Cultural Intelligence and its applications to selection and remediation in post-graduate medical education

Faculty:
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Introduction:
The United Arab Emirates has a 90% expatriate population hailing from over 200 countries. This is evidenced by the diversity of patients, colleagues and trainees seen in clinical practice across the medical landscape.

Cultural differences have wide-ranging impacts across all elements of post-graduate medical education, with cultural intelligence now being recognised as a core competency for healthcare organisations and medical educators alike. This is particularly important working in a heterogenous workforce such as that in the UAE.

Thankfully, cultural intelligence is a skill that can be learned. Through a mix of theory bursts, small group collaboration and large group discussions, participants will explore a basic framework of cultural intelligence and how it can be applied to different aspects of post-graduate medical education in a multicultural environment.

Workshop Objectives:
It is envisaged that by the end of the workshop, a participant should be able to:
Identify the following components of a cultural intelligence framework:
- High and Low Power Distance
- Task vs. Relationship focus
- High and Low Context
- Uncertainty avoidance
- Individualism vs. Collectivism

Identify how to address the impact of these factors on:
- Trainee Selection
- Trainee Remediation

Who should attend:
Program directors, faculty, residents, program coordinators, and anyone else working in medical education in a multi-cultural environment.
Basic Organization
Date: 4 November 2023
Time: (10:00 am – 13:00 pm)
Participants: 12 / session (3 groups of 4)

Course outline
Introduction to Workshop
Cultural Intelligence in Action

Cultural Intelligence and its applications to remediation

Cultural intelligence and its applications to selection

Each section will follow this framework:
1. 15-minute theory burst
2. 15-minute small group case-based discussion
3. 15-minute large group wrap up

Conclusion
This 3-hour workshop on Cultural Intelligence will focus on understanding how to identify our own cultural bias and apply a culturally intelligent ‘lens’ to our interactions with colleagues and learners in medical education

Format
10:00 – 10:15am: Welcome and Introduction - Dr Amira Siyam
10:15 – 11:15: Cultural Intelligence in Action - Dr Amira Siyam
11:15 – 11:45: Coffee Break
11:45 – 12:45: Cultural Intelligence and its applications to remediation – Dr Michele Kigozi
12:45 – 13:45: Cultural intelligence and it applications to selection – Dr Amira Siyam
13:45 – 14:00: Summary and session close –Dr Michele Kigozi