

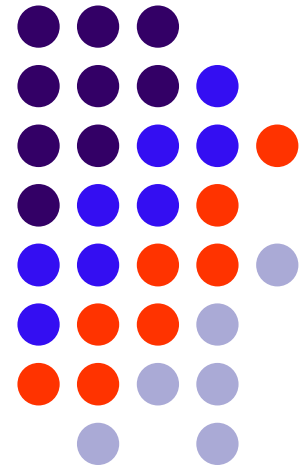
How Community Health Centers are Addressing Workforce Issues with a DEI Lens

Seth Doyle
Director of Strategic Initiatives

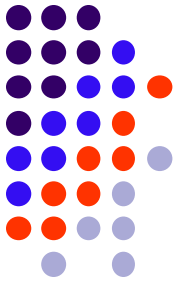
Kristina Alnajjar, MPH, RD
Director of Equity and Workforce Development



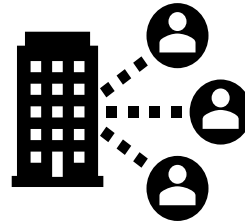
**Washington
Association for
Community Health**
Community Health Centers
Advancing Quality Care for All



Presentation Overview



Community Health Center
(CHC) History & Mission

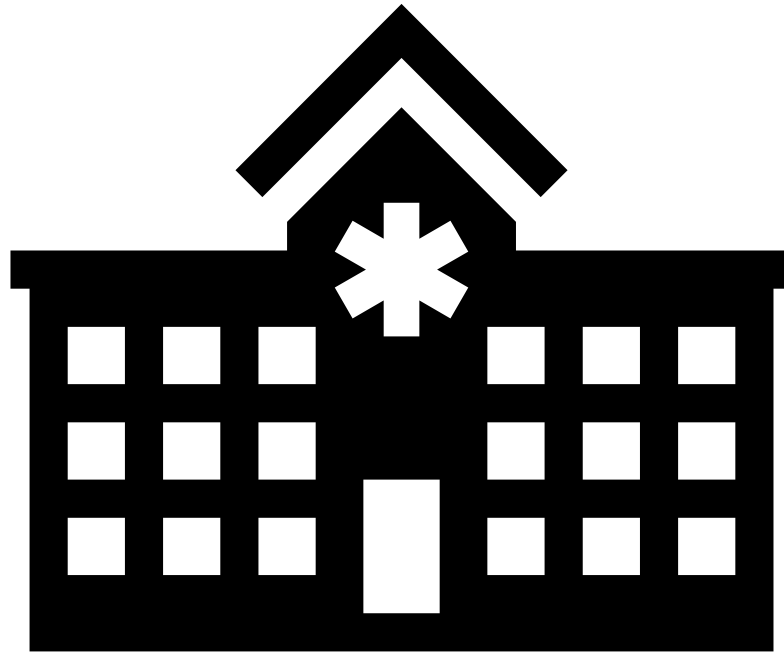
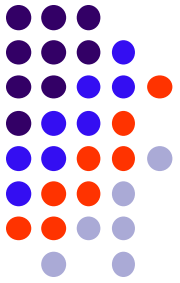


Current Workforce

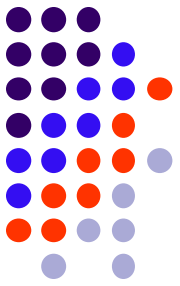


Workforce Development
Strategies

CHC History & Mission



Origins of the CHC Movement



- Migrant Health Act (1962)

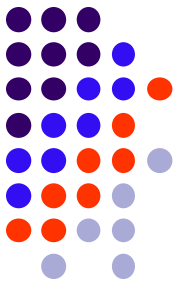
- Migrant Health Branch

- War on Poverty (1965)

- Office of Economic Opportunity (OEO)
 - Neighborhood Health Center Demonstration Projects
 - VISTA
 - Head Start
 - Job Corps

