

Cultural Diversity

The American Nephrology Nurses Association (ANNA) acknowledges that individuals with chronic kidney disease (CKD), and those who provide care for those individuals, are multicultural. ANNA believes knowledge of cultural diversity is vital in order to promote excellence, advance nephrology nursing practice, and positively influence outcomes for individuals with kidney disease.

It is the position of ANNA that:

- Every individual has the right to safe and effective health care with respect for human dignity and ethnic and cultural variations.
- Ethnocentric approaches to nursing practice are ineffective in meeting health and nursing needs of diverse cultural groups.
- Cultural knowledge and its impact on interactions with health care are essential for nurses in every area of practice.
- ANNA is enriched by the unique differences found among its members, the individuals they provide care for, and other members of the CKD community.

Background and Rationale:

- The United States continues to be demographically and culturally diverse. According to U.S. Census Bureau, 2016 population estimates are 323,127,513 of which 38.3% is non-white. The U.S. Census identified people from over 20 other ethnic and cultural groups living in America (U.S. Census Bureau, 2016).
- ANNA respects and embraces ethnic and cultural diversity among people with CKD and those who provide their care.
- ANNA believes diversity is multi dimensional and reflected through characteristics of race, ethnicity, national origin, gender, chronological and generational age, physical and intellectual capabilities, socioeconomic background, religion, human capacity, perspectives, values, ideas, practice experiences, life skills, sexual orientation, and generational influences.
- ANNA promotes cultural competency and proficiency and recognizes that healthcare professionals who demonstrate professional standards of practice in keeping with these stated beliefs provide responsive care, increase patient satisfaction, improve patient compliance, and move us toward elimination of racial and ethnic health disparities.
- ANNA promotes cultural diversity education and believes acquiring knowledge of a patient's cultural beliefs, values and attitudes is an integral part of providing competent health care (Leininger & McFarland, 2006). Cultural diversity education promotes a positive work place environment that respects and responds to differences in race, culture, ethnicity, and language.
- ANNA believes cultural diversity awareness recognizes that each person is shaped by his/her cultural background, which influences interpretation of the world, self perception and how each relates to others (Foronda, 2008).

References

- Foronda, C.L. (2008). A concept analysis of cultural sensitivity. *Journal of Transcultural Nursing*, 19(3), 207-212.
- Leininger, M., & McFarland, M. (2006). *Culture care diversity and universality: A worldwide nursing theory* (2nd ed.) Sudbury, MA: Jones & Bartlett.
- United States Census Bureau. American Fact Finder 2016. Retrieved from factfinder2.census.gov/DP-1 Profile of General Population & Housing Characteristics: 2016.

Suggested Readings

- Berenson, L.D. (2014) *Cultural competencies for nurses* (2nd ed.) Sudbury, MA: Jones & Bartlett Learning.
- Betancourt, J.R. (2004). Cultural competence – marginal or mainstream movement? *New England Journal of Medicine*, 351, 953-955.
- Bierman, L.N., Collins, P., & Eisenberg M. (2002). Addressing racial and ethnic barriers to effective health care: The need for better data. *Health Affairs*, 21, 91-102.
- Campinha-Bacote, J. (2003). *The process of cultural competence in the delivery of healthcare services* (4th ed.) Cincinnati, OH: Transcultural C.A.R.E. Associated Press.
- Collins, K.S., Hughes, D.L., Doty, M.M., Ives, B.L., Edwards, J.N., & Tenney, K. (2002, March). *Diverse communities, common concerns: Assessing health care quality for minority Americans. Findings from the Commonwealth Fund 2001 Health Care Quality Survey*. New York: The Commonwealth Fund.
- Hogue, C.J. R., Hargraves, M.A., & Collins, K.S. (Eds.). (2002). *Minority health in America*. Baltimore, MD: Johns Hopkins University Press.
- Institute of Medicine of the National Academies. (2002, March 20). Unequal treatment: Confronting racial and ethnic disparities in health care. Retrieved from <http://www.nationalacademies.org/hmd/Reports/2002/Unequal-Treatment-Confronting-Racial-and-Ethnic-Disparities-in-Health-Care.aspx>
- Rose, P.R. (2012) *Cultural competency for the health professional*. Sudbury, MA: Jones & Bartlett Learning.

**Adopted by the ANNA Board of Directors in February 2011
Revised and/or reaffirmed biennially from 2012-2015
Reaffirmed: December 2017**

ANNA Position Statements are reviewed and reaffirmed biennially.