



School of Nursing

NMIH205: Cultural Competence in Health Care Practice

Subject Outline

Spring, 2017

On-Campus

Wollongong/Southern Sydney /Shoalhaven / Batemans Bay / Bega

Subject Information

Credit Points: 6

Pre-requisite(s): NMIH101

Co-requisite(s): Nil

Restrictions: Nil

Contact Hours: 2hr Lecture online, 2hr Tutorial

Subject Contacts

Subject Coordinator/Lecturer

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Table of Contents

Section A: General Information	3
Subject Learning Outcomes.....	3
Subject Description	3
Lecture, Tutorial, Laboratory Times	3
Readings, References and Materials	3
Prescribed Textbooks	3
Prescribed Readings (includes eReadings).....	3
Materials.....	3
Recommended Additional Readings.....	4
Recent Changes to this Subject.....	4
Inherent Requirements.....	4
List of Topics Covered	5
Section B: Assessment	6
Assessment Summary	6
Details of Assessment Tasks.....	6
Minimum Requirements for a Pass in this Subject	7
Minimum Student Attendance and Participation:	7
Scaling:.....	7
Late Submission:.....	7
Late Submission Penalty:.....	7
Supplementary Assessments.....	8
System of Referencing Used for Written Work	8
Submission of Assignments	8
Assessment Return.....	8
Section C: General Advice	9
Student Consultation and Communication.....	9
eLearning Space	9
Use of Internet Sources	9
Extraordinary Changes for the Subject after Release of the Subject Outline	10
Learning Analytics.....	10
The Assessment Quality Cycle	10
Academic Integrity Policy	10
Student Academic Complaints Policy (Coursework or Higher Degree Research)	11
Student Support Services and Facilities	11
Student Etiquette.....	11
UOW Grade Descriptors	12
University Policies	13
Version Control Table	13

Section A: General Information

Subject Learning Outcomes

On completion of this subject, students should be able to:
1. analyse the diversity of the Australian population: Aboriginal and Torres Strait Islander and immigrant;
2. analyse the cultural, linguistic, social, economic and environmental diversities;
3. analyse the historical, sociological and political forces important in health care provision identifying the inequalities;
4. analyse the NHMRC Four Dimensional Model (Systemic, Organisational, Professional and Individual) for increasing cultural competence in health care;
5. synthesise the impact of culture and diversity on the health of individuals, groups and society;
6. evaluate knowledge, skills and behaviours of a culturally competent individual and demonstrate personal cultural safety behaviours.

Subject Description

Australia is culturally diverse; therefore the people who live in Australia have differing social, political and economic backgrounds. Health care professionals need to understand and respond appropriately to the needs of people from these diverse backgrounds and therefore demonstrate cultural competency. 'Achieving cultural competence in health care is everybody's responsibility.' (National Health and Medical Research Council (NHMRC) 2006, p. 3). To provide the student with the opportunity to analyse culture and diversity in the context of Australian health care.

Lecture, Tutorial, Laboratory Times

All timetable information is subject to variation. Check latest timetabling information on the 'Current Student' webpage on UOW website or log into SOLS to view your personal timetable prior to attending classes.

<http://www.uow.edu.au/student/index.html>

Timetable information can be accessed from

<http://www.uow.edu.au/student/timetables/info/index.html>

Key University Dates can be accessed from

<http://www.uow.edu.au/student/dates/index.html>

Readings, References and Materials

Prescribed Textbooks

Nil

Prescribed Readings (includes eReadings)

The following readings are prescribed for this subject, but students are not expected to purchase these. They are available to students through the library on the subject's eLearning site.

Eckermann, A, Dowd, T, Chong, E, Nixon, L, Gray, R & Johnson, S 2010, *Binan Goonj bridging cultures in Aboriginal health*, 3rd edn, Elsevier, Marrickville, NSW.

Papadopoulos, I 2006, *Transcultural health and social care: development of culturally competent practitioners*, Elsevier Churchill Livingstone, Edinburgh.

Materials

Nil

Recommended Additional Readings

Additional references that complement the prescribed readings and textbooks are available to students via the eLearning site for this subject.

