Department of Health & Human Services

DHHS

N E B R A S K A

For more information, please contact:

Nebraska Office of Health Disparities & Health Equity
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www.dhhs.ne.gov/healthdisparities

# People are People are People: Increasing Your CQ

Nebraska Department of Health & Human Services

**Office of Health Disparities & Health Equity**

**Improving health outcomes for culturally diverse populations in Nebraska**

## Modules

### Opportunities and Overalls
Philosophy of the training
Perception
Cultural intelligence
Barriers to cultural intelligence
American culture

### Again & Again & Again...
Timeline of historical events
Race literacy quiz
Tuskegee medical experiments

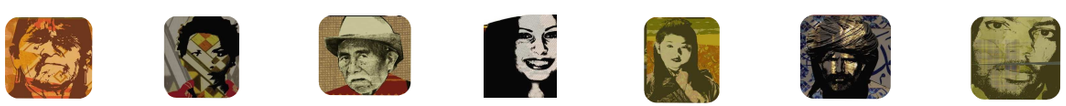
### A Picture = 1,000 Numbers
Evolution of US Census categories
Current populations in NE and the US
Immigrant populations
Refugee populations
Populations over time
Population projections

### Thin Slicing
Definitions
Kinds of racism
Effects of stereotypes
Types of stereotypes
Dealing with stereotypes
Media perpetuation of stereotypes

### Blind Men & Elephants
Gender
Self
Obligation
Communication
Time
Power Distance
Tolerance for Ambiguity

### Loose Labels
Beliefs and values
Spirituality
Socioeconomic status
Language
Literacy
Geography
Generation

### Bows & Ribbons
Using your knowledge
Little things you can do
Myths & reality
Evaluation and wrap up



## FAQ's

**How is the training presented?**
The training is interactive. Comments and questions are encouraged at all times. Information is provided, and understanding is ensured via large- and small-group discussions. The workbook includes case studies and other activities to assist with learning and retention.

**Does it have to be face-to-face? Can we do it online, or some combination?**
The training is structured to be taught face-to-face. The majority of the learning comes from interaction with the trainers and course participants.

**Does it have to be 2 full days? Can the days be split up over time?**
Yes, the training takes 2 full days. It can, however be split up over time—e.g. 2 Thursdays, a day every other week, etc.

**Where is the training held?**
The training can be held wherever works best for your group. Trainers will come to you—anyplace in Nebraska.

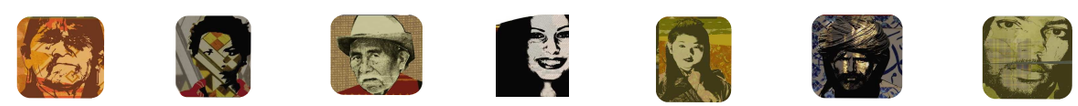
**What if my organization isn't focused on public health? Can the training be tailored for my workplace or group?**
The training was created for public health and other healthcare entities, but it can easily be tailored to fit the needs of your organization.

**What does it cost?**
There is no cost for the training. We ask that lunch be provided for the trainers (typically onsite), but we take care of copies, supplemental materials, and travel and per diem expenses.

**Is anything else needed for the training?**
A room large enough for the group, plus audiovisual support will also be needed. The trainers can provide a laptop and projector, if necessary.

**What makes the format of this training different from other formats?**
Trainings that take the form of lists of characteristics, beliefs, and behaviors of various racial or ethnic groups fail to take into account the diverse and fluid nature of culture and its effects on individuals. Instead, these models serve to reaffirm categories of people – or stereotypes.

This training is different in that it focuses on culture's "big picture." It addresses the concepts, components, and effects of culture that impact individuals and their behavior, either consciously or subconsciously. In addition, it leads participants through cultural issues in a manner that encourages self-reflection and discussion, rather than right-or-wrong.

**Who are the trainers?**
The trainers are Office of Health Disparities and Health Equity staff. OHDHE staff are officed across the state, so can provide trainings anywhere in Nebraska.

**How do I schedule a training?**
Please contact the OHDHE at 402-471-0152 or minority.health@nebraska.gov for scheduling and other information.