2.2: Cultural Diversity

Canada, the United States, and European nations are presently facing a migration crisis of a magnitude that has not been seen since the massive population displacements of the post–World War II era (Fleras, 2015). Due to the effects of globalization, economic policies, financial constraints, and forced migrations due to environmental or armed conflicts, nurses are providing health care to very diverse and sometimes vulnerable populations such as refugees and asylum seekers (Racine & Lu, 2015). On the other hand, globalization also brings increased ethnic and cultural diversity within health care organizations, which affects the way nurses deliver care and how they interact with nurses coming from other countries. More than ever, nurses must be culturally competent and culturally safe in their everyday practice regardless of the health settings in which they work. Similarly, nurse managers need to understand their roles in supporting cultural competency and safety at both the individual and the organizational level. Cultural competency and cultural safety are key skills for nurses to acquire and sustain. The Canadian Nurses Association, the Canadian Association of Schools of Nursing, the American Nurses Association, the American Organization of Nurse Executives, and the US Office of Minority Health are among the major regulatory nursing bodies and organizations that recognize the moral and ethical duty of nurses to advocate for and provide culturally competent care.