Andrews, MM & Boyle, JS 2015, *Transcultural concepts in nursing care*, 7th edn, Wolters Kluwer, Alphen aan den Rijn, The Netherlands.

Hampton, R & Toombs, M 2013, *Indigenous Australians and health: the wombat in the room*, Oxford University Press, South Melbourne

Taylor, K & Guerin, P 2014, *Health care and Indigenous Australians: cultural safety in practice*, 2nd edn, Palgrave Macmillan, South Yarra

Waters, E (Chair) 2005, *Cultural competency in health: a guide for policy, partnerships and participation*, Commonwealth of Australia, accessed 9th June 2017
<http://www.nhmrc.gov.au/publications/synopses/hp25syn.htm>

Recommended readings are not intended as an exhaustive list, students should use the Library catalogue and databases to locate additional resources.

Recent Changes to this Subject

Nil

Inherent Requirements

Inherent requirements are the essential components of a course or unit that demonstrate the abilities, knowledge and skills to achieve the core learning outcomes of the course or unit.

Further information on Inherent Requirements can be found on the following link on the UOW School of Nursing webpage:

<http://smah.uow.edu.au/nursing/courses/inherent-requirements/UOW192225.html>

List of Topics Covered

The following are examples of the topics to be covered in this course. This is not an exhaustive list and will be subject to change.

Culture and linguistic diversity (CALD)	Culture: clash; conflict and shock.
Social stratification.	Stereotyping.
Beliefs, values, attitudes and behaviours.	Diversity - ethnicity, gender, class, race, age and religion, social relationships.
Ethnocentricity.	
Professions. Inequalities.	Bases of power.
Adaptation and change.	Culture of health care.
Decision making.	Racial Discrimination Act 1975.

History and the diversity of the Aboriginal and Torres Strait Islander population: Australian and immigrant: the cultural; linguistic: health; social; economic and environmental diversities; sociological and political forces important in health care provision.	
Development and learning.	Intelligence; thought and language.
Human worldviews.	-

Health needs of Aboriginal and Torres Strait Islander people.	Access to and acceptability of health care.
Health needs of Australian and immigrant populations.	Housing; employment; education; social networks.
Government policies.	National apology/Stolen generations

NHMRC four dimensional model (systemic, organisational, professional and individual).	Social power; domination; institutional racism; prejudice; discrimination; poverty.
Cultural awareness, respect, safety and competence.	Communication.
Professional relationships.	Defence mechanisms.
Power relationships, groups, powerlessness, self-esteem.	

A Timetable of Topics will be available from the eLearning site in week 1 of session.

Section B: Assessment

Assessment Summary

Assessment Item	Form of Assessment	Due Date	Return/Feedback Due Dates	Weighting
Assessment 1	Poster & Essay	Thursday, 31 st August 23:55hrs (Week 6)	22/09/2017	40%
Assessment 2	Major Essay	Thursday, 26 th October, 23:55hrs (Week 13)	Release of results	60%
Total Marks				100%

Details of Assessment Tasks

Specific details about each assessment and the explicit marking criteria used to assess them will be available in the eLearning space for this subject by the first day of session.

Assessment 1	Poster & Essay
Due date	Thursday, 31st August, 23:55hrs (Week 6)
Weighting	40%
Submission	Submit an electronic copy of your assignment via upload to eLearning. Please refer to detailed information regarding submission of assignments on the subject's eLearning site.
Type of Collaboration	Individual Assessment
Length	Essay 1,000 words
Details	Specific details about this assessment task are available in eLearning
Style and format	Poster & Essay
Subject Learning Outcomes	1-3
Marking Criteria	The marking criteria for this assessment task are available in eLearning

Assessment 2	Major Essay
Due date	Thursday, 26th October, 23:55hrs (Week 13)
Weighting	60%
Submission	Submit an electronic copy of your assignment via upload to eLearning. Please refer to detailed information regarding submission of assignments on the subject's eLearning site.
Type of Collaboration	Individual Assessment
Length	2000 words
Details	Specific details about this assessment task are available in eLearning
Style and format	Essay
Subject Learning Outcomes	4-6
Marking Criteria	The marking criteria for this assessment task are available in eLearning

Minimum Requirements for a Pass in this Subject

To receive a clear pass in this subject a total mark of 50% or more must be achieved. In addition, failure to meet any of the minimum performance requirements is grounds for awarding a Technical Fail (TF) in the subject, even where total marks accumulated are greater than 50%.

