

Cultural Competence and Cultural Safety: A Knowledge Translation Symposium

Courtyard by Marriott Downtown Toronto Hotel

Monday, March 19th, 2012 and

Tuesday, March 20th, 2012





Welcome
Bienvenue



***Special thanks to the Aboriginal Health
Human Resource Initiative, First Nations and
Inuit Health Branch for funding this project,***

and



Learning from Previous Initiatives of Cultural Competence and Cultural Safety

Sylvia Barton, RN, PhD, University of Alberta

Cathy Graham, RN, MSc, Trent/ Fleming School of Nursing

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Wanda Pierson, RN, BSN, MSN, PhD, Langara College

Terry Penny, RN, BScN, MSN, Nova Scotia Community College





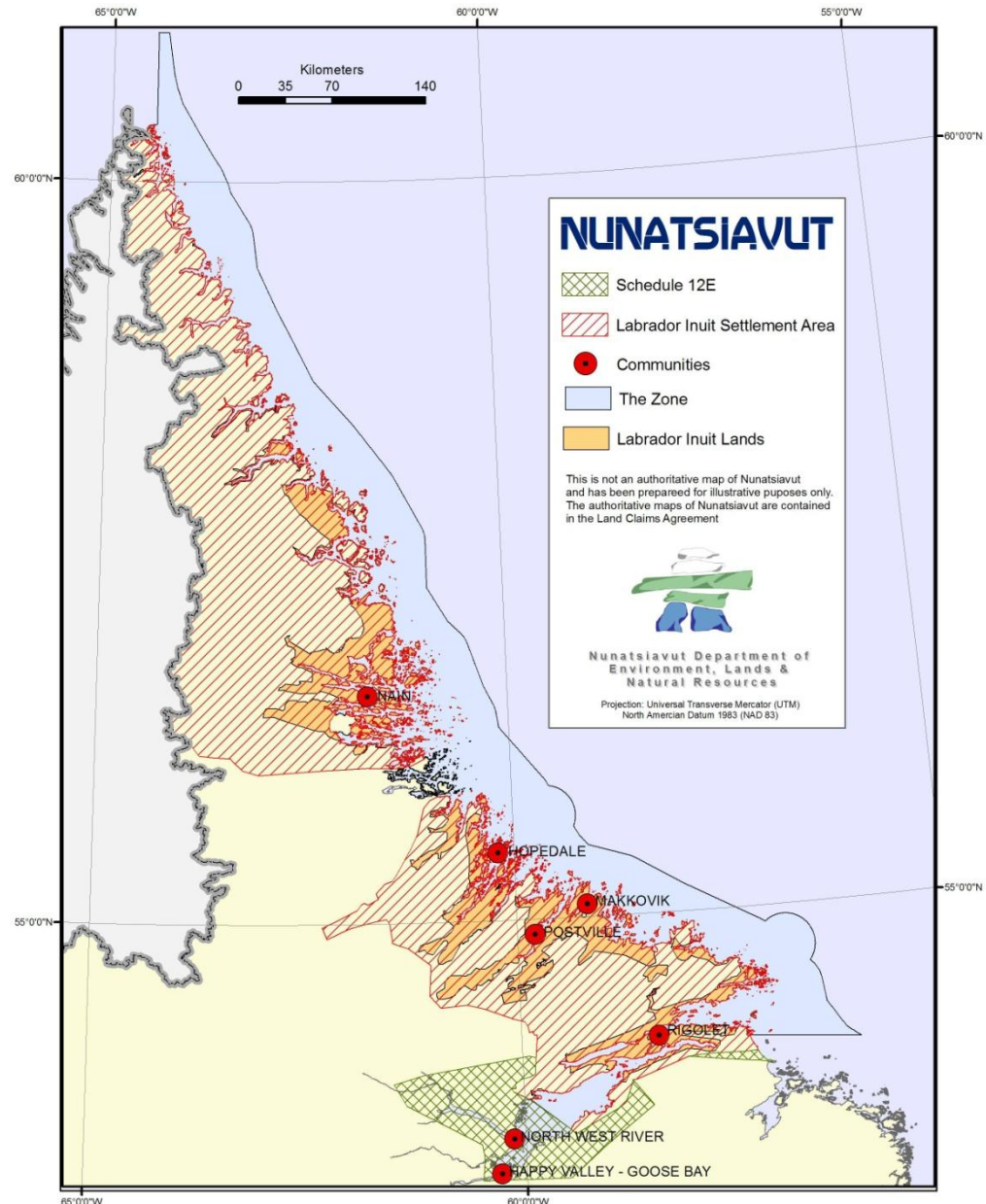
nurses for
Nunatsiavut



Nunatsiavut



- Located at the northern tip of the Province of Newfoundland and Labrador, on Canada's East coast.
- Covers a geographically diverse area of approximately 72,000km² of land and 48,690km² of sea.
- Home to 5000 + Inuit and Kablunangajuit.



