's Witness believe in respect for one's life, and value strong family relationships.
- Jehovah's Witnesses restrict blood transfers (red/ white blood cells, and plasma), whether by medication or in food.
- Some blood fractions such as albumin, immune globulin, and hemodialysis are seen as wound-healing factors, which are allowed. Organ donations are allowed.
- Jehovah's Witnesses are usually well prepared to work with health care providers to seek all possible options for treatment that do not conflict with religious concerns.
- Contrary to some popular misconceptions, faith-healing is not a part of Jehovah's Witness tradition. Prayers are often said for comfort and endurance.

Hameed, S. (2010). Faith and the Issue of Blood Transfusion. Science & Religion Today.

Spiritual History

Case Study #4

What Do You Do?

your best solution is to...

- a) Ask if they will partake in the **Muslim** Ramadan fast so that you can offer medically appropriate pre-dawn meals to assist with the wife's pregnancy.
- b) Simply shut the door to the room to offer the patient time & a quiet space to pray. Prayer for miraculous healing is symbolic to **Christian Pentecostals**.
- c) Ask if the priest from their church should be called. **Latter-day Saints** believe clergy act in God's name to provide healing and blessings.

A wife has been having routine complications with her pregnancy and is in severe pain.

While meeting with the doctor, the husband energetically affirms that "God is a healer" and this is "just a test of their faith." The wife agrees, saying "Amen" and "Hallelujah" and believes the baby is their miracle from Heaven.

The couple requests time to say a prayer before leaving the office. You notice the husband place one hand on his wife's stomach and lifts his other hand up toward the ceiling as he prays to God.

Loma Linda University Medical Center (2011). Healthcare & Religious Beliefs. Loma Linda, CA

Faith-Based Health Solutions

Case Study #4

The couple is Pentecostal

What Do You Do?

your best solution is to...

- a) Ask if they will partake in the Muslim Ramadan fast so that you can offer medically appropriate pre-dawn meals to assist with the wife's pregnancy.
- b) Simply shut the door to the room to offer the patient time & a space to pray. Prayer for miraculous healing is symbolic to Christian Pentecostals.
- c) Ask if the priest from their church should be called. Latter-day Saints believe clergy act in God's name to provide healing and blessings.

Answer B= (2) points

- Pentecostal is one of the larger Christian denominations in the US.
- Pentecostals may pray exuberantly i.e.- "speaking in tongues" (aka "glossolalia") which holds symbolic meaning.
- Patients or families may express strong belief in miraculous healing.
- Prayer is a method of communicating with God as expressions of gratitude and to seek guidance and comfort. Spiritual practices include Scripture reading, prayer, offerings, Anointing and Communion.
- Be prepared to contact clergy/hospital chaplain, have an area for patients to go for prayer/worship in the hospital. Or, simply close the door to offer the patient quiet space to pray.

Ehman, J. (2007). *Religious Diversity: Practical Points for Health Care Providers*. University of Pennsylvania Health System.

Spiritual History

Case Study #5

What Do You Do?

your best solution is to...

- a) Agree to have the mother with her for the exam. You understand that **Muslim** patients have religious/cultural concerns about nudity, including treatment by someone of the opposite sex.
- b) Kindly ask to remove her **Sikhs** scarf (religious clothing) while explaining why it needs to be removed for the exam.
- c) Quietly wait outside while the patient's husband calls to speak with a **Jewish** rabbi to determine the moral propriety of any particular decision to remove clothing during the exam.

A couple arrives for their OBGYN appointment. In addition, the couple's parents are there along with the husband's brothers. All have come for the couple's appointment.

You take the wife to the examination room. She desires to keep on all her clothes during the exam and does not feel comfortable exposing her body. She also request that her mother be at her side during the exam if the doctor is a male.

BONUS QUESTION!

Loma Linda University Medical Center (2011). Healthcare & Religious Beliefs. Loma Linda, CA



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Faith-Based Health Solutions

Case Study #5

The couple is Muslim

What Do You Do?

your best solution is to...

- a) Agree to have the mother with her for the exam. You understand that Muslim patients have religious/cultural concerns about nudity, including treatment by someone of the opposite sex.
- b) Kindly ask to remove her Sikh's scarf (religious clothing) while explaining why it needs to be removed for the exam.
- c) Quietly wait outside while the patient's husband calls to speak with a Jewish rabbi to determine the moral propriety of any particular decision to remove clothing during the exam.

Answer A= (6) points

- Over (1) billion Muslims worldwide.
- Muslims value modesty and may request “same sex” doctor/nurse, or remain fully covered.
- Muslims use vegetarian diets, and refrain from foods like pork products or gelatin.
- Muslim diet regulation can affect patients' use of medications, especially drugs with porcine (swine), gelatin or alcohol.
- During “Ramadan” (summer time), Muslims refrain from food/drink from dawn to dusk. Talk with patients for medical accommodations to fast while in the hospital. Offer options for pre-dawn meals, providing spring water in the late afternoon, and delaying dinner until after sunset.



Christian Taoism Judaism Atheist

Hindu Islam Buddhist Confucianism

Lutheran Catholic Baptist Pentecostal

Conclusion

What We Can Do...

Dedicate Ourselves to Patient Cultural Competency

The issue of faith and medical treatments can be a complicated one. Be it Southern Baptist, Jew, Hindu, Catholic, Mormon or Atheist/Agnostic. Spiritual beliefs affect how and from whom a person will seek care, how they will care for themselves, and how health choices are made.

What to do as the Healthcare Provider:

Understand that patients with different religions often have religiously-based convictions about healthcare services. This is vital to understanding their behaviors when exchanging medical information or explaining healthcare issues to patients.

Example: an Atheist may be open to pharmaceutical treatments, whereas a Hindu may seek holistic methods, and a Buddhist may request natural herb alternatives. **(3) approaches, same solution!**

Loma Linda University Medical Center (2011). Healthcare & Religious Beliefs. Loma Linda, CA
Hameed, S. (2010). Faith and the Issue of Blood Transfusion. Science & Religion Today.



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Christian Taoism Judaism Atheist
Hindu Islam Buddhist Confucianism
Lutheran Catholic Baptist Pentecostal

Conclusion

What We Can Do...

Dedicate Ourselves to Patient Cultural Competency

What to do as the Healthcare Provider:

Take the time to fully explain options, terminologies & procedures. Listen for patient concerns and gracefully accept patients decisions without imposing your views. Respect the healthcare choices of patients, even if they are not choices you would recommend or select.

If the patient asks your religion/spiritual beliefs, share openly and show genuine interest in learning more about their religion. The more you know about the patient's religion the more insights you will have to offer treatments suitable to the patient's beliefs.

Loma Linda University Medical Center (2011). Healthcare & Religious Beliefs. Loma Linda, CA



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Thank you for joining today's session

Any questions?



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