

Institutional Diversity

May 3, 2007

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For Engaged Institutions Initiative (EII) team member distribution only

Health Disparities

We know that:

- Disparities in health status exist among communities of color
- Disparities in health treatment are systematic and amazingly common
- Discrimination exists in healthcare

*More diversity in the health professions
is a part of the answer*

Health Professionals of Color

We know.....

- Health professionals of color are significantly more likely to serve populations of color and other medically underserved populations.
- Patients of color who have a choice are more likely to select race/ethnic concordant healthcare professionals.

Additionally

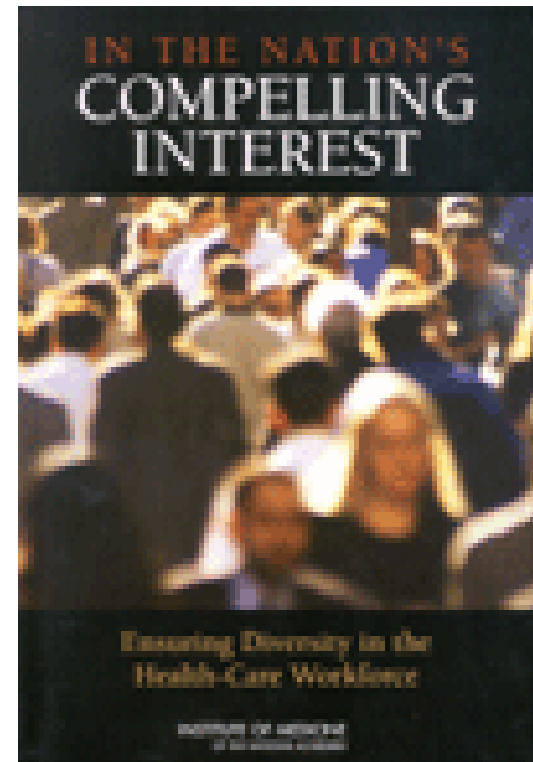
- Health professionals of color play an important leadership role in their communities and in broader issues of health disparities
- Critical mass has the potential to transform a system
- Consider women in medicine

Institute of Medicine

Committee on Institutional and Policy-Level Strategies for
Increasing the Diversity of the U.S. Healthcare Workforce
2003-2004

Recommendations:

- **Admissions**
- **Institutional Climate**
- Financing of Health Care Education
- Accreditation
- Mechanisms to garner support



Reconceptualizing Admissions Policies and Practices

- Institutional mission that reflects value of diversity
- Balance of quantitative and qualitative admissions measures
- Comprehensive review of application materials
- Training of admissions committee members
- Broaden admission committee representation

Transforming Institutional Climate

- Develop and regularly evaluate comprehensive strategies to improve institutional climate for diversity
- Proactively and regularly train students, house staff, and faculty on diversity-related policies and expectations
- Establish informal, confidential mediation process for students and faculty who experience barriers to diversity goals
- Affiliate with community-based healthcare facilities

Alignment for Diversity

- Mission
- Admissions
- Institutional Climate
- Community Partnerships
- Clinical Training



Example from Washington State

Anti-Affirmative Action Measure

Washington State I-200

November 1998

“AN ACT Relating to prohibiting government entities from discriminating or granting preferential treatment based on race, sex, color, ethnicity, or national origin; and adding new sections to chapter 49.60 RCW.”

Washington State's I-200

- Legislature attempted to modify higher education admissions provisions in 2004 and 2005 legislative sessions

“AN ACT Relating to bringing state law into conformity with 2003 United States supreme court affirmative action decisions; amending RCW 49.60.400; and creating a new section.”

HB 2700 Introduced 2004
Governor's Request Legislation

I-200 Impact

- Undergraduate – some initial loss, now level
- >30% reduction in admission and enrollment at graduate and professional level, including health professions

University of Washington

Answering a request by UW student groups, President McCormick, the University of Washington Regents, student leaders, and UW administrators signed a Diversity Compact on October 21, 2000. They pledged to improve diversity on the UW campuses through 19 specific initiatives, which the Diversity Compact describes.

