



Diversity in the Health Workforce

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MAR. 16, 2017

Health Careers Opportunity Program (HCOP) – HHS, HRSA, PHS Act Title VII

- ▶ Recruitment of qualified individuals from disadvantaged backgrounds into health professions programs (Nursing – Title VIII): PreMeds, PreHealth Students
- ▶ Improves retention and admission rates with tailored enrichment programs and Academic-Community collaborations.
- ▶ Provides for community-based training, emphasizing experiences in underserved communities.

Hispanic Centers of Excellence - HHS, HRSA PHS Act Title VII

- ▶ Ultimate goal of program is to produce a quality healthcare workforce that is racially and ethnically diverse.
- ▶ Programs improve medical students' and faculty clinical education, curricula, information resources and cultural competence as they relate to minority health issues and social determinants of health
- ▶ Facilitates faculty and student research on health issues affecting underrepresented groups.
- ▶ Formula: Minority COE get \$12M set-aside, Minority, HCOE, Tribal, "Other" COEs share rest of funds

National Health Service Corps HHS, HRSA – MACRA

- ▶ Since 1972, the NHSC links primary health care providers to underserved areas of the country (health professional shortage areas) to work in clinics or private practices with loan repayment or scholarships.
- ▶ Loan Repayments: Physicians can get up to \$50, 000 to repay their loans in exchange for a 2 year commitment.
- ▶ Scholarships: For each year of support (up to four) the medical student commits to a minimum of 2 years at a NHSC- approved site. Service begins after completion of residency.

Minority Biomedical Research Support HHS, NIH



- ▶ The MBRS Program was created in response to a legislative mandate to help fill the nation's shortage of minority men and women in biomedical research careers.
- ▶ Supports undergraduate science programs.
- ▶ Funding is provided by a grant under the Institutional Minority Student Development (IMSD) Program of the National Institute of General Medical Sciences (NIGMS) of the National Institutes of Health (NIH)

National Research Mentoring Network

HHS, NIH



- ▶ The goal is to enhance the diversity of the NIH-funded research workforce – undergrad to faculty.
- ▶ Professionals with demonstrated expertise & leadership in culturally responsive mentoring, networking, mentor training and professional development activities.
- ▶ Models for mentor training, mentoring and professional development through networking, workshops, online resources and video training.
- ▶ National collaboration – NHMA a partner.

Building Infrastructure Leading to Diversity (BUILD)- NIH



- ▶ Grants to undergraduate institutions to implement and study innovative approaches to engaging and retaining students from diverse backgrounds in biomedical research, potentially helping them on the pathway to become future contributors to the NIH-funded research enterprise.
- ▶ BUILD awards differ from other NIH-funded training grants in that they aim to achieve simultaneous impact at the student, faculty and institutional levels.

U.S. Department of HHS – Diversity in Workforce



- ▶ Office of Minority Health (OMH) – authorized by [Disadvantaged Minority Health Improvement Act of 1990](#); reauthorized by [The Health Professions Education Partnerships Act of 1998](#); ACA
 - ▶ Diversity in the Health Workforce Cooperative Agreements
 - ▶ Supports conferences, OMH Resource Center Training program
 - ▶ Cultural Competency Training for Health Professionals
- ▶ National Institute of Minority Health and Health Disparities (NIMHD)
 - ▶ Supports Minority University Training for Biomedical Research
 - ▶ Medical School Grants for Research on Minority Populations
 - ▶ Centers of Excellence – Faculty and Research development
- ▶ OMH at Agency Levels – all support diversity in the workforce – ACA
- ▶ ACA – Diversity in nursing, dental, NP, PA workforce

NHMA Recommendations to Increase Diversity in Title VII, PHS Act



- ▶ From NHHF 2009 Summit to Improve Title VII:
 - ▶ Cohort Training of college undergraduates
 - ▶ Mentoring and Counseling connected to minority physicians, medical students
 - ▶ Minority Faculty development
 - ▶ Jr and Sr Faculty mentoring for research in health disparities
 - ▶ Increase Federal and corporate funding to support State physician training programs and pipeline programs interdisciplinary
 - ▶ HRSA and Natl Academies of Medicine Workforce Strategic Planning
- ▶ Higher Education Act – need mentoring college students to med school at Hispanic Serving Institutions at Dept of Education
 - ▶ Source: www.nhmamd.org