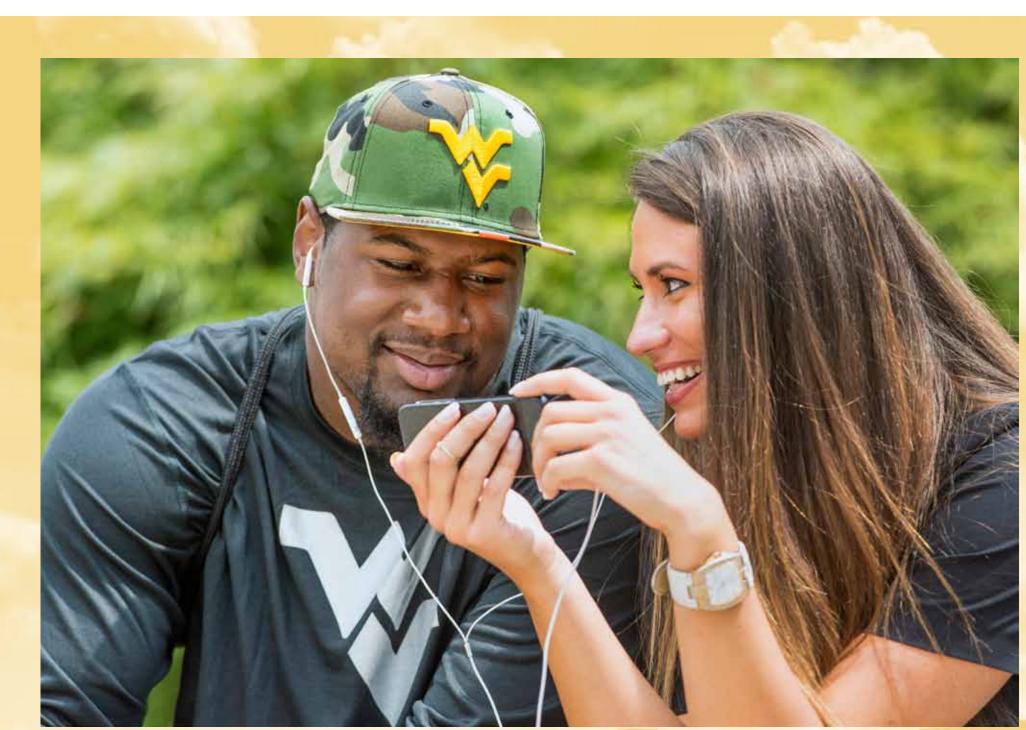
LEND and Diversity & Disability Fellowship Programs A Great Partnership for Building a Better Future Together in Appalachia

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Background

- The Diversity and Disability Fellowship (DDF) Program at the WVU Center for Excellence in Disabilities (CED), works in collaboration with the West Virginia LEND program. While developing the new fellowship program, the WVU CED envisioned a strategic plan that would build upon the established infrastructure of the LEND Program to further expand training opportunities for developing diversity and culturally competent professionals and leaders.
- Fellows and LEND Trainees jointly participated in clinical and observational activities since the initiation of the DDF Program in the 2016 spring semester.

Objectives

• To describe the collaborative process and the impact collaboration had on the LEND Program's enrollment demographics and trainees' program experience.

Project Description

LEND Trainee historical data from 2011 to 2015 (n=58) and new 2016-2017 LEND Trainee information (n=17) were compiled and analyzed by gender, disability (self and family), race, ethnicity, and urban and rural designations. 2015-2016 LEND Trainee exit interviews were conducted to identify changes the trainees saw in the LEND Program as a result of the new DDF Program.

Findings

Enrollment Demographics:

The DDF Program, working in cooperation with the LEND Program, impacted the enrollment demographics and program experience in both programs.

- Trainees' racial diversity increased with the introduction of the DDF Program in 2016. The percentage of non-white students increased from about 5% in the 2011-2015 period to over 23% in 2016.
- The LEND Program admitted only one trainee of Hispanic origin between 2011-2015. Two students of Hispanic origin were accepted into the DDF in 2016.

Program Experience:

- Collaboration enabled DDF Fellows increased access to LEND activities such as on-line and in person training, interdisciplinary clinical/observation experiences, and leadership development seminars.
- LEND Trainees reported during exit interviews that the clinical interactions and discussions with the DDF Fellows from diverse cultural and ethnic backgrounds enriched their learning experiences.
- Through collaborative recruitment, DDF applicants who qualified for the LEND Program were forwarded for consideration in the LEND Program. As a result, there was an increase in the ethnic and racial diversity of the LEND Program applicant pool for the 2016 2017 school year.
- The partnership between the DDF and LEND Programs contributed to the development of diverse and culturally competent trainees.



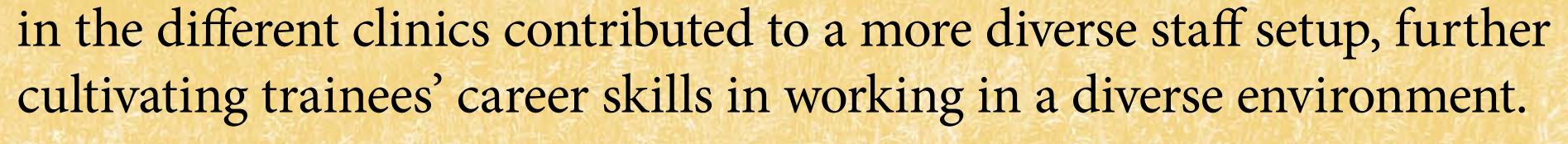


Conclusions

The partnership between the DDF and LEND Programs provided:

- Increased opportunities for Diversity and Disability Fellows in training, clinic/observational experiences, and leadership development.
- Provided opportunities to LEND trainees for increased access to inter-cultural experiences.

Shared recruitment efforts resulted in the LEND Program expanding it's 2016-2017 Trainee group demographics in the areas of ethnicity and race. The Fellows' participation



This study may encourage other UCEDDs with LEND Programs to see the synergistic potential of the new Diversity and Disability Fellowship Program and welcome the incorporation of training program partnerships in their centers as an opportunity for enrichment in the development of future professionals and leaders.

References

Rural/Urban designation data from 2010 Census Urban Lists Record Layouts: https://www.census.gov/geo/reference/ua/ualists_layout.html



