

Increasing Cultural Competency in Kansas Public Health Professionals: Evaluation of Online Training



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INTRODUCTION:

There are nine national public health competency domains. According to the COL and the deBeaumont Foundation, public health professionals should achieve competency in core areas of knowledge. One of these key areas is cultural competency. Therefore it is important to training be accessible to the workforce. To meet this need, an online course called “Health in 3D: Diversity, Disparities, and Social Determinants” (1063291) housed on the Kansas LMS system Kansas TRAIN was developed and vetted by the Kansas Workforce Development Coordinating Council in 2016. The Health in 3D course explains how diversity, disparities, and social determinants (3D's) apply to our work in public health and are essential to understand in order to effectively deliver public health services. One goal of this training is to help consider other populations that are present in Kansas not based on race or ethnicity. In addition, an assessment was developed to measure participant knowledge and attitudes after the training.

METHODS & RESULTS:

Participants (2018-2020) were asked to assess self-perceived knowledge areas by means of a questionnaire. The instrument was composed of 6 questions that were categorized by Kirkpatrick’s model. The Kirkpatrick Model of program evaluation is used to assess the effectiveness of training (Kirkpatrick & Kirkpatrick, 2006; Nesbit et al., 2018). Participants rated questions using a 4-point Likert-type scale. 1806 participants completed this questionnaire at the conclusion of the course. Finding indicate that most participants have in knowledge across the 3 dimensions of cultural competency.

| Kirkpatrick Level | %(N=1806) | PARTICIPANT RESPONSES |
|-----------------------|-----------|---|
| Level 1: Satisfaction | 98.0% | This training was <u>Excellent/Good</u> |
| Level 2: Knowledge | 96.8% | As a result of this training, I <u>Strongly Agreed/Agreed</u> that I have a better understanding of diversity in Kansas |
| Level 2: Knowledge | 96.5% | I (<u>Strongly Agreed/Agreed</u>) that this training increased my understanding of the social determinants of health |
| Level 2: Knowledge | 96.8% | I (<u>Strongly Agreed/Agreed</u>) that this training increased my understanding of health disparities that may exist in Kansas |
| Level 2: Knowledge | 96.6% | As a result of this training, I (<u>Strongly Agreed/Agreed</u>) I that have a better understanding of how culture in its broadest sense applies to my job |
| Level 3: Application | 81.5% | This training was <u>very relevant</u> to the work that you do. |

Qualitative data by participants indicated 1 diverse population they worked with in Kansas that was not related to race or ethnicity. 934 open ended responses were provided. The most popular populations by # of responses are on the righthand Table. Screenshots of the video course are below:

| Description | # |
|----------------------------|-----|
| LGBT POPULATIONS | 227 |
| LOW-INCOME POPULATIONS | 173 |
| DISABILITY | 103 |
| AGING POPULATION | 91 |
| RELIGIOUS GROUPS | 84 |
| FAMILY ISSUES | 56 |
| RURAL POPULATIONS | 49 |
| MENTAL HEALTH POPULATIONS | 31 |
| STUDENT/SCHOOL POPULATIONS | 29 |
| FARMING COMMUNITIES | 19 |



BENEFITS OF KS TRAIN TRAINING:

- **Affordable - FREE**
- **Accessible training – 100% online and registered with the National TRAIN and affiliate KS-TRAIN LMS system www.KSTrain.org**
- **Training Plans – This course verifies complete on National and KS-Train systems. Many TRAIN course do not and will allow for better documentation that is used in PHAB accreditation**

DISCUSSION:

Public health professionals need to be better prepared to meet the needs of the diverse population they work with. Education regarding this population is critical. The finding from this training shows meaningful impact. Further evaluation is needed and will continue to be explored.

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