

cultural competency continuing education

cultural competency continuing education is an essential component for professionals across various fields aiming to improve their ability to work effectively in diverse environments. As workplaces and communities become increasingly multicultural, the need for ongoing training in cultural awareness, sensitivity, and communication skills intensifies. This type of education equips individuals with the knowledge and tools necessary to understand cultural differences, reduce biases, and foster inclusive interactions. In this article, the significance of cultural competency continuing education will be explored, highlighting its benefits, key components, and implementation strategies. Furthermore, the article will discuss the role of continuing education in maintaining and enhancing cultural competence over time. The following sections will provide a comprehensive overview of how cultural competency training can positively impact professional development and organizational success.

- Importance of Cultural Competency Continuing Education
- Core Components of Cultural Competency Training
- Benefits of Ongoing Cultural Competency Education
- Methods and Formats for Continuing Education
- Implementing Cultural Competency Programs in Organizations
- Measuring the Effectiveness of Cultural Competency Education

Importance of Cultural Competency Continuing Education

Cultural competency continuing education plays a critical role in fostering understanding and respect among diverse populations. It is particularly vital in sectors such as healthcare, education, social services, and corporate environments where professionals regularly interact with individuals from a variety of cultural backgrounds. Without ongoing education, cultural misunderstandings and communication barriers can negatively affect service delivery and workplace harmony. Continuous education allows professionals to keep abreast of evolving cultural norms and societal changes, ensuring their skills remain relevant and effective. Moreover, it promotes ethical practices by encouraging empathy and reducing prejudices. The dynamic nature of culture demands that cultural competence is not viewed as a one-time achievement but as a continual learning process.

Addressing Diversity and Inclusion

Continuing education in cultural competency addresses the increasing diversity in society by enhancing awareness and inclusivity. It helps professionals recognize systemic inequities and their own implicit biases, fostering a more equitable environment. By engaging in ongoing learning, individuals and organizations can develop strategies to support marginalized groups and create culturally responsive services.

Meeting Professional Standards

Many professional fields require cultural competency continuing education to meet licensing or certification requirements. This ensures that practitioners maintain a high standard of care and professionalism when working with diverse populations. Regulatory bodies often mandate such education to improve service quality and uphold ethical standards.

Core Components of Cultural Competency Training

Cultural competency continuing education encompasses several foundational elements designed to build comprehensive skills and knowledge. These components focus on understanding cultural identities, communication styles, and the impact of culture on behavior and decision-making. Effective training programs integrate theoretical frameworks with practical applications to enhance learning outcomes.

Cultural Awareness

Cultural awareness involves recognizing and appreciating the differences and similarities among cultures. It requires self-reflection on one's own cultural background and biases, which is essential for developing sensitivity toward others. Training includes identifying stereotypes and challenging assumptions.

Cross-Cultural Communication

Effective communication across cultures is a central aspect of cultural competency. Continuing education provides tools for interpreting verbal and non-verbal cues accurately, overcoming language barriers, and utilizing culturally appropriate communication methods. These skills improve interactions and reduce misunderstandings in professional settings.

Cultural Knowledge and Sensitivity

This component focuses on acquiring factual information about diverse cultural practices, values, and worldviews. Sensitivity training encourages respect for cultural differences and adaptation of services to meet diverse needs without imposing one's own cultural norms.

Skills Development and Application

Practical skills such as conflict resolution, empathy, and culturally informed decision-making are emphasized in continuing education programs. These skills enable professionals to apply cultural competence effectively in real-world scenarios.

Benefits of Ongoing Cultural Competency Education

Engaging in cultural competency continuing education yields numerous advantages for individuals and organizations. These benefits extend beyond improved interpersonal interactions to enhance overall organizational performance and community relations.

Enhanced Communication and Collaboration

Ongoing education improves the ability to communicate and collaborate with people from diverse backgrounds. This leads to better teamwork, increased trust, and fewer conflicts in professional environments.

Improved Service Delivery

Professionals who are culturally competent can tailor their services to meet the unique needs of clients or customers, resulting in higher satisfaction and better outcomes. This is particularly crucial in healthcare and social services where cultural factors significantly affect treatment and support.

Increased Cultural Awareness and Reduced Bias

Continuing education helps individuals become more aware of their biases and learn strategies to mitigate them. This contributes to a more inclusive and respectful workplace culture.

Compliance with Legal and Ethical Standards

Many organizations benefit from cultural competency training by ensuring compliance with anti-discrimination laws and ethical guidelines. This reduces the risk of legal issues and enhances reputation.

Methods and Formats for Continuing Education

Cultural competency continuing education is delivered through various methods tailored to meet diverse learning preferences and professional requirements. These formats provide flexible options for ongoing skill development.

Workshops and Seminars

Interactive workshops and seminars allow participants to engage in discussions, role-playing, and case studies. These formats facilitate experiential learning and immediate application of concepts.

Online Courses and Webinars

Digital platforms offer accessible and convenient options for continuing education. Online courses and webinars can be self-paced or live, providing flexibility to accommodate busy schedules.

Certification Programs

Structured certification programs provide comprehensive training with assessments to validate cultural competency skills. These programs often include multiple modules covering various aspects of cultural education.

On-the-Job Training and Mentorship

Practical learning through supervised work experiences and mentorship supports the application of cultural competency principles in day-to-day professional activities.

Implementing Cultural Competency Programs in Organizations

Successful integration of cultural competency continuing education within organizations requires strategic planning and commitment. Effective implementation enhances employee engagement and organizational culture.

Assessing Organizational Needs

Conducting assessments to identify cultural competency gaps and training needs ensures that programs are relevant and targeted. Surveys, focus groups, and diversity audits are valuable tools for this purpose.

Developing Customized Training

Tailoring training content to the specific context and workforce of an organization increases relevance and effectiveness. Customization may include focusing on particular cultural groups or addressing particular challenges faced by the organization.

Engaging Leadership and Staff

Leadership support is crucial for the success of cultural competency initiatives. Involving staff at all levels fosters a culture of inclusivity and shared responsibility for cultural competence.

Providing Ongoing Support and Resources

Continued access to resources, refresher courses, and opportunities for dialogue help sustain cultural competency skills over time.

Measuring the Effectiveness of Cultural Competency Education

Evaluating the impact of cultural competency continuing education is essential to ensure its goals are met and to guide improvements. Various methods are employed to assess learning outcomes and organizational changes.

