

MEM-TP

Training Packages for health professionals to improve access and quality of health services for migrant and ethnic minorities including the Roma.

MEM-TP Training Package WP3



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WP1 – Review migrant and ethnic minorities' situation in the EU and identify common challenges and best practices to feed into the training programmes

WP 2 - Training materials development: review existing training materials

WP 3 – New training package: Training programme for health professionals and health care providers to improve access and quality

WP 4 – Implement ToT and pilot training programmes (Romania, Slovakia, Poland, Spain, Denmark, Italy)

WP 5 - Finalise the materials, evaluate pilot trainings, and disseminate results



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Timeline of the MEM-TP training programme development



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2014		2015				
November	December	January			February	March
24 th	22-30 th	11 th	23 rd	28-30 th	8 th	2 nd
Outline of contents. Approved	Upload of the first draft version of the training materials	Deadline for Expert Working Group's review on First Draft	Upload of the ToT version of the training materials	ToT	Deadline for ToT participant's review	CHAFEA's Contributions



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MEM-TP training materials



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The project "Training packages for health professionals to improve access and quality of health services for migrants and ethnic minorities, including the Roma (MEM-TP)" has received funding from the European Union, in the framework of the Health Programme (2008-2013). The contents of this website are the sole responsibility of EASP and can in no way be taken to reflect the views of the European Union.



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ESSENTIAL CORE CONTENTS

Module 1: Sensitivity and Awareness of Cultural and Other Forms of Diversity

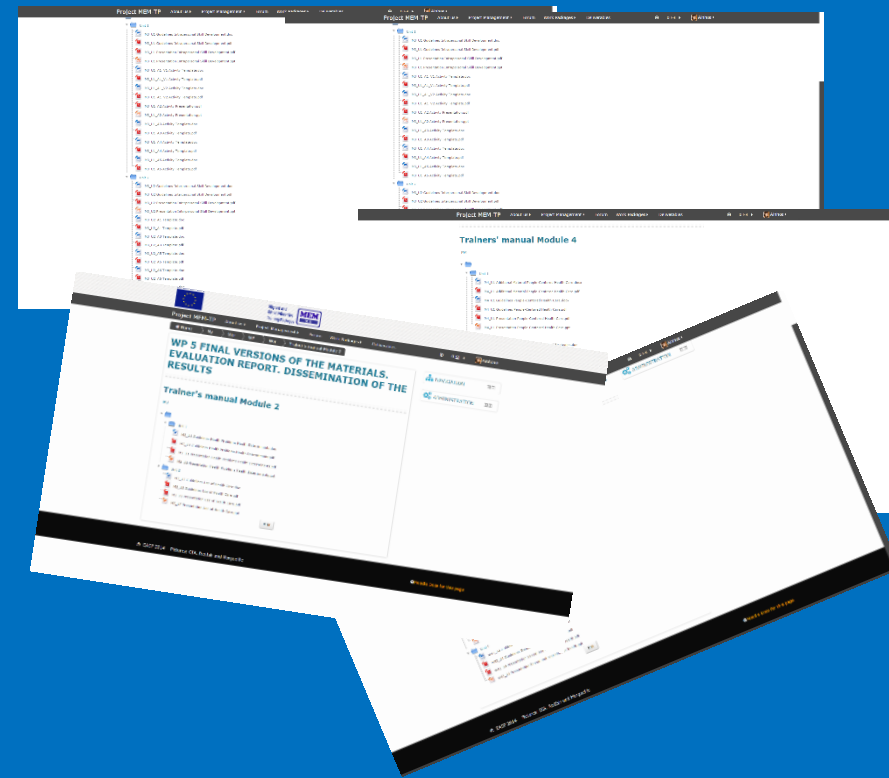
Module 2: Knowledge about Migrants, Ethnic Minorities and their Health

Module 3: Professional Skills

Module 4: Knowledge Application

Additional module 1: Target groups


Additional module 2: Specific health concerns



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GUIDELINES




MODULE 1:
Sensitivity and Awareness of Cultural and Other Forms of Diversity

UNIT 1: Diversity
Guidelines




Ppt PRESENTATIONS




Outline of the session

- Activity 1: Brainstorming
- Presentation: Cultural and other important types of diversity
- Presentation: Intersectionality




Activity 1: Brainstorming

Tradition: the values groups, a model to ...