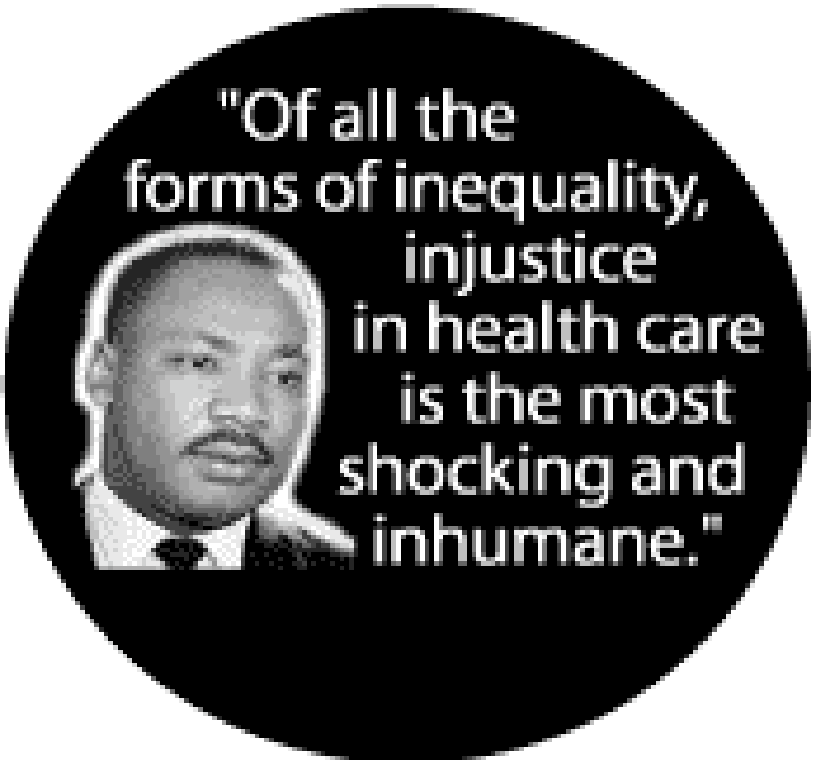


Origins of the CHC Movement



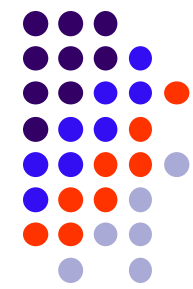
- Community-Oriented Primary Care

- Civil Rights
- Political/Economic Empowerment
- Educational Opportunity
- Social Change



Out in the Rural

<https://vimeo.com/9307557>



PATIENTS BY AGE AND SEX ASSIGNED AT BIRTH

52.9%

Working age
adults

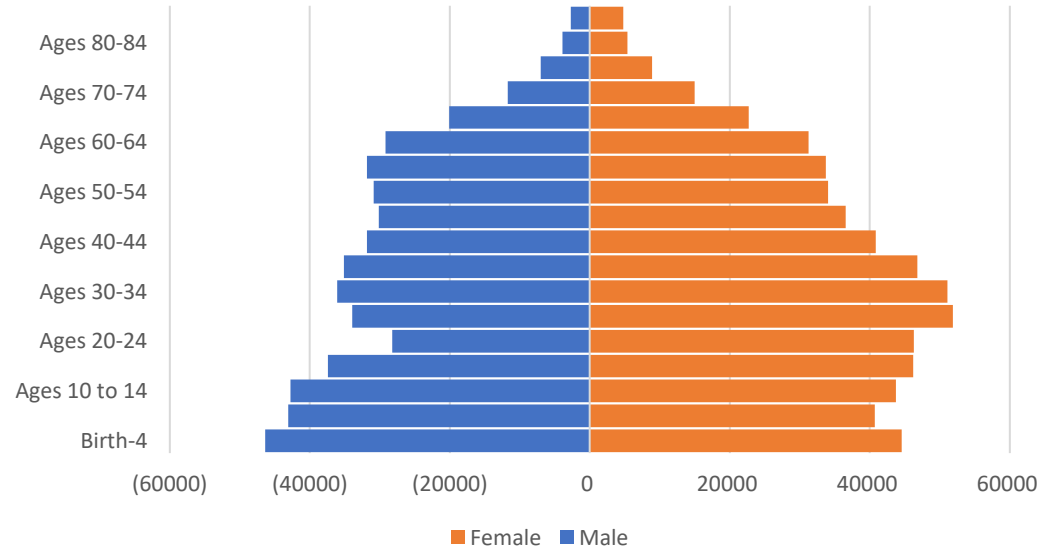
1,106,620

Patients served

344,779

Children 19
and under

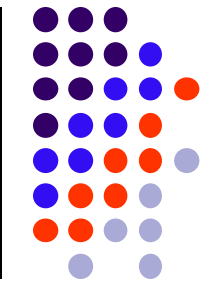
Count of patients by age and sex, Washington CHCs,
2020



