

Abstract:

The demographic makeup of the United States is changing at such a rate that there is expected to be a minority majority by the year 2050. The diverse nature of this country creates a challenge for health providers to become aware of the various health and healthcare disparities among minorities and innovate solutions to decrease them. Healthy People 2010 and the Institute of Medicine have published documents urging health providers to become knowledgeable and aware of such disparities and take action to decrease and eliminate them. The American Academy of Colleges of Nursing and the National Organization of Nurse Practitioner Faculty have developed cultural competence and health and healthcare disparity competencies for graduate level nursing programs. There is currently not a resource available to nurse practitioner educators that provide curricular objectives, activities, and evaluation methods for delivery of these concepts to nurse practitioner programs in the United States.

Title:

Cultural Competence in Nurse Practitioner Education: Meeting the Guidelines

Submitted by:

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Project Chairpersons:

Dr Tess Judge-Ellis: Chair

Dr Anita Stineman: Member

Dr Kenneth Culp: Member

Purposes:

The purpose of the leadership project was to provide nurse practitioner educators with resources to meet and exceed the AACN and NONPF cultural and health disparity competencies for nurse practitioner education. The project included a comprehensive review of the literature, and the development of program curricular objectives on the masters and doctoral level based on the AACN and NONPF guidelines. In addition, a resource guide for NP educators including suggested readings, activities, and evaluation methods to meet the curricular objectives was developed. The ultimate goal was to provide NP educators with cultural competence resources in order to enhance culturally competent care toward the goal of the elimination of health disparities.

Data sources:

Literature review and guidelines from the American Academy of Colleges of Nursing (AACN) and the National Organization of Nurse Practitioner Faculty (NONPF).

Outcome (Conclusions):

Nurse Practitioner curricular program objectives and curricular threads were developed to incorporate the concepts of cultural competence and health disparity as directed by AACN and NONPF. Toolkit resources included a table of the current published articles pertaining to cultural competence of NP's, a table of cultural competence and health disparity resources for NP educators, and the threads, readings, activities, and evaluation table for the masters and doctoral level. These resources address the needs of adult learners and may be taught in the classroom or online setting. The student activities portion of the toolkit incorporated a variety of learning styles including audio, visual, and written learning. The toolkit resources provide faculty with a variety of methods to meet the competencies while tailoring the resources to suit their individual NP programs.

Implications for practice:

The desired impact on clinical practice is to develop expert clinicians with the ability to recognize, evaluate, and treat patients with health and health care disparities with a level of skill, knowledge, and compassion resulting in improved health for the patient and the community. Communities that employ these skilled professionals will benefit in a variety of ways. Examples of potential benefits may include reductions in acute and chronic disease, decreased emergency room visits, increased preventive health programs, rebuilding of patient-provider trust, and development of community partnerships that result in improved health of all members of society regardless of social or economic status.