

Cultural Competence Training Program For African Immigrants

Project Overview

- There is lack of cultural competence among health care providers regarding African immigrants and this is a major contributing factor to their poor health outcomes.
- The main goal of the project was to develop a cultural competence training program for providers regarding African immigrants that would improve provider cultural competence and resource allocation and referrals for African immigrants.
- The project was implemented at a primary care clinic in Garland, Texas.
- The conclusion is that the intervention is effective.

Problem Statement

- The number of African immigrants entering and settling in the United States increases almost every year.
- However, there is lack of cultural competence training among healthcare providers regarding African immigrants.
- Staff has not received formal training on addressing the needs of this population.
- Providers cannot deliver health services that address the cultural, social, and linguistic needs of the African immigrant group.
- This results in poor health outcomes for the population such as higher readmission rates and suffering longer from preventable diseases.

Objectives

- To create a cultural competence training program that would help in promoting cross-cultural awareness and competence skills needed for health care professionals to be culturally competent regarding African immigrants.
- To create an African Immigrant Cultural Competence Toolkit that would be used by care providers to assess and enhance cultural competence in the organization.
- To create a Resources Toolkit that would be given to African immigrant patients visiting the primary care clinic.

Methodology

- The project's conceptual model was the Madeleine Leininger's Cultural Care Theory.
- It was implemented using the Plan-Do-Study-Act Model.
- It was implemented over 5 weeks with 3 participants (providers).
- The training session was done in the first week, and other interventions were done from Week 2 to Week 5.
- Interventions included:
 - cultural competence training session for the providers; pretest and post surveys before and after the training session,
 - providing the providers with toolkits,
 - and providing participants with resource toolkits that they handed out to African immigrant patients.

Results

- There was a statistically significant improvement in the cultural competence knowledge of providers before and after the training ($F(3, 11) = 17.23, p = 0.001$).
- All of the 187 patients who visited the clinic during the 5-week period were handed resource toolkits (100%).
- Providers utilized the African Immigrant Cultural Competence Toolkit 50.8% of the time (95 out of 187).
- All the objectives of the project were met. and the project results indicated it was effective at improving provider cultural competence skills and resource referrals for African immigrants. The results of the project are consistent with previous literature, such as the one by Adekeye et al. (2018).

Conclusion

- The purpose of the project was to develop a cultural competence training program for providers regarding African immigrants that would improve provider cultural competence and resource referrals for patients.
- The project's results indicated that it was effective in improving provider cultural competence skills and resource referrals for African immigrants.
- The results of the project are consistent with previous literature, such as the one by Adekeye et al. (2018).