

Improving Cultural Diversity Awareness of Physical Therapy Educators

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Introduction and Overview

- PT educators must prepare students and future clinicians to work competently in culturally diverse environments
- To be able to achieve this goal, PT educators must be culturally competent as well



Goals

- Develop a valid and reliable instrument to assess the cultural diversity awareness of Physical Therapy educators
- Develop a workshop aimed at improving cultural diversity awareness of a Physical Therapy faculty



Components of Cultural Competence

- awareness
 - skills
 - values
 - attitudes
 - behaviors



Components

- Cultural knowledge: information an individual possesses about others from diverse backgrounds and cultures
- Cultural understanding: extent to which an individual comprehends how others feel and why others behave the way they do



Research Methodology

Phase 1: Development, Validation and Reliability Analysis of the Cultural Diversity Awareness Questionnaire (CDAQ)

- Development
 - Formulation of the test instrument
 - Development of the first draft of the questionnaire



Phase 1

- Validation
 - Second draft reviewed by experts
 - Final draft produced and field tested
 - Statistical analysis to determine initial reliability
 - Final draft developed



Phase 1

- Reliability Analysis
 - Final draft pilot tested
 - Results used to generate final test reliability



Research Methodology

Phase 2: Development and Validation of the Instructional Module: Cultural Diversity Workshop (CDW)

- Steps involved
 - Mini-needs assessment
 - Instructional objectives developed
 - Modules were formulated
 - Validated by experts for content
 - Final outline developed



Phase 2

- Final Outline
 - cultural knowledge
 - self-awareness and sensitivity
 - cultural diversity issues in physical therapy
 - cross-cultural communication
 - action planning



Results

- Phase 1: Reliability Analysis of the (CDAQ)
 - Initial draft of CDAQ: 40 items
 - Chronbach alpha testing and corrected item test correlation 10 items deleted because of low corrected item test correlation
 - Final questionnaire: 30 items



Results

Phase 1: Reliability Analysis of the CDAQ

Item Type	Alpha	Std	Conclusion
Knowledge	.7796	.7	Reliable
Understanding	.7768	.7	Reliable



Results

Phase 2: Development and Validation of the Instructional Module: Cultural Diversity Workshop (CDW)

- CDW Demographic Information
 - Total: 12 (5 male, 7 female)
 - Mean age (range): 42.5 years (27-60)



Results

- CDW Demographic Information
 - Racial/ ethnic background:
 - Caucasian=9 (75%);
 - Arab American=1 (8%);
 - Black/ African American=1 (8%);
 - Hispanic/ Latino American= 1 (8%)



Results and Discussion

- Knowledge of Cultural Diversity
 - Inadequate= 9 (75%)
 - Adequate= 1 (8%)
 - Superior= 2 (17%)



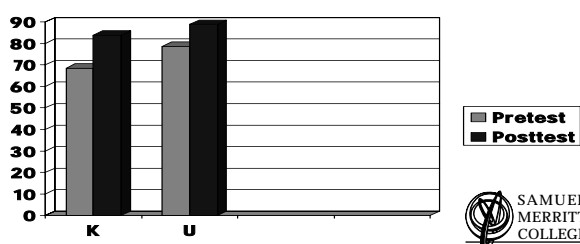
Results

- Changes in Cultural Diversity Awareness (Pre vs. posttest)
 - There was a statistically significant difference between the pre-test and posttest results at .01 level of significance.



Results

- Changes in Cultural Diversity Awareness: Knowledge (K) and Understanding (U) Subcomponents



Discussion

- Achievement of Instructional Objectives
 - All instructional objectives were achieved except for action planning (due to lack of time)
 - action plans compiled, summarized and given to the participants within two weeks after the seminar



Summary

- reliable instrument which assessed cultural knowledge and understanding
- appropriate and comprehensive instructional module in improving cultural diversity awareness



Summary and Recommendations

- **CDW contents dealt with the dissemination of cognitive information with some goals preliminary affective change**
- **If a comprehensive affective change in cultural competence is desired, the workshop should be expanded to cover more topics and several sessions over a longer period of time**



Limitations

- Absence of random selection for the clinical faculty for the CDW
- Small study population



Conclusion

- Even with a one-day intervention, a significant change in cultural knowledge and understanding can be achieved as long as the group is receptive.



Conclusion

- An important first step in this process is the united commitment of the group to the advancement of cultural diversity within their organization