Pre- and Post-Training Assessments

Surveys and tests administered before and after training measure knowledge gains, attitude shifts, and skill development related to cultural competency.

Feedback from Participants

Collecting feedback helps identify strengths and weaknesses in the training program, allowing for refinements to enhance engagement and effectiveness.

Observation and Performance Metrics

Monitoring workplace behaviors, client satisfaction, and incident reports can provide tangible evidence of changes resulting from continuing education efforts.

Long-Term Evaluation

Assessing the sustainability of cultural competency improvements over time ensures that education initiatives produce lasting benefits for individuals and organizations.

- Improves communication and reduces cultural misunderstandings
- Enhances service delivery and client satisfaction
- Promotes inclusive workplace environments
- Supports compliance with professional standards and regulations
- Facilitates ongoing learning and adaptability in diverse settings

Frequently Asked Questions

What is cultural competency continuing education?

Cultural competency continuing education refers to ongoing training and learning opportunities designed to improve professionals' ability to understand, communicate with, and effectively interact with people across different cultures.

Why is cultural competency continuing education important in the workplace?

It is important because it helps reduce biases, improves communication, fosters inclusive environments, and enhances service delivery to diverse populations, ultimately leading to better outcomes in healthcare, education, social services, and other fields.

What are common topics covered in cultural competency continuing education programs?

Common topics include cultural awareness, implicit bias, communication skills across cultures, health disparities, social determinants of health, and strategies for providing culturally responsive services.

How can professionals find accredited cultural competency continuing education courses?

Professionals can find accredited courses through professional organizations, universities, online learning platforms, and specialized training providers that offer courses recognized by relevant certification bodies or licensing boards.

Can cultural competency continuing education improve patient or client outcomes?

Yes, cultural competency continuing education can improve outcomes by enabling professionals to deliver more personalized, respectful, and effective care or services, which helps build trust and reduces misunderstandings or disparities.

Additional Resources

1. *Culturally Competent Care: A Guide for Health Professionals*

This book offers a comprehensive overview of cultural competency in healthcare settings. It emphasizes the importance of understanding patients' cultural backgrounds to improve communication and health outcomes. Through case studies and practical strategies, it equips health professionals with tools to provide respectful and effective care to diverse populations.

2. *Bridging the Cultural Gap: Enhancing Communication in Diverse Workplaces*

Focusing on workplace diversity, this book explores how cultural differences affect communication and teamwork. It provides actionable techniques for managers and employees to foster inclusive environments. Readers will learn to recognize cultural biases and develop skills to collaborate effectively across cultures.

3. *Understanding Cultural Competency in Education*

This text addresses the role of cultural competency in educational settings, highlighting the benefits for both teachers and students. It discusses strategies for creating culturally responsive curricula and classroom environments. Educators will find guidance on addressing cultural misunderstandings and promoting equity in learning.

4. *The Cultural Competency Handbook: Tools for Improving Patient Outcomes*

Designed for healthcare providers, this handbook provides practical tools and assessments to enhance cultural awareness. It includes guidelines on respecting cultural differences in treatment plans and patient interactions. The book aims to reduce health disparities by fostering culturally sensitive care.

5. *Multicultural Counseling Competencies: Theory and Practice*

This book delves into counseling approaches that respect clients' cultural backgrounds and identities. It presents theoretical frameworks alongside real-world applications to improve therapeutic relationships. Counselors and mental health professionals will gain insights into addressing cultural factors in mental health care.

6. *Inclusive Leadership: Developing Cultural Competency in Organizations*

Targeting leaders and managers, this book outlines strategies to cultivate cultural competency within organizations. It highlights the importance of inclusive leadership styles to harness diversity as an asset. Readers will learn how to implement policies and practices that promote equity and inclusion.

7. *Cultural Competency in Social Work Practice*

This book explores the intersection of culture and social work, focusing on ethical and effective practice. It covers topics such as cultural humility, advocacy, and community engagement. Social workers will find tools to better serve diverse populations while respecting their unique cultural contexts.

8. *Global Perspectives on Cultural Competency Education*

Offering an international outlook, this book examines cultural competency education across various countries and professions. It discusses challenges and best practices in integrating cultural competency into curricula and training programs. Educators and policymakers will benefit from its comparative analysis and recommendations.

9. *Developing Cultural Competence in Healthcare: A Patient-Centered Approach*

This book emphasizes patient-centered care through the lens of cultural competence. It provides strategies for healthcare providers to understand and incorporate patients' cultural values and beliefs into treatment. The text aims to improve patient satisfaction and health equity by fostering respectful and personalized care.

Cultural Competency Continuing Education

Find other PDF articles:

<https://staging.massdevelopment.com/archive-library-702/Book?ID=hJk67-6863&title=sweet-baby-raisin-nutrition-facts.pdf>

cultural competency continuing education: Cultural Competency for the Health Professional
Patti Renee Rose, 2013 Cultural Competency/Vulnerable Populations

cultural competency continuing education: Clinical Social Work Practice and Regulation
Laura W. Groshong, 2009-10-27 Clinical Social Work Practice and Regulation: An Overview offers a description of the mental health treatment being provided by over 200,000 licensed clinical social workers in the United States and a summary of the fifty-one licensure laws and regulations which govern licensed clinical social work practice. The public is confused by the fact that no two licensure laws are the same; there are thirty-eight different titles governing clinical social work and social work practice; and scopes of practice vary across the country. LCSWs often have difficulty taking their license to another state. This book aims to contribute to a discussion about standardizing clinical social work licensure laws and regulations. Clinical social work licensure laws and rules are described and analyzed in 18 different areas. Additionally, recommendations are provided for licensure language that would lessen the confusion that exists for the public, and across state laws.

