Hello ACHA Ethnic Diversity Coalition Members,

ACHA Ethnic Diversity Coalition Teleconference Meeting Notes
02 October 2015

1. Present: Jada Hamilton, Chair, Cornell University
   Lauren Baines, Co-Chair, Boise State
   Dugeidy Ortiz, Member-at-Large, CUNY Lehman
   Larry Olsen, Member, A.T. Still-Online Doctoral Health Education Program

2. Review of Needs Assessment survey- Summary of responses
   See below

3. Collaboration and communication:

   Establish and maintain connection and collaborative efforts with other ACHA Sections/Coalitions—advocacy, voice, education, and resource. This is in keeping with the Ethnic Diversity Coalition purpose and ACHA Cultural Competency statement. Dugeidy Ortiz has agreed to serve as liaison to the Health Promotion Section. ACHA currently has liaison relationship with external organizations such as AAAHC/Accreditation Association for Ambulatory Health Care, Gay and Lesbian Medical Association, Higher Education Mental Health Alliance, and several others. Inviting other select minority/ethnically diverse professional organizations to partner with ACHA can offer additional relevant resources, training opportunities, presentations and perhaps allow some “outside the box” initiatives, ideas and partnership. For example, the National Medical Association “promotes the collective interests of physicians and patients of African decent. We carry out this mission by serving at the collective voice of physicians of African decent and a leading force for parity in medicine, elimination of health disparities and promotion of optimal health”. The ACHA Executive Committee meets in mid-October. We can expect continued discussion.

   Enhanced communication: Robust Web page, a “one-stop shop” for ethnic diversity resources, best practices, ideas, and communication. Additionally, blast emails to members regarding upcoming trainings, webinars, best practices, initiatives at other institutions, meeting schedules/agendas and minutes. ACHA will assist with enhancing our web-page.

4. Presentation Submission: “Utilizing Campus Partners to Decrease Race-Based Barriers and Increase Access to Health Care” (Jada Hamilton, Kirsten Post-Eynav). Also recommendation to collaborate with Research Committee: interest in types of barriers that international students may face.
5. Plans ahead: Enhanced communication of information via robust web page, listserv blast emails as appropriate. Consider historical review of past programming and initiatives including archived Mid-term and End-of term reports. Chair will contact past Coalition leaders for assistance.

I have also inquired about initiatives/trends/practice gaps regarding ethnic diversity that ACHA/leadership would like to focus on. Should expect feedback after the Executive Committee meeting in October.

6. Future meetings: Mark your calendars!

November 13, 2015 12-1pm EST
December 11, 2015 12-1pm EST
No meeting in January due to Winter Break
February 5, 2016 12-1pm EST
March 4, 2016 12-1pm EST
April 1, 2016 12-1pm EST
May 13, 2016 1201pm EST

To access the telephone conferences please dial 1-877-273-4202. When prompted for the conference room number, dial 997804562#

A reminder email and agenda will be sent out to Coalition members about 7-10 days before scheduled teleconference meeting.

Helpful references for members below, keeping in mind the resources are relevant to all diversity related initiatives including, but not limited to, ethnic and racial background, socioeconomic, gender identity, cultural, and disability. Please review!

ACHA Cultural Competency Statement (www.acha.org/documents/resources/guidelines/)

ACHA Ethnic Diversity Coalition Purpose (www.acha.org)

“A Nation Free of Disparities in Health and Health Care” (www.MinorityHealth.hhs.gov)

APHA Webinar Series The Impact of Racism on the Health and Well-Being of the Nation (www.apha.org)—great potential for interactive workshop at ACHA/training opportunity at our own institutions (not only for health centers, but all departments that are involved and interested in the overall health and well-being of students)
10 Ways to Make Your Health Center More Welcoming for Diverse Students – recently updated  
(www.acha.org/documents/resources/10Ways_WelcomeDiversity.pdf)

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Needs assessment: Questions 1-10 Summary of Responses

1. What role would you like the Coalition to serve within ACHA? (14 responses)

Advisory only/provide advice and guidance of ACHA policy on diversity/advisory and contribute to original research/content specialist

Diverse recruitment/ensure diversity on all committees and nominees for elected officers/increase diversity in membership and services/raise awareness of the need for organizational diversity as well as heightened cultural competency on all levels

Advocacy for health disparities and staff representation (diversity) in college health/to represent the interest of a multicultural society and college professionals

To raise awareness of issues facing minority students on our campuses and to provide education, support and leadership to persons of color serving as faculty and staff in higher education

To educate members about racism in all forms, how it affects access, care, and treatment across all College Health facilities, and to better equip ACHA member with tools needed to stop judgment and encourage diversity

To broaden the understanding of diversity needs within ACHA and to encourage individuals in underrepresented groups to join health care professions and to enter college health employment settings

I would like to see the Coalition be an example of integrating multicultural awareness and responsibility into the daily work that we do. I think the Coalition could be a great ally to other underrepresented groups within ACHA and work together to promote inclusion and social justice.