The minimum performance requirements for this subject are:

- attempt all assessment tasks
- meet the minimum Attendance and Participation requirements set out below.

Minimum Student Attendance and Participation:

It is expected that students will allocate 12 hours per week to this subject, including any required class attendance, completion of prescribed readings and assessment tasks.

Students' attendance is expected for all tutorial classes. In exceptional circumstances, absence from one tutorial for the subject will be accommodated without penalty. Absences exceeding one (1) tutorial will require the submission of an application for Academic Consideration via SOLS and the presentation of suitable documentation, for example a Medical Certificate, to Student Central as soon as practical. For further details about applying for academic consideration visit the Student Central webpage, <http://www.uow.edu.au/student/central/academicconsideration/index.html>. In addition, students will be required to demonstrate they have completed the missed tutorial work

Scaling:

Scaling will not occur in this subject.

Late Submission:

Late submission of an assessment task without an approved extension of the deadline is not acceptable. If you are unable to submit an assessment due to extenuating circumstances (e.g. medical grounds or compassionate grounds), you can make an application of academic consideration. Not all circumstances qualify for academic consideration. For further details about applying for academic consideration visit the Student Central webpage: <http://www.uow.edu.au/student/central/academicconsideration/index.html>

Students who have an active Reasonable Adjustment should contact the Subject Coordinator to request an extension on an assessment task. An extension can only be granted on formal request by the student and if the Reasonable Adjustment includes the provision of a possible extension for assessment tasks. If the provision of an extension is not included in the Reasonable Adjustment or if the circumstances affecting the student do not relate to the condition set out in the Reasonable Adjustment the student should apply for an Academic Consideration (see above).

Late Submission Penalty:

Marks will be deducted for late submission at the rate of 5% of the total possible marks for that particular assessment task per day. This means that if a piece of work is marked out of 100, then the late penalty will be 5 marks per day (5% of 100 possible marks per day). The formula for calculating the late penalty is: the total possible marks x 0.05 x number of days late. For the purposes of this policy a weekend (Saturday and Sunday) will be regarded as two days.

For example:

- Student A submits an assignment which is marked out of 100. The assignment is submitted 7 days late. This means that a late penalty of 35 marks will apply ($100 \times 0.05 \times 7$). The assignment is marked as per normal out of 100 and is given a mark of 85/100, and then the late penalty is applied. The result is that the student receives a final mark of 50/100 for the assignment (85 (original mark) $- 35$ marks (late penalty) $= 50/100$ (final mark)).
- Student B submits a report which is marked out of 20. The report is submitted three days late. This means that a late penalty of 3 marks will apply ($(20 \times 0.05 \times 3)$). The report is marked as per normal out of 20 and is given a mark of 17/20, and then the late penalty is applied. The

result is that the student receives a final mark of 14/20 for the report (17 (original mark) – 3 marks (late penalty) = 14/20 (final mark)).

No marks will be awarded for work submitted either after the assessment has been returned to the students or more than two weeks after the due date, whichever is the sooner. This does not apply to situations where a particular assessment task is undertaken by students at different times throughout the session, but where the assessment is based on experiments or case studies specific to a student. In this case no marks will be awarded for work submitted more than two weeks after the due date.

Notwithstanding this, students must complete all assessment tasks to a satisfactory standard and submit them, regardless of lateness or loss of marks, where submission is a condition of satisfactorily completing the subject.

Supplementary Assessments

Supplementary assessment may be offered to students whose performance in this subject is close to that required to pass the subject, and are otherwise identified as meriting an offer of a supplementary assessment. The precise form of supplementary assessment will be determined at the time the offer of a supplementary assessment is made.