Intersectionality: Concept


Social Class, Employment Status, Income, Migration Status, Ethnicity




Definition of migrant:
Regarding migrants, this presentation adopts the definition used by the IUN, World Bank, OECD and EU, which define an (international) migrant as a 'foreign-born' resident (i.e. a person born outside the country in which he or she lives) ...

Migration history and background:
-From 1945 to 1970.
-Since the economic crisis of 1973.
-During the 1980s.
-Currently.

Migration process involves a decision-making process ...



ACTIVITY TEMPLATES




Module 1, Unit 1
Activity 2: Identifying Intersectional Dimensions
Template 1: Individual Task


PREPARED BY:
Amets Suesc
Andalusian School of Public Health, 2015

Please answer the following questions individually:

1. Remember a migrant or member of an ethnic minority community you have provided health care to recently, and identify elements of intersectionality in his/her situation.



2. Describe your own personal and professional position, taking into account several dimensions of intersectionality, and identify its potential influence in the communication with health care users.

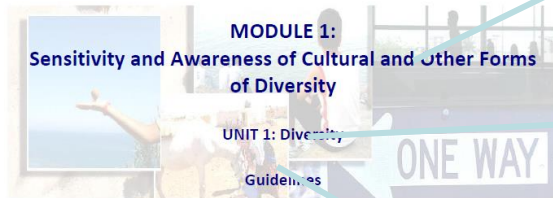


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Title of the module

Title of the unit

Type of source



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MODULE 4: KNOWLEDGE APPLICATION

Unit 1: Strategies and Procedures for People-Centered Health Care Services Oriented towards Cultural and Ethnic Diversity

Migrants & Ethnic Minorities
Training Packages



Escuela Andaluza de Salud Pública
CONSEJERÍA DE IGUALDAD, SALUD Y POLÍTICAS SOCIALES



SERVIZIO SANITARIO REGIONALE
EMILIA-ROMAGNA
Azienda Unità Sanitaria Locale di Reggio Emilia

UNIVERSITY OF
COPENHAGEN



JAGIELLONIAN UNIVERSITY
MEDICAL COLLEGE



Elaborated by:
Amets Suess, Andalusian School of Public Health, 2015



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Module 4, Unit 2, Activity 3:
Service Organization and Change Management

PREPARED BY:

Amets Suess

Andalusian School of Public Health, 2015

Individual activity

Please complete the template, responding to the following aspects:

- List reasons for taking cultural and ethnic diversity into account in your own institutional context.
- Identify relevant stakeholders.
- List potential barriers for the implementation of management changes.
- Identify strategies for introducing a service organization oriented towards cultural and ethnic diversity in your institution.

Reasons for taking cultural and ethnic diversity into account
Relevant stakeholders



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CORE CONTENTS



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Module 1: Sensitivity and Awareness of Cultural and Other Forms of Diversity

Unit 1: Diversity

Objectives of the presentation

To introduce **key concepts** as

- ethnic groups, minorities, migrants and their background.
- intersectionality.
- stereotypes and generalisation
- prejudices and discrimination

Objectives of the activities

To reflect on

Opportunities, difficulties, barriers and strategies for applying the intersectionality concept in the own professional practice, as well as the own social position / trajectory.

To open a space for

reflection on strategies against discrimination in health care oriented towards cultural and ethnic diversity.



