

## DMCHWD Diversity and Cultural Competency Fact Sheet

The Division of MCH Workforce Development (DMCHWD), part of the Health Resources and Services Administration's (HRSA) Maternal and Child Health Bureau (MCHB), prepares and empowers maternal and child health (MCH) leaders from diverse communities to promote health equity and wellness, and reduce disparities in health and health care.

DMCHWD engages in a variety of activities to support diversity and cultural competency within the Division and its investments, including:

- Integration of diversity and cultural competency into DMCHWD priorities and strategies,
- Inclusion of diversity in program development activities, and monitoring and reporting requirements,
- Resource development and dissemination through partners in the field, and
- Diversity programming and innovations.

### DMCHWD STRATEGIC INVESTMENTS

#### **MCH Pipeline Training Program**

The Maternal and Child Health Pipeline Training Program promotes a culturally diverse health care workforce by recruiting undergraduate students from economically and educationally disadvantaged backgrounds into MCH professions, such as pediatrics, nutrition, social work, nursing, pediatric dentistry, psychology, health education, pediatric occupational/physical therapy, and speech language pathology. The Pipeline Program recruits undergraduate students enrolled at institutions that have demonstrated a record of training individuals from disadvantaged backgrounds who are underrepresented in MCH. More about the MCH Pipeline Program can be found on the website: <https://mchb.hrsa.gov/training/projects.asp?program=22>.

#### **MCH Public Health Catalyst Program**

The purpose of the Maternal and Child Health Public Health Catalyst Program is to provide an increased focus on fundamental MCH content and competencies within schools of public health where no concentration currently exists; and provide MCH content exposure to an increased number of public health students, introducing students to careers in the maternal and child health field. Catalyst programs provide MCH exposure to graduate students, including individuals from underrepresented backgrounds who are also underrepresented in the maternal and child health field. More about the MCH Catalyst Program can be found on the website: <https://mchb.hrsa.gov/training/projects.asp?program=31>.

#### **Diversity Peer Learning Collaborative**

The Diversity Peer Learning Collaborative is an intensive collaborative peer learning process in which a small number of highly motivated MCH Training Program grantees are provided a structured and safe environment to address challenges related to racial and ethnic diversity, health equity, and cultural and linguistic competence within their training program through learning opportunities, technical assistance, and collaboration with peers. Learn more about the Collaborative at: [http://mchb.hrsa.gov/training/grantee\\_resources\\_dtpc.asp](http://mchb.hrsa.gov/training/grantee_resources_dtpc.asp).

## DMCHWD DATA COLLECTION ON DIVERSITY AND CULTURAL COMPETENCE

### Performance Measurement and Reporting Requirements

Annual grant reporting requirements include three elements related to diversity and cultural competence:

- **Trainee Diversity:** The percentage of participants in MCHB long-term training programs who are from underrepresented racial and ethnic groups.
- **Cultural Competence:** The percentage of MCHB Training and Healthy Tomorrows programs that have incorporated cultural and linguistic competence elements into their policies, guidelines and training. Grantees indicate whether they have incorporated cultural and linguistic competence across six program elements including written guidelines and professional development activities.
- **Faculty Diversity:** Race and ethnicity data for all faculty and staff that contribute to MCH Training Program grants.



### Diversity Data Among Select Training Disciplines

The percentage of long-term MCH trainees from underrepresented racial and ethnic groups varies across disciplines. The graph below provides a snapshot of FY 2015 data from some of the most common disciplines in MCHB-funded training programs.

