

Response to Future of Healthcare Training

November 5, 2007

Vickie Ybarra, RN, MPH

vickie@ybarra.com

Demographic Forces

1. Aging of Baby Boomers

- Dramatic increase in overall consumption of healthcare
- Shift in healthcare systems from acute care to chronic care

2. Increasing Diversity in Consumers of Healthcare

- Magnify impact of already-existing health disparities

Increasing Diversity in Consumers of Healthcare

2003

“...the Hispanic community is the nation’s largest minority community...”

2005

“Texas becomes nation’s newest ‘majority-minority’ state”

(following Hawaii, New Mexico, California)

Appropriate Questions in Response

1. How should we train healthcare professionals to care for an increasingly diverse patient population?
2. Who should we be training to care for an increasingly diverse patient population?

Health Disparities

We know that:

- Disparities in health status exist among communities of color
- Disparities in health treatment are systematic and amazingly common
- Discrimination exists in healthcare

How?

Cultural Competence

Definitions

1. Individual Level:

- Knowledge, attitudes and practice skills that enable healthcare professionals to provide effective healthcare for patients from backgrounds different than their own

2. Organizational Level:

- Policies, procedures, support systems that ensure the provision of culturally competent care at the patient level

Cultural Competence

In Healthcare Training Institutions

- Responsibility for training all future healthcare professionals in skills, knowledge and abilities they will need to care for patients from different backgrounds than their own

SB 6194: Multicultural Education for Health Care Professionals

- Creates an ongoing multicultural education and awareness program for healthcare professionals as continuing education
 - Goal: Increase knowledge and understanding of the relationship between culture and health.
- Requires all schools that train licensed health professionals to offer multicultural health education by July 1, 2008



Who?

- More healthcare professionals of color and bilingual healthcare professionals are a necessary part of the answer



Health Professionals of Color

We know.....

- Health professionals of color are significantly more likely to serve populations of color and other medically underserved populations.
- Patients of color who have a choice are more likely to select race/ethnic/language concordant healthcare professionals.

Additionally

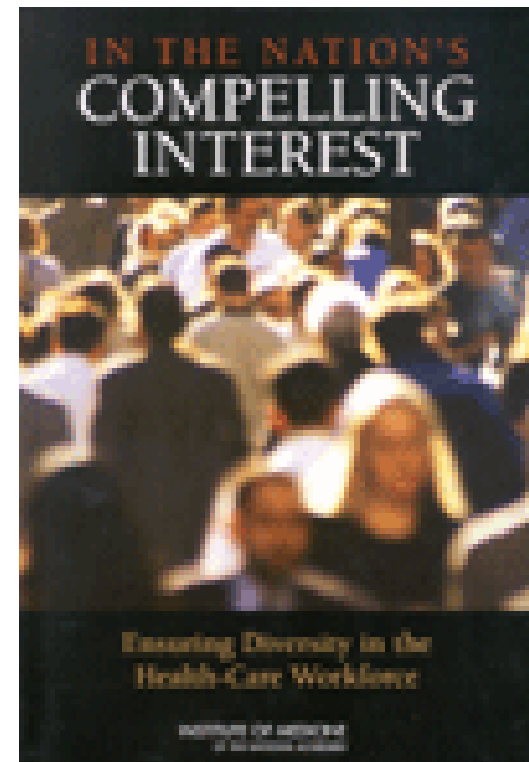
- Health professionals of color play and important leadership role in their communities and in broader issue of health disparities
- Critical mass has the potential to transform systems of care and resources delivered
- Consider women in medicine

Institute of Medicine

Committee on Institutional and Policy-Level Strategies for
Increasing the Diversity of the U.S. Healthcare Workforce
2003-2004

Recommendations:

- **Admissions**
- **Institutional Climate**
- **Accreditation**
- Financing of Health Care Education
- Mechanisms to garner support



Reconceptualizing Admissions Policies and Practices

- Institutional mission that reflects value of diversity
- Balance of quantitative and qualitative admissions measures
- Comprehensive review of application materials
- Training of admissions committee members
- Broaden admission committee representation
- Recommendations written broadly enough to cover states with anti-affirmative action laws

Transforming Institutional Climate

- Develop and regularly evaluate comprehensive strategies to improve institutional climate for diversity
- Proactively and regularly train students, house staff, and faculty on diversity-related policies and expectations
- Establish informal, confidential mediation process for students and faculty who experience barriers to diversity goals
- Affiliate with community-based healthcare facilities

Post- Anti-Affirmative Action Diversity Response

- Wholistic reviews at undergraduate level
- Substantial private fundraising to increase financial assistance to attract talented students of color
- Success has not yet reached the post-graduate healthcare training programs