

Structural Competency Training Series for Kidney Professionals



Module 3: Imagining and Implementing Structural Interventions to Advance Health Equity in the Kidney Community

How can kidney professionals increase their structural competency?^{1,2}

Knowledge

Build vocabulary for dialogue and awareness.

Attitudes

Combat implicit biases and engage in critical self-examination.

Skills

Lead difficult conversations and maintain mutual trust, respect, and a shared vision.

Examples of becoming more **structurally competent** are using person-first language, creating alliances between kidney professionals who serve the same vulnerable patients, and addressing clinical structural problems by investigating the details when patient-provider conflict occurs.^{3,4}

Levels of Proficiency in Structural Competency include...^{1,5}

Level 1	Level 2	Level 3	Level 4
Ability to connect health problems to social risk domains	Knowledge of resources that can help address patients' health-related social needs	Ability to address unconscious biases within ourselves	Ability to become thought leaders and actively contribute

References:

1. Structural Competency Working Group. Available at www.structcomp.org.
2. Davis S, O'Brien A. Let's Talk About Racism: Strategies for Building Structural Competency in Nursing. *Academic Medicine*. 2020; 95 (12S): S58-S65.
3. Capel A. (n.d). Do patients care about the cultural competence of healthcare providers? *Medical Bag*. Retrieved from <https://www.medicalbag.com/home/news/do-patients-care-about-the-cultural-competence-of-healthcare-providers/>.
4. Metz J, Roberts D. Structural competency meets structural racism: Race, politics, and the structure of medical knowledge. *American Medical Association Journal of Ethics*. September 2014; 16(9), 674-690.
5. Andress L., Purtill M. Shifting the gaze of the physician from the body to the body in a place: A qualitative analysis of a community-based photovoice approach to teaching place-health concepts to medical students. *PLOS ONE*. 2020; 15(2): e0228640.