

Structural Competency Training Series for Kidney Professionals



Module 2: Exploring Structural Competency within Kidney Health

Cultural Competency

A set of values, principles, behaviors, attitudes, policies, and structures that enable organizations and individuals to work effectively in cross-cultural situations.¹

Cultural Humility

A commitment and active engagement in a lifelong process that individuals enter into on an ongoing basis with patients, communities, colleagues, and with themselves.^{2,3}

Being a culturally competent kidney professional is important. However, to close the gaps in equitable care, it is necessary to shift the focus toward addressing barriers in the upstream systems, practices, and policies, in order to achieve health equity for all.^{3,4}

Structural competency implies the development of **structural humility**. It encourages a reflective approach while working with patients and the community to address patients' health-related social needs and continuous learning about the structures that impact health inequities.³

Kidney professionals should aim to develop skills within these five areas:^{3,4}

Developing structural humility	Recognizing the structures that shape patients' health-related social needs	Developing interdisciplinary understandings of structures as they pertain to illness and health	Rearticulating how cultural structures produce inequities	Observing and imagining structural interventions
--------------------------------	---	---	---	--

References:

1. U.S. Department of Health and Human Services, Office of Minority Health. *National Standards for Culturally and Linguistically Appropriate Services in Health Care Final Report*. Washington, D.C.; 2001.
2. Tervalon M, Murray-García J. Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved*. 1998; 9(2):117-25. doi: 10.1353/hpu.2010.0233.
3. Structural Competency Working Group. Available at www.structcomp.org.
4. Metzl J, Hansen H. Structural competency: Theorizing a new medical engagement with stigma and inequality. *Social Science & Medicine*. February 2014; 103: 126–133.