THE MULTICULTURAL WELLNESS WHEEL, developed by the National Wellness Institute’s Multicultural Competency Committee. Introduced at the 2016 National Wellness Conference’s Multicultural Competency Academy “Generating Sustained Wellness and Community Building Through Multicultural Competency,” as a visual tool and guide for attendees of the Academy.

THE MULTICULTURAL WELLNESS WHEEL, serves as a tool for workshop engagement and personal reflection, supports Academy discussions and dialogues, and assist attendees with individual, family, workplace and community wellness goals related to their unique communities of practice.

THE MULTICULTURAL WELLNESS WHEEL, is designed to support wellness practitioners and related stakeholders in broadening their outlook as it relates to the concepts of Wellness and Well-being, and to support the recognition of the interlocking systems displayed within the wheel, and how this concept map addresses applied multicultural competency, the needs and goals of individuals, families, workplaces, and provides a guide for the development of well communities and civic infrastructures.

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National Wellness Institute

Multicultural Wellness Wheel

PERSONAL & FAMILY

Wellness

Integrative Health

spirit

mind

body

SOCIOECONOMIC

Upstream

Advocacy

Policies

Social Marketing

Incentives

Research

Leadership

Values-based culture

Worksite Diversity

Work/Life Balance

Time Management

Priorities

Energy Management

Awareness

Cultural Sensibility

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Multicultural Competency Academy

June 19, 2017 Breakout Session
2:00 - 3:15 PM

Multicultural Competency Wheel:
Innovations in Multicultural Competency in Wellness

Reference List:

Restorative Practices in Schools
http://www.ssw.umaryland.edu/positiveschools/positive-schools-framework/pillars-of-school-climate/

Restorative Practices

Diversity First Certification Program.


Laughter Yoga Training and Laughter Therapy Workshops.


Thinking Together: The Power of Deliberative Dialogue

http://www.scottlondon.com/reports/dialogue.html
Multicultural Competency Wellness Wheel: Introduction to a Concept Model

Deborah A. Wilcox, PhD
President and CEO | Confluency Consultants & Associates
Research | Wellness Coaching | Multicultural Organizational Development

Objectives

Webinar participants will be able to:

• Identify Multicultural Competency best practices of knowledge, awareness and skills within the wellness and healthcare professions.

• Explain how applied Multicultural Competency builds healthy relationships across human and cultural differences.

• Recognize the importance of examining their own biases, cultural socialization, and values.
Building Cultures of Health and Wellness: Collaborations for Community Well-Being

THE MULTICULTURAL WELLNESS WHEEL was developed by the National Wellness Institute’s Multicultural Competency Committee.

- It was introduced at the 2016 National Wellness Conference’s Multicultural Competency Academy: “Generating Sustained Wellness and Community Building Through Multicultural Competency” as a visual tool and guide for attendees of the Academy.
Mission of the NWI Multicultural Competency Committee

The Mission of the National Wellness Institute (NWI) Multicultural Competency Committee is to support NWI with increasing inclusiveness by advancing multicultural competency within wellness best practices, and to assist with the development of knowledge, awareness, and skills to deliver equitable and culturally appropriate programs and services for wellness practitioners, organizations, underserved populations and communities.

THE GOALS OF THE NWI MULTICULTURAL COMPETENCY COMMITTEE

The Goals of the Multicultural Competency Committee include:

• Foster inclusiveness to advance multicultural competency within comprehensive wellness best practices and service delivery.

• Systematically integrate diversity and multicultural competency within the operations and programmatic structure of NWI.

• Develop initiatives, programs and continuing education focused on diversity and wellness to address differences related to: race, ethnicity, class, gender, age, country of origin, culture, political, religious and other affiliations, language, sexual orientation, as well as physical and cognitive abilities and other human differences.
THE MULTICULTURAL WELLNESS WHEEL
Broadening Concepts of Wellness and Well-being

THE MULTICULTURAL WELLNESS WHEEL is designed to support wellness practitioners and related stakeholders in broadening their outlook as it relates to the concepts of wellness and well-being, and to support the recognition of the interlocking systems displayed within the wheel.

This concept map addresses applied multicultural competency and the needs and goals of individuals, families, and workplaces. It also provides a guide for the development of well communities and civic infrastructures.

