



Cultures in Cadence: Nursing Panel Discussions Addressing Unity and Diversity

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BACKGROUND

The concept of a cultural panel was conceived based on a motivation to promote positive orientation between cultures through communication, understanding, and relationship building.

In many instances, an individual’s first intimate exposure to other cultures occurs at the collegiate or young adult level. One’s cultural awareness may only extend to what is learned through their heritage, the media, and other outward sources in the environment. With this limited exposure between cultures, how are we expected to improve relations despite cultural differences?

PURPOSE

This initiative was developed to open a dialogue about perceptions and lived experiences between nursing peers of different cultural backgrounds surrounding the panel topics. The project stressed a focus on self-awareness of views, behaviors, and interactions with others with an emphasis on individualism.

Through timed, one hour panel sessions, the experience served as a tactile method to guide communication between cultures and advance conversation into the barriers we face both internally and externally.

PANEL PICTURE



Pictured Moderators and Panel Members:
Top Row from Left: Melissa Schirle, Kayla Brown, Shyundria Blakemore, Labertha Simien, Jared Jacobs, Rose Harding (Moderator)

Bottom Row from left: Gina Hale (Moderator), Kaitlyn Roschke, Jennifer Zambrano, Anh Nguyen, Brandy Baltrip, and Faith Young

Not Pictured: Mary Ford (Moderator)

GUIDELINES

Panel Discussion Schedule	Panel Discussion Rules
<ul style="list-style-type: none">Sessions will begin promptly as scheduledEach individual will have 4 minutes to share with no interruptions5-10 minutes for discussion and questions among panel members10 minutes for discussion, comments, questions from audience members	<ul style="list-style-type: none">Adhere to topic and participant time limitRespect for all participants and their views will be maintainedStrict confidentiality will be upheld outside of the sessionsCell phones will be turned off during sessions

CONTENT

Discussion Topics as presented to Participants
<p>SESSION 1 TOPIC: LIFE HISTORY, PERSONAL BELIEFS, AND INTERACTIONS WITH OTHERS</p> <p>This session will serve as an intimate introduction of each panel member. It is important to understand each other as a whole...how one’s personal upbringing, values, beliefs, cultures, and experiences have modeled and shaped them. This understanding will help us in future discussions. Tell us what you want us to know about you! The following questions will help guide the discussion:</p> <ul style="list-style-type: none">How did you become the person you are today?What beliefs or values do you hold important?What is your life philosophy?What personal characteristics do you possess that promote or hinder interactions with others? <p><i>Post-Journal Reflection: Journal about how you felt listening to others stories. What did you have in common with others on the panel? Write out any questions you had that may not have been answered.</i></p>
<p>SESSION 2 TOPIC: UNITY VERSUS DIVISION</p> <p>This session will focus on outward, societal examples we think promote or hinder unity or division:</p> <ul style="list-style-type: none">How do you view unity in diversity in our society today?List an example or source you feel promotes unity in diversity?How does it work? Why does it work?List an example or source that you feel promotes division? Why do you feel this way? <p><i>Post Journal Reflection: Journal on the perspective of others and your reaction to them (externally or internally). How did the other views make you feel? Why? Contemplate the different perspectives, might it change your view?</i></p>
<p>SESSION 3 TOPIC: INDIVIDUAL BEHAVIORS AND INTERACTIONS</p> <p>This session we will focus on our individual behaviors. We should contemplate how our interactions with others promote or hinder a unified AND diverse world. We need to understand that we are responsible for relations by what we promote, portray, and allow. Questions to reflect:</p> <ul style="list-style-type: none">When looking at attitudes and behaviors, what type of behaviors do you feel promote positive interactions toward all? (IE: Compromise, Active Listening...)What behaviors do you feel negatively effect interactions with others? (IE – Comparing, Judging, Reacting)Do you think individuals tend to “self-divide” by grouping or associating ourselves where we feel most comfortable? How do you think this affects cross cultural relations?How can we balance this? (Relationships/connections we have with our own culture versus those with the outside world)Do you notice if there is a lack of diversity?...Whether at church, a restaurant, a party or gathering, a school, etc?Are you self or community oriented? <p><i>Post Journal Reflection: Try to take a moment to reflect and be honest with yourself about how you interact with others and what behaviors may promote positive relationships versus those that may judge, alienate, discriminate, or be perceived that way. What behavioral examples were discussed that you may not have thought about? Do you agree? What can you change?</i></p>
<p>SESSION 4 TOPIC: LOOKING TO THE FUTURE</p> <p>How can we take what we have learned in the previous sessions and use it? Please review and reflect the previous sessions (your journals can help guide you) and answer the following questions below to discuss:</p> <ul style="list-style-type: none">How can we use what we have learned to open the dialogue in the community?What can we do in our community today, and in the future to promote positive orientation across cultures?What have you learned about yourself and others through this process?Do you feel like your perspectives have changed or grown?What would you change or add about this panel experience (if anything) that you think would enhance the experience?

PATTERNS/CONCLUSIONS

<ul style="list-style-type: none">Viewed social/televised media as a negative source hindering cultural relations.Participants recognized a lack of diversity in their immediate environment.Regardless of cultural background, there was a realization of self bias.Participants felt empowered by having a voice.An initial concern regarding confrontation was not evident. Possibly due to:<ul style="list-style-type: none">A) Topics not surrounding specific cultural issues.B) Participants were acquainted with one another through the nursing program.	<p><i>Post-Session Group Hug (All Participants)</i></p>
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OUTCOMES

Post Survey N = 14	Response Rate	14/26 (54%)
Panel Members	6/11 (54%)	
Moderators	3/3 (100%)	
Audience Members	6/11 (54%)	
Highlighted Survey Responses		
Was the panel experience beneficial	Yes = 100%	
Which session had the most impact on you?	Session 1 = 5/11 (45%)	
	Session 3 = 4/11 (36%)	
	Session 2 = 1/11 (09%)	
	Session 4 = 1/11 (09%)	
Session 1 and Session 3 focused the most on introspection and personal reflection. These sessions also gave the participant a more intimate look into the views and experiences of their peers when it was their turn to share.		
Reported Benefits from the Panel Discussion		
<ul style="list-style-type: none">“Challenged me to reflect on my own views of the world and learn about each person’s life experience. Gave me a new perspective on issues discussed and affirmed the goodness I knew existed in all.”“I became more aware and open minded...made me more passionate about the topic and I want to be more of an advocate...It changed me as a person as well...made me grow!”“Helped me with talking about sensitive topics without fear of retaliation.”		
How will you take what you have learned into your profession and community?		
<ul style="list-style-type: none">“It has motivated me to continue to promote non-judgmental patient care and to treat everyone I encounter as an individual and not a stereotype...”“I’ll try to be a change agent by just impacting the people around me first, (then) hopefully that will create a domino effect”“I will try to encourage open-mindedness and tolerance of others in those I meet”		

RECOMMENDATIONS

- Make sessions longer!
- Offer more time for general conversation, especially for the audience
- Have less questions to contemplate per session in order to focus the discussion
- Include Family/Baby Photos on first day to add to the personalization

MOVING FORWARD

- Publish panel project with outcomes in an accredited nursing journal
- Establish a program that can be utilized in various professional settings as a guide for self reflection and promotion of relations among diverse groups
- Partner with others to strengthen the message of individualism and civility
- Continue research in cultural communication and relationships
- Pursue graduate education with continued focus on diversity