

# Diversity in MCH Training: A Peer Learning Collaborative

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# Overview

- Announced in 2009
- A MCHB grant funded project
- Intensive 9-12 month collaborative peer learning process
- Provides a safe and structured environment to address challenges to racial and ethnic diversity within our training program, staff and faculty through targeted technical assistance and collaboration with peers.

# Why is this important? A review of the literature

- Diversity in the US is increasing
  - In 2000, about 33% of the U.S. population identified themselves as members of racial or ethnic minority groups. By 2050, it is projected that these groups will account for almost half of the U.S. population.
    - 15% of children are black/African American and 21% are Hispanic.

Agency for Healthcare Research and Quality, 2010

# Why is this important? A review of the literature

- The 2006 National Health Disparities Report provides evidence that disparities persist in nearly every aspect of health including:
  - Quality of health care
  - Access to care
  - Utilization of health care
  - Clinical conditions including morbidity and mortality

# Why is this important? A review of the literature

- Minority health professionals have been shown to serve other disadvantaged populations to a greater extent than non-minority professionals do, such as being more likely to care for
  - Poor patients
  - Those insured by Medicaid
  - Those without insurance
  - Those living in areas with health professional shortages

The Rationale for Diversity in the Health Professions: A Review of the Evidence. HRSA, 2006.

# Why is this important? A review of the literature

- Greater diversity in health professions will likely lead to improved public health by increasing access to care for underserved populations, and by increasing opportunities for minority patients to see practitioners with whom they share a common race, ethnicity or language

The Rationale for Diversity in the Health Professions: A Review of the Evidence.  
HRSA, 2006.

# Our Goals

- **Continue and enhance current recruitment efforts to ensure racial and ethnic diversity amongst training grant/clinical faculty and staff.**
- **Continue and enhance current recruitment efforts to ensure racial and ethnic diversity amongst trainees.**
- **Gain guidance on developing a diversity recruitment plan to ensure racial and ethnically within MCH Region V training programs.**

## **Continue and enhance current recruitment efforts to ensure racial and ethnic diversity amongst training grant/clinical faculty and staff.**

- Participate in Peer Learning Collaborative
  - DC kick off meeting- developed goals/plan
  - Participated in webinars
  - Had home group in person meetings
- Provide ongoing cultural competency to faculty and staff
- Expand recruitment efforts
- Create a packet of recruitment materials, including resources in Madison
- Collaborate with campus diversity entities
  - PEOPLE, Pipeline, Office of Equity and Diversity

## **Continue and enhance current recruitment efforts to ensure racial and ethnic diversity amongst trainees.**

- Worked with diversity entities on campus
- Continued and increased pipeline activities
- Attended the LSWO Conference in Chicago
- Created recruitment materials
- Established relationships with human resource personnel at different entities

# Gain guidance on developing a diversity recruitment plan to ensure racial and ethnically within MCH Region V training programs

- Participated in Peer Learning Collaborative
  - Received technical assistance from Altarum/MCHB
- Identified MCH training grantees within Region V
- Identify and share recruitment efforts and strategies with MCH training grantees in Region V
  - Attended Diversity Summit
  - LSWO Conference

# Moving Forward

- Create a paid position to carry on the work of the Peer Learning Collaborative
- Include someone from human resources or higher up in the organization as a part of the team
- Host “Taco Tuesday” for PEOPLE students
- Create ongoing mentorship/shadow opportunities based on student response
- This is an important issue for our patients and therefore it is important to carry on the work of the PLC

# What Can We All Do?

- Be aware
- Educate yourself
- Educate others
  - Bring attention to the subject of Health Disparities within your institution and encourage institutional buy-in.
- Volunteer/be a mentor
- Be on a hiring committee
- Advocate