Students can log on to SOLS and click on the link titled “Supplementary Assessment” to view any applicable offers. Further information about Supplementary Assessments is available at:

<http://www.uow.edu.au/student/exams/suppassess/index.html>

System of Referencing Used for Written Work

The Author-Date (Harvard) referencing system should, unless otherwise specified for a particular assignment (check Details of Assessment Tasks), be utilised. A summary of the Harvard system can be accessed on the Library website at: <http://uow.libguides.com/refcite>

Submission of Assignments

Assignments are to be submitted via drop box in the eLearning site.

Refer to the submission requirements under the details of the individual assessments. Students should ensure that they receive a receipt acknowledging submission. Students will be required to produce this in the event that an assessment task is considered to be lost. Students are also expected to keep a copy of all their submitted assignments in the event that re-submission is required.

Assessment Return

Once your assignment has been marked and your Subject Coordinator releases results for the assessment you will be able to access feedback on your assignment within the assessment submission page on the Moodle site for this subject. This will include feedback within the marking guide, feedback comments and feedback files (where applicable) that provide you with your markers feedback on your written work. You will receive an automated notification that your assignment results are available for download / review within Moodle.

You can access feedback on your marked assignment on the **Assignment submission** page, when marks and feedback have been released to students, please note that the **Feedback** section appears at the bottom of the page.

Your final mark in the assessment task will be posted within SOLS.

Feedback on quizzes, examinations and /or presentations:

Contact your lecturer/tutor/subject coordinator if you would like feedback on your assessment. In accordance with University Policy marked assignments will usually only be held for 21 days after the declaration of marks for that assignment.

Section C: General Advice

Students should refer to the Faculty of Science, Medicine and Health website for information on policies, learning and support services and other general advice.

Student Consultation and Communication

University staff receive many emails each day. In order to enable them to respond to your emails appropriately and in a timely fashion, students are asked to observe basic requirements of professional communication.

Please ensure that you include your full name and student number and identify your practical class or tutorial group in your email so that staff know who they are communicating with and can follow-up personally where appropriate.

Consider what the communication is about

- Is your question addressed elsewhere (e.g. in the subject outline or, on the eLearning site)?
- Is it something that is better discussed in person or by telephone? This may be the case if your query requires a lengthy response or a dialogue in order to address. If so, see consultation times above and/or schedule an appointment.
- Are you addressing your request to the most appropriate person?

Specific email subject title to enable easy identification of issue

- Identify the subject code of the subject you are enquiring about (as staff may be involved in more than one subject) put this in the email subject heading. Add a brief, specific query reference after the subject code where appropriate.

Professional courtesy

- Address the staff member appropriately by name (and formal title if you do not yet know them).
- Use full words (avoid 'text-speak' abbreviations), correct grammar and correct spelling.
- Be respectful and courteous.
- Allow 3 – 4 working days for a response before following up. If the matter is legitimately urgent, you may wish to try telephoning the staff member (and leaving a voicemail message if necessary) or inquiring at the School Office.

eLearning Space

This subject has materials and activities available via eLearning. To access eLearning you must have a UOW user account name and password, and be enrolled in the subject. eLearning is accessed via SOLS (student online services). Log on to SOLS and then click on the eLearning link in the menu column. For information regarding the eLearning spaces please use the following link:

http://uowblogs.com/moodlelab/files/2013/05/Moodle_StudentGuide-1petpo7.pdf

Use of Internet Sources

Students are able to use the Internet to access the most current information on relevant topics and information. Internet sources should only be used after careful critical analysis of the currency of the information, the role and standing of the sponsoring institution, reputation and credentials of the author, the clarity of the information and the extent to which the information can be supported or ratified by other authoritative sources.

Extraordinary Changes for the Subject after Release of the Subject Outline

In extraordinary circumstances the provisions stipulated in this Subject Outline may require amendment after the Subject Outline has been distributed. All students enrolled in the subject must be notified and have the opportunity to provide feedback in relation to the proposed amendment, prior to the amendment being finalised.

Learning Analytics

Data on student performance and engagement (such as Moodle and University Library usage, task marks, use of SOLS) will be available to the Subject Coordinator to assist in analysing student engagement, and to identify and recommend support to students who may be at risk of failure. If you have questions about the kinds of data the University uses, how we collect it, and how we protect your privacy in the use of this data, please refer to <http://www.uow.edu.au/dvca/bala/analytics/index.html>

The Assessment Quality Cycle

The Assessment Quality Cycle provides a level of assurance that assessment practice across the University is appropriate, consistent and fair.