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Unit 2: Intercultural competence and diversity sensitivity

Objectives of the presentation

To **introduce the concepts** of

- multiculturalism,
- interculturalism,
- cultural competence,
- intercultural competence
- diversity sensitivity,
- health promotion
- Health education

To provide **key elements** for

- understanding the influence of cultural backgrounds on the perceptions and behaviours of health professionals and patients.

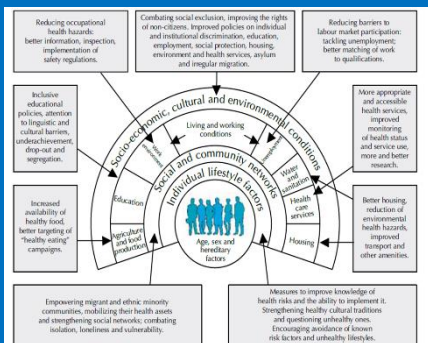
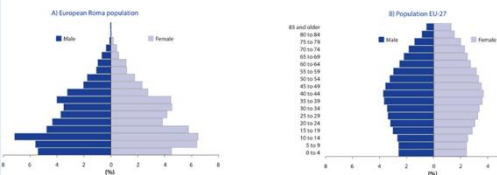
Objectives of the activities

- To present different concepts related to the topic.
- To introduce the concept of *Cultural Awareness* and to apply *The Process of Cultural Competence in the Delivery of Healthcare Services Model*.
- To identify aspects related to the positive contribution of interculturality and sensitivity to diversity.

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Figure 3 Population pyramids in Europe: Roma community and the European Union



Module 2:

Knowledge about Migrants, Ethnic Minorities and their Health

Unit 1: Migrants' and ethnic minorities' health problems and health determinants

Objectives of the presentation

- To describe basic **demographic characteristics** of the current migrant population and ethnic minorities.
- To identify **major trends and health concerns** in the state of health of migrants and ethnic minorities, with focus on chronic diseases, communicable diseases, mental health and reproductive health.

Objectives of the activities

- To apply the learnt knowledge to clinical practice.



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Unit 2: Migrants' and ethnic minorities' use of health care

Objectives of the presentation

- To describe the **main patterns of use of health care services** by migrant population and ethnic minorities according to the literature.
- To identify **barriers of access** to health care.

Objectives of the activities

- To show the previous knowledge of participants about patterns of use of health care of migrants and ethnic minorities.
- To identify **barriers of access to health care** and strategies to overcome those barriers.



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Module 3: Professional Skills

Unit 1: Intrapersonal skill development

Objectives of the presentation

- To identify **key elements in communicating** with migrants or ethnic minority patients.
- To **recognise techniques related to intrapersonal outcomes** aiming to improving health professional-patient interactions..

Objectives of the activities

To identify

- The role of stereotypes in the communication with migrants and ethnic minorities.
- Communication and intrapersonal skills (empathy, active/reflective listening).

To learn

- the ability to manage stress situations in the health professional-migrant/ethnic minority patients interaction.



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Unit 2: Interpersonal skill development

Objectives of the presentation

To identify

- Barriers and facilitators to communication according to the literature.
- Aspects of conflict regulation and negotiation processes.

Objectives of the activities

- To practice the negotiation and collaboration skills of the participants.
- To offer examples of good practice in the interpersonal communication.

To consider

- the application of the negotiation process to the trainees' context.
- To think over the behaviors involved in conflict management.



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Module 4: Knowledge Application

Unit 1: Strategies and procedures for people-centered health care services oriented towards cultural and ethnic diversity

Objectives of the presentation

- To introduce the concept of “people-centered health care” and its application in the field of migrants’ and ethnic minorities’ health care.
- To present various models of health care for migrants and ethnic minorities

