

Fall 2009/Winter 2010 Activities

The Diversity in MCH Training Peer Learning Collaborative has supported a range of innovative and dynamic activities since the Kickoff Meeting in October 2009. These activities have included Collaborative Web-based meetings, individual team efforts, and the development of an intranet site. Below is a brief update on the Collaborative-wide and individual team activities conducted to date.

Collaborative-wide activities

On December 14, 2009, the first Collaborative Web meeting was held. This 1 ½-hour meeting provided all teams with an opportunity to share and discuss updates on their progress. Each team prepared a brief PowerPoint presentation on outcomes of initial meetings with their expanded home team, next steps anticipated on action plans, and issues needing consideration in moving forward. Teams presented updated plans and discussed progress on a number of activities including developing campus resource inventories, establishing mentoring programs and administering trainee diversity surveys. Additional Team Share Web meetings, designed to facilitate cross-team information sharing and brainstorming, will be held in March and June 2010.

Technical Assistance Webinars have been set up to provide access to discussions with external resource persons focusing on areas of interest identified by Collaborative members. The first Technical Assistance Webinar was held on February 9, 2010. Presentations on mentoring and pipeline programs were given by representatives

of the National Institutes of Health and the University of California, San Francisco-Fresno. The next Webinar – scheduled in April 2010 – will address monitoring and evaluation of diversity efforts. All Web meetings will be recorded and archived on the Collaborative intranet site.

Example individual team activities

Team Alabama: University of Alabama-Birmingham (UAB)

- *Campus diversity resource inventory:* A comprehensive list of UAB diversity-related resources is being compiled to help the team better understand what resources exist that may aid the team in their work to increase faculty and trainee diversity. The inventory will be shared beyond UAB Collaborative team members and facilitate additional University-wide diversity efforts.
- *Maternal & child health (MCH) network-wide recruitment plan:* Multiple programs within the UAB MCH network seek to recruit diverse students and faculty. The team is exploring development of an MCH network-wide minority trainee recruitment plan that would build on cross-program strengths and resources.

Team California: University of California, Los Angeles (UCLA) / University of Southern California (USC)- Children's Hospital Los Angeles (CHLA)

- *Faculty mentoring primer:* Recruitment and retention of diverse faculty is an area of focus for the USCCHLA- based home team. They are developing a guide for minority faculty mentoring that covers various approaches to mentoring, including cross-institution strategies.
- *Examination of diversity policies:* Led by UCLA's Academic Advancement Program and Office of Diversity and USC's University Center for Excellence in Developmental Disabilities, the UCLA/USC team is jointly examining their organizations' existing diversity policies as a starting point in their planning for consistency and appropriate approaches to diversity and equity.

Team Minnesota: University of Minnesota (UMN)

- *Trainee survey:* The UMN team, with the support of the MCH Training Resource Center, administered a Web-based survey to current and recent MCH trainees. The survey explored the extent to which trainees feel that diversity is important within training programs, the climate for diversity within UMN training programs, and suggestions for ways in which MCH training programs might increase the racial and ethnic diversity of trainees and faculty of the program. Results will be compiled as a resource for innovative strategy development to address diversity and to inform future technical assistance and training opportunities.

- *All-MCH program strategic planning workshop:* The UMN team is preparing a diversity strategic planning workshop for which all UMN MCH training programs will come together to develop consistent, complementary strategies and practices to increase diversity in the programs.

Team New York: Westchester Institute for Human Development (WIHD)

- *Mercy College undergraduate recruitment:* Building upon a strong partnership with Mercy College, a Hispanic-serving institution, and their Research Infrastructure in Minority Institutions (RIMI) advisors, the WIHD-led New York team is developing specialized opportunities for Mercy undergraduate students to explore MCH careers at WIHD. To market this partnership and program, WIHD Leadership Education in Neurodevelopmental Disabilities (LEND) trainees and staff will periodically present to Mercy students about psychology and MCH careers. Structured shadowing experiences will then be offered to select interested students.
- *Cultural competency workshop:* To ensure that the importance of cultural competency is explored throughout all of WIHD, the New York team is sponsoring a cultural competency professional development workshop in the spring of 2010. The workshop will be conducted by an external facilitator from the National Center for Cultural Competence (NCCC) and will explore the perceptions of culture and diversity at all organizational levels.

Team Utah: Utah Regional LEND (URLEND)

- *Trainee survey:* The Utah team administered a survey to current and previous trainees with culturally and linguistically diverse (CLD) backgrounds to ask what URLEND can do to improve its practices in didactic sessions and clinical leadership experiences. Results will be used to inform URLEND training programs moving forward.
- *Alternative pipeline:* As Utah has no formal pipeline program, the Utah team has explored alternative and community-based pipeline partnerships with a number of local and larger State resources, such as the Weber State University Health Career Opportunities Program. Possible activities stemming from this partnership include tutoring, mentoring, field trips, and work with Weber State area high schools.



Collaborative Intranet Site

All Collaborative members have access to an interactive intranet site that contains Collaborative-wide and team-specific sections. The site houses a library of Shared Documents, including all Kickoff Meeting materials, a literature review on promising practices for recruitment and retention, and other diversity-related background materials. Announcements and Discussions sections feature up-to-date alerts and Collaborative news items. A Links section provides easy access to other relevant Web sites, including but not limited to, the NCCC, Association of Minority Professions in Schools, Inc., DiversityInc, and Diversity Web.