Integrated Nursing Access Program

2002- meeting of stakeholders

Rationale

- Shortage of Inuit nurses in Labrador
- Nursing entry at Baccalaureate level
- Barriers to meet the admission criteria
- Challenges of leaving home and family

WHY.....

Integrated Nursing Access Program

2003 Program Development began

2005 Program Commenced (Jan)

2007 INAP Graduation

2008 2nd year in Corner Brook, NL

2010 First Graduates

When

Integrated Nursing Access Program

19 students, all beneficiaries of the Labrador Inuit Land Claim

From all 5 communities in Nunatsiavut and the three communities of Upper Lake Melville

Age range from 20 to 45 *

15 had children ranging in numbers from 1-6

Education levels from Grade 8 to University

Who.....



Integrated Nursing Access Program

“ An integrated, case based, culturally relevant program that focused on knowledge acquisition and skill development in an environment that allows students opportunity for reflection and self discovery”.

How.....

Integrated Nursing Access Program

Early Challenges

- Funding
- Instructors
- Curriculum Development
- Housing
- Cultural adjustment to Goose Bay

Integrated Nursing Access Program

Skill Development Areas

1. Asking questions in class
2. Participating in discussion groups
3. Presentation of material
4. Development of arguments around topics
5. Doing literature reviews
6. Referencing literature in papers
7. Writing scholarly papers

How.....

Integrated Nursing Access Program

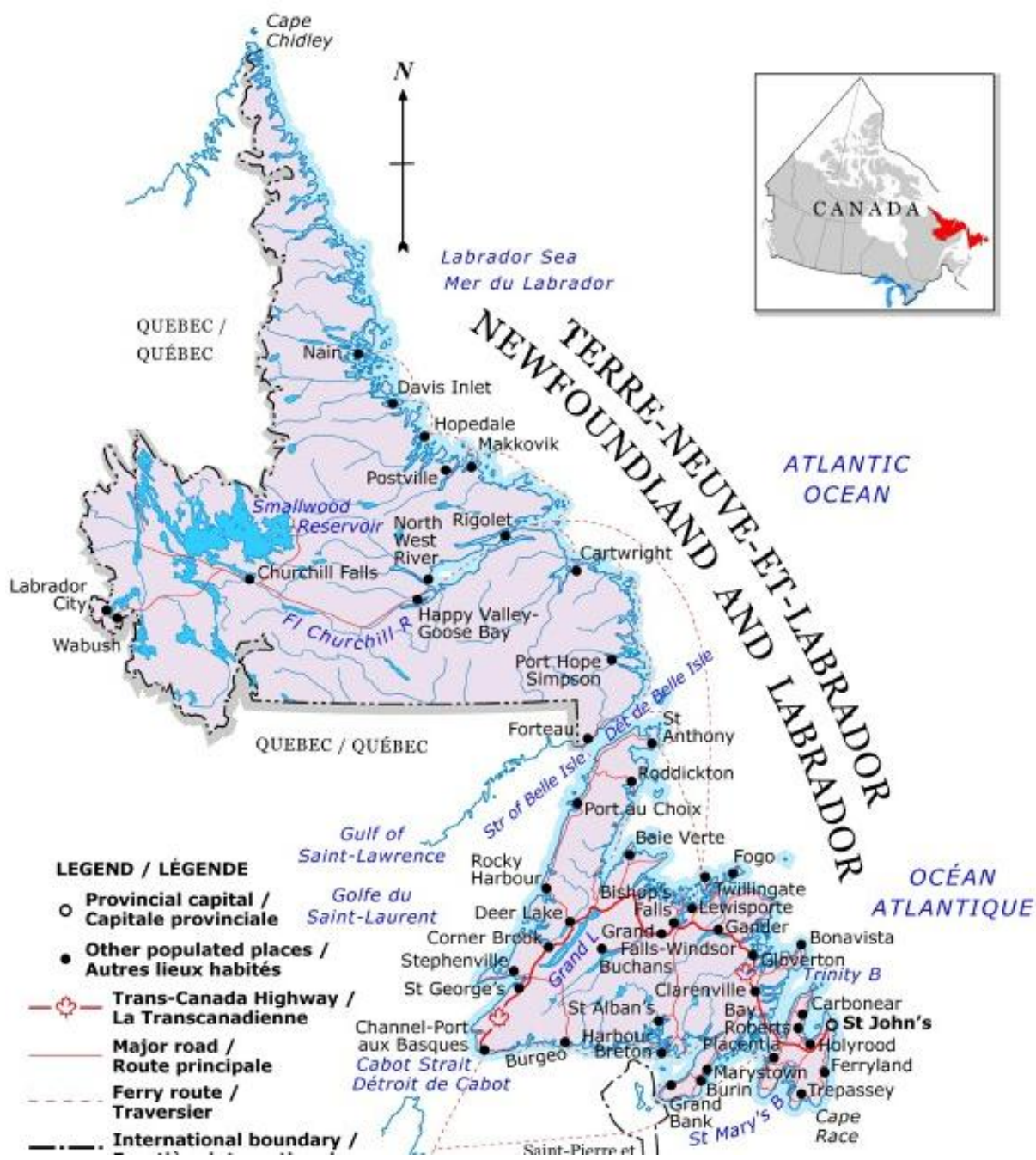
First: College of the North Atlantic campus

