

Additional file 1. Design of the one-day cultural competence workshop

Section	Content	Time
Section 1 – Cultural Awareness (8:00-11:30 am)		
Disorienting Dilemma	Cross-cultural simulation game: Play <i>Barnaga</i> Debriefing (Small Group Discussion)	90 minutes
Critical Reflection	a. What is culture? Video vignettes: I. <i>What is Culture?</i> (Bureau of Educational and Cultural Affairs; YouTube) II. <i>Hamilton: Love Your City</i> III. <i>Intercultural Communication Adventure with Little Pilot</i> (Dr Deborah Swallow) Knowledge learning: definitions and characteristics of culture b. Self-reflection exercise Activity: Self-reflection questions Video clap: <i>Who Are You?</i> Draw your cultural self-portrait Knowledge learning: How culture influences us? Cultural diversity c. Activity: concept matching	90 minutes
Session 2 – Cultural Competence (14:00-17:00 pm)		
Disorienting Dilemma	Video Watching: <i>The Documentary of HIV/AIDS in China</i> Small group discussion	40 minutes
Critical Reflection	a. Health and healthcare disparities Knowledge learning: contributing factors and examples of health and healthcare disparities Story: An example of differential care Activity: Identifying your own bias and prejudices Social Attitude Implicit Association Test (SAIAT) b. Cultural competence I. What is cultural competence II. Why cultural competence? c. Cultural scenarios in health care Case discussions: culturally difficult scenarios & culturally sensitive care Why cultural competence matters? Knowledge-centered VS. Skill-centered approaches Story: the risk of solely knowledge-centered approach Tips for transcultural communication	120 minutes