cultural competency continuing education: Teaching Cultural Competence in Nursing and Health Care, Second Edition Marianne Jeffreys, Marianne R. Jeffreys, 2010-06-21 This book will help educators understand the multidimensional process of cultural competence, and the vignettes it provides will be useful to anyone who teaches cultural competence.--Nursing Education Perspectives In our multicultural society, nurses and health care providers, educators and administrators, professional association leaders, and researchers must work toward achieving cultural competency. This new edition, along with the digital Cultural Competence Education Resource Toolkit, offers a unique and effective guide to do just that. Newly updated and revised, this book presents ready-to-use materials for planning, implementing, and evaluating cultural competence strategies and programs. Users will learn to identify the needs of diverse constituents, evaluate outcomes, prevent multicultural-related workplace conflict, and much more. Complete with vignettes, case exemplars, illustrations, and assessment tools, this book is required reading for those working in academic settings, health care institutions, employee education, and nursing and health care organizations and associations. Key Features: Offers a wide selection of educational activities and techniques for diverse learners Presents guidelines for helping educators, students, and

professionals to maximize strengths, minimize weaknesses, and facilitate success Describes toolkit questionnaires for measuring and evaluating cultural learning and performance Provides guidelines for employee orientation programs to achieve cultural competence in the workplace The Digital Cultural Competence Education Resource Toolkit: The Toolkit consists of three sets of tools and a total of 21 distinct tools. The three sets of tools are: Resources for Academic Settings; Resources for Health Care Institutions; and Resources for Professional Associations. Taken together, the tools provide a comprehensive set of materials for planning, implementing, and evaluating cultural competence education strategies and programs. These tools may be used alone or in conjunction with other tools and will be of use to a broad range of readers at all levels: nurses, educators, administrators, association leaders, managers, researchers, students, and other health care providers. The tools and this book will enable you to achieve optimal cultural competence.

cultural competency continuing education: *Handbook of Multicultural Competencies in Counseling and Psychology* Donald B. Pope-Davis, Hardin L.K. Coleman, William Ming Liu, Rebecca L. Toporek, 2003-07-23 Cultural differences affect the way people think, feel, and act. In an increasingly diverse society, multicultural competency in research and counseling is not merely a matter of political correctness. It is a matter of scientific and professional responsibility. *Handbook of Multicultural Competencies in Counseling and Psychology* is the first book to offer the theoretical background, practical knowledge, and training strategies needed to achieve multicultural competence. Focusing on a wide range of professional settings, editors Donald B. Pope-Davis, Hardin L.K. Coleman, William Ming Liu, and Rebecca L. Toporek provide a compendium of the latest research related to multicultural competency and the hands-on framework to develop specialized multicultural practices. Promoting an appreciation of cultural differences, this innovative text includes A review of major measures of multicultural competency An analysis of popular empirically supported treatments within the schema of multicultural competency Information on multicultural competencies and accreditation An overview of ethical implications Teaching strategies to achieve multicultural competency *Handbook of Multicultural Competencies in Counseling and Psychology* provides a comprehensive foundation for understanding and integrating multiculturalism in all areas of professional practice. Offering directions for growth and development, the editors and a distinguished group of contributors explore emerging issues within the field. An indispensable resource for psychologists, social workers, school counselors, and teachers, this handbook is also an ideal supplementary text for students in counseling and clinical practice courses.

cultural competency continuing education: *Cultural Competence in Applied Psychology* Craig L. Frisby, William T. O'Donohue, 2018-07-25 The first volume of its kind, this provocative book evaluates the construct of cultural competence from multiple perspectives. At the intersection of diverse disciplines and domains, contributors argue for greater clarity in understanding the cultural competence construct, a deeper level of analysis as to its multifaceted components, and call for concrete practical objectives and science-based means of measurement. Serious, nuanced discussion addresses challenges, strengths, and limitations of current cultural competence practice in terms of sociocultural concepts (e.g., race, ethnicity) and practical concepts (e.g., sensitivity in the therapeutic relationship, treatment efficacy). In addition, contributors identify future directions for research, training, and practice with the potential to spur the further evolution of this clinically important construct. This timely book: Critiques the cultural competence construct and its evaluation as it is currently disseminated within applied psychology. Compares and contrasts how cultural competence is defined within clinical, school, and counseling psychology. Analyzes difficulties and challenges in understanding the cultural competence construct as evaluated through the lens of closely related fields outside of applied psychology. Spotlights complexities in cultural competence issues pertaining to specific populations. Sets out implications for education and training, offering a detailed outline for an ideal college course in cultural competence With this level of reasoning and rigor, *Cultural Competence in Applied Psychology* is sure to stimulate long-overdue dialogue and debate among professionals across a wide variety of fields, such as clinical psychology, social work, child and social psychology, psychotherapy, school psychology, and counseling.

cultural competency continuing education: Cultural Competence in Health Education and Health Promotion Miguel A. Pérez, Raffy R. Luquis, 2013-12-31 Cultural Competence in Health Education and Health Promotion, 2nd edition, examines the importance of ethnic and cultural factors for community health practice. Edited and written by a stellar list of contributors who are experts in field, this book describes essential theories, models, and practices for working with race, ethnicity, gender, and social issues. The authors cover a wide range of topics including demographics, disparities, complementary and alternative medicine, spiritually grounded approaches, multicultural populations, culturally competent needs assessment and planning, communication, workforce, program planning, aging, sexual orientation, and future challenges. This edition has substantially expanded coverage on working with diverse groups, social determinants of health, spirituality, theoretical models for multicultural populations, planning and program evaluation, and aging, with new content includes coverage of disability and health literacy. This edition also reflects the latest standards for Certified Health Education Specialist certification and national standards on Culturally and Linguistically Appropriate Services (CLAS), from Department of Health and Human Services, Office of Minority Health

cultural competency continuing education: Cultural Competency Training in a Global Society Richard H. Dana, James Allen, 2008-11-13 Cultural competence is more than an admirable goal: it is an essential skill set for mental health professionals working in a diverse global society marked by crisis and trauma. It is essential for clinicians to understand the intricate mix of history and self-concept, identity and tradition that are central not only for ameliorating psychological problems but to foster psychological health and well-being. As the definition of culture takes on broader meanings-at once embracing multiple identities and increasing globalization- Cultural Competency Training in a Global Society brings a vital perspective and practical understanding to clinical, counseling, and school psychologists, as well as to graduate students entering these fields. By describing a comprehensive training model for professional education and practice in the United States with ethnic minority groups, indigenous populations, immigrants, and refugees, this book has relevance for other multicultural societies because the implications are multidisciplinary in focus and potentially international in scope. The existing and emergent global multicultural populations described in this book represent the neglected human faces of economic globalization. Among the topics covered: Requirements for professional training in cultural competency. Research basis for cultural competency training. International resources and their usage in training and practice. Multicultural assessment in the service of intervention. Evaluating cultural competency training.

