Rising to the Challenge of Embracing Diversity in Practice

Through Interprofessional Collaborative Care

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Cynthia Arndell, MD, FACP
Justina Trott, MD, FACP
What does interprofessional collaborative practice mean to you?
Interprofessional Collaborative Practice

Multiple health workers from different backgrounds work together with patients, families, caregivers and communities to deliver the highest quality of care.

World Health Organization, 2010
Why Interprofessional Care?

Teamwork is being proposed as one of the major healthcare reforms worldwide to help stabilize and sustain our fragmented healthcare system and address our shortage of healthcare workers.

WHO 2010
What is the evidence?

- Editorial: Bridging the Quality Chasm: Interprofessional Teams to the Rescue? Weinstein, R.S. et al, Corrected Proof. Published online, February 11, 2013
- Improved Patient Outcomes, Zwarenstein et al, JIC Supplement 1:2005
- Improved Health Professional Satisfaction, Cohen & Bailey 1997
- Improved Work Places, Shamian & El-Jardali 2007
“If healthcare providers are expected to work together and share experience in a team environment, then it makes sense that their education and training should prepare them for this type of working arrangement.”

Romanow, 2002
Health Sciences Center Students
Making a Difference in Our Communities Together
The Challenge

Interprofessional Education for Patient-centred Practice: An Evolving Framework

Interprofessional Education to Enhance Learner Outcomes

Interdependent

Collaborative Practice to Enhance Patient Care Outcomes

Educational System

Systemic Factors (Macro)

Professional System (eg. Regulatory bodies, liability)

Government Policies: Federal/Provincial/Regional/Territorial (eg. education, health and social services)

Social & Cultural Values

Research to Inform & to Evaluate

- Understand the processes related to teaching & practicing collaboratively
- Measure outcomes/benchmarks with rigorous methodologies that are transparent
- Disseminate findings

Interprofessional Practice Assessment Tool: *IP COMPASS*

**CONTEXT: THE IMPORTANCE OF ORGANIZATIONAL CULTURE**

“The culture of an organization is comprised of widely shared and deeply held values, beliefs and assumptions of the people within it (Schein, 1993). Organizational culture affects everything. It is expressed in the organization’s structures and practices. It shapes people’s patterns of thought, their behaviours, and even their perceptions.”

*IP-COMPASS* provides a tool for understanding your organizational culture as it relates to interprofessional practice. It focuses on specific attributes of clinical settings that influence the ability to deliver comprehensive patient care and provide a model for training students in collaborative teamwork. The attributes include values and beliefs, structures, practices and behaviours.
CONSIDER THE FOLLOWING:

• What are some behaviors you recognize within yourself that could be changed?

• Within your organization, what are the most effective ways of making the types of changes you want to make?

• Who should be involved in making these changes?

• How can you gain support for the changes among organizational leaders? From managers? From front-line care providers? From other staff?

• Whose expertise can you draw on from the broader community as you make these changes?