



Increasing Hispanics in Primary Care

Elena Rios, MD, MSPH

National Hispanic Medical Association

HRSA Primary Care Conference

August 11, 2009



NHMA – Who are We?

- Established in 1994 in DC, non-profit 501c6 association representing 36,000 Hispanic physicians in the U.S.
- Mission: to improve the health of Hispanics and other underserved
- NHMA Board of Directors
- Established its foundation, National Hispanic Health Foundation, 501c3, for research and education activities – affiliated with NYU Wagner Graduate School of Public Service



NHMA Networks

- NHMA Council of Medical Societies
- NHMA Council of Residents
- Latino Medical Student Association
- Hispanic Health Professional Leadership Network – all national Hispanic health professional associations
- Board of Directors, Fellows



Hispanics & Health Care

- The majority ethnic group in America
 - 2042: one out of four Americans will be Hispanics
- High rates of uninsured & problems with disparities in health care according to US DHHS Disparities Reports
- Limited cultural competence, language service
- System lacks Hispanic researchers, providers and leaders in public/private agencies
- Need for new approaches to increase Hispanics in primary care
- Need for cultural competence training about Hispanic populations
- Priority in national health reform



Health Reform and Funding: How to Increase Diversity in Title VII?

- The new America will consist of populations who face severe lack of access to health care, lack of trust and knowledge, and are low-income, poorly educated with strong cultural and family values, limited English proficiency, mainly living in urban areas, suffering from high rates of obesity, diabetes, infectious and chronic diseases, and demanding health care reform.
- THE FUTURE IS NOW... YOU ARE THE ANSWER



US DHHS and NHMA Health Disparity Leadership Summits

- 3 Regional Summits –
 - New York Academy of Medicine, New York
 - Sacramento, California
 - Austin, Texas
- November 2007 – March 2008
- Planning Committee of OMH hdqts/regional offices and NHMA
- Announced Consensus Recommendations at NHMA Annual Conference, April 18th, DC to the Health Policy Advisors of Obama, Clinton, McCain

Stakeholder Participants

- Clinics/Community agencies
- Hospitals
- Medical Schools
- Foundations
- Pharma Cos.
- Insurance Cos.
- Government
- Business – Corp +
 - Media
 - Unions
 - Hispanic Chambers of Commerce
 - Physicians
 - Consultants
- Associations
- K-12



Hispanics in the Health Professions

Recommendations

- 1. BUILD POLITICAL WILL
- 2. Strengthen Educational Pipeline
 - Improve K-12 education in minority communities
 - Target funds to low income school districts, increase counseling and faculty awareness
 - Health career tracks in high schools –magnets, tutoring
 - Provide more Hispanic mentors & role models in health professions at all educational levels
 - Support Hispanic students in higher education
 - Provide more scholarships & loan repayment options



Hispanics in Health Professions Recommendations

- 3. Outreach to students/parents in low income neighborhoods about health careers in a new program
 - Develop value of education; funding
 - Link to clinics, libraries, science museums
- 4. Media/marketing about health careers
- 5. Public-Private partnerships in regions
 - HSIs linkage in regional efforts



Hispanics in the Health Professions

Recommendations

■ 6. Changes- Health Profession Schools

- Fund COE and HCOP & expand focus
- Change admissions – increase focus on background, leadership, underserved interest vs #s
- Improve minority representation – admissions (include community), faculty, leadership
- Link recruitment to professionals, alumni



NHMA Policy Recommendations for Health Reform

- Increase the health career pipeline - K-12 and college with a partnership with the Department of Education math and science programs
- Continue to target programs to Minority institutions, with matching programs with non-Minority institutions as is done with NCMHD
- Regional approach to recruitment of primary care and disadvantaged students for health professions – state councils, plans



Recommendations on Training

Develop a new Regional HRSA training program for health professional students with focus on society challenges: primary care, aging and health disparities (culture and language training), prevention, medical home, patient centered care, leadership, communications, health IT. Connect funding from the NCMHD, CDC, CMS, H-IT, VA, DOL, DOEd, DOD.