cultural competency continuing education: Teaching Cultural Competence in Nursing and Health Care, Third Edition Marianne R. Jeffreys, 2015-12-01 Based on proven research, this book is a unique book for those working in academic settings, health care institutions, employee education, and nursing and health care organizations and associations. Updated with new evidence-based strategies, interactive book features, and expanded ready-to-apply strategies and exemplars, this new edition offers a systematic, comprehensive approach for planning, implementing, and evaluating cultural competence education strategies and programs. New and expanded chapters address curriculum, train-the-trainer programs, and continuing education; traditional classroom, hybrid, and online courses; clinical settings, immersion experiences, service learning, simulation, and nursing skills labs; professional networking; and multicultural workplace harmony and cultural safety. Included are educational activities for academic, health care agency, and professional association settings. Real-life scenarios, integrated reflection boxes, easy-to-apply action steps, educator- in-action vignettes, research exhibit boxes, toolkit resource boxes, an accompanying digital toolkit, references, and discussion questions help readers to fully integrate the book's content. An appendix lists over 50 studies from around the world utilizing the Cultural Competence and Confidence (CCC) model and its corresponding questionnaires (contained in the toolkit). The text provides valuable information and resources to assist academic programs and health care institutions meet accreditation requirements and for institutions trying to obtain Magnet status. NEW TO THE THIRD EDITION: Updated and revised model to guide cultural competence

education Reorganized to address cultural competence in a variety of environments Expanded ready-to-apply strategies and exemplars A wealth of updated and revised information and research New and expanded chapters on curriculum and varied learning modalities New information on clinical settings, immersion experiences, service learning, simulation, nursing skills labs, and hybrid and online education Real-life scenarios, reflection boxes, easy-to-apply action steps, toolkit resource boxes, and discussion questions ALSO AVAILABLE: Doctoral students, instructors, institutions, and others who want to take it a step further can purchase the Cultural Competence Education Resource Toolkit permission license. Purchase of a toolkit license allows the user to utilize any of the 23 toolkit items in a research study and/or an educational program for the specified time period. The toolkit includes psychometrically validated questionnaires and other tools essential for the measurement and evaluation of cultural competence and the effectiveness of educational strategies. For more information, go to www.springerpub.com/cctoolkit.

cultural competency continuing education: Teaching Cultural Competence in Nursing and Health Care Marianne R. Jeffreys, 2006-06-19 Teaching Cultural Competence is intended as a primary resource for educators and graduate students in academic settings, health care institutions, and professional associations. The only book that presents a research-supported conceptual model and a valid, reliable corresponding questionnaire to guide educational strategy design, implementation, and evaluation, it provides readers with valuable tools and strategies for cultural competence education that can easily be adapted by educators at all levels.

cultural competency continuing education: Cultural Competence for Health Care Professionals Working with African-American Communities, 1998

cultural competency continuing education: Foundations of Mental Health Promotion Manoj Sharma, Paul Branscum, 2020-08-10 Written for undergraduate and graduate courses in public and community health, the second edition of Foundations of Mental Health Promotion provides a current look at mental health and mental illness with a focus on medical, epidemiological, behavioral, sociological, political, historical, developmental, and cultural perspectives in the field. Readers are introduced to the field of mental health promotion, and both individual-level and population-level approaches to handling mental health concerns are emphasized.

cultural competency continuing education: Disability Studies for Human Services Debra Harley, Chris Flaherty, 2020-12-01 Delivers knowledge critical to understanding the multidimensional aspects of working with varied populations with disabilities This is the only introduction to disability book with an interdisciplinary perspective that offers cross-disability and intersectionality coverage, as well as a special emphasis on many unique populations. Comprehensive and reader-friendly, it provides current, evidence-based knowledge on the key principles and practice of disability, while addressing advocacy, the disability rights movement, disability legislation, public policy, and law. Focusing on significant trends, the book provides coverage on persistent and emerging avenues in disability studies that are anticipated to impact a growing proportion of individuals in need of disability services. Woven throughout is an emphasis on psychosocial adaptation to disability supported by case studies and field-based experiential exercises. The text addresses the roles and functions of disability service providers. It also examines ethics in service delivery, credentialing, career paths, cultural competency, poverty, infectious diseases, and family and lifespan perspectives. Reinforcing the need for an interdisciplinary stance, each chapter discusses how varied disciplines work together to provide services addressing the whole person. Active learning is promoted through discussion boxes, self-check questions, and learning exercises. Faculty support includes PowerPoints, model syllabi, test bank, and instructor manual. Purchase includes digital access for use on most mobile devices or computers. Key Features: Provides readers with key knowledge and skills needed to effectively practice in multidisciplinary settings Offers interdisciplinary perspectives on conceptualization, assessment, and intervention across a broad range of disabilities and client populations Underscores the intersectionality of disability to correspond with trends in education focusing on social justice and underrepresented populations Includes research and discussion boxes citing current research

activities and excerpts from noted experts in various human service disciplines Promotes active learning with discussion boxes, multiple-choice questions, case studies with discussion questions, and field-based experiential exercises Includes instructor manual, sample syllabi, PowerPoint slides, and test bank Identifies key references at the end of chapters and provides resources for additional information Purchase includes digital access for use on most mobile devices or computers.

cultural competency continuing education: Cultural Psychology Prof. Dr. Bilal Semih Bozdemir, The influence of culture on decision-making and problem-solving is profound and pervasive. By recognizing and understanding the cultural factors that shape these cognitive processes, individuals and organizations can navigate complex decisions more effectively. As global interconnectedness continues to rise, the ability to appreciate and utilize diverse cultural perspectives will be increasingly vital in fostering collaboration and innovation. This chapter has elucidated the intricate ways in which culture impacts not only how decisions are made and problems are solved but also how individuals understand themselves within their cultural ecosystems. In an era marked by rapid change and diversity, engaging with these cultural influences will be indispensable in creating solutions that are both effective and sustainable.

