

Implementation of LEND Trainee Diversity Quality Improvement Projects

Tuesday November 17, 2015

3:00 pm – 4:15 pm

Shannon Haworth, MA,
Public Health Program
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Speakers

- New Hampshire LEND
 - Betsy Humphreys, Ph.D., NH LEND
 - Susan Russell, MS, Umaine
- NE LEND
 - Cynthia Ellis, MD, NE LEND
 - Kellie Elerbusch, BLA, NE LEND
- Vanderbilt LEND
 - Tyler Reimschisel, MD, Vanderbilt LEND



Background

- ITAC FAST Projects
- 3 centers received funding for quality improvement efforts to increase trainee diversity
 - NH, NE, Vanderbilt
- Nebraska LEND, NH LEND, and Vanderbilt LEND will share overview of their projects, activities, and outcomes as well as challenges, facilitators to success, and lessons learned
- Participants will have an opportunity to ask questions of the panelists



Overview of Projects

Strategies, Activities, Outcomes

- NH LEND
- NE LEND
- Vanderbilt LEND



New Hampshire LEND

Betsy Humphreys
Susan Russell

Project Goal:

- Increase number of LEND family trainees from diverse populations to 10 % of total by September 2015.



Objectives

- Convene minority leaders in NH and Maine
- Develop targeted outreach plan
- Recruit family members
- Evaluate our success



Project Outcomes

- Recruitment “inserts” for NH LEND and NH Family Leadership brochures;
- Alumni profiles added to website
- Short video clips on the NH LEND website
- 2-minute recruitment video



Challenges

- Development and implementation of outreach plan in allotted time.
- Scheduling during the summer months.
- Geography (two universities, 4+ hours apart).



Lessons Learned

- Understanding the specific demographics of our region is critical;
- Identification of specific barriers and strategies to overcome those barriers is necessary;
- Barriers are systemic in nature-relationships with state and university partners is essential.



Nebraska LEND

Cynthia Ellis
Graciela Sharif
Kellie Ellerbusch

- Nebraska has a small minority population (>20%)
- Students from underrepresented groups are aggressively recruited by other UNMC colleges and other universities in the state
- State law bans Affirmative Action practices
- The LEND & UCEDD have very low faculty turnover rates
 - little opportunity to recruit faculty from minority populations



Goal

Develop the role and capacity of a new *Cultural Diversity Coordinator* and a plan to improve cultural awareness and inclusiveness in the NE LEND program

Objectives

- Develop a training curriculum
- Assess current cultural environment and identify areas of need
- Present an educational forum on developing a culturally inclusive organization and recruiting a diverse trainee cohort
- Begin developing a plan to improve the LEND's cultural competency



Activities & Outcomes

- Focus group with graduating trainees
- UNMC Cultural Diversity Director added to LEND faculty
- Technical Assistance calls and visit by Tawara Goode, NCCC
 - focus group and training with LEND faculty discussing culture, demographics, micro-aggressions, mentoring
 - Grand Rounds with LEND, UCEDD, and many UNMC faculty
 - meeting with the University Cultural Diversity Committee
- Training curriculum for LEND Cultural Diversity Coordinator
- Role of Cultural Diversity Coordinator and the first phase of cultural diversity plan developed



Lessons Learned

- Trainees provide valuable insights, perspective, suggestions
- Faculty are eager to become more culturally competent but need technical assistance and resources to do it right
- Universities in predominantly white communities also struggle with cultural competency
- Community partners can provide more culturally diverse mentorships
- The National Conference for Race & Ethnicity in American Higher Education is an excellent educational and networking experience
- The National Center on Cultural Competency has a wealth of information and resources on their website



Vanderbilt LEND

Tyler Reimschisel

Goal of Vanderbilt Diversity QI Project

Enhance diversity of the Vanderbilt LEND trainees by increasing the number of long-term trainees who are from underrepresented minorities.



Diversity QI Project Objectives

1. Focus on Graduate Students: Increase the pool of minority applicants for long-term trainee positions in the Vanderbilt LEND program by increasing awareness of NDD among URM students who have been accepted into professional schools at Tennessee State University (TSU), Belmont, & Vanderbilt.
2. Focus on College Students: Collaborate with African-American sororities and fraternities on college campuses at Vanderbilt, Fisk, and TSU to provide activities where college minority students can fulfill their service obligation by interacting with individuals who have neurodevelopmental disabilities.

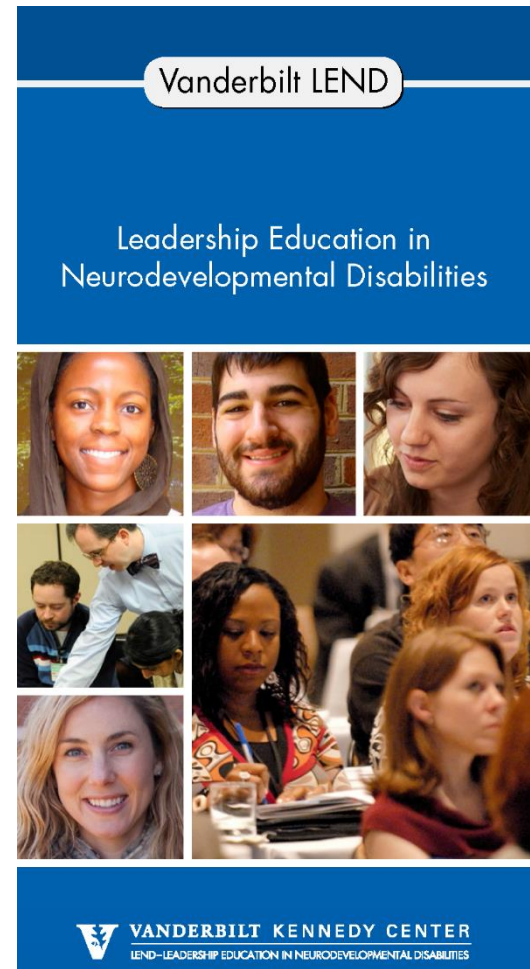


Objective 1 Outcomes (Graduate Student Focus)

- Redesigned LEND brochure
 - Shows diversity of trainees
 - Encourages diversity among trainees

“Applicants from diverse racial, cultural, and ethnic backgrounds as well as students with disabilities are encouraged to apply.”

- In spring of 2016 will partner with Vanderbilt, Belmont, and TSU to distribute brochures to all students who have been accepted into relevant graduate programs



Objective 2 Outcomes

(College Student Focus)

- Hypothesis: Exposing students to field of NDD *before* they choose their careers will increase likelihood that they will choose NDD-related profession
- Students need to see professionals like themselves in NDD-related careers (*video created*)
- Service obligation in African-American Greek system
- Service obligation could be fulfilled by volunteering in NDD-related activities (*flyer developed and updated*)
- Currently presenting *video and flyer* at African-American sorority & fraternity chapter meetings at Fisk, TSU, & Vanderbilt
- Funds to pay for required background checks for all individuals who have contact with children
- [\[Video on Vanderbilt LEND website\]](#)



Questions for the Panelists

- What challenges did you encounter during this project and what lessons learned can you share?
- How can these strategies be replicated across the network?



Questions from the Audience



Thank you!

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