

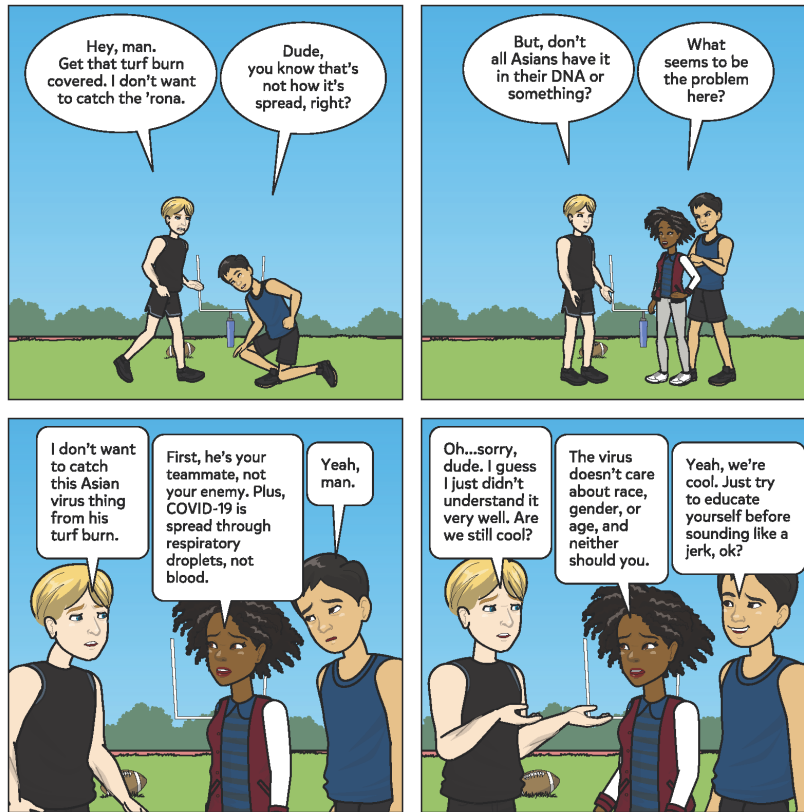


# CULTURAL COMPETENCY

## TACKLING XENOPHOBIA

The United States has seen an increase in xenophobia since the COVID-19 pandemic started. NATA members may experience or witness xenophobia in their own clinical settings and personal interactions. These cartoons provide approachable educational resources for NATA members to educate their patients, clients, coworkers and others about potential culturally insensitive actions that may take place in clinical settings. In alignment with the NATA Code of Ethics, we all have a responsibility to “practice with compassion, respecting the rights, well-being and dignity of others ... regardless of the patient’s race, religion, age, sex, ethnic or national origin, disability, health status, socioeconomic status, sexual orientation or gender identity.” Athletic trainers impact health care through action – please use these resources to take action to stop xenophobia.

### Spreading COVID-19



**Principle:** There are a lot of misconceptions and misinformation about the ways COVID-19 spreads from one person to another.

