



UNIVERSITY OF WASHINGTON SCHOOL OF MEDICINE

The Center for Cultural Proficiency in Medical Education

Institutionalizing Cultural Proficiency in Medical Education: Rethink the Possible!

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Project Director, Center for Cultural Proficiency in
Medical Education (*CC-PrIME*)



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Our Journey

Grant awarded: August 2005

Grant life: Five years (2005-2010)

Grant source: NIH-NHLBI

**Principal Investigator: David
Acosta, MD**



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▪ ***Our vision:***

Committed to the integration of multicultural education into the training of all healthcare professionals and sustaining institutional consciousness for equity, cultural proficiency and diversity.



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Our mission:

Create a teaching environment that is sensitive to and integrates cultural consciousness into the undergraduate medical education curricula and graduate medical education training,

Provide the learner with the skills necessary to provide quality care in a culturally sensitive and linguistically appropriate manner,

Enhance the ability of all medical students, residents, and faculty to address disparities in healthcare among the diverse population groups in the Pacific Northwest region,

Serve as an educational resource on cultural competency to all community physicians (*and healthcare professionals*) in the region.

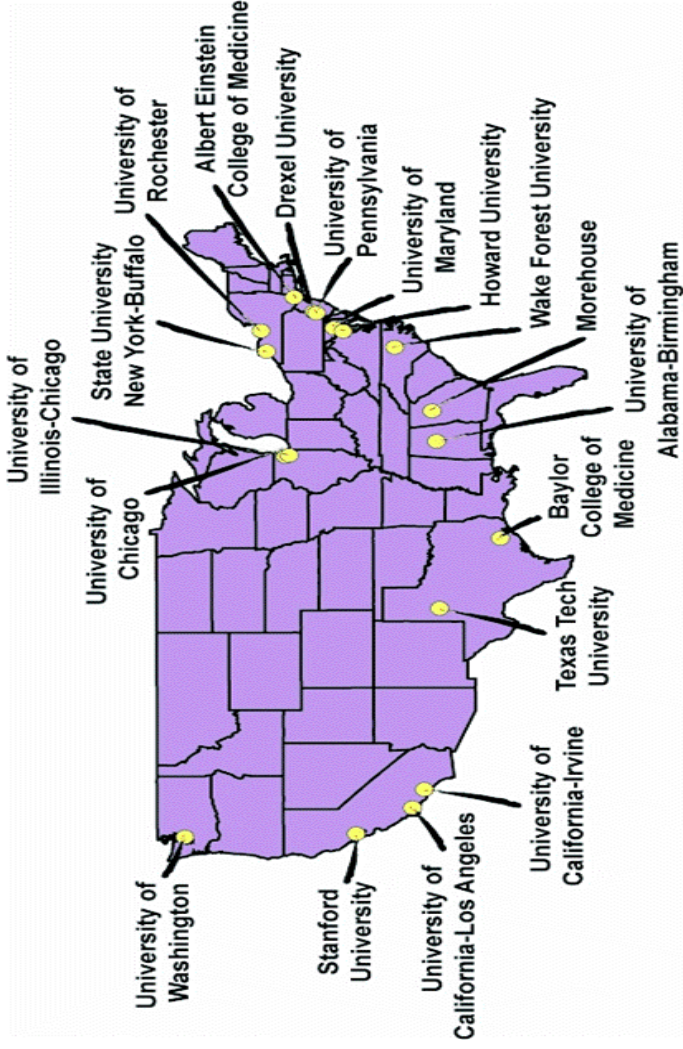


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Consortium

National Consortium of Multicultural Education for Health Professionals





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Putting ourselves on the map



- Create CC-PrIME (*physically and virtually*)
- Market CC-PrIME
- Develop & Integrate Curriculum
- Train faculty and staff



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Putting ourselves on the map



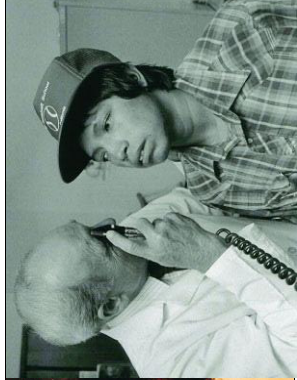
- Develop teaching materials
- Create resource center
- Invest in our staff (*awareness, knowledge, training...etc*)



