

Diversity and Inclusion:



Preparing Ourselves to Advance Health Equity

An Interdisciplinary Conference
presented by the
WMU College of Health and Human Services
Committee on Diversity and Inclusion

February 20 & 21, 2013



WESTERN MICHIGAN UNIVERSITY
**College of Health
and Human Services**

Western Michigan University
College of Health and Human Services
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In cooperation with the
Bill Burian University-Community Lecture Series
with sponsorship support from
The WMU Racial Healing Grant
The Relationship Centered Care Network-Southwest Michigan



WESTERN MICHIGAN UNIVERSITY
**College of Health
and Human Services**

Presenters & Abstracts
Concurrent Sessions, 2:30–3:30 p.m.

Bill Burian University-Community Lecture

Wednesday, February 20

Dr. Brian K. Gibbs

Health Inequality: Barriers, Challenges and Solutions

5:30 p.m.

WMU Fetzer Center

Mental Health Treatment in 2012: *Fairness and Equity*

Presenters: Merry Mitchell-Battles, Cheyla Milo (WMU)

Abstract: This workshop will offer the opportunity for discussion and facilitate dialogue about “fairness and equity” as a person of color who is a service provider and recipient of mental health services. There are many disparities among people of color as it relates to treatment within mental health services.

Healthy Lifestyles for Everyone

Presenter: Dawn Robarge (WMU Center for Disability Services)

Abstract: This workshop will address state and national information regarding the health disparities of individuals with disabilities; current systems of support for individuals with disabilities; creating local collaboratives; and implementing local programs.

Toward Health Equity: Addressing Disparities and Barriers to Care through Effective Community/Migrant Health Services to Farmworkers in Southwest and West Michigan

Presenters: Judith Fitzgerald, Christian Garcia (InterCare Community Health Network)

Abstract: More than half of all of Michigan’s migrant farmworkers and their dependents come annually to work in agriculture in InterCare Community Health Network’s service areas. Health access issues, along with health problems and disparities emerging from social determinants, shape how culturally competent health care is delivered to these farm worker families.

Cultural Genograms: Promoting Cultural Humility, Awareness of Intersecting Identities, and Transformative Complicity as Prerequisites to Culturally-Responsive Health Services

Presenters: Roxanna Duntley-Matos, Ineke Way (WMU School of Social Work)

Abstract: This workshop promotes cultural self-awareness and defines/expands notions of intersecting cultural identities through development of cultural genograms focusing on pride and shame issues. It will facilitate cultural humility and an awareness of self and transformative complicity in cross-cultural communication. This workshop will identify implications for effecting change in health care settings.

Student Poster Presentations, 1:30-2:30 p.m.

P1 **Culture in Our Backyard**—*Various methods have been used to deliver training in cultural competency, which is essential to the delivery of quality health care to a diverse patient population and may help reduce racial and ethnic health disparities.*

Presentors: Occupational therapy students Akol Abol,
Hoi-Yan Ho, Linda Phan, Sarah Schulte

P2 **Diversity, Health Equity, Education & Public Policy: *Senegal and the U. S. Midwest***—*How public policy shapes the availability of resources for the urban public, both in the U. S. Midwest and in Senegal.*

Presenter: B.A. student Chloe Christensen

P3 **Feed A Bronco**—*A needs assessment of potential food insecurity of WMU students to help implement programs to meet that need.*

Presentors: B.A. students Arlene Ferguson, Jennifer Pastorick

P4 **Health Education and Physical Fitness Incentive Programs' Effectiveness in Decreasing Alcohol Misuse and Increasing the Physical Health of Rural Probationers**—*Report on a 12-week program designed to determine the effectiveness of a health education and physical fitness incentive program in decreasing alcohol misuse and increasing the health of rural probationers.*

Presenter: Medical social work student Sarah Graff

P5 **Maternal, Infant and Birth Experience and Breastfeeding Initiation**—*Several factors associated with lower breast feeding initiation rates in the U.S. vs. those in European countries have been studied; however, not all variance is explained in the literature.*

Presentors: Doctoral students Jennifer Harrison, Sharon Long,
Jill Matthews, Alberta Stover

P6 **Food Deserts: Correlation with No Causation**—*Introducing the concept of food deserts, including location, health impact and cultural influences. More research is needed to create adequate health care policies.*

Presenter: Pre-occupational therapy student Rasheeda Rena Jenkins

P7 **Promoting Resilience at Western Michigan University and in the Greater Kalamazoo Community**—*Information and result (participant response/evaluation) highlights of a resilience-building workshop conducted in February 2012 at WMU.*

Presentors: Doctoral students Molly Beagle-Ray,
Hartini Abdul-Rahman, Kimberly Carroll

Diversity and Inclusion: Preparing Ourselves to Advance Health Equity

Thursday, February 21
WMU College of Health and Human Services

Conference Schedule

Morning

8:00 Registration—Room 4010

8:30 Opening Program—Room 4010

Convener:

