


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

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SESSION 4180:  
PROMOTING CAREERS IN PUBLIC HEALTH (ID=34952)  
TUESDAY, OCTOBER 30, 2012 | 12:30-2:00 PM



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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**

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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.



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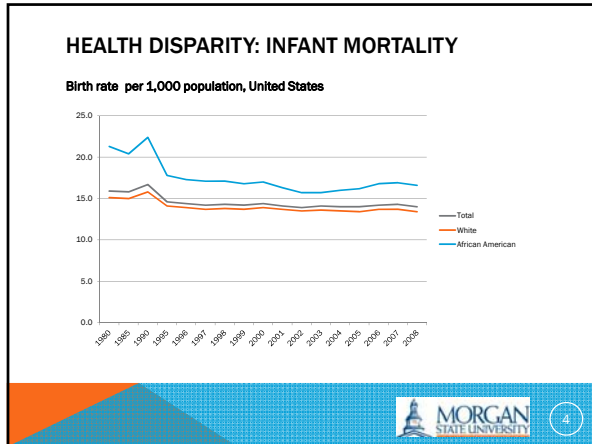
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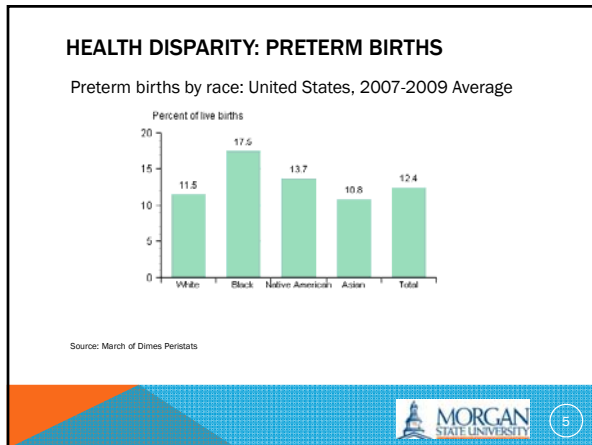
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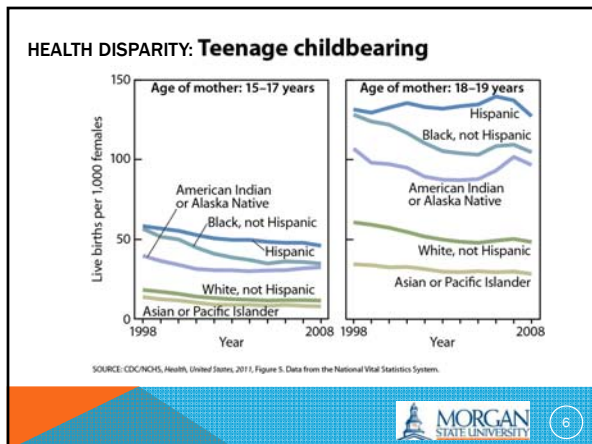
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**FEDERAL MCH STRATEGIES**

- **HHS Action Plan to Reduce Racial and Ethnic Disparities (2011):**
  - 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.



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**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.



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**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.



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**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



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**HBCU-MCH INITIATIVE *GOAL***

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



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**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



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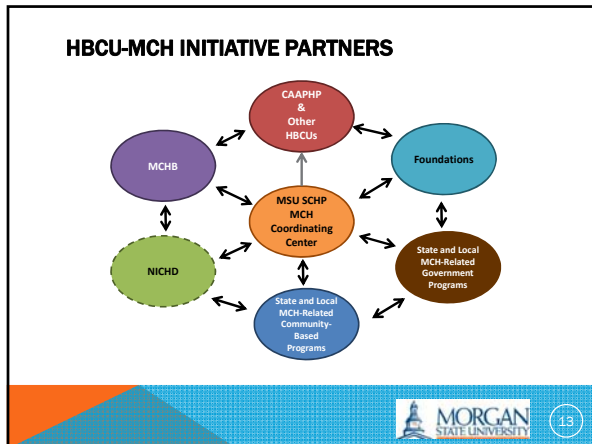
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### ROLE OF MSU COORDINATING CENTER

- **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

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### 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

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**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



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**QUESTIONS?**

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