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The Hispanic Health Pathway



University of Washington School of Medicine



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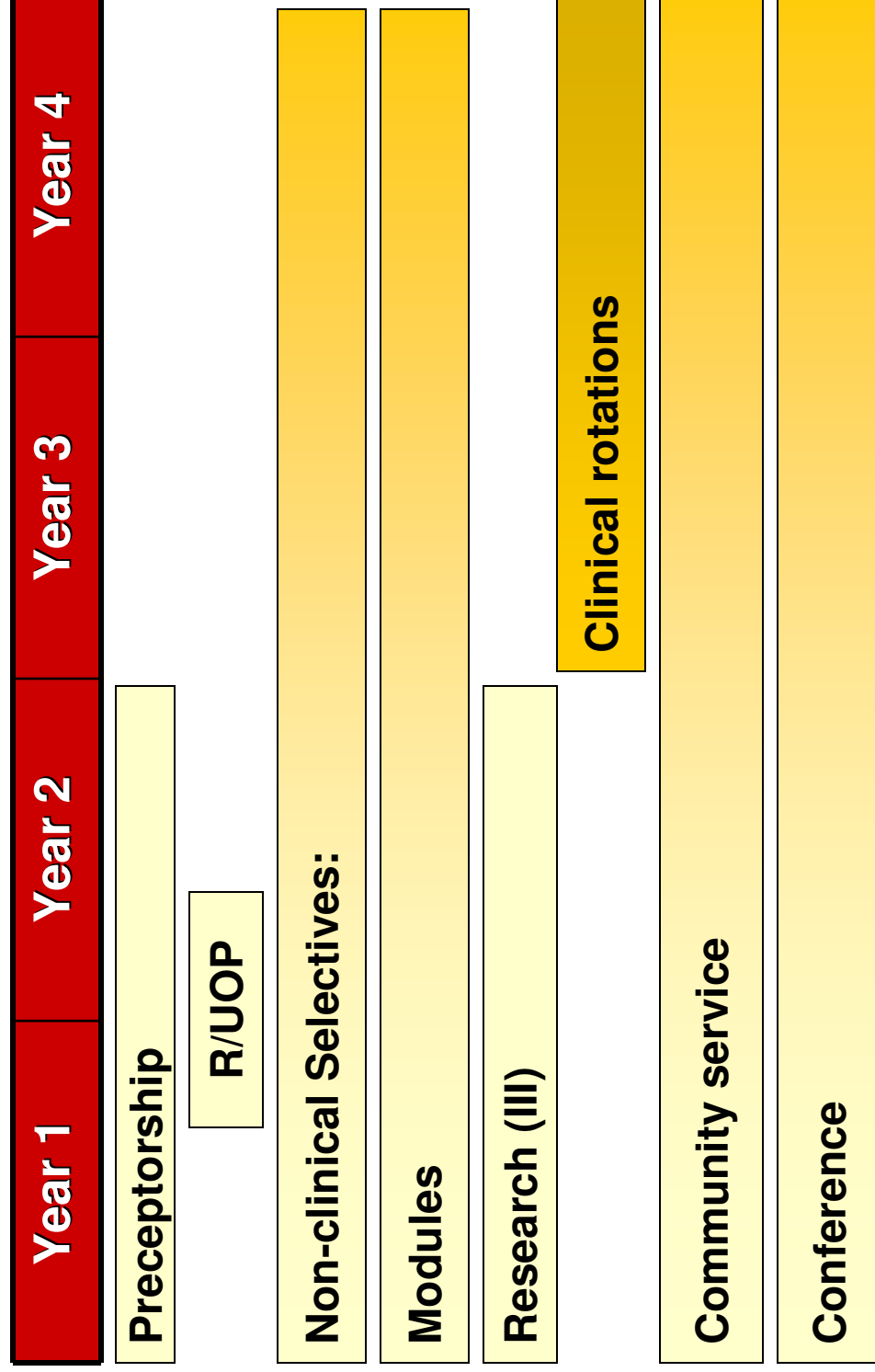
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The Hispanic Health Pathway



- **Community & stakeholders participation**
 - Students (Latino and those interested in Latino health)
 - Faculty and community clinicians
 - Advocates and community members

Components & Timeline



modules - Windows Internet Explorer

http://faculty.washington.edu/dacosta/HHP/modules.html

File Edit View Favorites Tools Help

Convert Select

Free Hotmail Upgrade Your Browser

modules



[HOME](#)

[PATHWAY REQUIREMENTS](#)

[CURRICULUM](#)

MODULES

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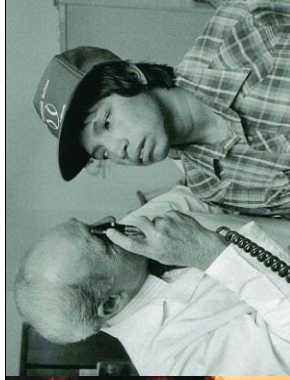
[LINKS](#)

[FAQ](#)

