

## Cultural Competency Training Module

**Document Purpose:** This training module equips stakeholders under the *Planetary Health Accord Implementation Framework*—including Community Health Legions, Regional Health Hub staff, Global Health Equity Council members, and health advocates—with the skills and knowledge to deliver culturally sensitive, equitable healthcare. It fosters respect for diverse cultural practices, indigenous sovereignty, and marginalized communities' needs, ensuring inclusive health service delivery. The module is designed for trainers, health workers, regional coordinators, and community leaders to implement accessible, impactful training.

**Estimated Reading Time:** 18 minutes

### In this Module:

- Overview
- Training Objectives
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- Delivery Methods
- Evaluation and Certification
- Cultural Competency and Equity Considerations
- Templates and Checklists
- Resources and Support

### Training Objectives

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The training program aims to achieve the following competencies:

- **Cultural Awareness:** Recognize and respect diverse cultural identities, beliefs, and practices in healthcare delivery.
- **Indigenous Sovereignty:** Understand and uphold indigenous data sovereignty and traditional health practices, per *Global Health Equity Council Setup Guide*.
- **Equity and Inclusion:** Address biases (e.g., gender, disability, ethnicity) to ensure equitable care, per *AI Bias Audit Framework*.
- **Community Engagement:** Build trust through culturally appropriate communication and collaboration, per *Community Engagement Toolkit*.
- **Technology Use:** Apply cultural sensitivity in using blockchain records (*Blockchain Health Records Setup Guide*), federated learning outputs (*Federated Learning Implementation Guide*), and secure systems (*Cybersecurity Framework for Health*).
- **Conflict Resolution:** Navigate cultural misunderstandings using Accord protocols, per *Conflict Resolution Protocols*.
- **Advocacy:** Promote health equity by amplifying marginalized voices, including youth (*Youth Advisory Board Framework*).

### Checklist for Objectives:

- ☐ Define cultural awareness and equity competencies.
  - ☐ Include indigenous sovereignty training.
  - ☐ Incorporate technology and conflict resolution skills.
  - ☐ Plan advocacy for marginalized communities.
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## Curriculum Content

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The curriculum consists of modular units, adaptable to regional cultural contexts and literacy levels.

### Module 1: Foundations of Cultural Competency (10 Hours)

- **Topics:**
  - Definition and importance of cultural competency in health.
  - Cultural humility: self-reflection on biases and assumptions.
  - Overview of Accord's equity principles.
- **Activities:**
  - Group discussions on personal cultural experiences.
  - Case studies of culturally sensitive healthcare delivery.
- **Outcome:** Awareness of cultural influences on health.

### Module 2: Indigenous Sovereignty and Health Practices (15 Hours)

- **Topics:**
  - Indigenous health systems and traditional healing practices.
  - Data sovereignty: protecting indigenous health data, per *Blockchain Health Records Setup Guide*.
  - Cultural protocols: ceremonies, elder consultations.
- **Activities:**
  - Workshops with indigenous healers and community leaders.
  - Role-playing to practice cultural protocols.
- **Outcome:** Respectful engagement with indigenous communities.

### Module 3: Equity and Inclusion in Healthcare (10 Hours)

- **Topics:**
  - Addressing biases: gender, disability, ethnicity, and LMIC disparities.
  - Intersectionality in health inequities.
  - Inclusive communication: avoiding stereotypes, respecting pronouns.
- **Activities:**
  - Bias identification exercises (e.g., implicit bias tests).
  - Scenarios addressing inequitable care.
- **Outcome:** Skills to deliver equitable healthcare.

### Module 4: Culturally Sensitive Technology Use (10 Hours)

- **Topics:**
  - Cultural considerations in blockchain records (e.g., consent protocols).
  - Interpreting federated learning outputs with cultural context.
  - Cybersecurity awareness: protecting cultural data, per *Cybersecurity Framework for Health*.
  - Bias mitigation in AI tools, per *AI Bias Audit Framework*.
- **Activities:**
  - Hands-on practice with technology interfaces.

- Discussions on cultural data misuse risks.
- **Outcome:** Culturally appropriate technology application.

