



Managing Psychological Safety in Multi-Cultural Educational Settings

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<p style="text-align: center;">Objectives:</p> <p>By the end of the workshop participants will be better able to:</p> <ul style="list-style-type: none"> • Discuss the intricate connection between psychological safety and cultural differences • List 3 simulation-based education scenarios in which the psychological safety of participants are impacted differently due to diverse cultural factors • Construct a plan to optimize psychological & cultural safety in diverse settings 	<p style="text-align: center;">Agenda:</p> <ul style="list-style-type: none"> • Welcome & Introductions • Diversity • Psychological & Cultural Safety • Safety Risks • Prevention & Intervention Strategies • Summary & Take-Home Points
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MY Take Home Points:

1. _____
2. _____
3. _____

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Principle

Practice

1.1 Safe work practices

- 1.1.1 Ensure safe working conditions in the design of the activity (e.g., number of rotations, number of breaks, physical, cognitive, and psychological challenges in the role portrayal).
- 1.1.2 Anticipate and recognize potential occupational hazards, including threats to SP safety in the environment (e.g., allergenic substances, exposure to sharps, air quality, live defibrillators).
- 1.1.3 Screen SPs to ensure that they are appropriate for the role (e.g., no conflict of interest, no compromising of their psychological or physical safety).
- 1.1.4 Allow SPs to opt out of any given activity if they feel it is not appropriate for them to participate.
- 1.1.5 Brief SPs so they are clear about the guidelines and parameters of a simulation activity.
- 1.1.6 Provide SPs with strategies to mitigate potential adverse effects of role portrayal and prevent physical injury or fatigue.
- 1.1.7 Inform SPs and clients about the criteria and processes for terminating a simulation if they deem it harmful.
- 1.1.8 Structure time and create a process for de-roling and/or debriefing.
- 1.1.9 Monitor for and respond to SPs who have experienced adverse effects from participation in an activity.
- 1.1.10 Provide a process for SPs and clients to report adverse effects from participation in an SP activity (e.g., documentation and action steps to resolve the situation).
- 1.1.11 Support SPs who act in accordance with delineated program expectations if a complaint is made about them.
- 1.1.12 Manage client expectations of an SP's possibilities and limitations.
- 1.1.13 Work with clients to clearly define the expected scope of SP involvement in work assignments.




1.2 Confidentiality

- 1.2.1 Understand the specific principles of confidentiality that apply to all aspects of each simulation event.
- 1.2.2 Ensure that SPs understand and maintain the principles of confidentiality related to specific simulation events.
- 1.2.3 Protect the privacy of the personal information of all stakeholders, including that which may be revealed within a simulation activity.




1.3 Respect

- 1.3.1 Respect SPs' self-identified boundaries (e.g., modesty, limits to physical touch, impact on person).
- 1.3.2 Provide SPs with adequate information so that they can make informed decisions about participation in work assignments.
- 1.3.3 Ensure that SPs understand if and how they are being compensated before accepting work (e.g., may include payment for training and work time, travel expenses, food vouchers, gift cards).

Managing Psychological Safety in Multi-Cultural Educational Settings - Worksheet for Picture Exercise

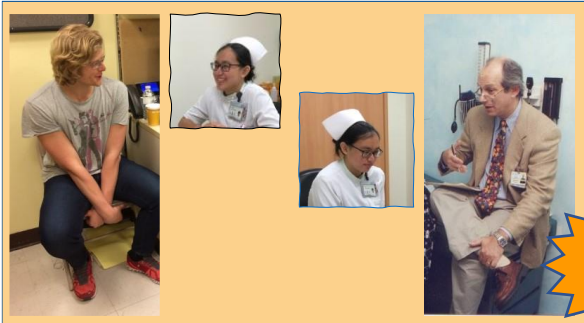

1 - Pre-brief/Debrief	Potential Threats to Psychological & Cultural Safety? For Whom?	Prevention/Intervention Possibilities?
 1a		
 1b		
 1c		

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2 - Simulation	Potential Threats to Psychological & Cultural Safety? For Whom?	Prevention/Intervention Possibilities?
		
		
		

*https://resources.nurse.com/image/3524451.1539047311000/In_line_-_iStock-911006670.jpg

Managing Psychological Safety in Multi-Cultural Educational Settings - Worksheet for Picture Exercise

3 - Feedback	Potential Threats to Psychological & Cultural Safety? For Whom?	Prevention/Intervention Possibilities?
 <div data-bbox="674 500 831 643">3a</div>		
 <div data-bbox="661 899 819 1042">3b</div>		