cultural competency continuing education: Diversity and Cultural Competence in Health Care Janice L. Dreachslin, M. Jean Gilbert, Beverly Malone, 2012-11-05 Major changes are occurring in the United States population and the nation's health care institutions and delivery systems. Significant disparities in health status exist across population groups. But the health care enterprise, with all its integrated and disparate parts, has been slow to respond. Written by three nationally known scholars and experts, *Diversity and Cultural Competence in Health Care: A Systems Approach* is designed to provide health care students and professionals with a clear understanding of foundations, philosophies, and processes that strengthen diversity management, inclusion, and culturally competent care delivery. Focusing on current practice and health care policy, including the recently passed Patient Protection and Affordable Care Act of 2010 (ACA), this textbook integrates strategic diversity management, self-reflective leadership, and the personal change process with culturally and linguistically appropriate care into a cohesive systems-oriented approach for health care professionals. The essentials of cultural competence and diversity management covered in this text will be helpful to a wide variety of students because they encompass principles and practices that can be realistically incorporated into the ongoing work of any health care field or organization. Each chapter contains learning objectives, summary, key terms, and review questions and activities designed to allow students to understand and explore concepts and practices identified throughout the text.

cultural competency continuing education: Appalachian Cultural Competency Susan Emley Keefe, 2005 Health and human service practitioners who work in Appalachia know that the typical "textbook" methods for dealing with clients often have little relevance in the context of Appalachian culture. Despite confronting behavior and values different from those of mainstream America, these professionals may be instructed to follow organizational mandates that are ineffective in mountain communities, subsequently drawing criticism from their clients for practices that are deemed insensitive or controversial. In *Appalachian Cultural Competency*, Susan E. Keefe has assembled fifteen essays by a multidisciplinary set of scholars and professionals, many nationally renowned for their work in the field of Appalachian studies. Together, these authors argue for the development of a cultural model of practice based on respect for local knowledge, the value of community diversity, and collaboration between professionals and local communities, groups, and individuals. The essays address issues of both practical and theoretical interest, from understanding rural mountain speech to tailoring mental health therapies for Appalachian clients. Other topics include employee assistance programs for Appalachian working-class women, ways of promoting wellness among the Eastern Cherokees, and understanding Appalachian death practices. Keefe advocates an approach to delivering health and social services that both acknowledges and responds to regional differences without casting judgments or creating damaging stereotypes and hierarchies. Often, she observes, the "reflexive" approach she advocates runs counter to formal professional

training that is more suited to urban and non-Appalachian contexts. Health care professionals, mental health therapists, social workers, ministers, and others in social services will benefit from the specific cultural knowledge offered by contributors, illustrated by case studies in a myriad of fields and situations. Grounded in real, tested strategies—and illustrated clearly through the authors' experiences—Appalachian Cultural Competency is an invaluable sourcebook, stressing the importance of cultural understanding between professionals and the Appalachian people they serve.

cultural competency continuing education: Community and Public Health Education Methods Bensley, Jodi Brookins-Fisher, 2017-12-22 Updated and revised to keep pace with changes in the field, the fourth edition of *Community Health Education Methods: A Practical Guide* teaches students to effectively communicate health education messages and positively influence the norms and behaviors of both individuals and communities. This text explores the methods used by health educators, including didactic techniques designed to guide others toward the pursuit of a healthy lifestyle.

cultural competency continuing education: *Health Literacy in Clinical Practice and Public Health* Elliot R. Siegel, 2020-06-15 "Health literacy is the ultimate global currency of health and well-being. Without health literacy, medicine fails, public health fails, and people pay the cost for these failures with their lives. As this book goes to press, the world is confronted by the COVID-19 pandemic. Improving health literacy becomes increasingly important if we are to successfully confront the challenges that stress our systems of medicine and public health like never before." (Richard H. Carmona, M.D., M.P.H., FACS, former Surgeon General of the United States, in his foreword to this book.) Two years ago, HTI published the book *Health Literacy: New Directions in Research, Theory and Practice*. Together with that earlier volume, this book: *Health Literacy in Clinical Practice and Public Health: New Initiatives and Lessons Learned at the Intersection with other Disciplines*, strives to enumerate and expand our understanding of the multidisciplinary connections which underpin the field of health literacy. The book's balance between research and practice is a response to the feedback the editors received about the previous publication, which focused more on HL theory and research. With reports of specific health literacy research initiatives and interventions, particularly in clinical practice and public health, the book covers contemporary health literacy research and practice and is divided into three sections. Section one explores health literacy's capacity to foster progress in clinical practice and public health; section two provides insights into health literacy initiatives and lessons learned from diverse healthcare stakeholders; and section three examines health literacy's similarities with - and differences from - related health research disciplines. The book sets the practice and research of health literacy on an evidence-based, thoughtful, effective, efficient, and applied course. As Dr Richard Carmona says in his foreword: "It is enthusiastically recommended for all health and medical practitioners and researchers."

cultural competency continuing education: *Transcultural Nursing Education Strategies* Priscilla Limbo Sagar, 2014-05-12 ...[written by one of] the world's foremost experts in transcultural nursing. This...much-anticipated comprehensive compendium of evidence-based and best practices...contains exceptionally useful...material for nurse educators in academic and staff development settings and...their students. ó Margaret M. Andrews, PhD, RN, FAAN, CTN Director and Professor of Nursing School of Health Professions and Studies University of Michigan Flint Editor, *Online Journal of Cultural Competence in Nursing and Healthcare* ...a valuable new resource to support efforts...to provide high-quality care that is culturally appropriate... gives the professional nurse a road map for engaging in culturally appropriate, patient-centered, and high-quality care. ó Geraldine (Polly) Bednash, PhD, RN, FAAN Chief Executive Officer and Executive Director American Association of Colleges of Nursing This ambitious book is a must-read synthesis of the existing knowledge related to transcultural nursing education... builds cultural competence in individuals and in organizations...Dr. Sagar makes an exceptional contribution to...the delivery of culturally competent care in all settings. ó Patti Ludwig-Beymer, PhD, RN, CTN, NEA-BC, FAAN Vice President and Chief Nursing Officer Edward Hospital and Health Services, Naperville, IL Associate