Happy Valley-Goose Bay, Labrador

Next: Western Regional School of Nursing

Corner Brook, Newfoundland

Where.....



Integrated Nursing Access Program

8 Modules

The person I am, the nurse I want to become

Beginning knowledge of our bodies

Body tissues and internal systems, how the body works

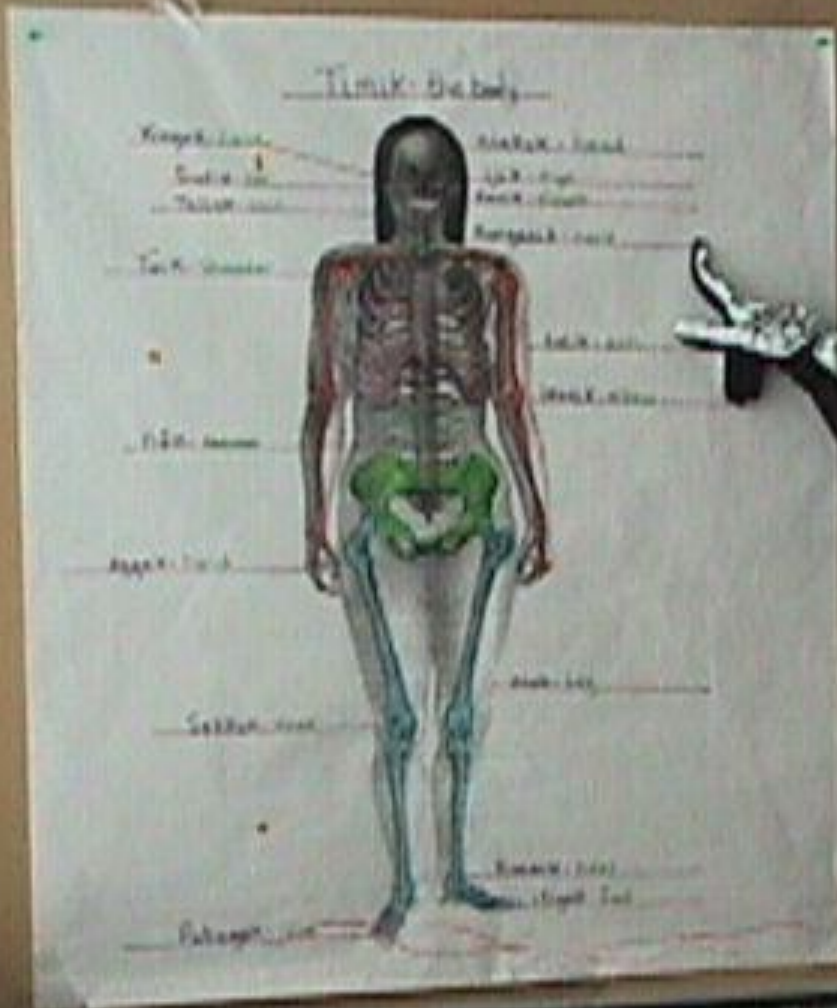
Beginning the practice of nursing

Complex interactions within the body

Becoming a professional: conceptualizing and integrating concepts

Applying and integrating theory through the practice of nursing

How.....





INHALE THE FACTS



The air we breathe is not just oxygen. It has all kinds of other things in it. Some of these things are good for us, but some are bad. Some of the bad things are called pollutants. They can make us sick and even cause cancer. We need to know what's in the air we breathe so we can protect ourselves. There are many ways to do this. One way is to use a BIC lighter. BIC lighters are made of plastic and they don't burn. They are also made of metal and they don't burn. They are made of a special kind of metal called stainless steel. This metal is very strong and it can last for a long time. It is also very safe. It won't catch fire and it won't explode. It is a very good choice for a lighter. The BIC logo is on the lighter. It is a red logo with the letters BIC in white. The lighter is also very easy to use. It has a simple design and it is very light. It is a very good choice for a lighter. The BIC logo is on the lighter. It is a red logo with the letters BIC in white. The lighter is also very easy to use. It has a simple design and it is very light. It is a very good choice for a lighter.

