

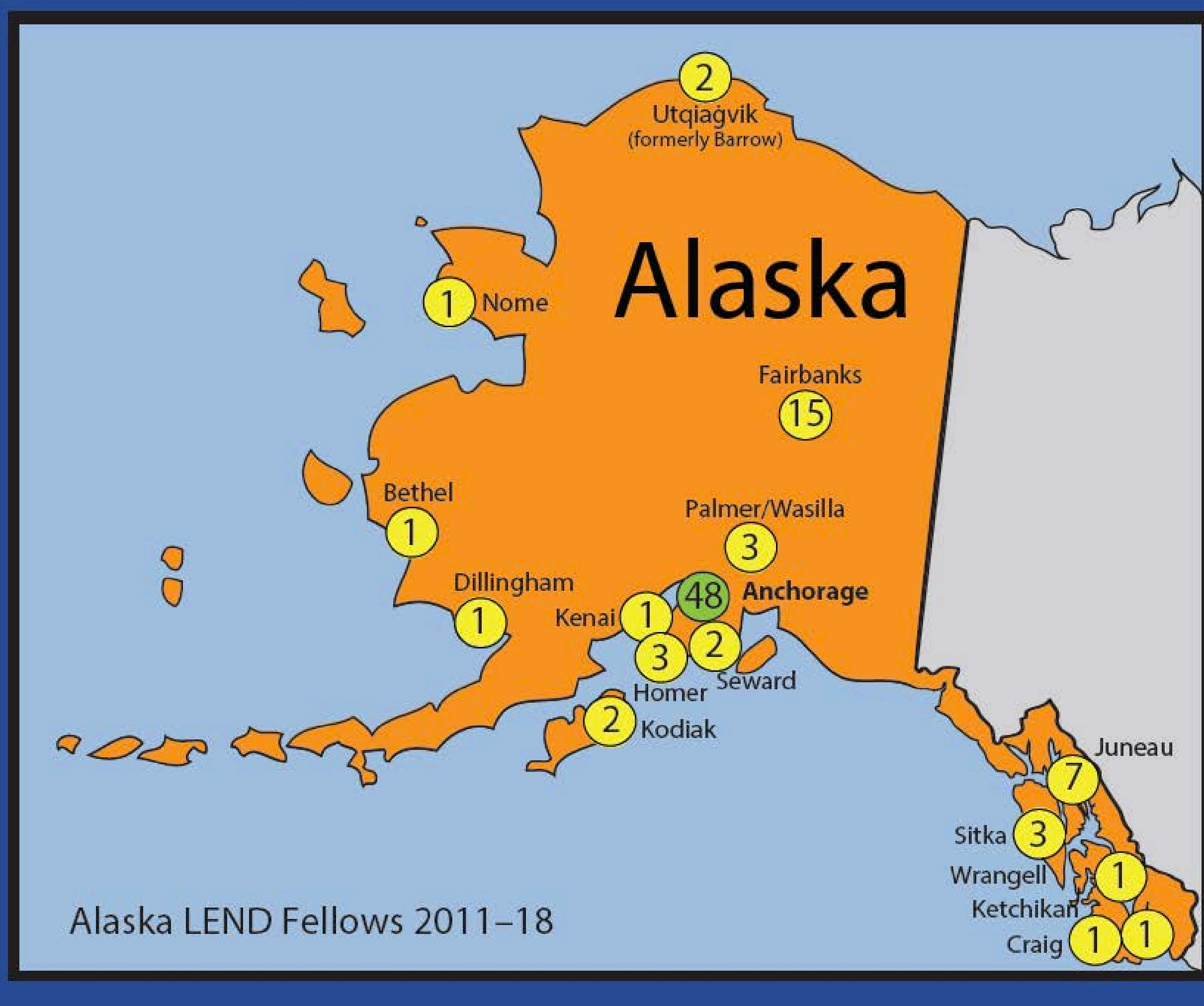
Strengthening Diversity in the Alaska LEND Program:

A priority of the Alaska LEND Without Walls is for fellows to recognize and respect the unique cultural perspectives of families, and to develop an understanding of the array of values among the diverse populations throughout Alaskan communities. The Program is distance delivered and involves fellows from communities across Alaska.

Virginia Miller, DrPH, MS, MPH and Karen Ward, EdD

Program Impact

Since the Alaska LEND began in 2011, 92 LEND fellows successfully completed the program.



Engaging Faculty from Rural Alaska

The AUCD Diversity and Inclusion Toolkit provides objectives, strategies and resources to:

1. Enhance diversity, inclusion and cultural and linguistic competence;
2. Cultivate partnerships;
3. Respond to increasingly diverse communities across the country; and
4. Develop strategies for continuing efforts to better serve diverse populations.

One of the Toolkit themes focuses on Personnel and Trainees and includes several objectives:

1. Hire and retain a diverse and inclusive workforce of staff and faculty;
2. Develop and nurture partnerships with organizations representing or affiliated with diverse communities;
3. Establish mentorship programs to support professional development of staff, faculty and LEND fellows; and
4. Recruit and retain a diverse fellow pool.



The Center for Human Development (CHD)

was one of four UCEDDs selected to receive intensive, on-site technical assistance from the Georgetown University National Center for Cultural Competence project *Embedding Cultural Diversity and Cultural and Linguistic Competence: A Guide for UCEDD Curricula and Training Activities*.

The project increases the capacity of network programs to embed cultural diversity and cultural and linguistic competence (CLC) in their curricula and training activities with a focus on unserved and underserved communities in the United States, its territories, and tribal communities.

Diversity in Alaska LEND

While cultural diversity and cultural and linguistic competence are woven throughout the curriculum, to address the challenge of broadening the Program diversity, a faculty member from a rural community was recruited to engage in all aspects of the Program.

This faculty member champions the following activities:

1. Infusing the rural and cultural context into discussions with fellows and faculty;
2. Leading the inclusion of cultural issues in faculty discussions and curriculum planning;
3. Ensuring the integration of cultural and linguistic competence into weekly seminars;
4. Developing and supporting strategies to improve recruit and retention of cultural diverse faculty and fellows.

Future Directions

Celebrating the successes of the faculty member's efforts at all levels of the Program and sharing our progress with community partners will strengthen diversity in the future workforce serving Alaskan families.