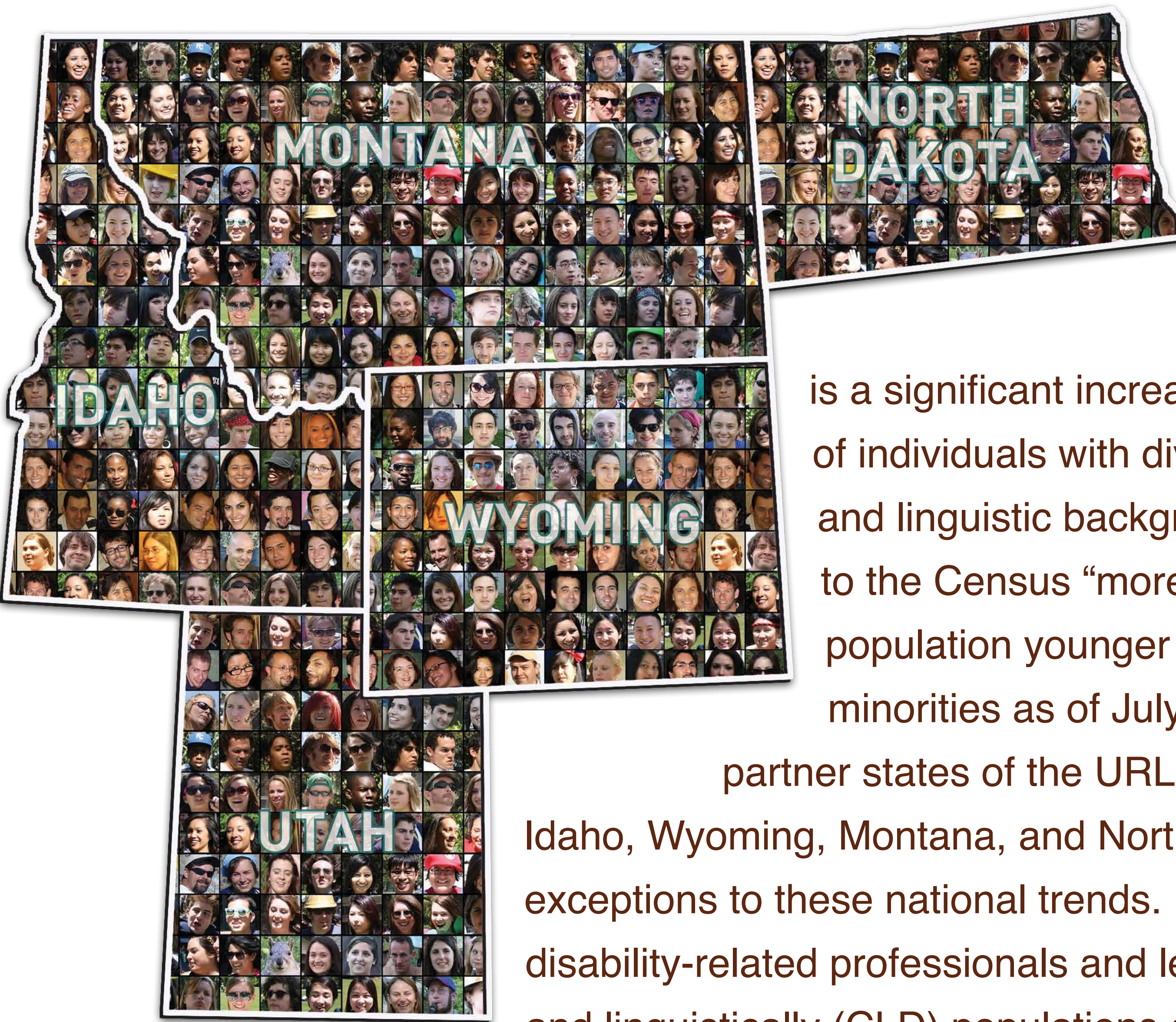


RECRUITING URLEND TRAINEES FROM UNDERREPRESENTED GROUPS

Ortiz, E., Packenham, E., Simonsmeier, V., & Holt J.



THE NEED

The demographic makeup of the US is changing rapidly and there is a significant increase in the numbers of individuals with diverse racial/ethnic and linguistic backgrounds. According to the Census “more than half of the US population younger than age 1 were minorities as of July 1, 2012.” The partner states of the URLEND program (Utah, Idaho, Wyoming, Montana, and North Dakota) are not exceptions to these national trends. Therefore, more disability-related professionals and leaders from culturally and linguistically (CLD) populations are needed!

THE PURPOSE

The purpose of this poster is to discuss past and future diversity recruitment efforts to meet this need.

PROCEDURES

Former trainees from CLD backgrounds have been effective recruiters for the URLEND program. Other *short term* recruitment approaches have included Core Faculty recruiting students from their academic programs. Also, research has been clear that early recruitment (middle and high school ages) is an important step to introduce potential students to the various disciplines included within the MCH training programs. Our *long-term* approach will provide this early exposure to the disciplines involved in the LEND training program and reap results as the junior and senior high school students attend the local universities. The **USU Stars! GEAR UP** program recruits students into science, technology, and math programs, which would include the LEND disciplines. The exposure, education, and training related to LEND professions will be included as this program serves students from the states of Utah and Nevada.

NEXT STEPS

The first Disability Week and related activities will provide valuable information to guide future activities for all interested parties, including:

- ▶ Early contact and involvement with students;
- ▶ Collaborative work with school liaisons; and
- ▶ Former CPD trainees networking.

Successful strategies will be implemented in Partner states.



GOAL

Increase number of URLEND trainees and families from culturally and linguistically diverse (CLD) backgrounds.

Short-Term Approach

Network within the universities and communities where individuals from CLD backgrounds work and engage in community activities.

Long-Term Approach

1. Early engagement of middle and high school students.
2. Collaboration with Utah Stars GEAR UP! program at Utah State University.
3. Expand early engagement and collaboration program initiative to URLEND partner states.

Process

- Core Faculty recruit from academic programs.
- Support current CLD trainees in networking and recruiting others from their cultural communities.
- Engage professionals from disability and health-related fields to volunteer, participate, attend, etc. URLEND activities.
- Engage diverse CSHCN families to participate in URLEND activities.

Process

- Build relationships with consumers, university programs, individuals, liaisons, community partners.
- Disability Week (March 2015).
- Build long term relationships with students through school liaisons.
- *Bottom up* – ask youth about their life experiences and perspectives related to health professions. Develop active two-way conversations about health professions.

