

CALL FOR INTEREST

SickKids Champions of Cultural Competence

The New Immigrant Support Network and Diversity in Action would like to invite you to consider the following exciting opportunity. As we work together as an organization to provide culturally competent care, we are seeking to expand our group of passionate and motivated individuals to be champions of cultural competence. At SickKids cultural competence is recognized as being integral to family-centred care and linked to patient safety. Champions will promote these concepts in their areas of practice and act as a resource, advocate and change agent with regards to cultural competence and its elements (below). Champions understand the concept of health equity and will promote cultural competence in their areas of practice as a strategy in addressing health disparities, and achieving health equity and optimal clinical outcomes for all patients and families. Thirty-two (32) champions will be recruited.

What is cultural competence? : A set of congruent behaviours, attitudes, and policies that come together to enable a system, organization, or professionals to work effectively in cross-cultural situations (Adapted from Cross et.al., 1989, as cited in Srivastava, 2007)

Elements of cultural competence:

1. Valuing cultural diversity
 2. Having a capacity for self-assessment
 3. Being conscious of the “dynamics” inherent when cultures interact
 4. Having understanding and knowledge of the organization’s culture
 5. Developing adaptations in service delivery that reflect an understanding of cultural diversity
- (Adapted from Hudacek, 2002)

Key activities of the champion: Provide leadership, educate, advocate, build relationships and navigate boundaries.

Who should apply? : Applications are invited from all clinical disciplines and all levels of staff. Although Champions will be selected primarily from clinical areas, non-clinicians who have contact with patients and families are also invited to apply.

Qualities of a Champion:

- Minimum of one year working with children and families
- Passionate about cultural competence
- Committed to reducing disparities, achieving health equity and optimal clinical outcomes for all patients and families
- Strong interpersonal, communication and organizational skills
- Effective leadership skills
- Works well in a team

Responsibilities:

- Attend initial champion workshop (October 1st, 2010)
- Attend monthly champion rounds (1 session/month over lunch)
- Carry out activities in your area of practice that promote cultural competence and health equity
 - Suggested activities will be provided
- Meet with leadership/key stakeholders in your area of practice to discuss the role of champion and to plan activities

Accountability:

- Submit a monthly record of champion activities in your area

Commitment: Minimum commitment of 6 months, October, 2010 – March, 2011

Supports:

- Monthly rounds with NISN
- Resources will be provided monthly by NISN
- Champions will be paired with another champion as a support and possible collaborator

Perks:

- \$500.00/champion to attend a conference/training of their choosing which relates to cultural competence and/or the role of champion

Dedicated time:

- Departments will be reimbursed for champions to attend a 1 day kick-off workshop (October 1st, 2010) and 1 day/month to spend working on activities from October –March.

Other funding:

- Funds will be provided to support champions in the activities they are organizing in their areas

Application process:

- Those who are interested should send a letter, outlining their interest in the champion role as well as 1-2 ideas for activities/projects they would like to work on while in the role. This letter should be signed by the person who the individual reports to, or should be accompanied by a letter of support for the initiative by this person, after a conversation regarding the role.
- Application deadline **September 13th, 2010**
- Submit to Karla Wentzel karla.wentzel@sickkids.ca
- Letters will be reviewed by the planning committee. We are seeking 32 champions.
- Kick-off workshop will be **October 1st, 2010**