



Promoting Equity and Diversity through Interdisciplinary Disability Leadership Training

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INTRODUCTION

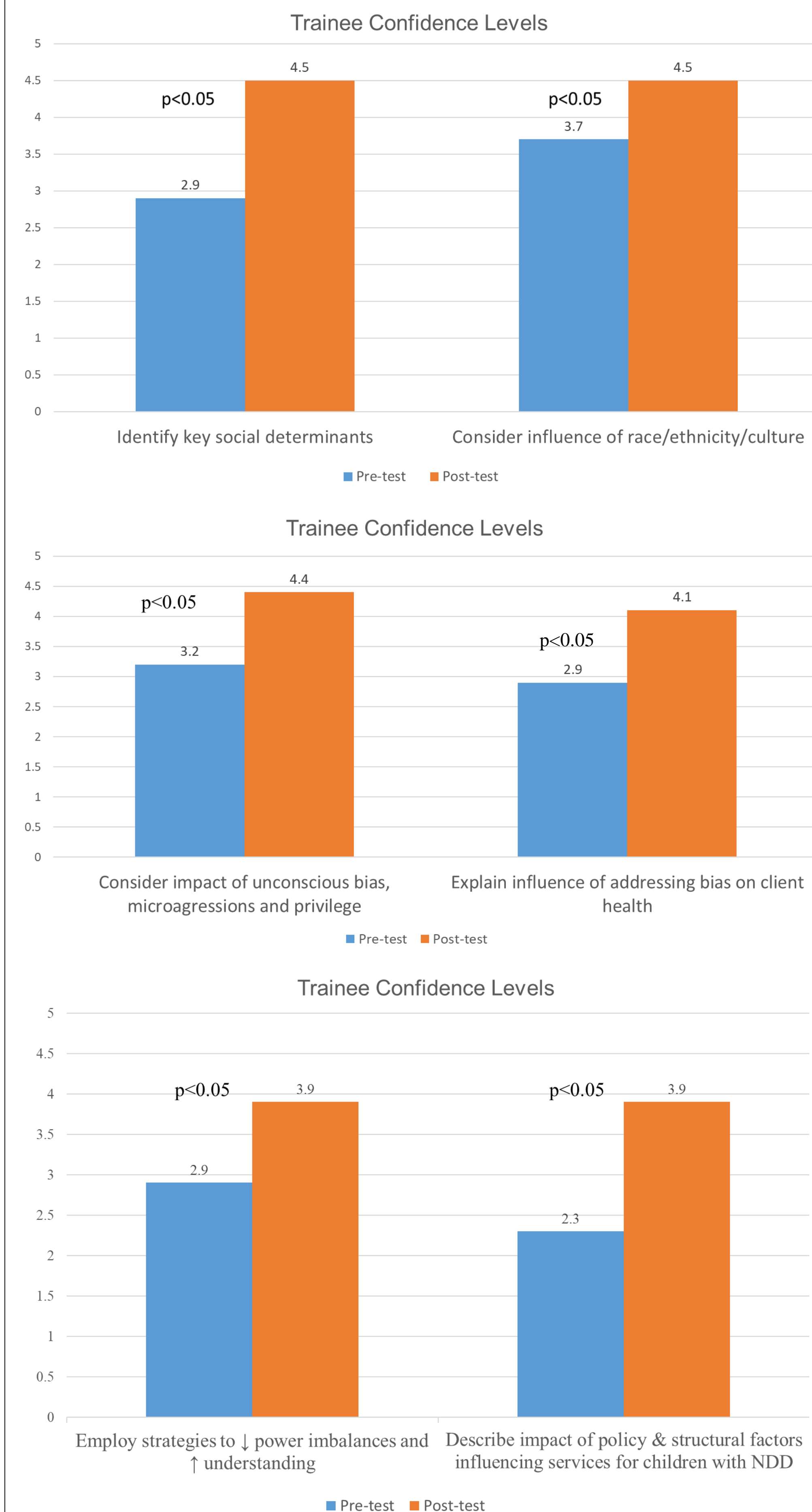
- Michigan Leadership Education in Neurodevelopmental Disabilities (MI-LEND) is a statewide collaboration across 6 universities.
- Purpose of MI-LEND is to improve health of children with neurodevelopmental disabilities (NDD) by training early career professionals to assume leadership roles.
- A L.I.F.E. framework emphasizing Leadership, Interdisciplinary practice, Family-centered care, and Equity provides a foundation for all program activities.



METHODS

- N=18 long-term (≥ 300 hours) trainees
- Equity curriculum components included: readings, webinar on social determinants impacting families and children with NDD, workshops using root cause analysis to discuss upstream causes of inequities and Barnga (an interactive card game).
- Faculty encouraged trainees to apply an Equity lens during mentoring sessions, discussions, journaling and other assignments.
- Trainees completed a pre/post-program self-assessment on their confidence levels related to equity/diversity.
- Paired t-tests used to evaluate impact of program on trainee confidence.

FIGURES



RESULTS

- Trainees reported statistically significant increases in their confidence levels in all areas.
- Greatest increases observed for identifying social determinants and describing impact of policy & structural factors influencing care and services.
- Trainees rated learning activities that were in-person and interactive as most valuable to their learning. Mentoring sessions and blog reflections were rated as slightly less valuable.

CONCLUSIONS/DISCUSSION

- Equity and diversity should be further integrated throughout the MI-LEND curriculum.
- The trainee-mentor relationship including the trainees Individualized Learning Plan (ILP) should be bolstered to further address equity and diversity.
- Future research should explore how trainee understanding of inequities faced by the disability community translates into their behaviors as service providers, leaders and policy makers.
- Future efforts should focus on approaches for building cultural humility which incorporates a lifelong commitment to self-evaluation/self-critique, redressing power imbalances, and developing mutually beneficial partnerships.

ACKNOWLEDGEMENTS

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