Dr. Yvette D. Hyter, Chair, CDI

Welcome:

Dr. Richard Long, Associate Dean, CHHS

Keynote Introduction:

Dr. Ben Atchison, Member CDI

Keynote Address:

Dr. Brian Gibbs: *Policies, Practices, and Partnerships to Reduce Racial and Ethnic Disparities in Health and Health Care*

10:00 Concurrent Workshop Sessions*

11:15 Concurrent Workshop Sessions

Afternoon

12:30 Lunch—Room 1073

1:30 Poster Sessions—Room 4010

2:30 Concurrent Workshop Sessions

3:45 Summary & Conclusion—Room 4010

Facilitation:

Dr. Deloris Ravotas, Member CDI

Closing Remarks:

Dr. Martha Warfield, Associate Vice President for
Diversity and Inclusion, WMU

* Please see center pages for room numbers of Concurrent Sessions

About the Conference

The inaugural conference on diversity and inclusion, *Diversity and Inclusion: Preparing Ourselves to Advance Health Equity*, brings WMU faculty, staff, administrators and students together with professionals from a variety of disciplines and community members to learn from each other and to identify strategies that will facilitate improved health outcomes for diverse members of our local and global communities.

The conference, intended to be a biennial event, includes a lecture and keynote, one-hour workshops, and poster sessions developed by students with support from faculty mentors. Conference workshops are organized into three thematic strands: Higher Education, Issues of Care and Direct Service, and Community Points of View.

About the Committee on Diversity and Inclusion (CDI)

The WMU College of Health and Human Services seeks to be a community of learners that embraces, respects, and advocates for human diversity, inclusion and social justice in its education, research and service programs. CDI was initiated in 2009 to express and actualize this value. For more information, visit www.wmich.edu/hhs/about/diversity-inclusion.

CDI Members, 2012-13

Yvette Hyter

CDI Chair, Professor, Speech Pathology and Audiology

David Areaux

Assistant Professor, Physician Assistant

Paula Armstrong

Office Associate, Speech Pathology and Audiology

Ben Atchison

Interim Chair, Professor, Occupational Therapy

Eva Jerome

Master Faculty Specialist, Bronson School of Nursing

Richard Long

Associate Dean, CHHS; Professor, Blindness and Low Vision Studies

Patricia Pettinga

Communications Coordinator, CHHS

Doris Ravotas

Coordinator, B.S. Interdisciplinary Health Services Program

Maria Scott

Assistant Professor, B.S. Interdisciplinary Health Services Program

Jill Svinicki

Coordinator, Community Connections, Center for Disability Services

Ineke Way

Associate Professor, School of Social Work

Presenters & Abstracts

Concurrent Sessions, 11:15 a.m. – 12:15 p.m.

Internet Based Nutrition Education: *Increasing Access to Health for WIC Clients*

Presenters: Kara Bensley, Robert Bensley, Jason Rivas, John Brusk (WMU Department of Human Performance and Health Education)

Abstract: Wichealth.org is an online nutrition education site that has served over one million WIC clients in 16 states and territories. Online nutrition education shows great promise for creating accessible opportunities for multicultural populations to receive theory-based effective health education.

Understanding and Addressing Health Literacy

Presenters: Liz Colson, Jackie Wahl, Liz Semaan (Bronson Methodist Hospital)

Abstract: This workshop is an overview of strategic goals established by a regional health care system to address issues of health literacy. These goals include providing appropriate health literacy tools to all hospital staff to improve patient education and—on a larger scope—changing the culture of how patient education is provided in a health care setting.

University-Community Collaboration for Poverty Reduction: *Program, Evaluation and Policy Perspectives*

Presenters: Lloyd Bingman, Teresa Bingman, Linwood Cousins, Barbara Young, Carla Adkinson-Bradley, Phillip Johnson (University-Community Collaborative for Poverty Reduction)

Abstract: A description of policy, programming and evaluation activities for community based university-community collaborations that reduce poverty and its impact, including implications for poverty reduction and the reduction of health disparities in economically and socially disadvantaged communities.

Infant Mortality

Presenters: Nick Andreadis, Elizabeth Burns, William Mayer, Linda Vail (WMU, WMed, Bronson Healthcare Group, HCS)

Abstract: Alarming disparities in infant mortality and developmental delay exist between various racial and ethnic groups compared to Caucasians. Reducing the prevalence of infant mortality and developmental delay will require the combined efforts of our entire community.

Presenters & Abstracts
Concurrent Sessions, 10 – 11 a.m.

Putting the “T” Back in LGBT

Presenters: Brenna Halpin, Alexander Susienka, Kirstin Bowns
(WMU M.A. candidates, Higher Education)

Abstract: This workshop will cover introductory transgender terminology and explain the crucial need for improved transgender health care. It will feature a literature review of transgender health care practices and raise awareness for the need of more research. The intent of the workshop is to educate professionals on gender diversity.

