

Ideas for Diversity Training in Medicine and it's Importance in Rural Health



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Learning Outcomes

Participants will:

- Gain a new framework for thinking about Diversity, Equity, and Inclusion trainings.
- Understand **Cognitive Dissonance** and how to use it as a tool for learning and self reflection.
- Learn about the limitations of **Ethnocentrism** in practicing medicine.
- Discuss how **Cultural Relativism** can serve as a framework for serving diverse patient groups.
- Begin thinking about how they will interact with patients with different beliefs, opinions, and lifestyles than their own.

What is the goal
of DEI training?





So why is
DEI training
controversial?



Pre-training for DEI trainings



Expectations

Setting a new
framework

(story time)

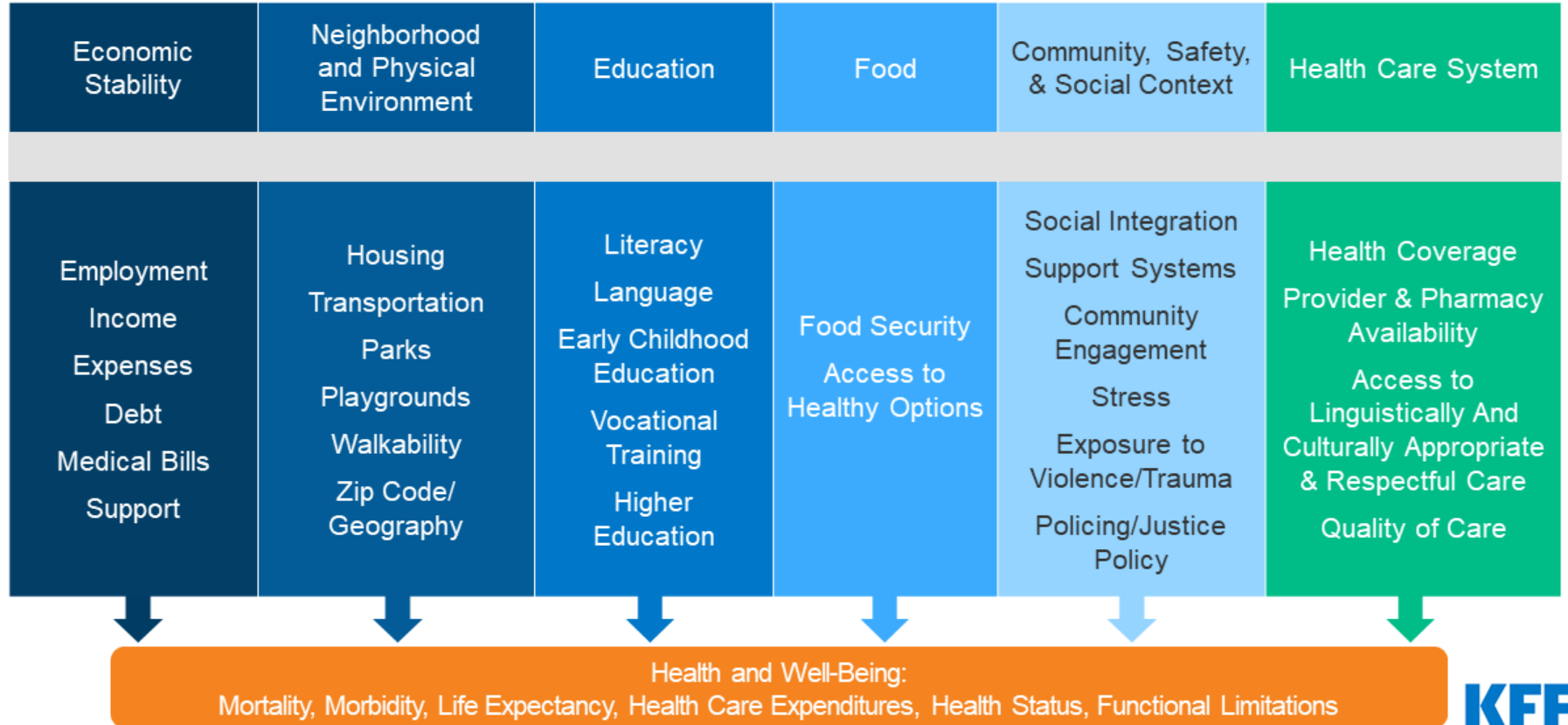


Ethnocentrism vs. Cultural Relativism

Ethnocentrism is using your personal culture / religion / ideology as a standard or framework for judging the culture / religion / ideologies of another person or group.

Cultural Relativism is an idea from Anthropology and Sociology. It suggests we should try to understand another person's beliefs and behaviors based on that person's culture, rather than our own. (The values and cultural norms of a group should not be judged by the values or norms of another group.)

Social Determinants of Health





Frantz Fanon, Wikipedia

“Sometimes people hold a core belief that is very strong. When they are presented with evidence that works against that belief, the new evidence cannot be accepted. It would create a feeling that is extremely uncomfortable, called cognitive dissonance. And because it is so important to protect the core belief, they will rationalize, ignore, and even deny

Cognitive Dissonance

An experience of intellectual discomfort due to the perception of contradictory information, ideas, feelings, or beliefs.



“Wisdom is the tolerance
of cognitive dissonance.”

- Robert Thurman



Responses to experiencing cognitive dissonance:

1

Ignore new
the new
information
or ideas.

2

Change your
previous ideas to
match the new
information.

3

Reflect on both the
new information
and your previous
ideas.

What does this mean for us in Rural Health?



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