**PLAZA COLLEGE**

**Cultural Competence- Assignment:**

**Instructions and Assessment**

**STUDENT: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_**

**Domain VI:**  Leadership

**Subdomain VI.H:** Ethics

**Competency: 3.** Assess how cultural issues affect health, healthcare quality, cost, and HIM (BL5)

**Curricular Consideration:** Healthcare professionals and cultural diversity; Cultural competence and self-awareness; Assumptions, biases, & stereotypes

**Competency: 4.** Create programs and policies that support a culture of diversity (BL6)

**Curricular Considerations:** Diversity awareness training programs: age, raced, sexual orientation, education, work experience, geographic location and disability.

**TASK:** For this assignment, you will assume the role of a member of the ***employee training and development team*** for your facility. You have been asked to ***research the topic*** of cultural competence and ***design a training*** ***program*** that will be used to train all employees in the organization. In addition, you must ***develop a policy*** that addresses employee training. This policy will be added to the policies and procedures manual of the organization.

After completing your research, you will need to develop the training program that will include: PowerPoint presentation on the topic, a sign-in sheet, and a quiz to assess employee understanding of the topic. Your presentation must address the following areas: ***What is diversity? The eight dimensions of diversity; Importance of cultural competence awareness; Impact of cultural competence in healthcare cost and quality; Diversity awareness; Regulations affecting cultural diversity.***

**OBJECTIVES**: By the end of this course, students will be able to

* Assess the importance of cultural awareness in the workplace (BL5)
* Explain orientation and training methods used by healthcare organizations (BL2)
* Create a training program that promotes and assesses awareness of cultural diversity (BL6)
* Develop a policy statement that embrace and promote compliance with diversity regulations (BL6)

**Standards: Students must complete all parts of the assignment satisfactorily by achieving a minimum score of 70%. All responses must be typed in Times New Roman, size 12 font, double-spaced, using correct sentence structure, grammar, spelling, punctuation and formatting.**

**Policy Statement : \_\_\_\_\_\_\_\_\_\_\_\_\_/40**

Assesses the importance of cultural awareness \_\_\_\_\_\_\_\_\_/10

Well-written and well-organized \_\_\_\_\_\_\_\_\_/10

Cite sources using MLA \_\_\_\_\_\_\_\_\_/10

Evaluates the impact of training program on patient care\_\_\_\_\_\_\_\_\_\_10

**Quality of Training Tools \_\_\_\_\_\_\_\_\_\_\_\_\_/30**

Quality of information \_\_\_\_\_\_\_\_\_/10

Quality of organization \_\_\_\_\_\_\_\_\_/10

Quality of assessment \_\_\_\_\_\_\_\_\_/10

**Delivery of Presentation \_\_\_\_\_\_\_\_\_\_\_\_/30**

Preparedness: \_\_\_\_\_\_\_\_/10

Delivery: Eye contact, confidence, professionalism, \_\_\_\_\_\_\_\_/10

Interaction with Audience (Answered questions): \_\_\_\_\_\_\_\_/10

**Total Points: \_\_\_\_\_\_\_\_\_\_\_\_/100**

**Disqualifying Items (deduct points accordingly):**

1. **Student contributes little or not at all to group work (5-10 pts)**
2. **Students submits past due date (10 points)**

**Instructor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_**