ABSTRACT

Several policy developments have highlighted the need for increased preparation of health professionals in cultural and health literacy competencies. In an effort to help address these educational needs, the Maryland Office of Minority Health and Health Disparities is partnering with the University of Maryland College Park, School of Public Health to develop a Cultural and Health Literacy Competency Primer.

The aim of the Primer is to provide health profession educators with a framework and resources for integrating cultural competency and health literacy into existing training programs.

This guide is unique because existing health profession training resources do not jointly incorporate both cultural and health literacy competencies and are not generally geared toward multiple health disciplines inclusive of allied health.

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WHAT IS THE PRIMER?

A primer is a basic teaching resource guide. The Cultural Competency and Health Literacy Primer is intended to help health professional educators, students, and practicing health professionals learn how to reduce health disparities and improve health outcomes through culturally sensitive and effective communication with clients across the health disciplines.

The Primer is intended to serve as a resource guide on cultural competency and health literacy for Maryland's health professional educators, students, and practicing health professionals. The Primer can be used to supplement discipline-specific cultural competency curricula that may currently exist.

WHO SHOULD USE THIS TEACHING TOOL?

• Higher education administrators of health professional degree programs
• Teachers or curriculum specialists for health professional degree programs
• Continuing education trainers for health professionals
• Policymakers interested in how Maryland legislation tied to cultural competency and health literacy is being implemented

THE DEVELOPMENT PROCESS OF THE PRIMER

<table>
<thead>
<tr>
<th>Timeframe</th>
<th>Event</th>
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<tbody>
<tr>
<td>February 2011</td>
<td>Formal partnership was established.</td>
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<tr>
<td>October 2011</td>
<td>Workgroup #1 identified the core competencies to be addressed in the Primer.</td>
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<tr>
<td>December 2011</td>
<td>Workgroup #2 identified the developmental learning stage for each core competency.</td>
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<tr>
<td>March 2012</td>
<td>Framework for Primer was refined based on analysis of output from Workgroups #1 and #2. Workgroups provided feedback in refining the Framework.</td>
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<tr>
<td>June/July 2012</td>
<td>Public draft of Primer was released for feedback from Workgroups #1 and #2.</td>
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Workgroup participants included 93 individuals representing expertise in cultural competency, health literacy, health communication, and minority health; university- and community-college based health profession training programs in Maryland; and health systems, health professional associations, health occupation licensing boards, in Maryland.

HOW WAS THE PRIMER CREATED?

The framework of modules and learning objectives represent a core set of knowledge, skills, and attitude competencies derived from an analysis of both the “Tool for Assessing Cultural Competence Training” (TACCCT) developed by the Association of American Medical Colleges and further refined by Lie and others [1] and the health literacy competencies identified by Coleman and others [2].

Each module outlines learning objectives, appropriate stage of learner (developmental sequence), and descriptions of supplementary teaching resources that include:

• Sample course curricula
• Case studies (print and video format)
• Self-guided learning resources
• Webinars, video clips, and podcasts
• Clinical and field application resources


MARYLAND SIGNIFICANCE

Cultural Competency Legislation

• Senate Bill 234 (2012): “Maryland Health Improvement and Disparities Reduction Act of 2012”
• House Bill 679 (2012): “Cultural Competency and Health Literacy – Education Act”
• House Bill 756 (2009): “Cultural and Linguistic Health Care Provider Competency Program”
• House Bill 524 (2007): “Workgroup on Cultural Competency and Workforce Development for Mental Health Professionals”
• House Bill 883 (2003): “Health Care Services Disparities Prevention Act”

NATIONAL SIGNIFICANCE

Cultural Competency Standards, Guidelines, and Frameworks

• Healthy People 2020
• 2010 Patient Protection and Affordable Care Act
• CLAS Standards Enhancement Initiative
• HHS National Partnership for Action’s National Stakeholder Strategy for Achieving Health Equity
• Joint Commission - Revised Standards to Advance Effective Communication, Cultural Competence, and Patient-Centered Care
• National Committee for Quality Assurance - Multicultural Health Care Standards and Distinction Program
• National Quality Forum - Comprehensive Framework and Preferred Practices for Measuring and Reporting Cultural Competency

How Can I Learn More?

To be added to an e-mail list for updates about the Primer, please contact Ms. Monica McCann – monica.mccann@maryland.gov