

DIVERSITY In Paramedicine

#### Annual Immigration

- Currently in Canada, immigration into Canada accounts for more than over 400,000 people/yr.
- Since last census, immigration accounted for more than 21% of Canadian population.

### Top 5 Immigration Origions

- India
- China
- Philippines
- Nigeria
- Pakistan

## **Diversity Qualities**

- Race
- Ethnicity
- Gender
- Age
- Sexual Orientation
- Religion
- Political Beliefs
- Culture
- Language
- Socioeconomioc Background
- Education
- Physical Abilities/Disabilities



# Diversity in Paramedicine—The Patient



With many global influences, the evolution of the Canadian population make-up is changing quickly. While not solely isolated to healthcare, though impacted the most, addressing the needs of this dynamic evolution is proving to be difficult...but difficult is not impossible!

With paramedicine, or out-of-hospital healthcare, paramedics often are the first point of contact into the healthcare system for many individuals who either have no where else to turn, or unfamiliar with where to seek out the health support they may need. Understanding the many unique variables that the many facets of society may display can play a critical roles in not only how the patient accesses care but their views on quality and health outcomes; it does make a difference!

Paramedics & service providers need to investigate the specific populations in their respective geographics & start focusing on what the community is telling the healthcare system they need through consultations, engagements and feedback, not "here's what is available" and trying to haphazardly adapt it broadly versus meaningful accommodation of care to the individual.



Dr. Dapo Akinsipe and Dr. (PhD) Akolisa Ufodike

propose a patient-centered, cross-cultural care

approach entailing four dimensions:

- Cross Cultural Issues—styles of communication, trust, decision making, and family dynamics, traditions and spirituality, sex and gender issues.
- Patient's Understanding of Illness—how/what the patient understands their illness, it's cause, meaning and consequence effects outcomes.
- Social Context—the manifestations of a person's illness are linked to the individual's social environment that include; change in environment (i.e. immigration status), literacy & language, social stressors & social networks.
- 4) Negotiation of Mutual Accepted Approach to Treatment—even when sociocultural backgrounds are similar, differences may exist in expectations and values between patients and clinicians again impacting care outcomes.

## What Can WE (paramedic professionals) do...

- Start with involving community cultural leaders in discussions on how to meet the specific needs of any population; don't guess, <u>ASK</u>.
- Understand the key differences that are the barriers to improving care and outcomes, start local; gender, religious, language, etc. sometimes it is as easy as understanding that some cultures respond differently to who is attending to their care in the ambulance.
- Education is paramount to success, it starts
  with understanding the challenge before we
  can address it. Awareness of personal biases,
  intercultural communication differences,
  barriers to nontraditional care, etc. matter to
  success.
- Key take-away is while diversity is important, diversity without inclusion is ineffective.

Paramedic Services Week May 21-27, 2023 – Diversity in Paramedicine