

**Workforce Diversity and Cultural Competency:
Publications and Resources
November 3, 2009**

1) Recent Publications

Kim J, et al. **Exploring the Effects of Student Expectations about Financial Aid on Postsecondary Choice: A Focus on Income and Racial/Ethnic Differences.** Research in Higher Education, December 2009, 50(8): 741-774.

Primo SA, et al. **Reducing Visual Health Disparities in At-Risk Community Health Center Populations.** Journal of Public Health Management and Practice, November/December 2009, 15(6): 529-534.

Special Supplement Issue of the Journal of General Internal Medicine focuses on **Latino Health and Health Care.** Journal of General Internal Medicine, November 2009, 24(S3): 505-567. Table of contents available at:
<http://www.springerlink.com/content/kh2hg676700u/?p=1ad4425d354e4ea9a437239d034064fa&pi=10>

The Robert Graham Center. **Title VII's Decline: Shrinking Investment in the Primary Care Training Pipeline.** October 2009. Available at: <http://www.graham-center.org/online/graham/home/publications/onepaggers/2009/op61-title-vii.printerview.html> – Fact sheet depicts the sharp decline and more recent stagnation in federal Title VII funding which is intended to increase the capacity of the primary care workforce to care for underserved populations.

2) News Clips

Healthy People 2020 Public Comment Database is Open

October 30, 2009

Comments can be submitted at:

<http://www.healthypeople.gov/hp2020/comments/default.asp>

Public comments and suggestions are invited as part of the collaborative process of building Healthy People 2020. Healthy People 2020 will be launched in two phases: (1) The organizing framework, including the vision, mission and overarching goals, will be released in 2009; (2) The specific objectives, accompanied by strategies for achieving them, will be launched in 2010. The proposed objectives for Healthy People 2020 can be found at: <http://www.healthypeople.gov/hp2020/Objectives/TopicAreas.aspx>

Central Illinois High School Consortium Participates in Health Care Training Program

Paris Beacon Journal, October 23, 2009

<http://www.parisbeacon.com/articles/2009/10/25/news/doc4ae1c83d213c1231230467.txt>

A consortium of 26 high schools and several local hospitals in Illinois are participants in a health occupations program aimed at preparing students to pursue health care careers. During the nine-month program, students complete six weeks of classroom training on the history of health care, anatomy and physiology, and ethical and legal responsibilities, followed by hands-on hospital-based training opportunities in the emergency department, hospital administration, and surgery and therapy departments. As part of the program, students can follow a CNA program track to receive preparation for the state CNA licensure exam, or earn college credit hours.

Limited English Proficiency Patients Closer to Quality, Equitable Healthcare

PRNewswire, October 12, 2009

<http://www.prnewswire.com/news-releases/limited-english-speaking-patients-closer-to-being-guaranteed-quality-equitable-healthcare-63999702.html>

Following the culmination of a 20-year stakeholder effort, national standards for certification of medical interpreters have recently been established. Professional medical interpreters will have an opportunity to be tested and credentialed as "Certified Medical Interpreter" (CMI). The certification will initially be available for Spanish language interpreters, with a roll out to several other languages in 2010. More information about the National Board of Certification for Medical Interpreters can be found at:

<http://www.certifiedmedicalinterpreters.org/>

3) Technical Assistance Resources

Toolkit:

Cross-Cultural Interviewing: A Toolkit for Human Resources and Hiring Managers

Upwardly Global

Available at: <http://www.upwardlyglobal.org/interviewing/>

The online video module is intended to help professionals in human resource roles to recognize types of misunderstandings that can occur in cross-cultural interviews. The module offers suggestions to help professionals improve their ability to interview candidates from different cultures.

Training Video:

Addressing racial and ethnic disparities to improve quality

Center for Health Care Quality at the George Washington University Medical Center and Robert Wood Johnson Foundation (June 2009)

Available at: <http://rwjf.org/newsroom/product.jsp?id=44448#content>

The brief educational video (15 min.) and corresponding PowerPoint presentation assess the problem of disparities in health care and explore ways that providers can identify and work to reduce such disparities. The materials examine the definition of health care disparities, the academic evidence of its existence, and the lessons that experience in the fields of quality improvement and cardiovascular care can provide in reducing disparities. In addition, the video presents tested solutions from "Expecting Success," a previous RWJF-funded initiative to study and reduce health care disparities in diverse hospitals across the country. The corresponding PowerPoint presentation can be accessed at: <http://rwjf.org/files/research/disparitiestrainingvideo2009.ppt>

4) Conferences, Webinars, and Online Training Opportunities

Audio-conference: "Standardizing Race, Ethnicity and Primary Language Data Collection – Hospitals' Perspectives on Using the HRET Disparities Toolkit to Identify and Address Disparities"

November 4, 2009 (3pm ET)

Hosted by the American Medical Association and the Health Research and Educational Trust