“Our near-term goal is to return minority student enrollment to pre I-200 levels consistent with current law. Our long-term objective is a campus community of students, faculty and staff that fully reflects the human diversity of our state and our world. ”

Diversity Appraisals

Diversity Appraisal



President's Diversity Appraisal Implementation Fund List of Funded Projects

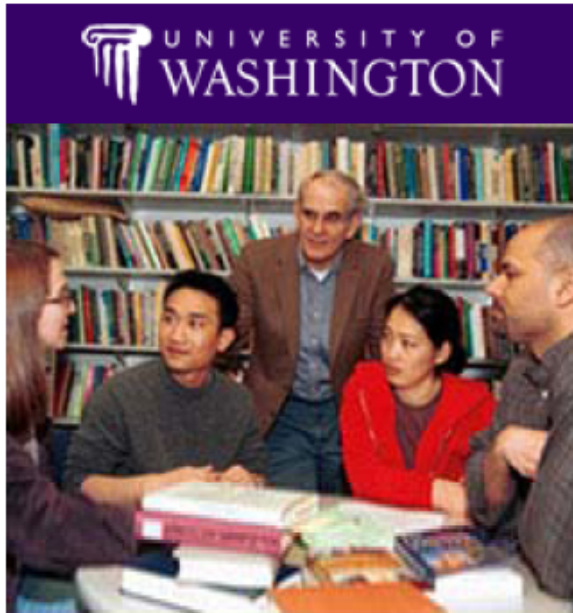
College of Education Mentoring Network (\$25,000). Create an ongoing mentoring relationship between students of color and recent graduates of color who are currently working in academic positions. Increase the recruitment and retention of students of color, promote interdisciplinary collaboration, and improve the College's outreach and public engagement. Steve Kerr, project director.

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Comparative Exploration of Diversity: Interdisciplinary Knowledges and Personal Engagements (\$28,100) (Comparative History of Ideas, Women Studies, English). Develop and teach a new introductory diversity course through the CHID Program. The course will include foundational knowledge about diversity in historical and contemporary perspective, interactive pedagogies, and community engagement activities. Jeanette Bushnell, Amy Peloff, Georgia Roberts, Phillip Thurtle, project directors.

UW Diversity Research Institute



UNIVERSITY OF WASHINGTON

about the ins

About the Institute ■

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Institute Purpose

The Diversity Research Institute's goals are to create and support scholars at the University of Washington and to generate new, in knowledge about diversity and institutional transformation. The D Institute aims to complement diversity research at **existing cent** efforts, and support their work.

Advisory Committee

David Takeuchi, Interim Director of The Institute, Professor, Soci Sociology

Institute for Study of Ethnicity, Race and Sexuality



University of Washington's Institute for the Study of Ethnicity,

**April Announcement! Upcoming W
Conference**



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Health Disparities Research



UNIVERSITY OF WASHINGTON
Northwest/Alaska Center to Reduce Oral Health Disparities

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SITEMAP

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Psychosocial & Community Health

[PCH Research Pro

Center for the Advancement of Health Disparities Research

PI: Bobbie Berkowitz

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Pipeline Programs

Yakima Valley Farm Workers Clinic



- Large community/migrant healthcare system
- Clinics in WA and OR
- Served >115,000 primary care patients last year
- 64% Hispanic
- 39% m/sfw + family

ConneX

HCOP Funding began 2001

Northwest Community Action Center

- Partnership with 9 area high schools
- Higher Education Partnerships
 - YVCC (annual math/science camp)
 - Central Washington University
 - UW Medicine & Dentistry
 - UW School of Public Health
 - WSU School of Pharmacy

ConneX Students

- Served >300 students (MS, HS, College)
- 83% Hispanic, 5% Native American
- 63% children of migrant/seasonal farmworkers
- 76% have at least one parent without a High School Diploma/GED
- 31% do not have a parent with more than 6 years of education
- 6% have at least one parent with NO education



ConneX
connecting students with health care

ConneX Program Components

Middle School Students

- 2-week Summer Experience
- Health Career Fairs

High School Students

- Saturday Academy during School Year
- 6-week Summer Program
- Including 2-week Math/Science Camp
- Clinical Experiences
- Community Service
- University Visits
- Case Management
- High School Health Career Exploration Curriculum

College Students

- 8-week Summer Program
- CWU Cultural Competence Course (credit)
- UW CBPR Course (credit)
- Clinical Experiences
- Leadership Development

Alumni Survey

- 92% persistence to college
- 42% are pursuing education in a Health Profession
(Nursing, Dental Hygiene, Social Work, Clinical Lab, Pharmacy, Public Health)
- 18% Biology/Chemistry (pre-med, pre-dent)
- 11% Psychology
- 14% Undecided
- 15% Education, Business, or Other

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