

# Developing Diversity Competent Public Health Professionals:

## A Learning Outline



May 30, 2008

# **Access, Equity & Social Justice Committee, OPHA**

**Muriel Abbott, Middlesex-London Health Unit**

**Sarah Newton, Grey Bruce Health Unit**

**Zerezghi Haille, Halton Region Health Dept.**

**Daniela Seskar-Hencic, Region of Waterloo  
Public Health**

**Caroline Wai, Toronto Public Health**

## **Outline for today:**

- **Background to learning outline development**
- **The learning outline**
- **Considerations for implementation**
- **Response to the draft**

# **Background to Learning Outline Development**

- **OPHA resolution-November 2006**
- **Ontario Public Health Standards-  
drafts 2006, 2007**
- **Core Competencies for Public Health  
in Canada**

## **Other Related Factors**

- **Diversity amongst health units**
- **Level of prescriptiveness**
- **Competing priorities**
- **The bigger picture**

# **The Learning Outline**

- **Customization**
- **Making the case for diversity training**
- **Planning points for consideration**
- **General learning objectives**

# **The Contents**

## **Core training content:**

**i. Community make-up**

**ii. Diversity dimensions**

# **The Contents**

**iii. Barriers to access and inclusion**

**iv. Common principles of working with diverse populations**

**v. Communication**



# **The Contents**

**vi. Community engagement**

**vii. Personal competence**

**viii. Policies and standards**

# **The Contents**

- **Time frame**
- **Sample presentation outlines**
- **Related considerations**
- **Annotated bibliography**

# **Accessing the Learning Outline and Annotated Bibliography**

- **Available at OPHA website**
- **Full version of the position paper**
- **[www.opha.on.ca/resources/a-d.html#access](http://www.opha.on.ca/resources/a-d.html#access)**

# Considerations for Implementation

- **Customization means a need for resources**
- **Level of support**
- **Internal champions**
- **Sources of resistance**  
..... **and more**

# **Response to the draft**

- **Sources of feedback**
- **Themes**
  - **more detail, examples, stories**
  - **expansion beyond the training aspect**
  - **making links with the annotated bibliography**
- **The committee's next steps**

# Questions/Comments?





**Thank you!**