

## **Promotional: Diversity and Inclusivity: Creating a Healthy Workplace**

\*\*You **MUST** print this for Continuing Education purposes and keep with your certificate of completion.

### **Requirements:**

For successful completion of this educational activity and receipt of 1.0 contact hour(s), the learner must:

1. Participate in 60 minutes of continuous learning.
2. Complete a quiz with a minimum score of 85%.
3. Complete an evaluation form.

### **Educational activity description:**

Healthcare workers (HCWs) are different too. We all bring our own diversity to the healthcare setting. This course is intended to help HCWs create healthy work environments through increasing awareness of diversity and improving practices of inclusiveness.

### **Target audience:**

The target audience for this educational activity is nurses, social workers, nursing home administrators, occupational therapists, speech and language therapists, and activity professionals in the long-term care setting and any other interested learners. This is an intermediate level educational activity. Information is geared to practitioners with a general working knowledge of current practice trends and literature related to the subject matter. The focus is on increasing understanding and competent application of the subject matter.

### **Readability/Reading Level:**

The readability/reading level of this course is 11<sup>th</sup>-12<sup>th</sup> grade.

### **Learning outcome:**

At the completion of this educational activity, the learner will demonstrate knowledge about creating healthy work environments through increasing awareness of diversity and improving practices of inclusiveness by passing a quiz with a score of 85% or greater accuracy.

### **Learning objectives:**

At the completion of this educational activity, the learner will be able to:

1. List five (5) identities that mark a diverse population.
2. Choose four (4) ways to promote inclusion in the healthcare setting.
3. Identify three (3) ways healthcare workers (HCWs) can reduce control biases.

### **Author:**

Don Gordon, BS, MDiv, DMin

Don is the founder and CEO of Christians Caring for Creation, Inc. and currently serves as Adjunct Professor of Religion at Lenoir-Rhyne University. Prior to that he served for 35 years in pastoral ministry in Virginia and North Carolina. He earned a Doctor of Ministry degree from Columbia Theological Seminary (PCUSA), a M.Div. from Southeastern Baptist Theological Seminary, and a B.S. degree in Mathematics from Campbell University. Don has authored several books in the fields of church history, spiritual formation, and children's religious education. Currently he is serving on the Board of Trustees for Campbell University in North Carolina and the Board of Directors for The Baptist Center for Ethics in Nashville, Tennessee. Don has spent countless hours offering spiritual care in hospitals, hospice care facilities, nursing homes and assisted living facilities with many people he knew well or not at all, including his mother who lived for five years in such an environment.

**Reviewer:**

Linda Shubert, MSN, RN, NPD-BC, CDP®

Linda has worked with older adults across the continuum of eldercare as a rehab nurse, geriatric nurse case manager, Director of Nursing, consultant, Staff Development specialist, instructor, and clinical professor. In her role as Director of Education of a 180-bed long term care facility she developed, implemented, and evaluated competency-based staff education to comply with regulatory training mandates. She enjoys developing creative learning that supports the diversity of the learner while engaging and motivating them to be competent and person- centered caregivers.

**Planning committee:**

Judy Hoff, RN, BSN, MA, PhD

Linda Shubert, MSN, RN, NPD-BC, CDP®

Jessica Burkybile, MSN, RN, NPD-BC- CPN

Don Gordon, BS, MDiv, DMin

**ANCC continuing professional development information:**

Healthcare Academy is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

**ANCC disclosure and program information:**

Participants will be required to complete the entire educational activity, quiz, and evaluation form. There will be no endorsements of products or off-label use.

There are no relevant financial relationships for any individual in a position to control content of this activity.

**EXPIRATION:** The expiration date for this educational activity is August 25, 2026. No contact hours will be awarded to participants who fail to submit evaluation forms. Please contact Healthcare Academy with questions.

**California Department of Public Health:**

This course is approved by the CDPH. Provider ID (NAC#): 7045

**NAB/NCERS:**

This program has been approved for Continuing Education for 1 total participant hours by NAB/NCERS—Approval #20260727-1-A113669-DL

## **Diversity and Inclusivity: Creating a Healthy Workplace Continuing Education Information**

### **Activity Professionals**

#### **NCCAP continuing education information:**

This course was approved by the National Certification Council for Activity Professionals (Approval # NCCAP500974-23NT) for 1.0 Continuing Education hours.