Recommendations: A Diverse Primary Care Workforce

- The OMH to establish a national council that is a private and public group that coordinates and disseminates cultural competency training programs to medical and nursing associations
- Incentives in primary care training and service delivery should include cultural competence and language training, especially related to curriculum around healthy lifestyle, integrative medicine, multidiscipline
- Leadership Development training program, such as the NHMA Leadership Fellowship


NHMA & J. Macy Jr. Foundation – Diversity & Title VII Summit

- New York Academy of Medicine, June 22, 2009
- 25 minority health experts
- Speakers included presidents of MACY, NYAM, AAMC, HRSA BHPPr, NHMA
- 3 Workgroups: How to increase diversity in:
 - Pre-Medical Education
 - Medical Education
 - Data/Federal Policy



Title VII Summit Recommendations: Building the Diversity Pipeline

- Create training opportunities for high school teachers, counselors and college advisors
 - Provide stipends for summer programs to increase knowledge
 - Model after Baylor
 - Increase expectations = increase quality in the workforce
- Fund mentoring and support services that advise current K-12 and college students as a cohort
- Fund collaborations between high schools, community colleges, universities, and medical schools in a region
 - Create health care professions pathways
 - Develop community level funding for health professions careers



Title VII Summit Recommendations: Building the Diversity Pipeline

- Eligibility for receiving funds/participating in Title VII programs should not require citizenship
- Legacy Project
 - Create a national parent/teacher health career brigade corps that would promote the health professions in the community.



Title VII Summit Recommendations: Medical Education for Diversity

- Redefine and implement benchmarks and incentives for institutional excellence that include diversity as a critical component
 - TACCT - prioritize the core and implement
 - Accrediting standards - LCME, ACGME, Joint Commission to develop achievable diversity benchmarks
- Alignment of Federal programs and policies across the agencies that affect the health care workforce
 - Leverage dollars better and create a greater impact



Title VII Summit Recommendations: Medical Education for Diversity

- Define criteria for program funding eligibility that includes a baseline
 - Baseline of diversity which fosters horizontal collaborations and applications
- Increase federal funding attention to faculty development
 - Marketing faculty development across all purposes, administration, research, education, practice,
 - Focus on the continuum of the HCOP program



Title VII Summit Recommendations: Medical Education for Diversity

- Improve accountability at the highest levels of the university – leadership development focus needed
 - Boards of Trustees, Deans and senior faculty need to mirror diversity and take on the agenda of diversity

- Development of a professional group under the AAMC to focus on diversity and inclusion
 - Increase vertical and horizontal integration of programs
 - Encourage medical schools to make decisions in a concerted effort; diversity in mission statements



Title VII Summit Recommendations: Data Collection and Federal Policy

- Develop a new metric to gauge community effectiveness, measure the impact medical diversity has on a community
 - Answer such questions as: Why does diversity matter? Why should a community be concerned? Why should a medical school be concerned? Why should a health professions education program be concerned?
- Build new links - centers of excellence, HCOPs, to be able to bring diversity to primary care extension hubs
 - Create mentorship opportunities or outreach with primary care providers to expose students to careers in primary care
 - Increase diversity as a critical component of primary care



Title VII Summit Recommendations: Data Collection and Federal Policy

- Build in accountability in health professions education programs around the diversity in the profession, students, faculty, leadership of institutions
 - Include accrediting bodies in this effort
 - Consider legislation to create the standards and measures for both quantitative and more importantly qualitative nature of programs
- White House Executive Orders – Black, Hispanic Educational Excellence should include health workforce diversity as a priority – in training of K-12 & college and include health professionals



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NHMA Workforce Advocacy

- Go to Legislative Alert on www.nhmamd.org and send your letters to your Congressmen and Senators TODAY!
- Visit your Congressman this month at their district offices and support Health Care Reform and workforce development - with diversity & cultural competence training as priorities