



Westchester Institute
for Human Development

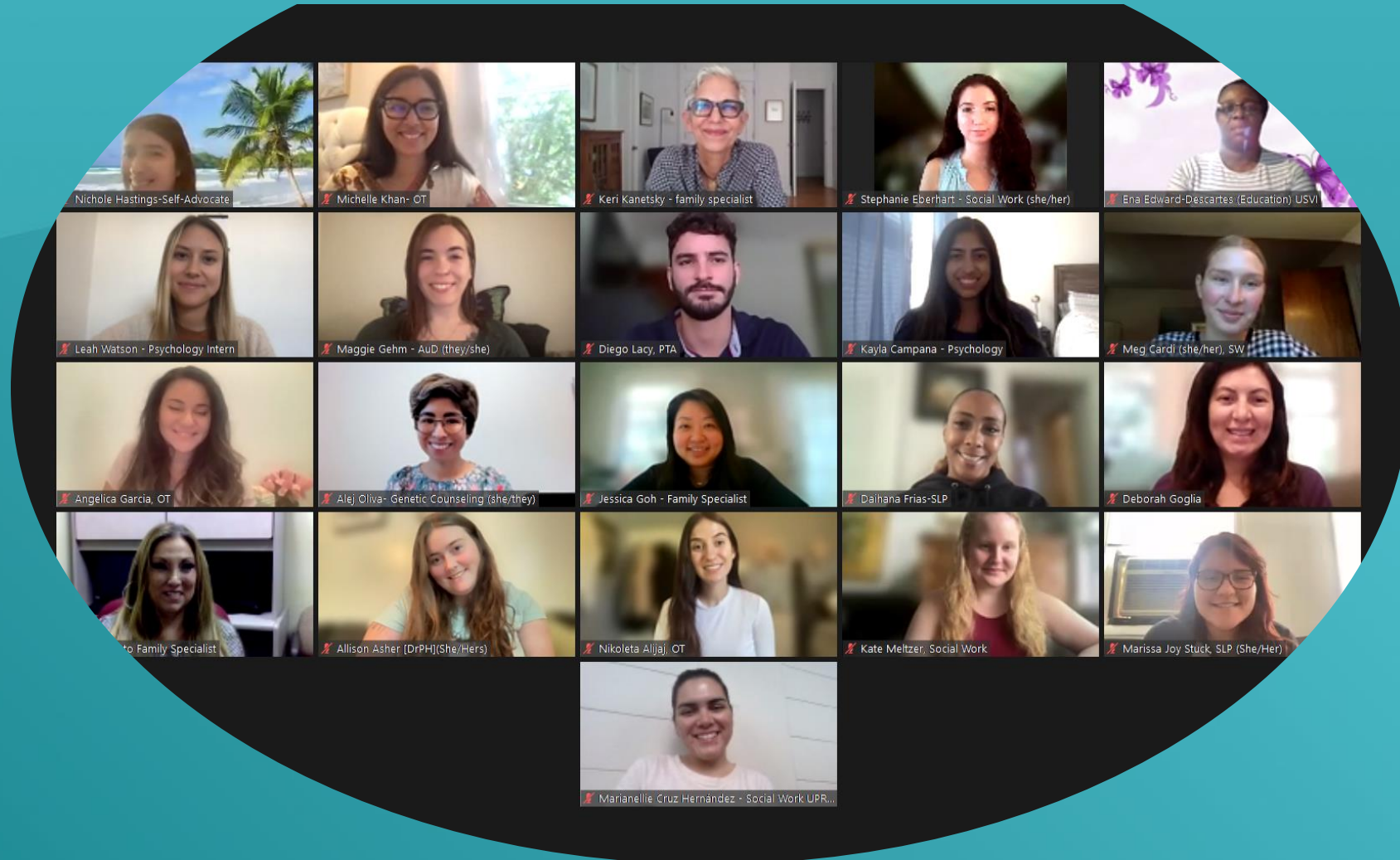


WIHD LEND Diversity Recruitment Efforts

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LEND Trainee Diversity Recruitment



Defining Diversity

- **EDI Action Plan:** Diversity is a multifaceted and fluid concept used to describe differences in ethnic or racial identity, tribal or clan affiliation, nationality, language, age, gender identity and expression, sexual orientation, socioeconomic status, education, religion, spirituality, physical and intellectual abilities, personal appearance, and other factors that distinguish one group or individual from another.
- **MCH:** A culturally and linguistically responsive program is characterized by, written strategies and policies for advancing cultural responsiveness and linguistic diversity; provision of knowledge and skill building for trainees, faculty, and staff; data on populations served according to cultural and historically underserved status—racial, ethnic, linguistic, disability, etc.; faculty and instructors representing diverse backgrounds; and periodic assessment of trainee, faculty, and staff progress in developing cultural and linguistic responsiveness.

