

Appendix A

**University of North Carolina at Chapel Hill, School of Nursing
Participant Information Sheet**

The purpose of this research study is to gain valuable insight on challenges, barriers, and opportunities faced by nurses on the 4 Oncology unit as it relates to cultural awareness. This study aims to assess cultural awareness among oncology nurses and identify areas in need of cross-cultural training and development.

This is a research study being conducted by Stephanie Betancur Grondona, a nursing student in the School of Nursing at UNC-CH. You are invited to participate in this study because you are a registered nurse working on the 4 Oncology unit at the N.C. Cancer Hospital.

Your participation in this study is voluntary and you may withdraw at any time without penalty. Should you choose to participate, you will receive a **\$10 Starbucks gift card** for your participation in the study.

The procedure involves filling an online survey that will take approximately 10-15 minutes. The survey responses will be kept **anonymous** and strictly **confidential**. It will not contain personal information that could be used to identify you. The survey responses will be stored on the UNC-CH Qualtrics website that is password protected and behind the UNC-CH firewall.

If you have any questions about the study, please contact Stephanie via email at **stephbg@email.unc.edu**

This research study has been reviewed and approved by the UNC Hospitals Nursing Research Council (NRC) for research involving human subjects and the UNC-CH Institutional Review Board (IRB).

I acknowledge that I have fully read and understood the information provided in the *Participant Information Sheet*.

- An answer of “**NO**” to the above statement will automatically disqualify participant from participating in study. Participants who answer “NO” will see a screen thanking them for replying but stating that they are not eligible for the study.
- An answer of “**YES**” will allow participants to continue to the *Study’s Exclusion Criteria Questions*.

Appendix B

Study's Exclusion Criteria Questions

1. Are you 18 years of age or older?
2. Have you been employed as a nurse for at least 6 months by UNC Hospitals?
3. Have you worked as a nurse for at least 6 months on 4 Oncology?
4. Have you cared for patients with Limited English Proficiency (LEP)?
 - An answer of **“NO”** to any of the above questions will automatically disqualify participant from participating in the study. Participants who answer **“NO”** to any of the Exclusion Criteria Questions will see a screen thanking them for replying but stating that they are not eligible for the study.
 - Answers of **“YES”** will allow participants to continue with survey questions all the way to the end.

Appendix C

Demographics

1. Age _____

2. **Gender** Female Male Transgender Other Prefer not to say

3. **Race/ethnicity**

- Black/African American
- White/Caucasian
- Asian Pacific Islander
- American Indian
- Multiracial
- Hispanic/Latino
- Other

4. **Current Position at UNC Hospitals** CN1 CN2 CN3 CN4

5. **Nursing Degree** ADN/ASN BSN Second Degree BSN MSN DNP/PhD
Other _____

6. **How long have you worked as a registered nurse?** _____

7. **How long have you worked at UNC?** _____

8. **How long have you worked on 4 Oncology?** _____

9. **Have you lived in countries outside the United States?** If yes, please list countries and number of years you lived in each country.

10. **Do you speak any languages other than English?** If yes, please list language.

11. **If you speak Spanish, please indicate your language fluency in Spanish:**

Low Moderate High

Language Fluency Definitions:

Low- can communicate short messages on highly predictable, everyday topics.

Moderate- can ask simple questions and form complete sentences.

High- can engage in conversation in a clear manner and without difficulty.

Appendix D

Nursing Staff Cultural Awareness Scale

Item	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
1. This oncology unit provides opportunities for educational activities related to multicultural issues in nursing.					
2. Since joining this oncology unit, my understanding of multicultural issues has increased.					
3. My experiences on this oncology unit have helped me become knowledgeable about the health problems associated with various racial and cultural groups.					
4. I think my beliefs and attitudes are influenced by my culture.					
5. I think my behaviors are influenced by my culture.					
6. I often reflect on how culture affects beliefs, attitudes, and behaviors.					
7. When I have an opportunity to help someone, I offer assistance less frequently to individuals of certain cultural backgrounds.					
8. I am less patient with individuals of certain cultural backgrounds.					
9. I feel comfortable working with patients of all ethnic groups.					
10. I believe individual's own cultural beliefs influence their nursing care decisions.					
11. I typically feel somewhat uncomfortable when I am in the company of people from cultural or ethnic backgrounds different from my own.					
12. During group discussions or exercises on the oncology unit or in educational sessions, I have noticed the session leaders make efforts to ensure no individual is excluded.					
13. I feel comfortable discussing cultural issues with nursing colleagues on my oncology unit.					
14. I think individuals' cultural values influence their interactions with others (e.g., asking questions, participating in groups, offering comments).					
15. The nursing staff on my oncology unit seems comfortable discussing cultural issues.					
16. I think the cultural values communicated at this hospital influences nursing staff's behaviors in the clinical setting.					
17. I believe the patient care experiences on this unit help nursing staff become more comfortable interacting with people from different cultures.					
18. If I need more information about a patient's culture, I would use resources available onsite (e.g., books, videotapes, internet).					
19. If I need more information about a patient's culture, I would feel comfortable asking people with whom I work.					
20. If I need more information about a patient's culture, I would feel comfortable asking the patient or family member.					
21. I feel somewhat uncomfortable working with the families of patients from cultural backgrounds different than my own.					
22. I feel that the nursing leadership on the oncology unit respect					