## Module 5: Community Engagement and Advocacy (10 Hours)

- **Topics:**
  - Building trust through culturally appropriate communication.
  - Engaging youth and marginalized groups, per *Youth Advisory Board Framework*.
  - Advocating for health equity in community forums.
- **Activities:**
  - Develop culturally tailored health campaigns.
  - Practice storytelling for community outreach.
- **Outcome:** Effective community engagement and advocacy.

## Module 6: Navigating Cultural Conflicts (5 Hours)

- **Topics:**
  - Identifying cultural misunderstandings in healthcare.
  - Conflict resolution techniques, per *Conflict Resolution Protocols*.
  - Mediating disputes with cultural sensitivity.
- **Activities:**
  - Role-playing cultural conflict scenarios.
  - Group problem-solving exercises.
- **Outcome:** Ability to resolve cultural disputes respectfully.

### Template: Training Schedule

```

**Region**: [WHO Region]
**Start Date**: [DD-MM-YYYY]
**Module** | **Hours** | **Topics** | **Activities**
-----|-----|-----|-----
Foundations | 10 | Cultural Humility | Discussions
Indigenous | 15 | Sovereignty, Healing | Workshops
Equity | 10 | Bias, Inclusion | Scenarios
Technology | 10 | Blockchain, AI | Hands-On
Engagement | 10 | Advocacy, Outreach | Campaigns
Conflicts | 5 | Resolution | Role-Plays
**Total Hours**: 60

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## Delivery Methods

Training is designed for accessibility across diverse, low-resource settings.

- **In-Person Training:**
  - Conducted at Regional Health Hubs, community centers, or indigenous cultural sites.
  - Small groups (10-15 trainees) for interactive learning.
  - Led by local trainers fluent in regional languages and cultural practices.
- **Virtual Training:**

- Online modules via low-bandwidth platforms (e.g., mobile apps).
- Recorded sessions for asynchronous access.
- Live webinars with multilingual interpretation and sign language.
- **Hybrid Approach:**
  - Combine in-person workshops with virtual follow-ups.
  - Provide offline materials (e.g., printed guides, audio recordings).
- **Train-the-Trainer Model:**
  - Certify hub coordinators and community leaders as trainers.
  - Provide trainer toolkits with culturally tailored resources.
- **Practical Components:**
  - Community immersion: engage with local cultural practices.
  - Role-playing: simulate culturally sensitive interactions.

#### Checklist for Delivery:

- ☐ Secure culturally appropriate training venues or platforms.
- ☐ Recruit trainers with cultural expertise.
- ☐ Provide offline and low-bandwidth options.
- ☐ Implement train-the-trainer program.

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## Evaluation and Certification

Evaluation ensures trainees achieve cultural competency, with certification recognizing completion.

### Evaluation Methods

- **Knowledge Assessments:**
  - Quizzes on cultural concepts, indigenous practices, and equity principles.
  - Oral or written reflections for low-literacy trainees.
- **Practical Assessments:**
  - Role-playing culturally sensitive healthcare scenarios.
  - Demonstrations of technology use with cultural respect.
- **Community Feedback:**
  - Surveys from communities served during practical exercises.
  - Input from indigenous councils and Youth Advisory Boards, per *Youth Advisory Board Framework*.
- **Continuous Evaluation:**
  - Monitor trainee interactions during 3-month post-training period.
  - Collect feedback from supervisors at Regional Health Hubs.

### Certification Process

- **Criteria:** Pass 80% of assessments, complete 60 training hours.
- **Certificate:** Issued by Regional Health Hubs, endorsed by Global Health Equity Council.
- **Renewal:** Every 3 years with 10 hours of refresher training.

- **Recognition:** Ceremonies respecting cultural protocols (e.g., indigenous blessings).

### Template: Evaluation Report

```

**Trainee Name**: [Full Name]
**Region**: [WHO Region]
**Date**: [DD-MM-YYYY]
**Assessments**:
- Knowledge: [Score/Comments]
- Practical: [Score/Comments]
- Community Feedback: [Summary]
**Outcome**: [Pass/Fail]
**Certification Status**: [Issued/Pending]
**Recommendations**: [Further Training]

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## Cultural Competency and Equity Considerations

The module is grounded in cultural safety, indigenous sovereignty, and equity.