Defining Diversity

- **AIDD:** Diversity includes:
 - (1) Individuals from racial and ethnic minority backgrounds
 - (2) Individuals with limited English proficiency
 - (3) Individuals from underserved geographic areas (rural or urban)
 - (4) Different disabilities
 - (5) Lesbian, Gay, Bisexual, and Transgender

US Census Population Estimates (2022)

| | White (White Alone) | Black or African American | Asian | Hispanic or Latino | Speak Language other than English at Home |
|-----------------------|---------------------------|---------------------------------|-------|-----------------------|---|
| National | 75.5% (58.9%) | 13.6% | 6.3% | 19.1% | 21.7% |
| New York State | 68.6% (54.2%) | 17.7% | 9.6% | 19.7% | 30.5% |
| Westchester County | 72.2% (51.5%) | 17.0% | 6.9% | 26.3% | 33.9% |

It's A Marathon, Not a Sprint

- Diversity in MCH Training: A Peer Learning Collaborative (2010)
 - Diverse Partnerships
 - Build on existing partnership with Mercy College, a federally recognized Hispanic serving-institution
 - Develop partnership with the PR-UCEDD at the University of Puerto Rico—racial and geographic diversity
- AIDD Diversity Fellowship Grant (2015)
 - Enhance diversity recruitment efforts

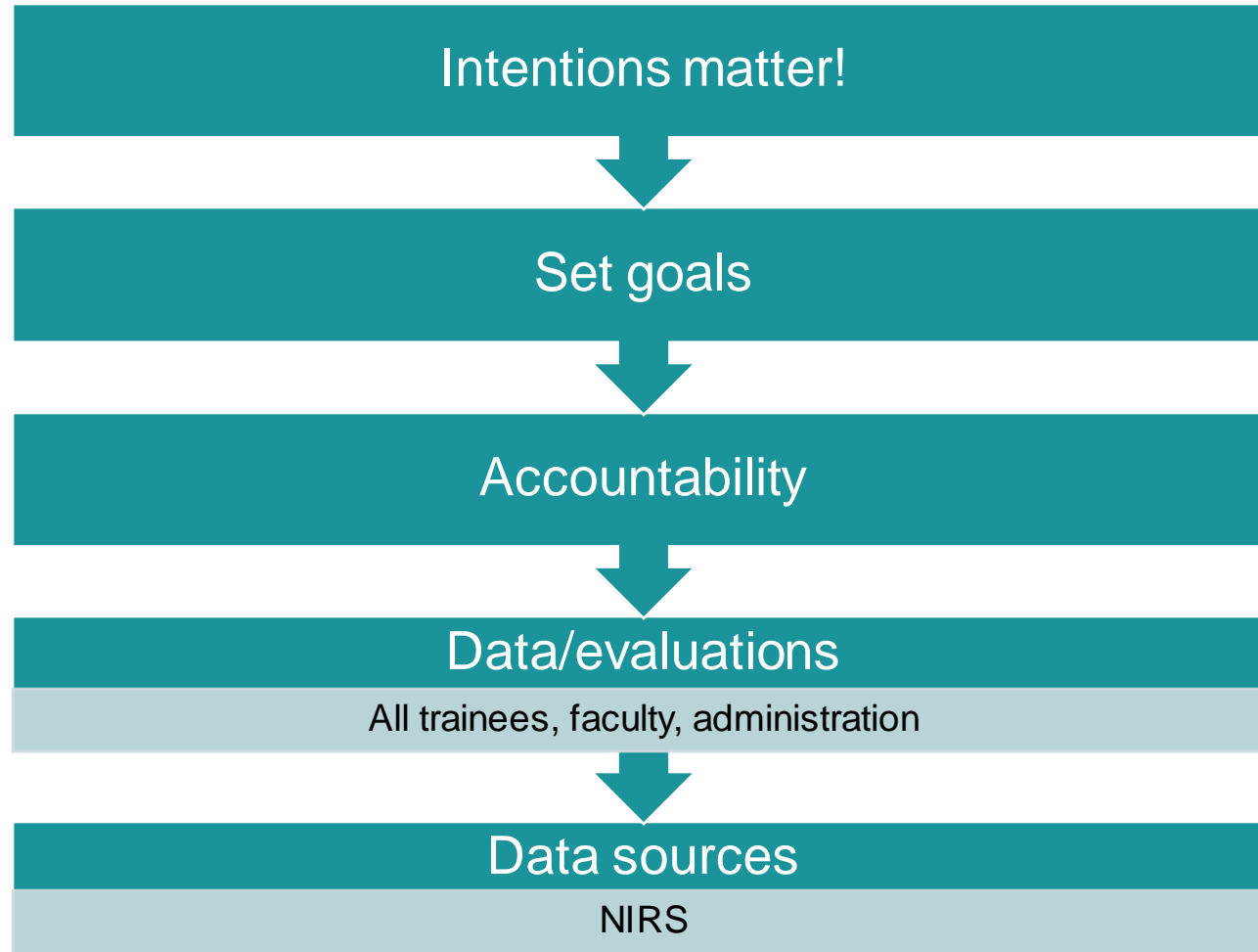
WIHD-LEND Diversity Recruitment Strategy

- WIHD-LEND Diversity Recruitment Strategy (2015):
 - Engaging key institutional and community partners
 - Institutional and disciplinary recruitment strategies
 - Building a pipeline to foster entry into health science careers by minority undergraduate students
 - Strengthening trainee and faculty cultural and linguistic competence to assure organizational competency to reduce disparities and promote equity, diversity and inclusion

WIHD-LEND Diversity Recruitment Strategy Impact

- 2011-2016 LEND grant cycle: 30% of 102 long-term LEND trainees from minority racial and/or ethnic backgrounds
- 2016-2021 LEND grant cycle: 45% of the 116 long-term LEND trainees reported being from minority racial and/or Hispanic backgrounds

A Journey, Not A Destination



Discussion Questions

What have been some of your successes?

What are some current challenges?

What are your current goals regarding trainee diversity recruitment?

Open for Discussion



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