

# An Overview

In 2009, a new Maternal and Child Health (MCH) Training Program grantee opportunity, **Diversity in MCH Training: A Peer Learning Collaborative**, was announced. The Collaborative is sponsored by the Maternal and Child Health Bureau (MCHB) Training Branch and will be facilitated by the MCH Training & Research Resource Center (TRRC) in partnership with the National Center for Cultural Competence (NCCC).

The Peer Collaborative is an intensive 9-12 month collaborative peer learning process in which locally-based teams are provided with a structured and safe environment to address challenges to racial and ethnic diversity within their Training Program through targeted technical assistance and collaboration with peers. With a focus on helping MCH Training Programs in developing a workforce that reflects the ethnic and racial diversity of the U.S. population, the goals of the Collaborative are as follows:

- |   |  |  |   |
|---|--|--|---|
| <p><b>1. Cultivate</b> further success in site-specific efforts to increase racial and ethnic diversity within the MCH Training Program</p> | <p><b>2. Document</b> promising strategies for increasing racial and ethnic diversity in MCH Training Programs</p> | <p><b>3. Identify</b> support needed for grantees to successfully implement promising strategies</p> | <p><b>4. Develop</b> diversity peer mentors among MCH Training Program grantees</p> |
|---|--|--|---|

The Collaborative involves four key activities to support participating teams' work:

- Onsite team building and planning meetings at the start and completion of the Collaborative
- Cross-team Web learning forums: Team Share Web-based meetings
- Technical assistance activities to support implementation of team goals: e.g. topic-specific Webinars, connection and collaboration with technical experts, utilization of Collaborative intranet site
- Ongoing individual team work and cross-team information exchange: e.g. monthly individual team meetings

The Collaborative is part of a comprehensive diversity effort launched by the Training Branch aimed at supporting grantees in their efforts to increase the racial and ethnic diversity of trainees and faculty in MCH Training Program. This effort also involved the following activities, conducted June-September 2009:

- Grantees provided feedback on issues, strategies and challenges in addressing diversity in their MCH Training Program
- Faculty and trainee representatives in 5 cities engaged in small group discussions with facilitators from the MCH TRRC and the NCCC about issues that impact the climate for diversity, suggestions for increasing diversity, and support needed to address diversity issues in their Training Program

- Update of the Diversity Strategies Literature Review. In 2007, the Trainee & Faculty Diversity Workgroup requested a literature review on student and faculty diversity initiatives. The updated literature review presents published academic literature, policy statements and other relevant information on promising practices to recruit and retain underrepresented students and faculty into health professions programs
- Interviews with National Organizations. Representatives of several national organizations were interviewed via telephone to explore their policies and activities focused on increasing, supporting and monitoring diversity within their organization.

Five teams participated in the 2009-2010 Peer Learning Collaborative from October 2009-July 2010 and engaged in a variety of diversity-related partnership development, assessment and data collection activities to support their efforts to increase racial and ethnic diversity of their MCH Training Programs.

A new cohort of 6 teams representing 11 MCH Training Programs and several partner organizations were invited to participate in the Collaborative from November 2010-November 2011.

The MCH Training Program is one mechanism through which MCHB works to ensure that the MCH workforce reflects the Nation's racial and ethnic diversity. As such, the Training Program has used multiple strategies to increase trainee and faculty diversity in MCH Training Programs. These include program investments, reporting and performance measurement requirements, and grantee workgroups to develop diversity-related strategies and materials.



### **MCH Training Program Strategies to Impact Diversity**

**Program Investments.** MCH Pipeline Training Programs have been funded specifically to promote the development of a culturally diverse and representative health care workforce by recruiting, training, and retaining students from underrepresented minorities into MCH professions.

**Data Monitoring and Performance Measures.** All Training Programs are required to report on performance measures related to cultural competence and submit administrative data on the racial and ethnic diversity of trainees and faculty. A new performance measure specifically related to racial and ethnic diversity of trainees was approved by the Office of Management and Budget (OMB) for future reporting.

**Grantee Workgroup.** The Trainee & Faculty Diversity Workgroup created a set of guidelines to help MCH Training Programs develop a written plan to evaluate and monitor efforts to recruit and retain under-represented students and faculty.