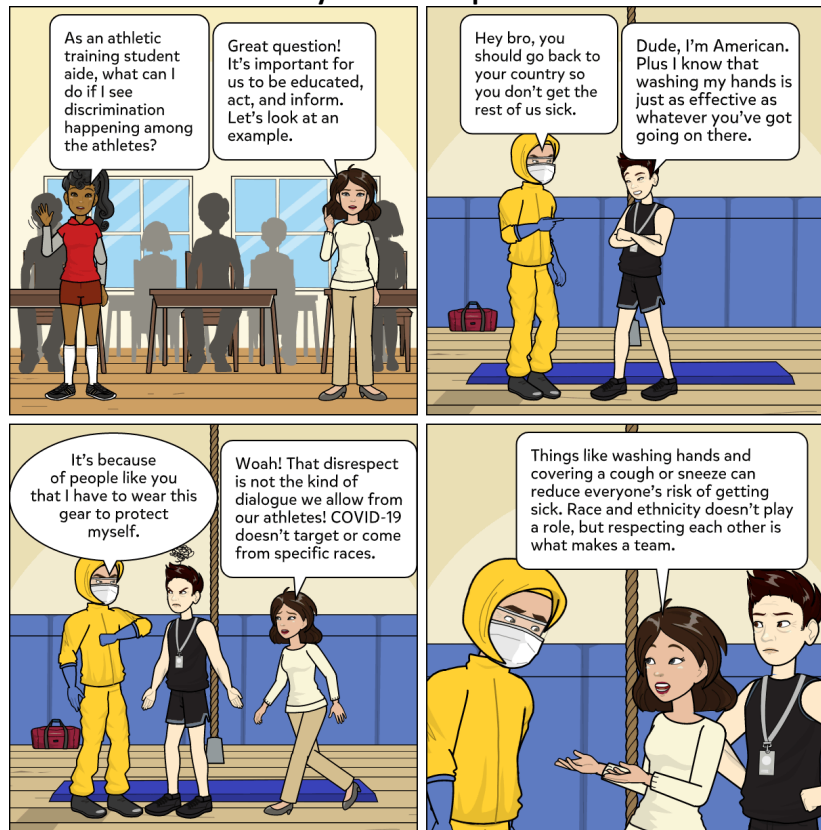
**Best practice for ATs:**

- Stay educated about ways COVID-19 can and can't spread as well as unknowns.
- Make sure athletes and coaches are educated about how COVID-19 spreads.
- Keep eyes and ears open for any misinformation spreading among athletes, coaches or students, and correct the misconceptions in a professional and understanding manner. Refrain from involving emotional and personal viewpoints.
- Practice proper hygiene and personal protective equipment usage.
- Answer questions from athletes, coaches and students related to and know of appropriate sources where they can go to get accurate information.

**Resources (links):**

[www.cdc.gov/coronavirus/2019-ncov/downloads/2019-ncov-factsheet.pdf](http://www.cdc.gov/coronavirus/2019-ncov/downloads/2019-ncov-factsheet.pdf)  
[www.who.int/news-room/q-a-detail/q-a-coronaviruses](http://www.who.int/news-room/q-a-detail/q-a-coronaviruses)

### Bystander Response



**Principle:** Bystander response is recognizing a potentially harmful situation or interaction and choosing to respond in a way that could positively influence the outcome.

#### Best practice for ATs:

- Assume personal responsibility of those around you and support individuals being targeted.
- Educate yourself and understand how COVID-19 is spread.
- Facilitate public awareness and conversations about the problem.
- Disincentivize unethical and unprofessional behavior with real sanctions. Enforce the [NATA Code of Ethics](#) in the work environment.
- Document incidence.
- Assess the situations and keep everyone involved safe.
- Be respectful of all individuals and their viewpoints.
- Remain calm and professional.

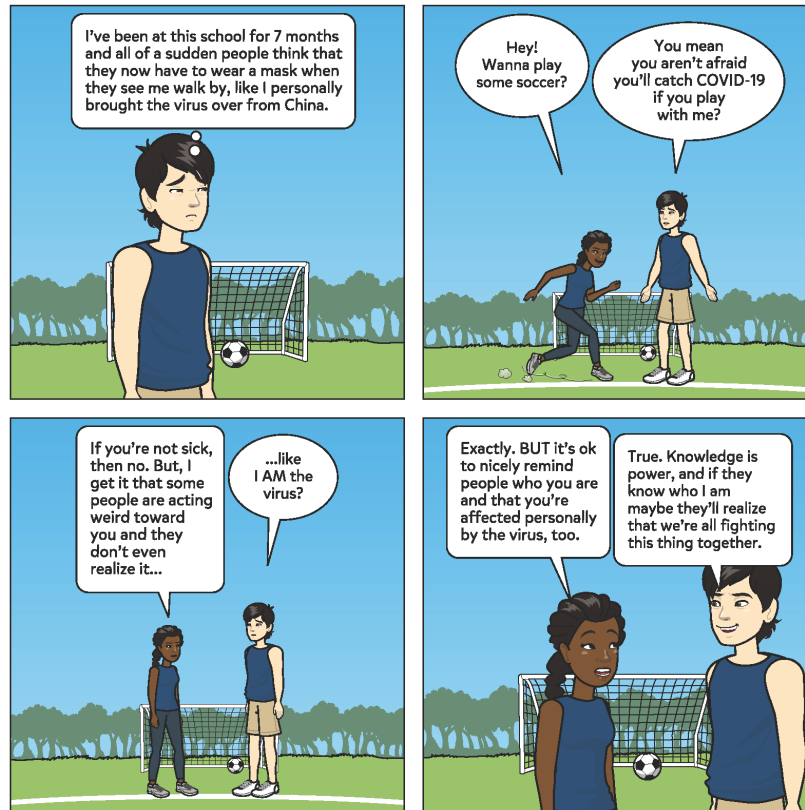
\*NATA Code of Ethics # 1. Members shall practice with compassion, respecting the rights, well-being and dignity of others.

