

Training for Diversity in Public Health Practice

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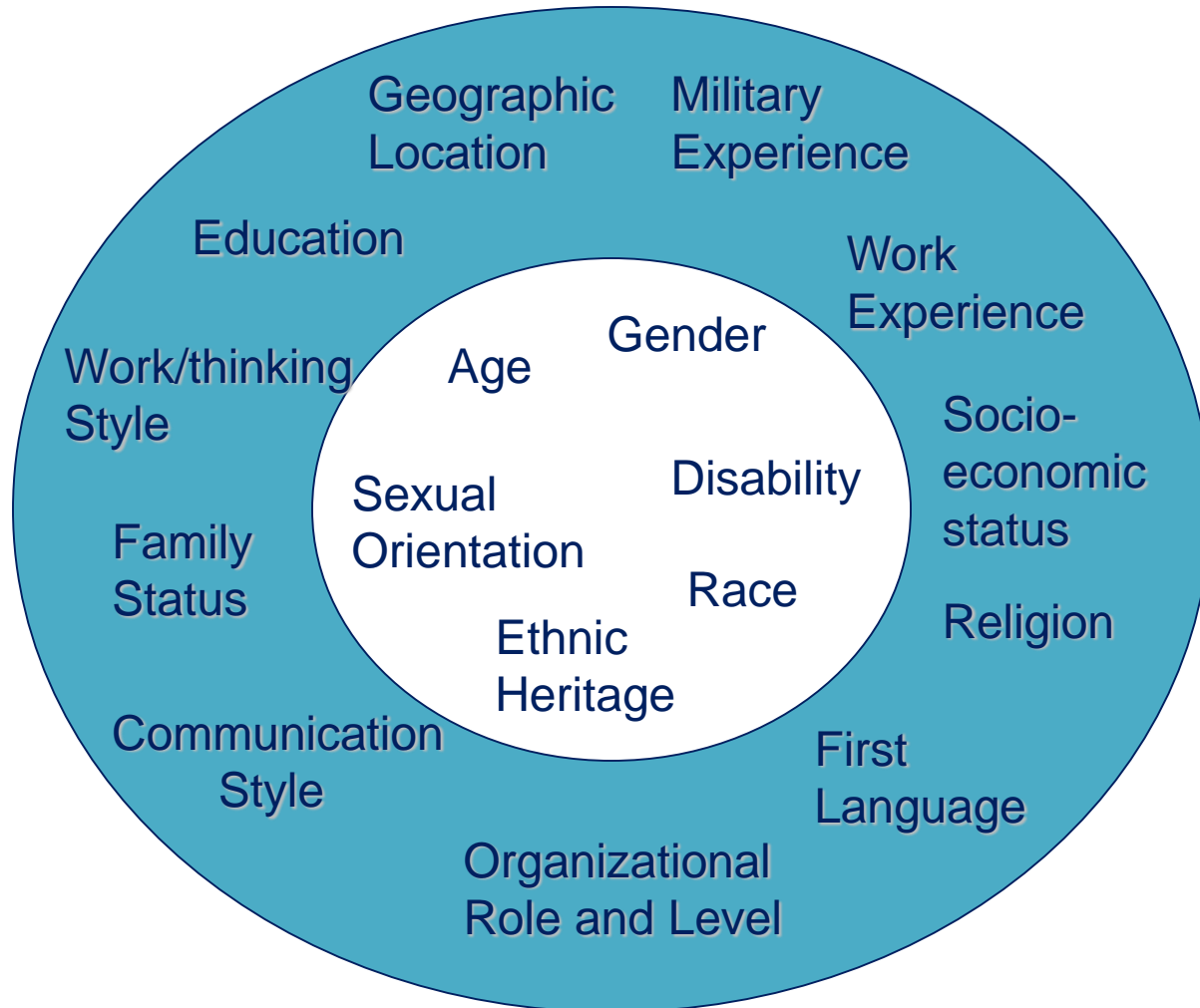
The objectives

1. To understand the need for a diverse public health workforce.
2. To explore approaches for enhancing diversity.

Why diversity in PH practice matters

- What is diversity?
 - the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organizations with which they interact
 - In the US, mainly refers to under represented minority groups but also may involve
 - LGBT populations, geographic regions, other subgroups
 - Under reached and/or under represented
- Cancer incidence and mortality does not occur equally, in some cases large disparities
- In some cases, changes are dramatic
 - Hispanics in 2005 were 14% of the U.S. population, and could on their present course represent 32% of the nation's population by the year 2050

Primary and Secondary Dimensions of Diversity



Benefits of Workforce Diversity & Inclusion

- Improved understanding of those you work for, with, and around
 - Particularly the public health communities we serve
- Creates a work environment that allows everyone to reach her/his full potential
- Provides multiple perspectives on problem solving
- Better performance outcomes
- Increases employee productivity
- Increased retention rates
- Boosts morale of partners and employees
- What are the role and benefits of training?

Training approaches/examples

- Eliminating Health Disparities Training Fellowships for public health practice
 - Trained 33 Fellows over a decade
- Contained five main components
 1. Worked toward a public health degree,
 2. New coursework in understanding and eliminating health disparities
 3. Experiential learning
 4. Mentored research
 5. Professional network building with African American role models



Eliminating Health Disparities



St. Louis, MO



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EHD Alumni: Where are They Now?

Structured Mentoring

- Apply principles of evidence-informed mentoring
 - Includes domains
 - Skill building
 - Performance feedback
 - Professional networking
 - Addressing diversity
 - And the process
 - Establish expectations
 - Maintain communication
 - Evaluate progress
- Look for established programs for practitioners
 - NCI Research to Reality Mentorship pilot program (<https://researchtoReality.cancer.gov/mentorship>)

A few lessons/reflections

- Think carefully about what diversity means for your cancer programs and data
- For training of new practitioners, start young
- In organized training programs, build a community of trainees not just individual recruits
- Be sure trainers have backgrounds/experience similar to trainees
- Find out what your partners need/want
 - Both those we serve and those who train
 - Make strategic use of advisors
- Evaluate your training approaches

Thanks!!

Comments & questions

