

Formalizing Cultural Competency Education in Radiology Training: Celebrating the shades of gray that make our lives colorful.

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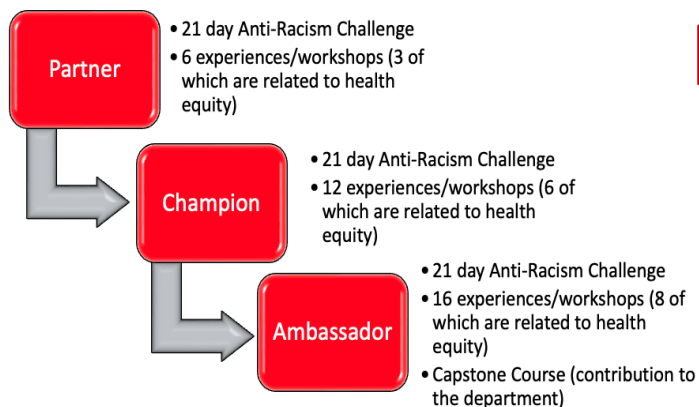
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Introduction/Objectives

Objective: Develop a cultural competency curriculum for a large Radiology and Imaging Services department, leveraging available institutional resources, to provide a basic understanding of this concept & its impact on patient care. We ultimately aim to provide higher level certification and cultivate a sustainable initiative within the department using trained members from our team.

Introduction:

- Diversity is a complex web of constructs that include but are not limited to, a person's sex, ethnicity, race, heritage, life experiences, sexual orientation and identity, education, and life experiences.
- Cultural Competency cannot be taught in a session or two, and in fact is a journey of continued learning
- We utilized available curriculum materials from offerings of the Diversity Council- including general topics of importance, and also tailored some topics that are relevant to radiology.



Stage 1: Partner Tract

Goal: Learn and support a community of Diversity, Inclusion, and Equity.

- Target Audience
 - All members of the radiology department
 - Every resident at the OSU radiology residency program will graduate with at least a partner level certification in cultural competency

Stage 2. Champion

Goal: Represent the community of diversity, inclusion, and equity.

Target Audience

- All members of the radiology department.
- Additional training incorporated into residency curriculum

Stage 3: Ambassador

Goal: Promoting a community of diversity, inclusion, and Equity

Target Audience: Individuals with passion and commitment to serve as leaders and trainers, promoting cultural competency education within the department.

Next Steps

- Continued focus on educational offerings with 3-4 sessions specific to the radiology
- Develop at least one ambassador/trainer in each modality area in imaging services
- Develop the structure to enable residents to graduate with certification- so as to champion this work in their future careers.
- Identify gaps in current curriculum by continued monitoring and feedback.
- Understand that this process is not the end, but only the groundwork for continued change.

Summary

- True training for cultural competency is an ever-evolving continuous process.
- This curriculum was developed to promote and incentivize training in this field to cultivate a culture where options are made available for everyone in the department to enhance their foundational knowledge in cultural competency as well as pursue advanced training to become ambassadors of cultural competency.

References

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