

Multiple Choice

1. Programs at the _____ level of the public health pyramid are aimed at changing the cultural competence of the workforce and the capacity of the workforce to address health disparities and cultural diversity.

- A) direct health care services
- B) enabling services
- C) population-based services
- D) infrastructure services

Ans: D

Complexity: Moderate

Ahead: Across the Pyramid

Subject: Chapter 2

Title: Relevance of Diversity and Disparities to Health Programs

Short Answer

1. Important differences in health status by racial, socioeconomic, and ethnic groups are called _____.

Ans: health disparities

Complexity: Moderate

Ahead: Health Disparities

Subject: Chapter 2

Title: Relevance of Diversity and Disparities to Health Programs

2. Identifying the factors contributing to and acting as determinant factors of health disparities during the program theory and development process is a means of _____ the program.

Ans: tailoring

Complexity: Moderate

Ahead: Interventions

Subject: Chapter 2

Title: Relevance of Diversity and Disparities to Health Programs

3. Primary language, nationality by birth of individual or parents, dietary practices, clothing, health practices, religious practices, birth, marriage, and death rituals are indicators commonly used to measure _____.

Ans: ethnicity

Alternate ans: cultural identity

Complexity: Moderate

Ahead: Measurement

Subject: Chapter 2

Title: Relevance of Diversity and Disparities to Health Programs

Essay

1. Provide at least three examples of characteristics that contribute to diversity and that are important in program planning.

Ans: Age; gender; race; sexual orientation; physical, mental, and developmental disability

Complexity: Moderate

Ahead: Interventions

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2. In addition to an organization having culturally competent staff, what other culturally competent components must be in place for true organization-wide diversity and friendliness?

Ans: Overall organization culture must demonstrate cultural competence in its mission statement, policies and procedures, fiscal support allocated to cultural competence improvement, physical structure of the workplace, approaches to gain knowledge about demographic trends and the health beliefs and practices of groups in service delivery areas, the provision of translation or interpretation services, and contracting procedures that promote cultural competency.

Complexity: Moderate

Ahead: Diversity Within Healthcare Organizations and Programs

Subject: Chapter 2

Title: Relevance of Diversity and Disparities to Health Programs

3. Why would displaying culturally appropriate posters in an organization enhance cultural competence?

Ans: Oftentimes, the dominant culture pervades all aspects of life. Displaying posters with photographs only of the dominant culture's characteristics perpetuates social isolation.

Displaying culturally relevant posters not only helps people feel included but also increases the likelihood of message awareness.

Complexity: Difficult

Ahead: Diversity Within Healthcare Organizations and Programs

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4. Why are coalitions important to a health program?

Ans: They help to achieve diversity by fostering input from a variety of stakeholders, thereby decreasing health disparities and increasing effective community development.

Complexity: Moderate

Ahead: Stakeholders and Coalitions

Subject: Chapter 2

Title: Relevance of Diversity and Disparities to Health Programs

Matching

1. Match the following terms with their definition.

1. Cultural humility

Ans: Ongoing self-evaluation that results in non-paternalistic partnership with communities

2. Acculturation

Ans: The adoption and assimilation of another culture where the less-dominant group takes on behaviors of the dominant group

3. Culture

Ans: The learned set of beliefs, values, and norms that are shared by a group of people

4. Cultural competency

Ans: The extent to which individuals are able to live or work in a culture other than their own

5. Diversity

Ans: The numerous ways in which individuals and groups differ in their beliefs, behaviors, values, backgrounds, preferences, and biology

Complexity: Difficult

Ahead: Interventions

Subject: Chapter 2

Title: Relevance of Diversity and Disparities to Health Programs

2. Kim, McLeod, and Shantzis (1992) proposed that three approaches are used in health-related programs. Determine which approach each statement below describes.

1. Cultural content approach

Ans: Pain tolerance or intolerance is determined by cultural norms.

2. Cultural integration approach

Ans: Mexican immigrants who live in the United States for an increased length of time often exercise more than they did in Mexico.

3. Cultural conflict approach

Ans: Bicultural individuals may experience different role expectations between the dominant and less-dominant cultures, leading to unhealthy behaviors.

Complexity: Difficult

Ahead: Interventions

Subject: Chapter 2

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