To introduce related frameworks

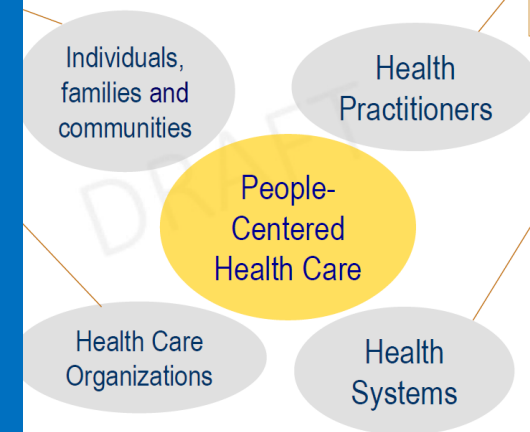
- Human Rights
- social determinants of health
- community participation approaches
- model of intercultural ethics.

Objectives of the activities

- To reflect on the opportunities and limitation of different models of health care services and health policies.



People-Centered Health Care: Domains for Development



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Unit 2: Strategies for planning and implementing actions

Objectives of the presentation

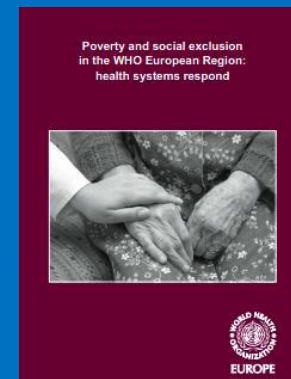
To present strategies for planning and implementing actions related to one's own workplace and daily professional practice with migrants and ethnic minorities.

Objectives of the activities

- To open a discussion on experiences, opportunities, and limitations for intercultural mediation.
- A space for reflection on strategies against discrimination in health care oriented.
- To reflect on the opportunities and limitations for applying organizational change related to cultural and ethnic diversity in one's own institutional context.
- To open a reflection on strategies for resolving daily situations in health care
- To identify strategies for implementing health care



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Unit 3: Public health, preventative health care and promotion from multidisciplinary perspectives

Objectives of the presentation

- To present strategies and Best Practices related to preventative health care and promotion

Objectives of the activities

- To open a reflection on conflict situations in preventative health care and health promotion interventions



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Unit 4: Quality of health care taking diversity into account

Objectives of the presentation

- To present relevant **aspects of quality of the health care, assessment methodologies and strategies.**

Objectives of the activities

- To open a discussion on experiences, opportunities and limitations of assessment methods for quality of health care.



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Unit 5: Community-based approaches, promotion of user and community participation and involvement

Objectives of the presentation

- To introduce the topic
- To introduce **the fundamentals** of community-based approaches.
- To introduce **concepts and relevant aspects** related to community-based approaches.