2. What role would you like the Coalition to serve professionally? (12 responses)
It should be the major role for advice, policy, etc. on diversity in college health/advise and collaborate with other committees

To represent the interest of a multicultural society and college professionals/encourage and mentor people of color as they navigate educational and occupational forays into college health

3. What activities would you suggest the Coalition organize/promote? (13 responses)

Webinars/articles in JACH/presentations at ACHA conference/ research and program planning/diversity and inclusion team building/networking calls and in person events at conferences/education with peer benchmarking/white papers related to diversity

Outreach to minority professionals/we could serve as partners to other organizations, lead professional presentations at the conference, and serve as part of ACHA’s decision making/advocacy for more diversity in college health staffing/mentorship programs

Ensure that each affiliate maintain a diversity track as it is developing annual meeting programming. Overall be more intentional. Bring in outside resources to raise the bar, if needed.

Staff diversity workshops/conferences/presentations at annual conference, activities that promote awareness about various multicultural issues, and maybe some discussion groups throughout the year to address these issues

4. How likely are you to share information regarding diversity/diversity initiatives/training and best practices with your health center/institution/staff/peers/students/coalition members? (13 responses)

69% are likely to share with health center/institution
85% are likely to share with staff/peers/students
77% are likely to share with coalition members/other ACHA groups

5. How have you participated or contributed to your institution’s diversity initiatives? (13 responses)

Yes (4)

Working with students on community and diversity projects/Diversity committee participation

Hiring practices, professional development, policy development
I wrote a cultural competency course that is part of our program

Attended activities, offered update on LGBT+ content, included speakers in the classes I teach

Attend meeting across campus regarding the issues our students face and practice equity in my professional role in the Student Health Center

Lead university social support programs for students in need. Provide LGBTQA training to students, faculty and staff. Also lead the institution in social/educational activities for international students

I have begun dialogue with our executive team regarding multicultural training for the staff that is appropriate for a health care setting. This has been a challenge for our work setting in the past but I believe that our executive team is taking diversity initiatives more seriously now.

I haven’t –unsure how to participate

Attending workshops/seminars, organizing a group to engage with a webinar on health disparities among persons of color, encourage open discussion within and among professionals

6. Suggested topics and/or speakers relevant to ethnic diversity and health care/health equity (10 responses)

Racial identities for Asian subgroups and “model minority” areas

Unsure at this time

Dr. Katherine L Imberek (LGBTQ/Trans)

Self-care for LGBT

Care for the transgender patient, language barriers, caring for a student with specific health care needs related to culture

Mental health stigma differences between individuals of differing ethnic backgrounds

Racial disparity in health care treatment, multicultural sensitivity/worldview, issues of power and privilege that permeate that work setting

Ben Carson
Raffy Luquis, Penn State, Harrisburg

Need to clarify that although there is the ACA, not all of our students have coverage. In states that expanded Medicaid, some students may be eligible for coverage, but there may not be enough providers willing to accept Medicaid nor are many of the college health clinics becoming Medicaid providers. Overall, collegiate health services must be knowledgeable of health disparities, attain a level of cultural competence and be prepared to address students health concerns.

7. How likely would your participate in (12 responses)

Monthly telephone meetings: likely 66%  
Listserv: likely 75%  
Participation in Coalition Executive Board: likely 45%  

8. How likely would you participate in: (12 responses)

Presentation at the Annual Meeting: likely 54%  
Social Events at the Annual Meeting: 58% likely  
Written contributions to newsletter/blogs: likely 55%  

9. How would you like the Coalition information shared? (all responses included email/listserv)(11 responses)

Email and listserv/email +ACHA newsletter/email, workshops, meetings  

10. Where do you search for diversity related information? (10 responses)

ACHA(4), Google/Google scholar(4), library research study tool (1)  
OMH/OWH/HHS/Men’s Health Network/Black AIDS Institute, Partners for Male Youth and others (1)  
Professional medial and mental health journals/publications (1)  
Personal contact with others (1)