

Anesthesiology & Pain Medicine EDI Brief – July 2022

Cross-Cultural Care for Refugee Patients

In our 2021 APM EDI Assessment, **38% of faculty** and **21% of residents** reported Little/No Skill in caring for refugee patients. **29% of faculty** and **24% of residents** reported Little/No Skill in identifying impacts of **cultural beliefs** on care, with similar numbers for the impacts of **religious beliefs**.

Cultural humility is “a process of openness, self-awareness, being egoless, and incorporating self-reflection and critique when interacting with diverse individuals” as defined by [Foronda et al.](#) Incorporating **cultural humility in healthcare** requires efforts from the organizational perspective. Cross-cultural care training brings awareness of our own (and our institution’s) biases, our privilege, and the potential to marginalize patients from non-mainstream cultural groups. **The presence of interpretation services** is fundamental to providing effective cross-cultural care. However, language proficiency is a simplification of what cross-cultural care encompasses. Power imbalance, dominant culture biases and contrasting world views are part of the broader definition of cross-cultural care.

Refugees and asylees are types of migrants that have fled their country of origin due to fear of persecution. The resettlement process is a long one that includes supporting healthcare access. **When interacting with these patients:**

- **Listen to their story:** Be mindful; you might require extended time with them.
- **Share your role** as a healthcare provider. Healthcare systems vary worldwide.
- **Be flexible** with your rules and policies (e.g. patients arriving late).
- **Commit to full language access** during your visit.
- **Be critical in identifying health disparities** and barriers to accessing care.
- **Organize follow-up appointments** and make sure referrals occur.
- **Know your hospital resources** (e.g. patient cultural navigation).

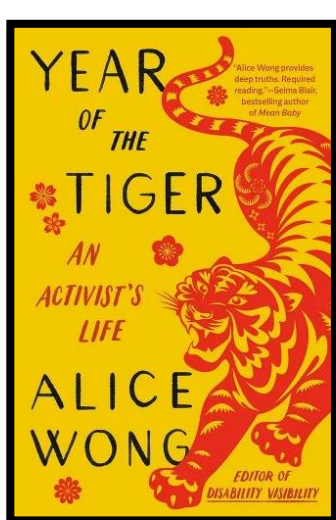
Diversity Council Highlights

During Grand Rounds on June 22nd, Dr. Jimenez announced several new programs:

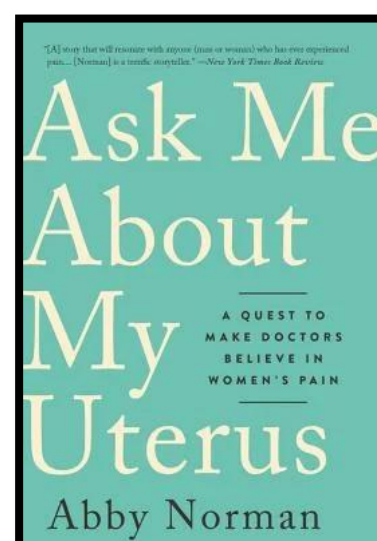
- [Office of Healthcare Equity Foundation Training](#)
 - Dr. Jimenez is working with OHCE to make the training available to APM.
- **More support for mentors and mentees, in partnership with Faculty Affairs**
- **APM Parental Leave Policy**
- **EDI Library now available at UWMC-Montlake, HMC, & SCH**
 - A curated selection of diverse voices, **focused on education**

Disability Pride Month Reading List

Disability Pride Month celebrates the passing of the Americans with Disabilities Act in July 1990, which codified protections for people with disabilities. Our reading recommendations reflect intersectional identities and describe the compounding effects of risk factors individuals face when seeking healthcare.



[Year of the Tiger](#), Alice Wong



[Ask Me About My Uterus: A Quest to Make Doctors Believe in Women's Pain](#), Abby Norman