Assessment Quality Cycle Activities are undertaken to contribute to the continuous improvement of assessment and promote good practices in relation to the:

- a. design of the assessment suite and individual assessment tasks;
- b. marking of individual assessment tasks;
- c. finalisation of subject marks and grades; and
- d. review of the subject prior to subsequent delivery

Copies of student work may be retained by the University in order to facilitate quality assurance of assessment processes.

Academic Integrity Policy

The full policy on Academic Integrity Policy is found in the Policy Directory on the UOW website.

“The University’s Academic Integrity and Plagiarism Policy, Faculty Handbooks and subject guides clearly set out the University’s expectation that students submit only their own original work for assessment and avoid plagiarising the work of others or cheating. Re-using any of your own work (either in part or in full) which you have submitted previously for assessment is not permitted without appropriate acknowledgement. Plagiarism can be detected and has led to students being expelled from the University.

The use by students of any website that provides access to essays or other assessment items (sometimes marketed as ‘resources’), is extremely unwise. Students who provide an assessment item (or provide access to an assessment item) to others, either directly or indirectly (for example by uploading an assessment item to a website) are considered by the university to be intentionally or recklessly helping other students to cheat. This is considered academic misconduct and students place themselves at risk of being expelled from the University.”

Student Academic Complaints Policy (Coursework or Higher Degree Research)

In accordance with the Coursework Student Academic Complaints Policy, a student may request an explanation of a mark for an assessment task or a final grade for a subject consistent with the student's right to appropriate and useful feedback on their performance in an assessment task. Refer to the Coursework Student Academic Complaints Policy for further information.

Student Support Services and Facilities

Students can access information on student support services and facilities at the following link. This includes information on "Academic Support", "Starting at University", "Help at University" as well as information and support on "Careers and Jobs". <http://www.uow.edu.au/student/services/index.html>

Student Etiquette

Guidelines on the use of email to contact teaching staff, mobile phone use in class and information on the university guide to eLearning 'Netiquette' can be found at <http://www.uow.edu.au/student/elearning/netiquette/index.html>

UOW Grade Descriptors

The University of Wollongong Grade Descriptors are general statements that describe student performance at each of the University's grade levels.