Registration:

<http://wcc.webeventservices.com/view/wl/r.htm?e=173369&s=1&k=A9A7BEFB4FD95015497DDC209A1AA386&cb=blank>

The audio-conference (part of the AHA Profiles in Excellence conference series) will highlight the hospitals' experiences implementing the "HRET Disparities Toolkit" to facilitate collection of race, ethnicity, and primary collection data and describe how these data are being used by the hospitals to identify and address health disparities. The web-based toolkit is available at: <http://www.hretdisparities.org/>

Webinar: Healthcare Knowledge Set Series – Culturally Appropriate Marketing Tips and Lessons Learned from the Trenches

November 5, 2009 (2:30pm ET)

Hosted by viaLanguage

Registration: http://www.icebase.com/r.pl?CQckS0PT1loHjOZq_d9eb783427b3b689

Webinar will focus on how healthcare organizations can incorporate best practices into their organizations' existing marketing infrastructure for attracting and supporting diverse patient populations.

Conference: Rural Multiracial and Multicultural Health Conference

December 9-11, 2009

Memphis, TN

Sponsored by the National Rural Health Association

Agenda and Registration: <http://www.ruralhealthweb.org/go/left/programs-and-events/nrha-conferences/rural-minority-and-multicultural-health-conference/>
Conference sessions will focus on rural economic development; specifically education, social and public infrastructure, and entrepreneurship.

Training Program:

The Disparities Leadership Program – Request for Applications

Intent to Apply Deadline: December 11, 2009

The Disparities Solutions Center at Massachusetts General Hospital is accepting applications for the 2010-2011 Disparities Leadership Program. The year-long executive education program is designed for leaders from hospitals, health plans and other health care organizations who wish to implement practical strategies to identify and address racial and ethnic disparities in health care. Continuing education credits are available. For more information, please visit:

<http://www2.massgeneral.org/disparitiessolutions/dlprogram.html>

Audio-conference: Technical Assistance Call Series on the Elimination of Disparities in Mental Health Care

National Technical Assistance Center on Children's Mental Health, Georgetown University Center for Child and Human Development

Archived webinar available at: <http://gucchd.georgetown.edu/training/78174.html>

The audio-conference is part of a series that aims to deepen the knowledge and understanding of the root causes of disparities in mental health care and strategies for addressing these disparities.

5) Funding Opportunities

Student and Health Professional Funding Opportunities:

American Psychiatric Association (APA)

Travel Scholarship for Minority Medical Students

Application Deadline: January 31, 2010

The Travel Scholarship for minority medical students supports travel and related costs for approximately 10 medical students to attend the APA yearly Annual Meetings to be held in May each year at various locations. **For more information:**

<http://www.healthworkforceinfo.org/funding/details.php?id=370>

<http://www.psych.org/Resources/OMNA/MFP.aspx>

Minority Training Program in Cancer Control Research

Application Deadline: February 22, 2010

Program is open to master's-level students or master's-trained professionals nationwide who are interested in learning about career opportunities in cancer control and possibly pursuing doctoral training in this field, including research, education and outreach. The program includes a 5-day summer institute, an optional paid internship, and eligibility for doctoral application support awards for doctoral application expenses. **For more information:** <http://www.ph.ucla.edu/mtpccr/>

Hispanic Serving Health Professions Schools (HSHPS) U.S.-Mexico Border Internship Programs

Application Deadline: Applications accepted on an ongoing basis

Three internship programs focused on border health: the [4+4 Border Health Program](#), the [FRONTERA Focusing Research on the Border Area](#), and the [Hispanic Health Professional Training for HIV/AIDS and Related Infections in the US-Mexico Border Region](#). The program is open to students from around the country.

For more information about these programs, visit:

<http://www.studentinternshipprogram.com/programs5.html>

Hispanic Serving Health Professions Schools (HSHPS)/Joslin Diabetes Center (JDC) Latino Diabetes Initiative Program

Application Deadline: Applications accepted on an ongoing basis

The HSHPS/JDC Latino Diabetes Initiative Program is an 8-week paid traineeship that places students and recent graduates at the JDC in Boston, Massachusetts and is intended for individuals who are interested in clinical care. The program is open to students from around the country. **For more information:**

<http://www.healthworkforceinfo.org/funding/details.php?id=727>

<http://www.studentinternshipprogram.com/programs6.html>

Stanford Geriatric Education Center Mini-Fellowship

Application Deadline: Applications accepted on an ongoing basis

The Stanford Geriatric Education Center's Mini Fellowship in Ethnogeriatrics includes 60 hours of intensive supervised training and 80 hours of self-study on topics related to healthcare of elders from different ethnic backgrounds. The program is open to applicants from around the country. **For more information:**

<http://www.healthworkforceinfo.org/funding/details.php?id=637>

http://sgec.stanford.edu/mini_fellowship.html