



2021 LEAD Capstone Poster Session

Developing a Pathway to Workforce Diversity: Assessing and Benchmarking Student Diversity in Health Professions

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Abstract

Allied health professions have experienced enormous career growth over recent years. However, the percentage of underrepresented minority groups in health professions careers are disproportionately small despite many efforts to increase workforce diversity. As the demographics in our nation are rapidly changing, increasing racial, ethnic and cognitive diversity is crucial to achieving a workforce with the capacity to provide accessible and equitable health care. Addressing allied health professions workforce diversity must be prioritized, given the growing evidence that a diverse workforce improves healthcare outcomes, fosters unique perspectives, and helps to reduce health disparities.



Objectives

- Develop a **systematic process** of capturing objective data demonstrating characteristics for the UTSW School of Health Professions (SHP) **applicants and graduates** for the past three years.
- Establish **comparative data and benchmarks** around
 - a) diversity, equity, and inclusion
 - b) recruitment and admissions practices and
 - c) graduation outcomes



Background Information

- A diverse workforce is essential to foster healthcare equity and in reducing healthcare disparities.
- Allied health professions does not have a centralized demographic reporting system which institutions can compare outcomes of educating a diverse health professions workforce.
- Allied health professions report racial and ethnic data in aggregate for matriculants and graduates per profession versus institution.

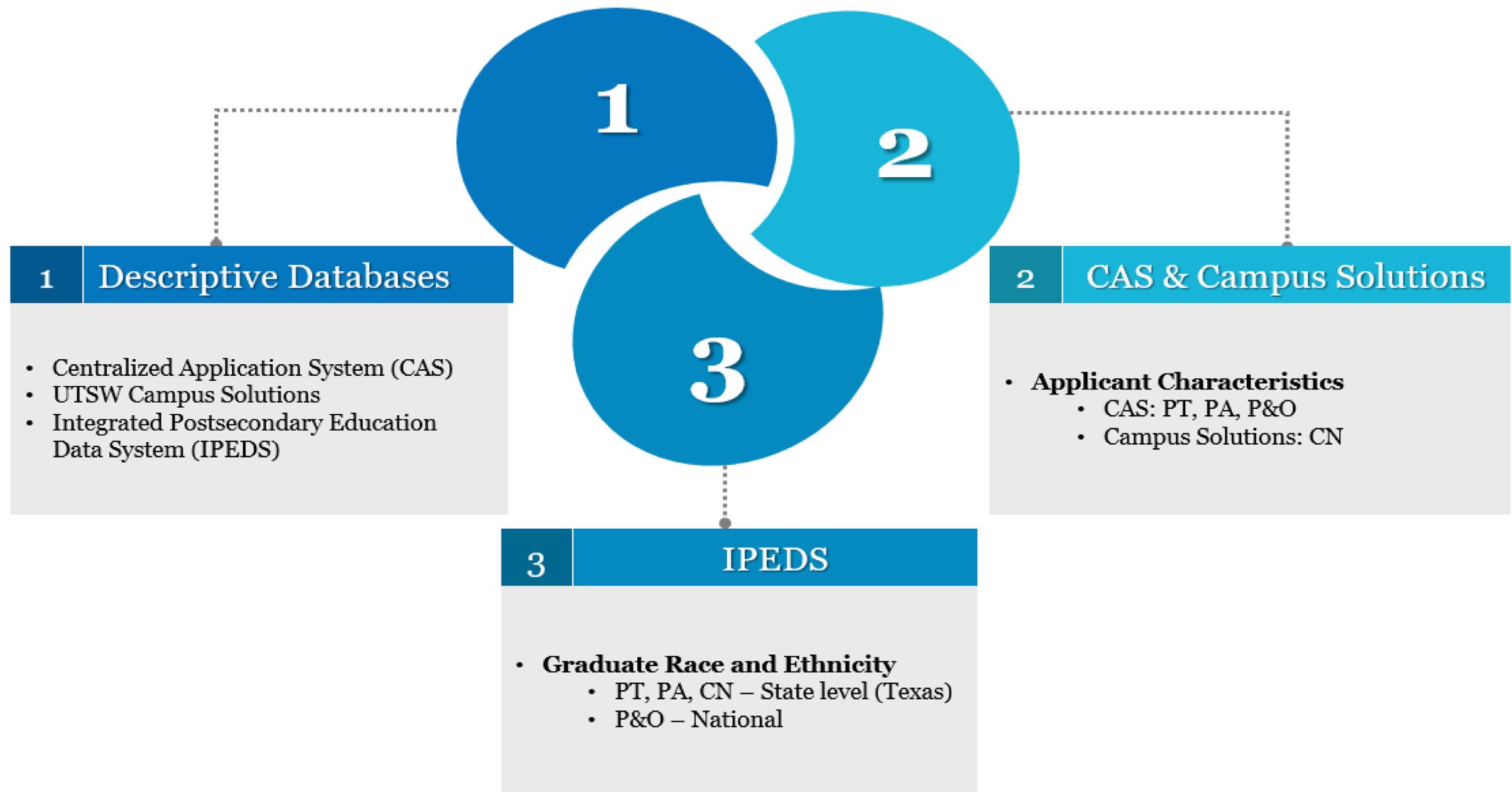


Specific Aims

- Ensure a sustained pathway for UTSW SHP to train a diverse allied health professions workforce.
- Identify and compare the racial and ethnic characteristics of graduates from Texas physical therapy (PT), physician assistant (PA), and clinical nutrition (CN) programs for the past three years.
- Identify and compare national racial and ethnic characteristics of graduates from prosthetics and orthotics (P&O) programs for the past three years.



Project Plan





Application of What You Learned at LEAD

- Engaging key stakeholders requires effective communication and negotiation skills.
- Linking the project to UTSW strategic plan and identifying specific priorities of alignment can enhance engagement from department chairs and institutional leadership.



Proposed Budget

Program Coordinator	1 FTE	≈\$68,000
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Budget Justification

- One program coordinator dedicated to diversity, equity, and inclusion efforts.
- Implement recommended recruitment activities to sustain and or increase diversity enrollment and graduation trends for all SHP programs.
- Implement the identified systematic strategies/processes for ongoing data collection of all SHP programs.



Innovation and Significance

- The utilization of the integrated postsecondary education data system provides areas for innovation and opportunities that can be leveraged in assessing and benchmarking graduate diversity of UTSW School of Health Professions programs compared to other programs at the state and national level.
- The information will be utilized as a foundation to foster a culture of accountability and on-going self-assessment towards health professions workforce diversity.
- The project aligns with USTW strategic plan diversity, equity, and inclusion priorities.



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