Grade	Mark %	Descriptor
High Distinction HD	85-100	<p>A high distinction grade (HD) is awarded for performance that provides evidence of an outstanding level of attainment of the relevant subject learning outcomes, demonstrating the attributes of a distinction grade plus (as applicable):</p> <ul style="list-style-type: none"> • consistent evidence of deep and critical understanding • substantial originality and insight in identifying, generating and communicating competing arguments, perspectives or problem-solving approaches • critical evaluation of problems, their solutions and their implications • use of quantitative analysis of data as the basis for deep and thoughtful judgments, drawing insightful, carefully qualified conclusions from this work • creativity in application as appropriate to the discipline • eloquent and sophisticated communication of information and ideas in terms of the conventions of the discipline • consistent application of appropriate skills, techniques and methods with outstanding levels of precision and accuracy • all or almost all answers correct, very few or none incorrect
Distinction D	75-84	<p>A distinction grade (D) is awarded for performance that provides evidence of a superior level of attainment of the relevant subject learning outcomes, demonstrating the attributes of a credit grade plus (as applicable):</p> <ul style="list-style-type: none"> • evidence of integration and evaluation of critical ideas, principles, concepts and/or theories • distinctive insight and ability in applying relevant skills, techniques, methods and/or concepts • demonstration of frequent originality in defining and analysing issues or problems and providing solutions • fluent and thorough communication of information and ideas in terms of the conventions of the discipline • frequent application of appropriate skills, techniques and methods with superior levels of precision and accuracy • most answers correct, few incorrect
Credit C	65-74	<p>A credit grade (C) is awarded for performance that provides evidence of a high level of attainment of the relevant subject learning outcomes, demonstrating the attributes of a pass grade plus (as applicable):</p> <ul style="list-style-type: none"> • evidence of learning that goes beyond replication of content knowledge or skills • demonstration of solid understanding of fundamental concepts in the field of study • demonstration of the ability to apply these concepts in a variety of contexts • use of convincing arguments with appropriate coherent and logical reasoning • clear communication of information and ideas in terms of the conventions of the discipline • regular application of appropriate skills, techniques and methods with high levels of precision and accuracy • many answers correct, some incorrect
Pass P	50-64	<p>A pass grade (P) is awarded for performance that provides evidence of a satisfactory level of attainment of the relevant subject learning outcomes, demonstrating (as applicable):</p> <ul style="list-style-type: none"> • knowledge, understanding and application of fundamental concepts of the field of study • use of routine arguments with acceptable reasoning • adequate communication of information and ideas in terms of the conventions of the discipline • ability to apply appropriate skills, techniques and methods with satisfactory levels of precision and accuracy • a combination of correct and incorrect answers
Fail F	<50	<p>A fail grade (F) is given for performance that does not provide sufficient evidence of attainment of the relevant subject learning outcomes.</p>
Technical Fail TF		<p>A technical fail (TF) grade is given when minimum performance level requirements for at least one assessment item in the subject as a whole has not been met despite the student achieving at least a satisfactory level of attainment of the subject learning outcomes.</p>
Satisfactory S		<p>A satisfactory grade (S) is awarded for performance that demonstrates a satisfactory level of attainment of the relevant subject learning outcomes.</p>
Unsatisfactory U		<p>An unsatisfactory grade (U) is awarded for performance that demonstrates an unsatisfactory level of attainment of the relevant subject learning outcomes.</p>
Excellent E		<p>An excellent grade (E) may be awarded, instead of a satisfactory grade (S), within subjects from the School of Medicine that have been completed with a consistent pattern of high standard of performance in all aspects of the subject.</p>

More details on UOW Grade descriptors can be found on the following link

<http://www.uow.edu.au/content/groups/public/@web/@gov/documents/doc/uow194941.pdf>

University Policies

Students should be familiar with the following University policies:

- a. Code of Practice – Teaching and Assessment - Teaching
<http://www.uow.edu.au/about/policy/UOW058666.html>
- b. Code of Practice – Research, where relevant
<http://www.uow.edu.au/about/policy/UOW058663.html>
- c. Code of Practice – Honours, where relevant
<http://www.uow.edu.au/about/policy/UOW058661.html>
- d. Student Charter
<http://www.uow.edu.au/student/charter/index.html>
- e. Academic Integrity and Plagiarism Policy
<http://www.uow.edu.au/about/policy/UOW058648.html>
- f. Student Academic Consideration Policy – for offshore students please refer to the Academic Consideration Application Procedure in the Student Handbook
<http://www.uow.edu.au/about/policy/UOW058721.html>
- g. Course Progress Policy
<http://www.uow.edu.au/about/policy/UOW058679.html>
- h. Academic Complaints Policy (Coursework and Honours Students)
<http://www.uow.edu.au/about/policy/UOW058653.html>
- i. Inclusive Language Policy
<http://www.uow.edu.au/about/policy/alphalisting/UOW140611.html>
- j. Workplace Health and Safety, where relevant
<http://staff.uow.edu.au/ohs/index.html>
- k. Children in the Workplace and Study Environment Policy
<http://www.uow.edu.au/about/policy/UOW058657.html>
- l. Intellectual Property Policy
<http://www.uow.edu.au/about/policy/UOW058689.html>
- m. IP Student Assignment of Intellectual Property Policy, where relevant
<http://www.uow.edu.au/about/policy/UOW058690.html>
- n. Human Research Ethics Guidelines, where relevant
<http://www.uow.edu.au/research/ethics/human/index.html>
- o. Animal Research Guidelines, where relevant
<http://www.uow.edu.au/research/ethics/UOW009373.html>

Version Control Table

Version Control	Release Date	Author/Reviewer	Approved By	Amendment
1	20170620	Siobhan Wragg - Subject Coordinator	Sonia Losinno – Learning and Teaching Officer	Final NMHI205 Spring 2017 Subject Outline