differences in individuals from diverse cultural backgrounds.					
23. I respect the decision of my patients when they are influenced by their culture, even if I disagree.					

Rew, L., Becker, H., Chontichachalalauk, J., & Lee, H. Y. (2014). Cultural Diversity Among Nursing Students: Reanalysis of the Cultural Awareness Scale. *Journal of Nursing Education*, 53(2), 71-76. doi:<http://dx.doi.org/10.3928/01484834-20140122-01>

Rew, L., Becker, H., Cookston, J., Khosropour, S., & Martinez, S. (2003). Measuring cultural awareness in nursing students. *Journal of Nursing Education*., 42(6), 249-257.

Modified from the original Cultural Awareness Scale by Ashley Leak Bryant PhD, RN with permission of the author L. Rew.

Appendix E

Open-ended Questions

24. What do you think are the main challenges when providing care to limited-English language proficient Latino/Hispanic adults with cancer?
25. How does working with limited-English language proficient Latino/Hispanic adults with cancer change/impact your work?
26. How would you go about building rapport with a patient who does not speak English?
27. If we take only one thing back to the research team, what is your recommendation for how we can provide better care to limited-English language proficient Latino/Hispanic adults with cancer?

Thank you for your participation!
End of survey

Appendix F

**University of North Carolina at Chapel Hill, School of Nursing
Email or Listserv Recruitment**

Hello 4 Oncology nurses,

My name is Stephanie Betancur Grondona; I am a BSN student at UNC-CH and will graduate in May 2019. I am currently working on my honors project and I am requesting your assistance in completing a short survey. You are invited to participate in this research study because you are a registered nurse working on the 4 Oncology unit at the N.C. Cancer Hospital. Below you will find details about the study:

The purpose of this research study is to assess cultural awareness among oncology nurses and identify areas in need of cross-cultural training and development.

Your participation in this study is voluntary and you may withdraw at any time without penalty. Should you choose to participate, you will receive a **\$10 Starbucks gift card** for your participation in the study.

The procedure involves filling an online survey that will take approximately 10-15 minutes. The survey responses will be kept **anonymous** and strictly **confidential**. It will not contain personal information that could be used to identify you. The survey responses will be stored on the UNC-CH Qualtrics website that is password protected and behind the UNC-CH firewall.

The survey is now available and will close on **Thursday, March 7th, 2019** at 11:55PM.

If you have any questions about the study, please contact Stephanie via email at **stephbg@email.unc.edu**

This research study has been reviewed and approved by the UNC Hospitals Nursing Research Council (NRC) for research involving human subjects and the UNC-CH Institutional Review Board (IRB).

Please click on the link below to access the survey

Kind Regards,

Stephanie Betancur Grondona
Hillman Scholar in Nursing Innovation
Eunice Morde Doty Scholar
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Appendix G

Relevant Terminology

Cultural Awareness: Cultural awareness is a process of the mind in which an individual must develop the ability to recognize, comprehend, and value cultural differences. The cultural awareness process also requires the individual to recognize internal prejudices that affect how they see or treat others (Campinha-Bacote, 1999).

Limited English Proficiency/Limited English Proficient (LEP): “Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or "LEP." These individuals may be entitled language assistance with respect to a particular type or service, benefit, or encounter” (LEP Federal Government, 2019).

Latinx: A person of Latin American origin or descent, used as a gender-neutral or non-binary alternative to Latino or Latina (Oxford Living Dictionaries, 2019).

Levels of nursing practice for career progression employed by some medical centers:

- **Clinical Level I (CN I):** a novice to advanced beginner level practitioner of nursing
- **Clinical Level II (CN II):** a clinically responsive nurse who has mastered the technical skills
- **Clinical Level III (CN III):** a nurse who has an in-depth knowledge of nursing practice
- **Clinical Level IV (CN IV):** a nurse who practices at the level of an expert practitioner of nursing (UNC Health Care, 2019).

Vocera Smartbadge: Gadget that allows medical staff to make/answer calls hands-free and receive alert and alarm notifications securely (Vocera, 2019).