\$11.95
Daughter of Labrador

Millicent Blake Loder





Labradorimi Inuit Paitsijet - Sanavalliajut Atjungitumik
Labrador Inuit Nurses - Making a Difference



*Diane Oliver-Scales -
Happy Valley-Goose Bay-miuk
RN BN: Paitsijillagiulittuk.
Ilinniavitsuamit pijagesimajuk 1987-imi
Nalunaikketattásimajuk Aulatsijungiamik
Paitsijinik.*

*Paitsijugama Nunaliujuni nãmmãnsiatuk
ikajuKattanik Inulimãnik
Inositsiagittotitsigãwãnniup mitsãnut.*

*Piujualovullu Nunalluasianni suliaKagiak ilallu-
asiappilu akungani.*



*Diane Oliver-Scales -
Happy Valley-Goose Bay
RN BN Graduated 1987
Diploma in Nursing Management*

*In public health nursing, I feel that I get to make
a difference in the lives of the people I care for.*

*It is good to be able to work in my own commu-
nity and to be close to my family.*





Program Ident
- Barriers
No. of
Solutions



* Registrar
Churchill
Sunday
WG Head
Jack
Danni

RN
Brenda

Condoms Are
LIFESAVERS

Condoms Are
SAVERS

Condoms Are
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Case Study / Discussion Topic

The last six weeks have been very challenging for Maggie. Not only has she been dealing with her pregnancy at home, but in April she has been preparing through the last trimester of a difficult pregnancy. She must take important notes to the doctor. Maggie had to go to the hospital every day to have her baby which meant that having a doctor to make alternate arrangements for the care of her grandpa and her dog and to tell Maggie during company, restaurant, professional, and to her delivery. Today Maggie and her son, Nancy, are attending their first visit. She came at 10:00 AM. The class is extremely busy this day with different ages coming in and out of class. Maggie is very nervous. In question Maggie asked how she has been the week with Nancy. Maggie immediately noticed how difficult it was to be away of communicating. When completing a research project information to Maggie about her pregnancy. She wants to know how a nurse could help to make sure she can be sure she has been coping with the...

Homework

[A bulletin board with several papers pinned to it, including a calendar and a photograph of a building.]

COLLEGE OF THE NORTH ATLANTIC

- 4. Be a good listener
- 5. Be helpful
- 6. All things
- 7. Be on time
- 8. Understanding
- 9. Be confident
- 10. Be a leader
- 11. Be a good friend
- 12. Be a...

A wooden table with a water bottle, a blue cloth, and other items on it. A blue chair is in the foreground.





Winter Carnival



Ice Fishing Trip



Integrated Nursing Access Program

Where are they now?

19 started January 2005

6 graduated April 2010

1 graduated April 2011

Attrition rate 37%

NL attrition rate 28%



Integrated Nursing Access Program

Success Redefined

- Only 1 student did not qualify for certification

Community Health Worker

Personal Care Attendant/Home Support Worker

Adult Basic Education Diploma

- Only 3 of those who have left the program are not working in health care in Labrador
- 1 student has applied for Nursing again
- 1 student has applied for the Licensed Practical Nursing program *****
- . No one has left Labrador

Integrated Nursing Access Program

Success Redefined

Are there nurses for me?

They are all working for the
Regional Health Authority

**This is success, Inuit nurses will be working
for Inuit in the referral hospital and the long term
Care facility**

Integrated Nursing Access Program

Lessons Learned

1. Ask for a return of service
2. Improved screening process
3. More involvement of the Advisory Committee before the start
4. Very clear guidelines on expectations and consequences
5. Ensure families are totally aware of what to expect and what is expected of them
6. Exposure to the field prior to admission

Integrated Nursing Access Program

Lessons Learned Continued

8. Academic deficits made up prior to entry
9. Cultural competency and goals of the program for college staff prior to implementation
10. Clarify pass marks, deadlines etc. up front
11. Staff better prepared to deal with behaviors, understand boundaries
12. Staff given prep time
13. Materials developed in a format for perpetuity
14. Better timing of courses
15. Coping Skills workshop for students, families and staff

Integrated Nursing Access Program

What surprised us

- The incredible growth of some of the students
- Racism
- Verbal abuse of staff and students
- The magnitude of the social issues facing the students and their families and the strength shown by some in coping
- a 30% pregnancy rate
- The strength of pride that I feel when I see them in clinical situations
- Future programs such as this ? **NO**



Nakummek

Thank you



Questions?????

**Gail Turner RN BN MAdEd CCHN (C)
Director of Health Services**