Editor, *Journal of Transcultural Nursing* This comprehensive guide to integrating transcultural nursing education (TCN) strategies in academic and in-service institutions is the only text to fulfill the NLN and AACN mandates for promoting cultural diversity and competencies in these settings. Incorporating evidence-based, best-practice protocols, it provides course syllabi and a wealth of additional teaching aids for all education arenas from foundation classes through in-service domains. The text provides a variety of creative strategies for integrating TCN into academia and practice as a separate course or across existing courses (foundation and life span courses, mental health, pharmacology, nutrition, research, community health, critical care, and transcultural concepts in simulation). Pedagogical tools include cultural assessment instruments, self-learning modules, role plays, unfolding case scenarios, continuing education, lesson plans, course syllabi, critical thinking exercises, and evidence-based practice information. The book will be of value to nursing students, faculty, educators in staff development settings, and all other professional nurses who wish to provide culturally competent care for their patients. It is a companion volume to the author's text *Transcultural Health Care Models: Application in Nursing Education, Practice, and Administration*. Key Features: Comprises the first text to fulfill NLN/AACN mandates on cultural competencies in education and practice Presents a wealth of pedagogical strategies and teaching aids for academic and in-service settings Includes self-learning modules, case studies, role-playing scenarios, critical thinking exercises, continuing education lesson plans, and course syllabi Incorporates evidence-based, best-practice protocols Covers international partnerships and collaborations

cultural competency continuing education: *Handbook of Adult and Continuing Education*
Carol E. Kasworm, Amy D. Rose, Jovita M. Ross-Gordon, 2010-05-27 Drawing on the contributions of 75 leading authors in the field, this 2010 Edition of the respected *Handbook of Adult and Continuing Education* provides adult education scholars, programme administrators, and teachers with a solid foundation for understanding the current guiding beliefs, practices, and tensions faced in the field, as well as a basis for developing and refining their own approaches to their work and scholarship. Offering expanded discussions in the areas of social justice, technology, and the global dimensions of adult and continuing education, the *Handbook* continues the tradition of previous volumes with discussions of contemporary theories, current forms and contexts of practice, and core processes and functions. Insightful chapters examine adult and continuing education as it relates to gender and sexuality, race, our aging society, class and place, and disability.

cultural competency continuing education: *Resources in Education* , 1984

Related to cultural competency continuing education

CULTURAL Definition & Meaning - Merriam-Webster The meaning of CULTURAL is of or relating to culture or culturing. How to use cultural in a sentence

CULTURAL | English meaning - Cambridge Dictionary CULTURAL definition: 1. relating to the habits, traditions, and beliefs of a society: 2. relating to music, art. Learn more

Culture - Wikipedia Culture often originates from or is attributed to a specific region or location. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by the

Culture | Definition, Characteristics, Examples, Types, Tradition Thus, culture includes language, ideas, beliefs, customs, codes, institutions, tools, techniques, works of art, rituals, and ceremonies, among other elements. The existence and use of culture

CULTURAL definition and meaning | Collins English Dictionary Cultural means relating to the arts generally, or to the arts and customs of a particular society

CULTURAL Definition & Meaning | Cultural definition: of or relating to culture or cultivation.. See examples of CULTURAL used in a sentence

CultureALL | Cultivating Collaborative Communities CultureALL values the cultures of our community. You'll see us in schools, the workplace, and wherever people gather. The experiences we provide invite Iowans to participate in cultural

cultural - Dictionary of English WordReference Random House Learner's Dictionary of American

English © 2024 cultural /'kʌltʃərəl/ adj. of or relating to culture: cultural traditions. of or relating to music, art, and

cultural, adj. & n. meanings, etymology and more | Oxford English cultural, adj. & n. meanings, etymology, pronunciation and more in the Oxford English Dictionary

What Is Culture? Simple Meaning, Everyday Examples, and Why It Culture is the shared beliefs, language, values, habits, and traditions passed between families, communities, or societies. It shapes how we live and how we connect. Honor Your Past.

CULTURAL Definition & Meaning - Merriam-Webster The meaning of CULTURAL is of or relating to culture or culturing. How to use cultural in a sentence

CULTURAL | English meaning - Cambridge Dictionary CULTURAL definition: 1. relating to the habits, traditions, and beliefs of a society: 2. relating to music, art. Learn more

Culture - Wikipedia Culture often originates from or is attributed to a specific region or location. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by the

Culture | Definition, Characteristics, Examples, Types, Tradition Thus, culture includes language, ideas, beliefs, customs, codes, institutions, tools, techniques, works of art, rituals, and ceremonies, among other elements. The existence and use of culture

CULTURAL definition and meaning | Collins English Dictionary Cultural means relating to the arts generally, or to the arts and customs of a particular society

CULTURAL Definition & Meaning | Cultural definition: of or relating to culture or cultivation.. See examples of CULTURAL used in a sentence

CultureALL | Cultivating Collaborative Communities CultureALL values the cultures of our community. You'll see us in schools, the workplace, and wherever people gather. The experiences we provide invite Iowans to participate in cultural

cultural - Dictionary of English WordReference Random House Learner's Dictionary of American English © 2024 cultural /'kʌltʃərəl/ adj. of or relating to culture: cultural traditions. of or relating to music, art, and

cultural, adj. & n. meanings, etymology and more | Oxford English cultural, adj. & n. meanings, etymology, pronunciation and more in the Oxford English Dictionary

What Is Culture? Simple Meaning, Everyday Examples, and Why It Culture is the shared beliefs, language, values, habits, and traditions passed between families, communities, or societies. It shapes how we live and how we connect. Honor Your Past.

CULTURAL Definition & Meaning - Merriam-Webster The meaning of CULTURAL is of or relating to culture or culturing. How to use cultural in a sentence

CULTURAL | English meaning - Cambridge Dictionary CULTURAL definition: 1. relating to the habits, traditions, and beliefs of a society: 2. relating to music, art. Learn more

Culture - Wikipedia Culture often originates from or is attributed to a specific region or location. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by the

Culture | Definition, Characteristics, Examples, Types, Tradition Thus, culture includes language, ideas, beliefs, customs, codes, institutions, tools, techniques, works of art, rituals, and ceremonies, among other elements. The existence and use of culture

CULTURAL definition and meaning | Collins English Dictionary Cultural means relating to the arts generally, or to the arts and customs of a particular society

CULTURAL Definition & Meaning | Cultural definition: of or relating to culture or cultivation.. See examples of CULTURAL used in a sentence

CultureALL | Cultivating Collaborative Communities CultureALL values the cultures of our community. You'll see us in schools, the workplace, and wherever people gather. The experiences we provide invite Iowans to participate in cultural

cultural - Dictionary of English WordReference Random House Learner's Dictionary of American English © 2024 cultural /'kʌltʃərəl/ adj. of or relating to culture: cultural traditions. of or relating to

music, art, and

cultural, adj. & n. meanings, etymology and more | Oxford English cultural, adj. & n. meanings, etymology, pronunciation and more in the Oxford English Dictionary

What Is Culture? Simple Meaning, Everyday Examples, and Why It Culture is the shared beliefs, language, values, habits, and traditions passed between families, communities, or societies. It shapes how we live and how we connect. Honor Your Past.

