PROMOTING CAREERS FOR MINORITIES IN MCH: THE HBCU-MCH INITIATIVE

AUTHORS: YVONNE L. BRONNER, SCD & GILLIAN SILVER, MPH
PRESENTER: IFEYINWA UDO, MS, DRPH C
SESSION 4180:
PROMOTING CAREERS IN PUBLIC HEALTH (ID=34952):
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LEARNING OBJECTIVES

• Discuss current US minority MCH disparities.
• Discuss MCH workforce diversity efforts.
• Describe the collaborative MCH training initiative in Historically Black Colleges and Universities (HBCUs).
• Explain why this initiative will contribute to diversifying the MCH workforce.

Presenter Disclosures

Ifeyinwa Udo, MS

(1) The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

No relationships to disclose
HEALTH DISPARITY: INFANT MORTALITY
Birth rate per 1,000 population, United States

HEALTH DISPARITY: PRETERM BIRTHS
Preterm births by race: United States, 2007-2009 Average

HEALTH DISPARITY: Teenage childbearing

FEDERAL MCH STRATEGIES

  • Strategy ii.c: Increase the diversity of the healthcare and public health workforces.

• MCH Training Performance Measures (2007):
  • Goal 2: Eliminate Health Barriers and Disparities - Train an MCH Workforce that is culturally competent and reflects an increasingly diverse population.
  • Measure: To increase the percent of trainees participating in MCHB long-term training programs who are from underrepresented groups.

FEDERAL MCH STRATEGIES (CONTINUED)

• MCH Training Program Strategic Plan (2005-2010)
  • Goal 2: Workforce Diversity – Prepare and support a diverse MCH workforce that is culturally competent and family centered.
  • Strategies include:
    • Recruit, train, and advance faculty from diverse backgrounds.
    • Recruit, train, and retain a workforce that is more reflective of the diversity of the nation.

FEDERAL MCH STRATEGIES (CONTINUED)

• National MCH Training Plan 2012-2020
  • MCH Training Goal 2 – Diversity and Health Equity:
    ➢ Prepare and empower MCH leaders to promote health equity, wellness, and reduce disparities in health and healthcare.
  • Strategies include:
    • Ensure racial and ethnic diversity of the MCH professional population consistent with state, regional and/or national demographics.
HBCU-MCH INITIATIVE RATIONALE

- HBCUs are often located in and have a commitment to communities where underserved populations are located
- Students often come from these communities of need

HBCU-MCH INITIATIVE GOAL

- Increase MCH education, research, training, and leadership development opportunities in HBCUs

HBCU-MCH INITIATIVE: WHO?

- Executive Committee - to provide guidance
- Workgroup - for guidance and sustainability
- Partners - to plan and facilitate implementation of the initiative
- MSU MCH Track - creating learning opportunities
- MCH resource and communication activities - to build network
- MCH Leadership Development Summer Institute - to certify HBCU MCH faculty to mentor students
**ROLE OF MSU COORDINATING CENTER**

- Develop and sustain the HBCU-MCH Training Initiative
- Develop Online MCH Certificate Program - two classes and an internship:
  - MCH Overview - history, legislation, funding, services; with community needs assessment practicum
  - Life Course - MCH programs, challenges and opportunities; with environmental scan practicum
  - Practicum - at home school supervised by faculty trained in MCH

**SUMMER MCH LEADERSHIP DEVELOPMENT INSTITUTE**

- Offer MSU MCH summer certificate training for CAAPHP and other local HBCU faculty who will:
  - Conduct an environmental scan of MCH services in their state and local community
  - Serve as advisors/mentors for student MCH practicum
  - Support sustainability of HBCU-MCH Initiative
OUTCOME

How will we know when we have gotten it right?

• The health status of families in our communities will improve
• MCH disparity indicators will be moving in the right direction

QUESTIONS?

• Dr. Yvonne Bronner, ybronner@verizon.net
• Ms. Gillian Silver, gillian.silver@morgan.edu