- **Indigenous Sovereignty:**
  - Co-design curriculum with indigenous councils to reflect traditional practices.
  - Incorporate indigenous-led training sessions and cultural protocols.
  - Ensure indigenous trainees have leadership opportunities.
- **Language Justice:**
  - Deliver training in UN official languages, local dialects, and indigenous languages.
  - Provide sign language, audio formats, and braille.
  - Train facilitators in multilingual and culturally sensitive communication.
- **Gender and Disability Inclusion:**
  - Achieve gender balance among trainees (at least 50% women or non-binary).
  - Design accessible materials and venues (e.g., ramps, screen readers).
- **LMIC and Marginalized Communities:**
  - Prioritize recruitment from LMIC, refugee, LGBTQ+, and disability communities.
  - Address barriers (e.g., travel costs, childcare) with stipends.
- **Community-Centric Approach:**
  - Tailor content to local cultural and health priorities.
  - Use traditional teaching methods (e.g., oral storytelling, community dialogues).

### Checklist for Equity:

- ☐ Co-design with indigenous councils.
- ☐ Translate materials into 3+ languages.
- ☐ Verify accessibility for disabilities.
- ☐ Recruit from LMIC and marginalized groups.

## Templates and Checklists

### Template: Training Session Plan

```

**Module**: [Foundations/Indigenous/etc.]
**Date**: [DD-MM-YYYY]
**Location**: [Physical/Virtual]
**Trainer**: [Name]
**Topics**:
- [Topic 1]
- [Topic 2]
**Activities**:
- [Discussion/Role-Play]
**Materials**: [Guides, Videos]
**Accessibility**: [Languages, Formats]

```

### Template: Trainee Profile

```

**Name**: [Full Name]
**Region**: [WHO Region]
**Community**: [Urban/Rural/Group]
**Background**: [Cultural/Health Experience]
**Training Needs**: [Language, Accessibility]
**Goals**: [Cultural Competency Focus]
**Completion Status**: [Modules Completed]

```

### Checklist: Module Setup

- ☐ Develop 60-hour curriculum.
- ☐ Recruit trainers with cultural expertise.
- ☐ Secure accessible delivery methods.
- ☐ Conduct pilot training in 2-3 regions.
- ☐ Evaluate and certify trainees.
- ☐ Publish training outcomes.

## Resources and Support

- **Framework Documents:**
  - Governance Structure
  - Global Health Equity Council Setup Guide
  - Regional Health Hub Implementation Guide
  - Conflict Resolution Protocols
  - Youth Advisory Board Framework
  - AI Bias Audit Framework
  - Blockchain Health Records Setup Guide
  - Federated Learning Implementation Guide
  - Cybersecurity Framework for Health
  - Community Health Legion Training Manual

- **Tools:**

- [Community Engagement Toolkit](#)
- [Health Equity Dashboard Template](#)

- **Support Channels:**

- Email: [\[globalgovernanceframeworks@gmail.com\]](mailto:globalgovernanceframeworks@gmail.com)
- Community Portal: [\[globalgovernanceframework.org/contact\]](https://globalgovernanceframework.org/contact)
- Quarterly Cultural Competency Review Cycles for feedback.

- **Training Resources:**

- Community Health Worker Certification Program (Tools Library).
- Cultural Competency Workshop (online, multilingual).

**Call to Action:** Start by recruiting trainers with cultural expertise and trainees from LMIC and indigenous communities. Use the Community Engagement Toolkit to plan training sessions. Contact [\[globalgovernanceframeworks@gmail.com\]](mailto:globalgovernanceframeworks@gmail.com) for trainer certification or pilot funding opportunities.

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**Cross-Reference Note:** This module integrates with the *Planetary Health Accord Implementation Framework's* [Governance Structure](#) for oversight, [Global Health Equity Council Setup Guide](#) for governance, [Regional Health Hub Implementation Guide](#) for hub coordination, [Conflict Resolution Protocols](#) for disputes, [Youth Advisory Board Framework](#) for youth input, [AI Bias Audit Framework](#) for technology fairness, [Blockchain Health Records Setup Guide](#) for data handling, [Federated Learning Implementation Guide](#) for AI outputs, [Cybersecurity Framework for Health](#) for data security, and [Community Health Legion Training Manual](#) for grassroots training.

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