CULTURAL Definition & Meaning - Merriam-Webster The meaning of CULTURAL is of or relating to culture or culturing. How to use cultural in a sentence

CULTURAL | English meaning - Cambridge Dictionary CULTURAL definition: 1. relating to the habits, traditions, and beliefs of a society: 2. relating to music, art. Learn more

Culture - Wikipedia Culture often originates from or is attributed to a specific region or location. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by

Culture | Definition, Characteristics, Examples, Types, Tradition Thus, culture includes language, ideas, beliefs, customs, codes, institutions, tools, techniques, works of art, rituals, and ceremonies, among other elements. The existence and use of culture

CULTURAL definition and meaning | Collins English Dictionary Cultural means relating to the arts generally, or to the arts and customs of a particular society

CULTURAL Definition & Meaning | Cultural definition: of or relating to culture or cultivation.. See examples of CULTURAL used in a sentence

CultureALL | Cultivating Collaborative Communities CultureALL values the cultures of our community. You'll see us in schools, the workplace, and wherever people gather. The experiences we provide invite Iowans to participate in cultural

cultural - Dictionary of English WordReference Random House Learner's Dictionary of American English © 2024 cultural /'kʌltʃərəl/ adj. of or relating to culture: cultural traditions. of or relating to music, art, and

cultural, adj. & n. meanings, etymology and more | Oxford English cultural, adj. & n. meanings, etymology, pronunciation and more in the Oxford English Dictionary

What Is Culture? Simple Meaning, Everyday Examples, and Why It Culture is the shared beliefs, language, values, habits, and traditions passed between families, communities, or societies. It shapes how we live and how we connect. Honor Your Past.

CULTURAL Definition & Meaning - Merriam-Webster The meaning of CULTURAL is of or relating to culture or culturing. How to use cultural in a sentence

CULTURAL | English meaning - Cambridge Dictionary CULTURAL definition: 1. relating to the habits, traditions, and beliefs of a society: 2. relating to music, art. Learn more

Culture - Wikipedia Culture often originates from or is attributed to a specific region or location. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by

Culture | Definition, Characteristics, Examples, Types, Tradition Thus, culture includes language, ideas, beliefs, customs, codes, institutions, tools, techniques, works of art, rituals, and ceremonies, among other elements. The existence and use of culture

CULTURAL definition and meaning | Collins English Dictionary Cultural means relating to the arts generally, or to the arts and customs of a particular society

CULTURAL Definition & Meaning | Cultural definition: of or relating to culture or cultivation.. See examples of CULTURAL used in a sentence

CultureALL | Cultivating Collaborative Communities CultureALL values the cultures of our community. You'll see us in schools, the workplace, and wherever people gather. The experiences we provide invite Iowans to participate in cultural

cultural - Dictionary of English WordReference Random House Learner's Dictionary of American English © 2024 cultural /'kʌltʃərəl/ adj. of or relating to culture: cultural traditions. of or relating to music, art, and

cultural, adj. & n. meanings, etymology and more | Oxford English cultural, adj. & n. meanings, etymology, pronunciation and more in the Oxford English Dictionary

What Is Culture? Simple Meaning, Everyday Examples, and Why It Culture is the shared beliefs, language, values, habits, and traditions passed between families, communities, or societies. It shapes how we live and how we connect. Honor Your Past.

CULTURAL Definition & Meaning - Merriam-Webster The meaning of CULTURAL is of or relating to culture or culturing. How to use cultural in a sentence

CULTURAL | English meaning - Cambridge Dictionary CULTURAL definition: 1. relating to the habits, traditions, and beliefs of a society: 2. relating to music, art. Learn more

Culture - Wikipedia Culture often originates from or is attributed to a specific region or location. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by the

Culture | Definition, Characteristics, Examples, Types, Tradition Thus, culture includes language, ideas, beliefs, customs, codes, institutions, tools, techniques, works of art, rituals, and ceremonies, among other elements. The existence and use of culture

CULTURAL definition and meaning | Collins English Dictionary Cultural means relating to the arts generally, or to the arts and customs of a particular society

CULTURAL Definition & Meaning | Cultural definition: of or relating to culture or cultivation.. See examples of CULTURAL used in a sentence

CultureALL | Cultivating Collaborative Communities CultureALL values the cultures of our community. You'll see us in schools, the workplace, and wherever people gather. The experiences we provide invite Iowans to participate in cultural

cultural - Dictionary of English WordReference Random House Learner's Dictionary of American English © 2024 cultural /'kʌltʃərəl/ adj. of or relating to culture: cultural traditions. of or relating to music, art, and

cultural, adj. & n. meanings, etymology and more | Oxford English cultural, adj. & n. meanings, etymology, pronunciation and more in the Oxford English Dictionary

What Is Culture? Simple Meaning, Everyday Examples, and Why It Culture is the shared beliefs, language, values, habits, and traditions passed between families, communities, or societies. It shapes how we live and how we connect. Honor Your Past.

CULTURAL Definition & Meaning - Merriam-Webster The meaning of CULTURAL is of or relating to culture or culturing. How to use cultural in a sentence

CULTURAL | English meaning - Cambridge Dictionary CULTURAL definition: 1. relating to the habits, traditions, and beliefs of a society: 2. relating to music, art. Learn more

Culture - Wikipedia Culture often originates from or is attributed to a specific region or location. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by the

Culture | Definition, Characteristics, Examples, Types, Tradition Thus, culture includes language, ideas, beliefs, customs, codes, institutions, tools, techniques, works of art, rituals, and ceremonies, among other elements. The existence and use of culture

CULTURAL definition and meaning | Collins English Dictionary Cultural means relating to the arts generally, or to the arts and customs of a particular society

CULTURAL Definition & Meaning | Cultural definition: of or relating to culture or cultivation.. See examples of CULTURAL used in a sentence

CultureALL | Cultivating Collaborative Communities CultureALL values the cultures of our community. You'll see us in schools, the workplace, and wherever people gather. The experiences we provide invite Iowans to participate in cultural

cultural - Dictionary of English WordReference Random House Learner's Dictionary of American English © 2024 cultural /'kʌltʃərəl/ adj. of or relating to culture: cultural traditions. of or relating to music, art, and

cultural, adj. & n. meanings, etymology and more | Oxford English cultural, adj. & n.

meanings, etymology, pronunciation and more in the Oxford English Dictionary

What Is Culture? Simple Meaning, Everyday Examples, and Why It Culture is the shared beliefs, language, values, habits, and traditions passed between families, communities, or societies. It shapes how we live and how we connect. Honor Your Past.