Managing Diversity Panel Discussion:
Current Practices and Future Trends

Presenters: Raymond Higbea, Ernest Lanier, LeMark Payne, Denise Brooks-Williams (National Association of Health Service Executives)

Abstract: This panel discussion will explore how local hospitals manage diversity. It will include how each organization assesses: diversity, hiring and recruiting a diverse workforce; increasing the cultural competence of staff; meeting the diverse and cultural needs of the patients they serve; and preparing for future diversity trends.

Cleaning Your Own House: *Health Equity at Work*

Presenters: Linda Vail, Karika Phillips (Kalamazoo County Health and Community Services Department, Center for Health Equity)

Abstract: The goal of Health and Community Services (HCS) is that all people will have access to equal health care and a healthy life. Linda Vail and Karika Phillips will unveil the internal Staff Equity Training that is being used to equip the whole department to accomplish this goal in Kalamazoo County.

Up Close and Personal:

Fostering Cultural Humility in Health Professional Education

Presenters: Denise Bowen, Maureen Mickus (WMU CHHS faculty)

Abstract: The workshop focuses on effective approaches for teaching cultural humility to future health care professionals in order to reduce health care disparities. Findings from a pilot project involving WMU physician assistant students and Michigan migrant farm workers will be reported.

Brian K. Gibbs



Brian K. Gibbs, Ph.D. is a public health practitioner and former occupational therapist with 30 years of experience in health disparities reduction. He is currently an assistant professor in the Department of General Internal Medicine at Johns Hopkins School of Medicine. There, he recently served as Associate Dean for Diversity and Cultural Competence with responsibility for all matters of cultural diversity for Johns Hopkins Medicine.

While a senior research scientist in the Department of Health Policy and Management at the Harvard School of Public Health, Dr. Gibbs founded and directed the Program to Eliminate Health Disparities there. He has served as a co-investigator and administrator for two NIH-National Center for Minority Health and Health Disparities Centers of Excellence and as a member of the Massachusetts Racial and Ethnic Health Disparities Council and the National Association of State Offices of Minority Health. He also co-authored the Commonwealth Fund State Policy Agenda to Eliminate Health Disparities in Massachusetts.

Bill Burian University-Community Lecture Series

The Bill Burian University-Community Lecture Series was established in 1989 in memory of the founding dean of the WMU College of Health and Human Services. With great foresight and vision, Dr. Bill Burian perceived his community as being global. The lecture series continues his legacy and honors his outstanding professional achievements. For more information, visit www.wmich.edu/hhs/lectures/.

Diversity and Inclusion: *Preparing Ourselves to Advance Health Equity*
 Thursday, February 21, 2013
 Conference Concurrent Sessions

| 10-11 a.m. | | |
|-------------------------|--|---------------------------------|
| Room | Topic | Theme |
| 4010 | Putting the "T" Back in LGBT | COMMUNITY POINTS OF VIEW |
| 1284 | Managing Diversity Panel Discussion: <i>Current Practices and Future Trends</i> | ISSUES OF CARE & DIRECT SERVICE |
| 1073 | Cleaning Your Own House: <i>Health Equity at Work</i> | ISSUES OF CARE & DIRECT SERVICE |
| 1087 | Up Close and Personal: <i>Fostering Cultural Humility in Health Professional Education</i> | HIGHER EDUCATION |
| 11:15 a.m. – 12:15 p.m. | | |
| 4267 | Internet Based Nutrition Education: <i>Increasing Access to Health for WIC Clients</i> | HIGHER EDUCATION |
| 1073 | Understanding and Addressing Health Literacy | ISSUES OF CARE & DIRECT SERVICE |
| 1284 | University-Community Collaboration for Poverty Reduction: <i>Program, Evaluation and Policy Perspectives</i> | COMMUNITY POINTS OF VIEW |
| 2060 | Infant Mortality | ISSUES OF CARE & DIRECT SERVICE |
| 4010 | 1:30—2:30 p.m. Student Poster Presentations | |
| 2:30-3:30 p.m. | | |
| 1073 | Mental Health Treatment in 2012: <i>Fairness and Equity</i> | HIGHER EDUCATION |
| 4267 | Healthy Lifestyles for Everyone | COMMUNITY POINTS OF VIEW |
| 1087 | Toward Health Equity: <i>Addressing Disparities and Barriers to Care through Effective Community/ Migrant Health Services to Farmworkers in Southwest and West Michigan</i> | ISSUES OF CARE & DIRECT SERVICE |
| 1284 | Cultural Genograms: <i>Promoting Cultural Humility, Awareness of Intersecting Identities, and Trans- formative Complicity as Prerequisites to Culturally-Responsive Health Services</i> | HIGHER EDUCATION |