

## WHAT CAN WE DO AS INDIVIDUALS

- Take time to listen
- Become aware of our own prejudice and previously hidden biases
- Explore our differences
- Find commonalities rather than differences
- Appreciate others' perspectives
- Treat others with respect
- Be open to new ways of doing things
- Open communication

## REFERENCES

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- Swanson, J. (2004). Diversity: Creating an Environment of Inclusiveness. *Nursing Administration Quarterly*. 28(3). 207-211. Retrieved November 15<sup>th</sup> from CINHAL data base

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# Diversity

in the

Workplace



## DEFINITION OF DIVERSITY

Diversity describes the many characteristics of people in our society, including the following

- Range of abilities, experience, knowledge and strength
- Political and Religious beliefs
- Age, physical and mental abilities
- Gender, sexual orientation
- Family and marital status
- Education and socioeconomic status

## STEPS TOWARDS ACHIEVING CULTURAL SAFETY IN NURSING PRACTICE

- Cultural safety is an concept that enables safe service to be defined by those who receive the service



- Cultural sensitivity alerts nurses to the legitimacy of difference and begins a process of self-exploration



- Cultural awareness is a beginning step toward understanding the differences in people.

## CULTURAL SAFETY

Cultural safety enables people to work in a highly diverse community. It requires that the health care staff become respectful of nationality, culture, age, sex, political and religious beliefs. It involves recognizing the staff's own culture, attitude and power over patients and each other. It gives the service user a right to declare when care does not feel culturally safe.

