

Student diversity in public health and allied health programs in Florida

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Outline

- Summarize assessment of current situation and areas of future action needs in public health and allied health.
- Describe benefits of improving diversity in public health and allied health workforces.
- Provide specific suggestions on what we need to address critical needs.

Here in Florida, we have racial and ethnic minority under representation in the following health support areas:



African Americans were underrepresented in the following health support programs: Master's degrees in:

- Health sciences
 - Males

- Physical therapy
 - Both males and females

- Occupational therapy
 - Both males and females

- Physicians assistant
 - Both males and females

African Americans were underrepresented in the following health support areas:

-
- Speech pathology bachelor's and master's degrees
 - Both males and females
- Audiology doctoral degree
 - Both males and females
- Dietetics and nutrition bachelor's degree
 - Both males and females
- Community health services master's degree
 - Males

African Americans were well represented among graduates of the following areas:

-
- Pharmacy degrees
 - Females only*
- Occupational therapy degrees
 - Males more than females
- Respiratory therapy/Cardiopulmonary science bachelor's degree
 - Both males and females*

African Americans males and females were well represented among graduates of the following areas:

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- Health information degrees
- Health service/sciences*
- Public health master's degrees*
- Health services administration

Latinos and Latinas were underrepresented in the following program areas:

-
- Health sciences bachelor's and master's degree graduates
- Speech pathology bachelor's and master's
- Audiology doctoral degrees

Latinos and Latinas were underrepresented in the following areas:

-
- Cardiopulmonary science bachelor's
- Dietetics and nutrition bachelor's
- Pharmacy degrees
- Health information management bachelor's degree

Latinos and Latinas were underrepresented in the following health areas:

-
- Public health master's in all tracks (health policy, epidemiology, biostatistics, social/behavioral sciences, environmental health nationally)
- Community health services master's degree

Latinos and Latinas were well represented among graduates of the following areas:

- Occupational therapy bachelor's degree
- Physical therapy and exercise science master's degree
- Health services administration bachelor's degree



What do our programs miss when our student bodies, and therefore our programs, are not representative of all populations?

Why Seek Greater Diversity?



Benefits of Racial and Ethnic Diversity Among Health Professionals

- Better educational outcomes among all students.

Benefits of Racial and Ethnic Diversity Among Health Professionals

- Racial and ethnic minority health care providers are more likely to serve minority and medically underserved communities;

Benefits of Racial and Ethnic Diversity Among Health Professionals

- Racial and ethnic minority patients report greater levels of satisfaction with care provided by minority health professionals;

Benefits of Racial and Ethnic Diversity Among Health Professionals

- Racial and ethnic minority health care providers can help health systems in efforts to reduce cultural and linguistic barriers and improve cultural competence.

Practical suggestions to augment
minority representation (APHA,
IOM, NIH)

1. Address (and readdress) smoothest admissions process possible.

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- Emphasize and formalize value of all representation within your institution.
- Include representation of underrepresented groups in admissions committees so different voices can be heard.
- Enforce a broad view of each applicant, allowing for quantitative and qualitative characteristics to come forth.

2. Foment financial level playing field.

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- Advocate for funding sources such as Public Health Service Act Titles VII and VIII programs shown to be effective in increasing diversity;
- Promote public–private collaboration to share ownership and appreciation of a more diverse health care workforce.

3. A high-quality, accredited program will both attract and require diversity

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- Formulate and enforce diversity-related standards that are measurable and realistic, for short and long term;
- Include criteria and standards to assess the success of diversity efforts;
- Include underrepresented minority individuals with expertise in cultural competence and diversity on accreditation bodies and advisory groups.

4. Institutional diversity is indispensable
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- Reflect the diversity you want to achieve with student body in your faculty and staff.
- Engage and train students, staff, and faculty regarding institutional diversity-related policies and expectations of diversity;
- Engage community programs and efforts in order to attract and train diverse and culturally competent workforce.
- Report progress to community, who will come to expect diversity and will hold institution accountable.