THE MULTICULTURAL WELLNESS WHEEL Focuses On Personal & Family, Community, and Worksite Wellness

The Multicultural Wellness Wheel focuses on three pillars for optimal and lifelong well-being: Personal and Family, Community, and Worksite Wellness.

- **Personal & Family Wellness** is addressed by fostering wellness through healthy daily habits and developing self-efficacy, and through integrative medicine components aligned with an integral mind-body-spirit approach.

- **Community Wellness** is focused on Upstream, Midstream, and Downstream initiatives that support underserved communities and minimize healthcare disparities.

- **Worksite Wellness** encompasses work-life balance components and worksite diversity initiatives to increase cultural sensitivity, raise awareness of worksite diversity benefits and challenges, and promote a value-driven organizational culture.
How Can Wellness and Healthcare Practitioners Develop and Apply Multicultural Competency?

- By becoming aware of one’s own personal assumptions about human behavior, values, bias, stereotypes, and personal limitations. Practitioners learn who they are as “cultural beings” and how cultural socialization has shaped their worldview and their ability to work effectively with culturally diverse populations.

- A culturally skilled practitioner is one who actively attempts to understand the worldview of their culturally different clients without negative judgments, and shows respect and appreciation for human differences.

- A culturally skilled practitioner is mindful of actively developing and practicing culturally appropriate intervention strategies and working appropriately within diverse communities.
Serves as a Tool for Sustained Engagement...

THE MULTICULTURAL WELLNESS WHEEL

• serves as a tool for **sustained engagement** and personal reflection, supports dialogue and discussions, and assists practitioners with individual, family, workplace, and community wellness initiatives related to their unique communities of practice.

• fosters the building of healthy relationships across cultural differences within diverse communities of practice.
Sustained Deliberative Dialogue

- Interactive dialogue process in which people listen to one another deeply enough to be changed by what they learn during the engagement.
- Provides the opportunity for participants to open their minds to absorb new views and enlarge their perspectives.
- Opportunity to build wellness and to bring people together across cultural differences.
- A dialogue process that allows participants to build sustainable and productive relationships.
- Deliberation is not a debate to win over others— it’s a collective learning process to build democracy.
- An opportunity to rethink biases and assumptions, construct and generate new goals, transform perspectives, discover common ground, and move to action!

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The International Institute for Sustained Dialogue, USA. www.sustaineddialogue.org

DELIBERATIVE DIALOGUE:
EMBRACING THE LIVED EXPERIENCE

YouTube Video:
https://youtu.be/gG3cOAMQKrU

Global Citizenship Summer Institute:
Deliberative Dialogue, Aga Khan Foundation Canada
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Engagement….Engagement…Engagement…!!

 How can health and wellness practitioners foster inclusion and enhance multicultural competency?
 How can health and wellness practitioners develop and apply multicultural competency within their communities of practice?
 How can the National Wellness Institute support practitioners in building cultures of health for individuals, families, workplaces, and communities, and promote civic engagement?
 Please share your perspectives regarding the areas of education and professional development that would support practitioners in working more effectively with culturally diverse populations and communities.

Let’s Have a Conversation...

CALL TO ACTION!!

This Webinar is a Call to Action to all Wellness and Healthcare practitioners and related stakeholders, to come together and build Cultures of Wellness that generate sustained well-being for individuals, families, workplaces, and communities!

We hope to see all of you at the 2017 National Wellness Conference:
Cultivating Cultures that Flourish – June 19-21, St. Paul, MN
NationalWellness.org/NWC

More Dialogue on Wellness and Multicultural Competency
Attend the 2017 Multicultural Competency Academy:
Building Multicultural Health and Wellness Through Inclusion

Contact: Deborah Wilcox, Chair, NWI Multicultural Competency Committee, confluency@sbcglobal.net

Questions?

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RESOURCES for Deliberative Dialogue

Kettering Foundation
National Issues Forum
http://nifi.org

The National Coalition for Dialogue & Deliberation
http://ncdd.org/

Everyday Democracy
https://www.everyday-democracy.org/

Sustained Deliberative Dialogue Institute
http://sustaineddialogue.org/

Aga Khan Foundation Canada
Global Citizenship Summer Institute
http://www.akfc.ca/en/gcsi