

Listening Sessions to Develop DEI Training in Long Term Care Executive Summary

Background

The Cross Cultural Health Care Program (CCHCP), a Seattle-based nonprofit organization, has partnered with the University of Washington (UW) School of Nursing (SoN) to support the SoN's diversity, equity, and inclusion (DEI) work as it relates to: (1) the UW SoN's curriculum development; and (2) the SoN's leadership role in the Washington State Nursing Commission's Long Term Care (LTC) Workgroup. The LTC Workgroup has established a DEI Subcommittee, chaired by CCHCP, and comprised of LTC industry/workforce experts from across Washington State. The overarching aim of these initiatives is to have a strong pipeline and retention of nursing care staff in long-term care – a critical need as the population of those 65 and older grows.

The specific goal of the DEI Subcommittee of the LTC Workgroup is to prepare and empower nurses and CNAs by interrupting systemic racism, oppression, bias, and discrimination in long term care systems, thereby improving the quality of life, patient care, and job satisfaction for all staff. To do so, we need to empower the LTC facilities with the tools for conducting DEI assessments, for enabling critical conversations around DEI for their staff, and for delivering training for nurses and nurse technicians/nursing assistant staff. This training will address DEI needs in long-term care and nursing home facilities, within the context of [Age-Friendly Health Systems framework](#) of providing a set of four evidence-based elements of high-quality care, known as the "4Ms," to older adults: What Matters, Medication, Mentation, and Mobility.

Why the Listening Sessions and When

CCHCP, teamed with members of the DEI Subcommittee of the LTC Workgroup, intends to facilitate listening sessions with administrative and direct care staff in nursing homes and other long-term care environments, as well as with community members who have had experience with the long-term care system – either as patients, as family caregivers, or in other capacities. The purpose of holding these listening sessions, whether online or in-person, is to hear directly from these individuals about what they see as the needs, gaps, challenges, and opportunities to provide more equitable, inclusive, and antiracist long-term care. In these listening sessions, CCHCP particularly would like to engage with Black, Indigenous, and People of Color (BIPOC) staff, residents, and community members.

The observations and recommendations that come up during the listening sessions will inform the above-mentioned training materials/curriculum that CCHCP is developing on DEI in long-term care. This training material/curriculum is being designed with the expectation that it will be deployed not only at the UW SoN (and eventually in other nursing schools), but also in CNA training programs, and at LTC/nursing home facilities. Other material that CCHCP will be developing are protocols for enabling LTC facilities to hold critical conversations and DEI assessments among their staff, a training-of-trainers protocol, and tools to measure progress towards cultivating an equitable and inclusive LTC environment.

CCHCP is planning to hold these listening sessions in the Fall and Winter of 2022-23. The curriculum that is being developed will be piloted starting in the Spring of 2023.