Approval Number: NCCAP500974-26NT

Approved CE Hour(s): 1.0

Course Expiration Date: 8/15/2026

### **Social Workers**

#### **NASW continuing education information:**

This program was approved by the National Association of Social Workers (Approval # 886709333-8243) for 1.0 Social Work continuing education contact hours.

Expiration: 10-31-2025

#### **NASW disclosure information:**

Disclosures for planning committee, Judy Hoff, RN, BSN, MA, PhD, Linda Shubert, MSN, RN and Don Gordon, BS, MDiv, DMin have nothing to disclose and no conflict of interest.

## Occupational Therapists



American  
Occupational Therapy  
Association

Approved Provider

Healthcare Academy is an AOTA approved provider of professional development. Course approval ID# 01871. This distance learning-independent activity is offered at 0.1 CEU, intermediate, Foundational Knowledge. AOTA does not endorse specific activity content, products, or clinical procedures.

Note: In the case that the services of Healthcare Academy are cancelled by your employer and you are in the process of completing a course, please contact HCA at [contact@healthcareacademy.com](mailto:contact@healthcareacademy.com).

### **AOTA disclosure and program information:**

Participants will be required to complete the entire lesson, post test and evaluation form. There will be no endorsements of products or off-label use.

Disclosures for planning committee, Judy Hoff, RN, BSN, MA, PhD, Linda Shubert, MSN, RN, Don Gordon, BS, MDiv, DMin, and Angela Stroup, OT/L have nothing to disclose and no conflict of interest.

Note: these lessons are written at a professional level due to the subject matter. There are no prerequisites for this content.

Cancellation policy: N/A

The instructional methods for this program use adult learning principals that allow the learner to decide when and where to participate in this learning. This course is developed in an online method and uses outcomes-based methodology.

Note: The date of the program will appear on the certificate of participation at the completion of the courses. Location is determined by student.

Presented by Healthcare Academy:

Healthcare Academy

526 Main Street

Henderson MN, 56044

507-248-3310

[contact@healthcareacademy.com](mailto:contact@healthcareacademy.com) or <https://www.healthcareacademy.com>

Registration /instructional Information:

Your organization will assign the course work upon your request.

If you have special needs, please contact Healthcare Academy by phone 507-248-3310 or [contact@healthcareacademy.com](mailto:contact@healthcareacademy.com).

### **AOTA non-endorsement:**

AOTA does not endorse specific course content, products, or clinical procedures.

## Speech Language-Pathologists and Audiologists

### ASHA continuing education information:



#### **Healthcare Documentation and Development dba Healthcare Academy**

Intermediate Level

0.1 ASHA CEUs

ASHA CE Provider approval does not imply endorsement of course content, specific products or clinical procedures.

#### ***Complaint policy for ASHA participants***

Healthcare Academy believes that our customers are vital to the success of the organization. Therefore, Healthcare Academy ensures that concerns that individuals may have with HCA are dealt with in a fair and timely manner.

Complaints can be initiated via email, telephone, or in writing when an individual has a concern with the service provided by Healthcare Academy.

When customer concerns cannot be addressed by our customer support staff, the complaint is reviewed by our continuing education committee. The continuing education committee reviews the complaint and provides a response back to the customer within 30 days of the initial contact.

#### ***Information for ASHA participants with disabilities***

Healthcare Academy (HCA) will engage in a conversation with individuals seeking accommodations and jointly determine a reasonable solution so that they can fully participate in eLearning opportunities. Reasonable accommodations are our standard practice and we engage in a process to work with each individual to determine what accommodations are appropriate for that individual.

#### **ASHA disclosure information:**

Don Gordon, BS, MDiv, DMin has a relevant financial relationship since she is employed by Healthcare Academy. Don Gordon, BS, MDiv, DMin does not have any relevant nonfinancial relationships.