Modules

<p>Module 1: HIV/AIDS in Hispanics</p>
<p>Module 2: Latina Women's Health Issues: Part I</p>
<p>Module 3: <i>Latina Women's Health Issues: Part II</i> (coming soon!)</p>
<p>Module 4: Pesticide Exposure and Poisoning</p>
<p>Module 5: Border Health</p>
<p>Module 6: Unintentional Injuries & Homicide in Hispanics/Latinos</p>
<p>Module 7: Challenges in Caring for the Hispanic Elderly</p>
<p>Module 8: End-of-Life Issues for the Hispanic Patient & Their Family</p>

The Hispanic Health Pathway



HHP Journey

- 3/2006: The Hispanic Health Pathway Working group
- Met on a quarterly basis
- 2007: Submitted its recommendations and vision to the curriculum committee
- 9/2008: First class started
- 6/2009: First certificate awarded
- To date, the program awarded 8 certificates
- In 2012, we will award 17 certificates





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Training



- Trained our core staff to provide facilitations and develop workshops
- Trained 54 champion faculty and staff across WWAMI (*Washington, Wyoming, Alaska, Montana, Idaho*)
- Funded conferences and relevant training programs to enable our trained champions to increase their knowledge/trainings



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Allies and Partners

- **The Center's work is guided by.....**
 - NHLBI consortium (*national clout*)
 - CC-PrIME Advisory Board (*university and community-wide reach*)
 - CC-PrIME Working Group (*internal core group*)
 - Trained faculty and staff (*WWAMI wide reach*)
 - Stakeholders' involvement and advocacy (*students, community, educators, activists, etc*)





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Challenges

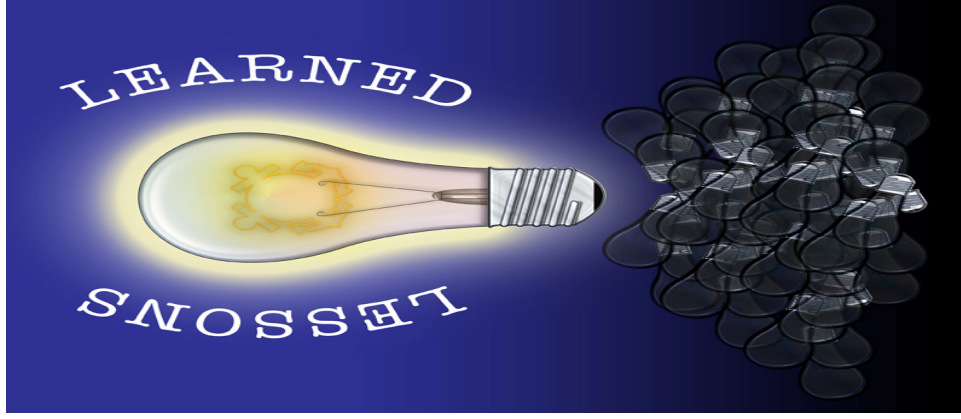


- Packed & 'Protected' curriculum
- Diversity is not a valued currency



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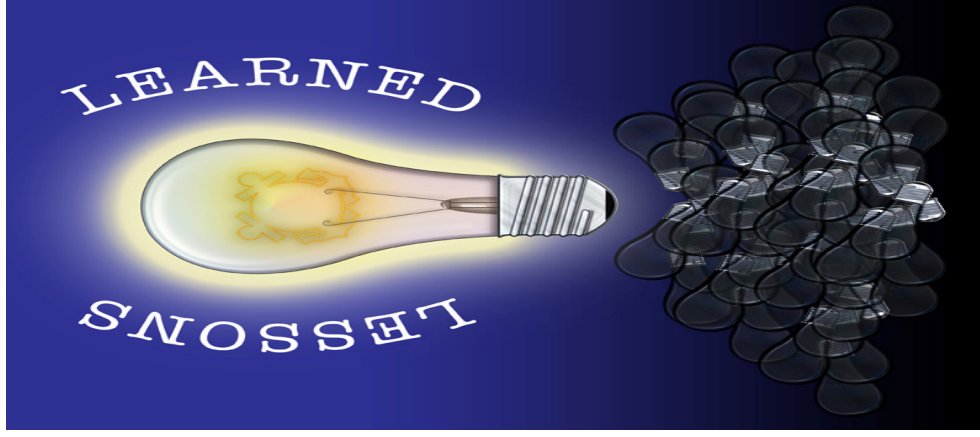
Lessons Learned

- Identify allies early on
- Identify low hanging fruit—what is doable now-later
- Get on the radar of your senior leadership
- Keep the issue on the table!



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Lessons Learned

- Take advantage of difficult encounter/controversy
- Adjust your expectations—celebrate milestones
- Be flexible—at times, things will not go your way
- Don't give up, this work is hard!



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Thank you!

CC-PrIME

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