Objectives of the activities

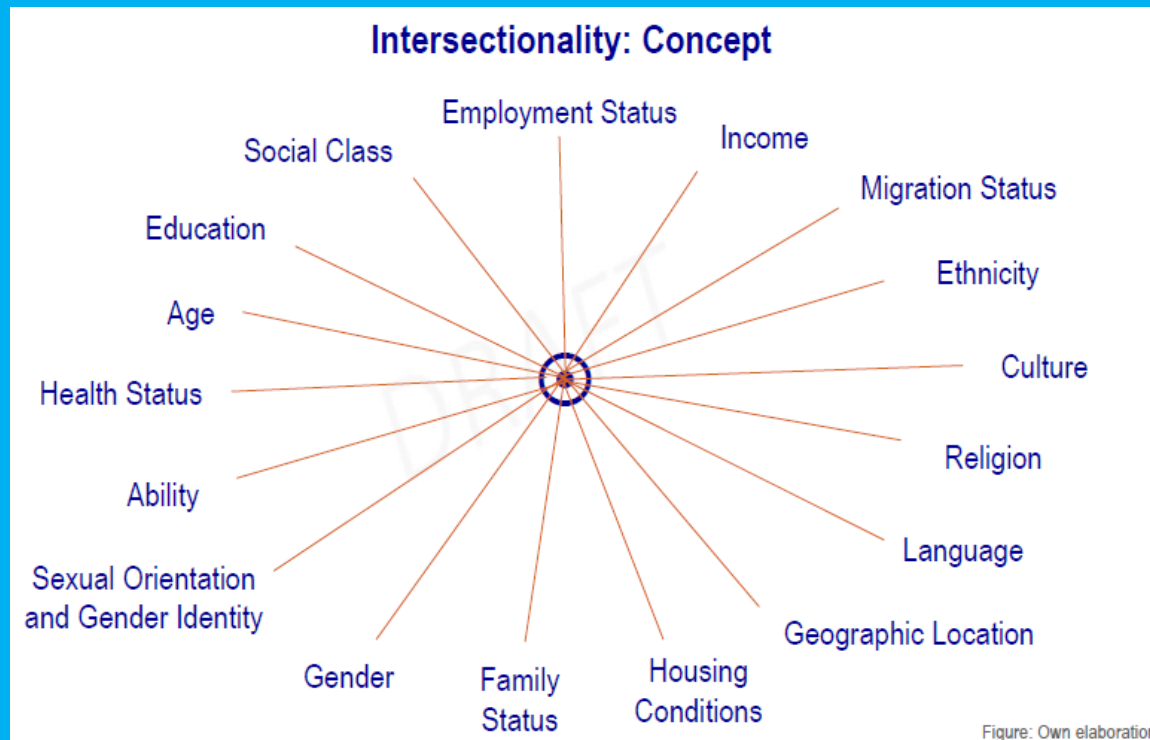
- To enhance awareness of the concepts 'community' and 'participation'.
- To reflect on challenges related to being a migrant, ethnic minority, in European societies and healthcare system
- To reflect on community-based approaches.
- To reflect on power/control relationships and the relativity of choices.



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Unit 6: Intersectoral approach



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Unit 6: Intersectoral approach

Objectives of the presentation

- To introduce the concept of “**intersectorality**” and relevant applications to health care and health policies.

Objectives of the activities

- To identify **relevant stakeholders** for intersectoral action, as well as opportunities, barriers, resources and strategies.



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Additional module 1: target groups

Unit 1. Ethnic minority groups. Including roma and sinti communities, among them those who migrate

Unit 2: migrants in an 'irregular' situation

Unit 3. Refugees and asylum seekers

Unit 4. Vulnerable groups.

Women's health

Reproductive and sexual health

Trafficked people

Elderly migrants

Migrants in detention centers

Victims of harassment and hate crimes

Financial and economic crisis

Sub-unit. Children's health



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Additional module 2. Specific health concerns

Unit 1. Chronic Diseases

Mortality issues in migrant

Cardiovascular diseases

Diabetes

Cancer

Inherited diseases

Transcultural care



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Additional module 2. Specific health concerns

Unit 2: Communicable diseases

Tuberculosis

HIV/AIDS

Viral Hepatitis

Sexually Transmissible Diseases

**Vaccine for preventable diseases: Measles &
Rubella**



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Additional module 2. Specific health concerns

Unit 3: Mental Health

Migration and mental health

Process of migration and grief process

Depression

Suicide

Schizophrenia

Addiction

Mental health in Roma population



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Additional module 2. Specific health concerns

Unit 4: Sexual and Reproductive Health

Definition of Sexual Health

Features of reproductive and sexual health of migrants and ethnic minorities

Perinatal health

Access to cancer screening

Roma Population

Female Genital Mutilation



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Consortium Members

- Escuela Andaluza de Salud Pública (Spain).
- University of Copenhagen (Denmark).
- Azienda Unità Sanitaria Locale di Reggio Emilia (Italy).
- Academic Medical Centre / University of Amsterdam (Netherlands).



Subcontractors

- International Organization for Migration (IOM).
- European Public Health Alliance (EPHA).
- Trnava University (Slovakia).
- Jagiellonian University Medical College (Poland).
- National Institute of Public Health (Romania).



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Thank you very much!

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