Priming the Diversity Pipeline

Presented by the RWJF Human Capital Network
September 17, 2013
RWJF Human Capital Network

• Launching on LinkedIn, Fall 2013
• Communicate and collaborate with your peers and others across the Foundation
• Join discussions, discover events and career opportunities
  • Visit hcn.rwjf.org
Cathy Malone, MBA

Program Associate, RWJF Human Capital Team
Alden M Landry, MD, MPH
Co-Director, Tour for Diversity in Medicine

Kameron Leigh Matthews, MD, JD
Co-Director, Tour for Diversity in Medicine

Ebbin Dotson, PhD, MHSA
Executive Director, Health Professions Pathways (H2P)
Ebbin Dotson, PhD, MHSA

Executive Director
Health Professions Pathways (H2P)
H2P Consortium: Implementing Innovation in Community Colleges

Ebbin Dotson Ph.D.
Executive Director, H2P, City Colleges of Chicago

“Individually we Innovate, Collectively we Transform”
Community College Student: Finding Potentiality

- On average, only 7% of students who come for a credential earn it
- More than 50% of degree-seeking students “drop out” in their first 6 months at a community college
- Only 16% of students successfully transfer to a 4-year institution
- More than 90% of incoming credit students need remediation

<table>
<thead>
<tr>
<th>Credential of Economic Value</th>
<th>Family Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baccalaureate</td>
<td>$$$$$</td>
</tr>
<tr>
<td>Associate</td>
<td>$$$$</td>
</tr>
<tr>
<td>Advanced Certificate</td>
<td>$$$</td>
</tr>
<tr>
<td>Basic Certificate</td>
<td>$$</td>
</tr>
<tr>
<td>Adult Ed &amp; Remedial Bridge</td>
<td>$</td>
</tr>
</tbody>
</table>

Source: CCC Analysis, Office of Research & Evaluation, Facts and Figures 201
2018 Illinois Labor Market for Associate’s, Postsecondary Credentials & Some College

Total Jobs
1,000,000
900,000
800,000
700,000
600,000
500,000
400,000
300,000
200,000
100,000
0

Business
Health Science
Transportation Distribution & Logistics
Hospitality & Culinary
Manufacturing
IT
All Other

City Colleges of Chicago: The Health Science Student

• Our “Eligible” Pool of Students for H2P
  • Annually 20,000 students enrolled in a Health Science course
  • Black/African American: 68%
  • Hispanic: 25%
  • Women: 60%

• Our “Challenge” for H2P:
  • No clear pathway to employment
  • 205 separate occupational programs
  • 21 discrete entry points into Health Sciences
  • No dedicated career advising
The Vision:

“H2P Consortium will dramatically improve health professions training via *career pathways* and the development of *core curriculum and core credentials*.”
The H2P Health Career Training Transformation

**From:** Silo Culture of Education featuring Distinct Courses and Curriculum

**To:** Stackable courses and programs of study validated by the Workforce Community
H2P Health Career Pathway Model

Smooth student transport to employment destination...
Tour for Diversity in Medicine

Kameron Leigh Matthews, MD, JD
Alden M Landry, MD, MPH
Mission of Tour for Diversity in Medicine

To educate, cultivate and inspire future physicians and dentists of diverse racial and ethnic backgrounds by forming local connections in order to fulfill a national need.
Background

➢ Evidenced-based approach to diversity
➢ Conceived through the experiences of a student organization
➢ Grassroots effort in order to meet undergraduate students “on their own turf”
➢ Motivating workshops
  • Medicine is “not a sprint, but a marathon”
Developing a Model

➢ Focused selection of audience
➢ Selective curriculum
➢ Mentor Selection
  ▪ Continuum of mentor volunteers
  ▪ Personal experiences of mentor volunteers
➢ Strategic relationships
Our Impact

Supported by Aetna Foundation and the US Army Medical Recruiting Brigade, our Tours brought minority physicians, dentists and medical school students on the road:

- Traveling 1,000+ miles on each Tour
- Reaching 1400+ students with full-day, interactive workshops to offer “real world” education and mentoring

“Of the nearly 1 million doctors in the United States, less than 4 percent are black, compared with 12.6 percent of the overall population, according to 2010 numbers. Dr. Kameron Matthews wants that to change...A physician’s race can make a difference for patients. Those cared for by doctors of the same race say they’re more satisfied with their visits and more engaged in their treatment, according to research.”

“The Tour for Diversity in Medicine has revved up for its inaugural bus tour, offering students from historically black colleges and universities in the South a full day of premedical enrichment activities. Made possible by a $210,000 award from the Aetna Foundation, the full-day workshop will cover a variety of topics, from the medical application process to choosing the right specialty.”
TOUR FOR DIVERSITY IN MEDICINE
TO EDUCATE, INSPIRE AND CULTIVATE

Fall 2013 Tour
September 23-28

- Aetna Foundation
- Iona College
- Rowan University
- Washington DC
- Bowie State University
- Delaware State University
Lessons Learned

➢ Defined mission
➢ Personal commitment
➢ Strength in branding and marketing
Future Needs

➢ Expansion of product
➢ Continued funding
  ▪ Capital funding
➢ Longevity of leadership
➢ Long term strategic planning
Alden M Landry
Kameron Leigh Matthews
alden@tour4diversity.org
kameron@tour4diversity.org
Website: http://tour4diversity.org/

Ebbin Dotson
edotson4@ccc.edu
Website: http://tinyurl.com/h2patmxc

@tour4diversity
TourForDiversity

@DrDotson
Health Profession Pathway - Malcolm X College
Tour4Diversity
A free, six-week summer academic enrichment program for freshmen and sophomore college students interested in a career in medicine or dentistry.

SMDEP is funded by RWJF, with direction and technical assistance provided by the Association of American Medical Colleges and the American Dental Education Association.

Website: http://www.smdep.org/
Questions
Stay Connected

Alden M Landry
Kameron Leigh Matthews
alden@tour4diversity.org
kameron@tour4diversity.org
Website: http://tour4diversity.org/

Ebbin Dotson
edotson4@ccc.edu
Website:
http://tinyurl.com/h2patmxc

@tour4diversity
TourForDiversity

@DrDotson
Health Profession Pathway - Malcolm X College

Tour4Diversity
• Launching on LinkedIn, Fall 2013
  • More information to come!
  • Visit hcn.rwjf.org
Priming the Diversity Pipeline

Presented by the RWJF Human Capital Network
September 17, 2013