



Cultural Competency Initiative



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What is Cultural Competency?

According to the American Hospital Association “Cultural competency in health care describes the ability of systems to provide care to patients with diverse values, beliefs and behaviors, including the tailoring of health care delivery to meet patients' social, cultural and linguistic needs. A culturally competent health care system is one that acknowledges the importance of culture, incorporates the assessment of cross-cultural relations, recognizes the potential impact of cultural differences, expands cultural knowledge, and adapts services to meet culturally unique needs. Ultimately, cultural competency is recognized as an essential means of reducing racial and ethnic disparities in health care.” www.aha.org

NAAP Mission Statement

The National Association of Activity Professionals: To provide excellence in professional support services for Activity Professionals in the promotion of standards, ethics, competencies, education, and advocacy.

NAAP Values

The National Association of Activity Professionals recognizes the following values:

- NAAP supports quality of life through person-centered care practices. This is the primary reason for our services.
- NAAP champions the cultural and educational backgrounds of its members and values diversity in quality of life.
- NAAP directs advocacy and research which furthers the definition and support to the Activity Profession.
- NAAP values the development and maintenance of coalitions with organizations whose mission is similar to that of NAAP's for the purpose of advocacy, research, education, and promotion of activity services and the profession.
- NAAP encourages members to become involved at the state and local levels with promoting professional standards and competencies.

NAAP Vision Statement

NAAP: Quality of Life through Action



Standards of Practice

Developed by the National Association of Activity Professionals, It is the responsibility of the Activity Professional to implement, supervise, and evaluate all activity programming designed to meet the individual's current interests, choices, preferences, and abilities. These programs should be holistic in nature and include physical, intellectual, social, spiritual, and recreational activities. These activity services shall be provided by professionals who are trained, qualified, and/or certified to provide such programming. Activity Professionals are responsible within long term care communities in the development, implementation, and evaluation of an activity program which meets/exceeds federal, state, and local regulations and facility policy. These standards will assist the Activity Professional in successful application in providing a variety of services to the clients/residents whom they serve.

The Activity Professional will provide individualized assessment, therapeutic programs and services – regardless of race, religion, spirituality, ethnic origin, social status, marital status, gender, sexual orientation, age, health status, or payment source – which assists the resident in achieving and maintaining their highest practicable level of physical, intellectual, psychosocial, emotional, and spiritual well-being.

The Activity Professional will implement an ongoing person-centered program that incorporates the resident's interests, hobbies, and cultural preferences which is integral to maintaining and/or improving a resident's physical, mental and psychosocial well-being and independence.

The Activity Professional provides interventions that are individualized and customized based on the resident's previous lifestyle, preferences, and comfort.

For a complete list of NAAP Standards of Practice visit www.naap.info



Scope of Practice

Activity Professionals provide activity services and programs, which enables each individual to maximize his/her desired potential and personal interest in activity participation. The provisions of activity programs and services are primarily, but not limited to, the geriatric populations who live in a variety of health care settings that may include other populations with special needs. The clients we serve, the settings in which services are provided, and the services we provide are based on the needs of the populations we serve. This activity practice is based on assessment, development, implementation, documentation, and evaluation of the programs provided. In addition, the unique interests, physical, mental and psychosocial needs of each individual served is the highest importance throughout the creation and implementation of all activity services. Activity Professionals may provide some, many, or all of these services to the clients within their chosen setting. The extent to which services are provided is directly related to the setting in which the Activity Professional works. Activity services are directed and provided by professionals who are trained, qualified, and/or certified to provide these activity services.

Centers for Medicare & Medicaid Services FTag 679 Intent & Guidance for Cultural Diversity

INTENT §483.24(c) To ensure that facilities implement an ongoing resident centered activities program that incorporates the resident's interests, hobbies and *cultural preferences* which is integral to maintaining and/or improving a resident's physical, mental, and psychosocial well-being and independence. To create opportunities for each resident to have a meaningful life by supporting his/her domains of wellness (security, autonomy, growth, connectedness, identity, joy and meaning).

GUIDANCE §483.24(c) Research findings and the observations of positive resident outcomes confirm that activities are an integral component of residents' lives. Residents have indicated that daily life and involvement should be meaningful. Activities are meaningful when they reflect a person's interests and lifestyle, are enjoyable to the person, help the person to feel useful, and provide a sense of belonging.



Maintaining contact and interaction with the community is an important aspect of a person's well-being and facilitates feelings of connectedness and self-esteem. Involvement in community includes interactions such as assisting the resident to maintain his/her ability to independently shop, attend the community theater, local concerts, library, and participate in community groups. www.cms.gov

Cultural Competency Plan Development

Increased racial and ethnic diversity in the United States brings challenges and opportunities for organizations such as NAAP to provide culturally competent services and resources that can effectively meet the needs of the residents and professionals that we serve.

Through the launch of NAAP's Cultural Competency Initiative there are various areas of need NAAP would like to emphasize through the means of an appointed committee to address the following.

- Education and Training
- Resources
- Culturally Diverse Program Development, Implementation and Execution.
- Identify Additional Areas of Need

Goal Oriented Approach

- Executive Leadership/Committee Development
- Design Competency Training for Professionals
- Continue to Identify and Recruit other Cultural Groups to Provide Input to NAAP on Services, Resources, and Partnership

For more information or to inquire about participating as a committee member please contact the NAAP office at office@naap.info