CULTURAL Definition & Meaning - Merriam-Webster The meaning of CULTURAL is of or relating to culture or culturing. How to use cultural in a sentence

CULTURAL | English meaning - Cambridge Dictionary CULTURAL definition: 1. relating to the habits, traditions, and beliefs of a society: 2. relating to music, art. Learn more

Culture - Wikipedia Culture often originates from or is attributed to a specific region or location. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by the

Culture | Definition, Characteristics, Examples, Types, Tradition Thus, culture includes language, ideas, beliefs, customs, codes, institutions, tools, techniques, works of art, rituals, and ceremonies, among other elements. The existence and use of culture

CULTURAL definition and meaning | Collins English Dictionary Cultural means relating to the arts generally, or to the arts and customs of a particular society

CULTURAL Definition & Meaning | Cultural definition: of or relating to culture or cultivation.. See examples of CULTURAL used in a sentence

CultureALL | Cultivating Collaborative Communities CultureALL values the cultures of our community. You'll see us in schools, the workplace, and wherever people gather. The experiences we provide invite Iowans to participate in cultural

cultural - Dictionary of English WordReference Random House Learner's Dictionary of American English © 2024 cultural /'kʌltʃərəl/ adj. of or relating to culture: cultural traditions. of or relating to music, art, and

cultural, adj. & n. meanings, etymology and more | Oxford English cultural, adj. & n. meanings, etymology, pronunciation and more in the Oxford English Dictionary

What Is Culture? Simple Meaning, Everyday Examples, and Why It Culture is the shared beliefs, language, values, habits, and traditions passed between families, communities, or societies. It shapes how we live and how we connect. Honor Your Past.

Related to cultural competency continuing education

Case Comprehensive Cancer Center Cultural Competency Series December 2015 (Case Western Reserve University9y) As 2015 is coming to a close, we would like to thank Case Comprehensive Cancer Center (Case CCC) research community for reviewing our Cultural Competency Series features, both in Newsletters and on

Case Comprehensive Cancer Center Cultural Competency Series December 2015 (Case Western Reserve University9y) As 2015 is coming to a close, we would like to thank Case Comprehensive Cancer Center (Case CCC) research community for reviewing our Cultural Competency Series features, both in Newsletters and on

New Sac State cultural competency certificate helps professionals better serve vulnerable populations (Sacramento State University2y) A new certificate program at Sacramento State will train those in law enforcement, social services, and other professionals to work across cultures so they can better serve the region's vulnerable

New Sac State cultural competency certificate helps professionals better serve vulnerable populations (Sacramento State University2y) A new certificate program at Sacramento State will train those in law enforcement, social services, and other professionals to work across cultures so they can better serve the region's vulnerable

LGBTQ Cultural Competency Bill Introduced (The Hoya10y) Members of the D.C. Council introduced the LGBTQ Cultural Competency Continuing Education Amendment Act on April 14 - a bill that would require all health care professionals to receive additional

LGBTQ Cultural Competency Bill Introduced (The Hoya10y) Members of the D.C. Council introduced the LGBTQ Cultural Competency Continuing Education Amendment Act on April 14 – a bill that would require all health care professionals to receive additional

What DEI Training Can Learn From Cultural Competency In Medical Education (Forbes3y) A 2022 Hue report found that around 80% of HR professionals believe that their industry does a good job of implementing diversity-related initiatives. Yet, the study also reported that nearly 85% of

What DEI Training Can Learn From Cultural Competency In Medical Education (Forbes3y) A 2022 Hue report found that around 80% of HR professionals believe that their industry does a good job of implementing diversity-related initiatives. Yet, the study also reported that nearly 85% of

Five questions to consider when embedding cultural competency for internationalisation (Times Higher Education4d) Cultural competency involves seeing the world through the lens of other people, across race, gender and age barriers, among others. Shuangyu Li outlines the five questions to ask when embedding it How

Five questions to consider when embedding cultural competency for internationalisation (Times Higher Education4d) Cultural competency involves seeing the world through the lens of other people, across race, gender and age barriers, among others. Shuangyu Li outlines the five questions to ask when embedding it How

Cultural Competency Courses for Oregon Mental Health Providers Available from Quality Interactions (Business Insider4y) BOSTON, Nov. 16, 2020 /PRNewswire/ -- Quality Interactions, Inc. offers cultural competency continuing education (CCCE) approved by the Oregon Health Authority (OHA). In accordance with Oregon's CCCE

Cultural Competency Courses for Oregon Mental Health Providers Available from Quality Interactions (Business Insider4y) BOSTON, Nov. 16, 2020 /PRNewswire/ -- Quality Interactions, Inc. offers cultural competency continuing education (CCCE) approved by the Oregon Health Authority (OHA). In accordance with Oregon's CCCE

Doctors Increasingly Mandated to Show 'Cultural Competency' (Fox News17y) When a doctor doesn't look an Asian-American patient in the eye, that might be seen as a sign of respect. But making eye contact is encouraged with black patients, according to the American Academy of

Doctors Increasingly Mandated to Show 'Cultural Competency' (Fox News17y) When a doctor doesn't look an Asian-American patient in the eye, that might be seen as a sign of respect. But making eye contact is encouraged with black patients, according to the American Academy of

Cultural Competence in Canadian Mental Health Care (Psychology Today3y) Given the increasing diversity of Canada, cultural competence is considered of paramount importance in practising mental health care effectively. The term cultural competence refers to cultural

Cultural Competence in Canadian Mental Health Care (Psychology Today3y) Given the increasing diversity of Canada, cultural competence is considered of paramount importance in practising mental health care effectively. The term cultural competence refers to cultural

Back to Home: <https://staging.massdevelopment.com>