#### Resources (links):

[www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/reducing-stigma.html](http://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/reducing-stigma.html)

[www.afsc.org/bystanderintervention](http://www.afsc.org/bystanderintervention)

## Unconscious Biases



**Principle:** Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

### Best Practices for ATs:

- Focus on individual attributes of each patient, rather than seeing the patient through a lens of group membership.
- Enhance communication by interacting with colleagues and patients with diverse experiences.
- Increase perspective taking and empathy.

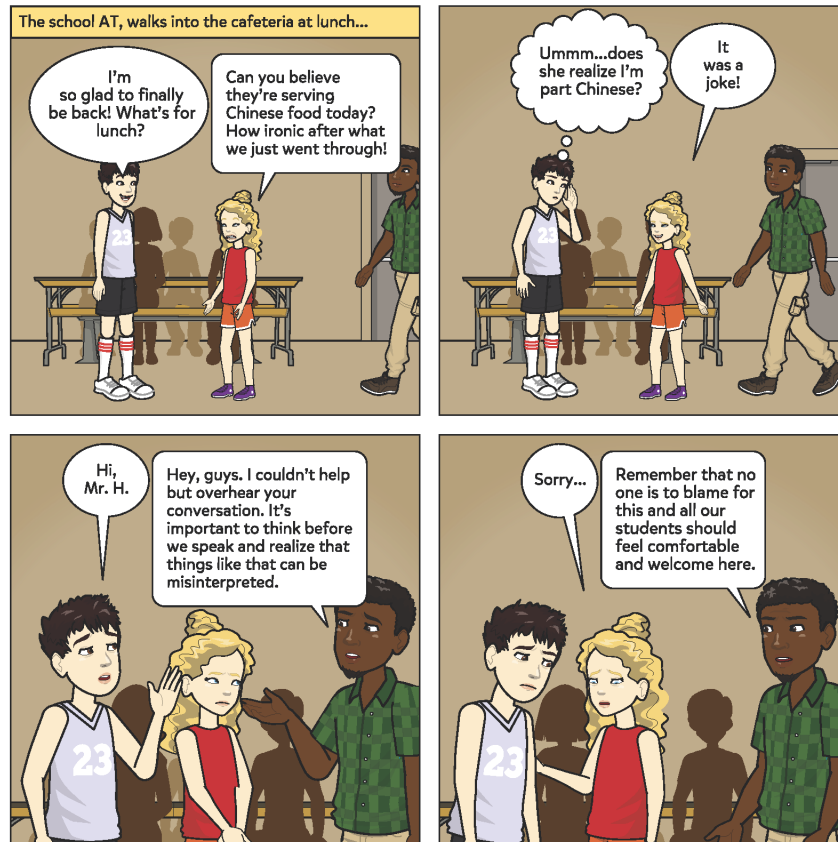
### How can I fight biases and stereotyping?

- **Point it out.** Be the person who points out negative preconceptions and openly talks about it.
- **Be an example.** Be a role model and respect people regardless of what society says about them.
- **Speak up.** Challenge those around you to reflect and engage in open conversations.

### Resources (links):

[diversity.ucsf.edu/resources/unconscious-bias](https://diversity.ucsf.edu/resources/unconscious-bias)  
[www.socialtalent.com/blog/diversity-and-inclusion/9-types-of-bias](https://www.socialtalent.com/blog/diversity-and-inclusion/9-types-of-bias)  
[www.nata.org/blog/jordan-grantham/understanding-implicit-bias-health-care](https://www.nata.org/blog/jordan-grantham/understanding-implicit-bias-health-care)

## Microaggression



**Principle:** Microaggression is a comment or action that subtly, and often unconsciously or unintentionally, expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).

### Best practice for ATs:

- Watch out for subtly or even unconscious acts of prejudice toward patients who are (or who look like they are) Asian.
- If such acts occur, do not ignore them. Acknowledge the act.
- Communicate your support to the person who was targeted by the microaggression.
- Make it clear to all patients/athletes that respect and inclusion are valued in your athletic training setting.
- Educate any perpetrators respectfully; don't shame them.

### Resources (links):

[otl.du.edu/wp-content/uploads/2013/03/MicroAggressionsInClassroom-DUCME.pdf](http://otl.du.edu/wp-content/uploads/2013/03/MicroAggressionsInClassroom-DUCME.pdf)  
[www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis](http://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis)  
[www.vox.com/2015/2/16/8031073/what-are-microaggressions](http://www.vox.com/2015/2/16/8031073/what-are-microaggressions)  
[en.wikipedia.org/wiki/Microaggression](http://en.wikipedia.org/wiki/Microaggression)

If you'd like to download these comics, click on the images below.