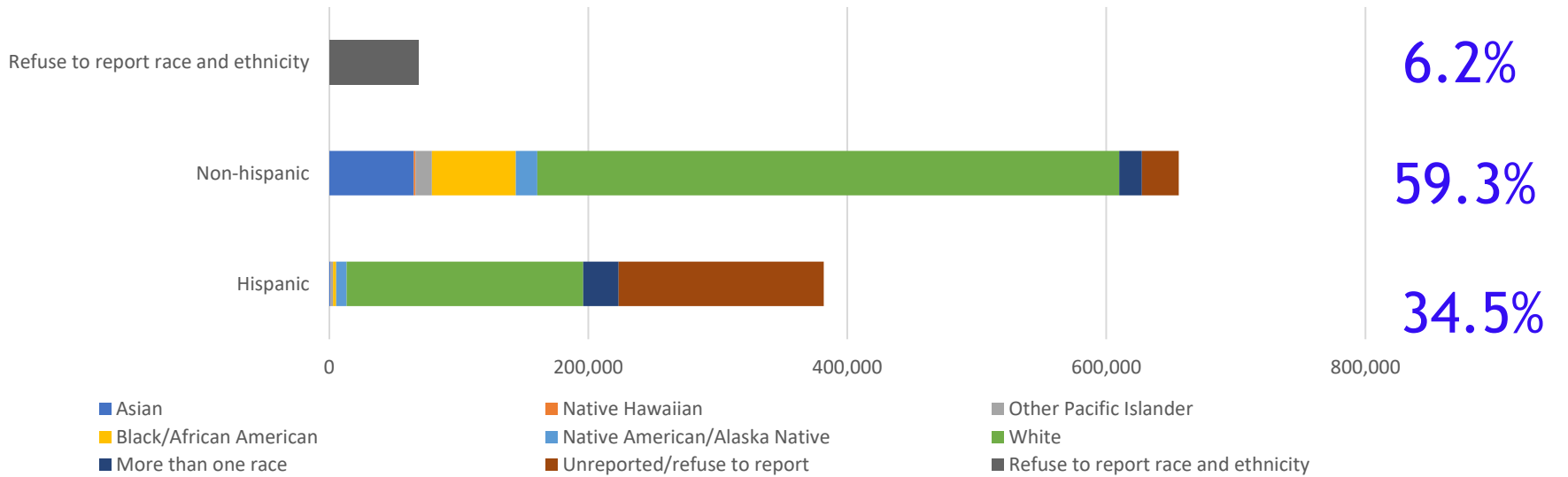
1 in 7
People in
Washington
State

2 in 10
Women ages
15-44 in
Washington
State

RACE AND ETHNICITY



Count of patients, by race and ethnicity, 2020



26.14%

HEALTH CENTER PATIENTS ARE BEST SEVED IN A LANGUAGE OTHER THAN ENGLISH

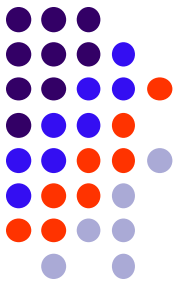
SPECIAL POPULATIONS

Special populations counts and proportions, 2020

	COUNT	PERCENT OF PATIENTS
HOMELESS	101,140	9.1%
AGRICULTURAL WORKERS AND FAMILIES	104,777	9.5%
VETERANS	24,694	2.2%
PATIENT LOCATED IN OR IMMEDIATELY ADJCENT TO PUBLIC HOUSING	550,044	49.7%



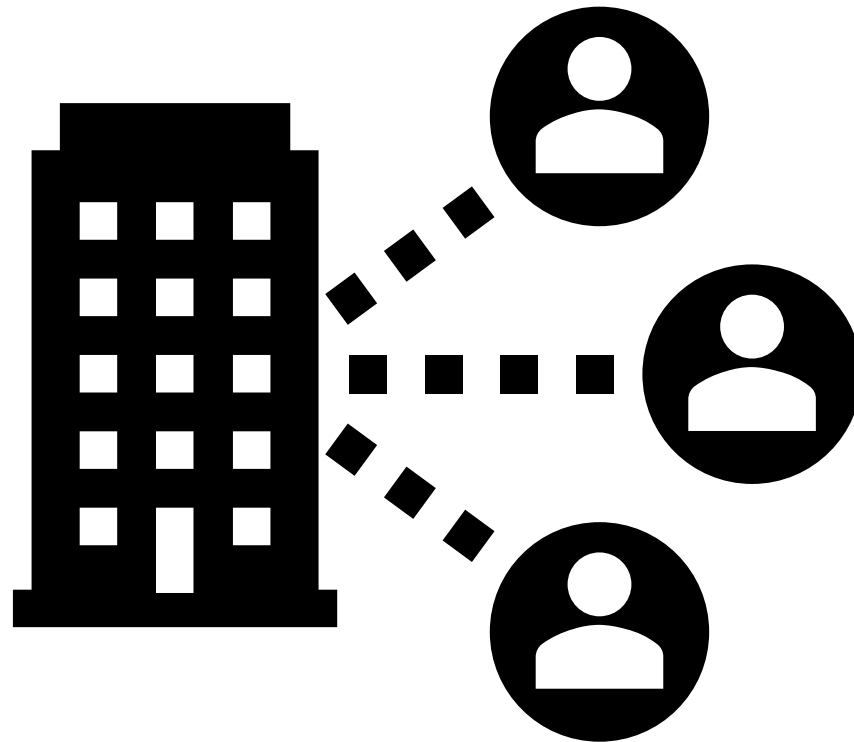
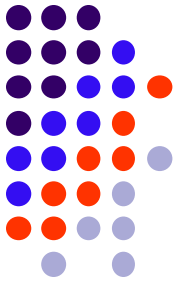
UNDERSTANDING THE SOCIAL CONTEXT OF DISEASE



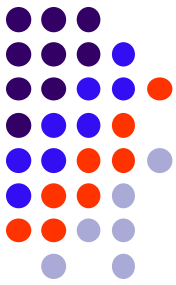
“I diagnosed “abdominal pain” when the real problem was hunger; I confused social issues with medical problems in other patients, too. I mislabeled the hopelessness of long-term unemployment as depression and the poverty that causes patients to miss pills or appointments as noncompliance. In one older patient, I mistook the inability to read for dementia. **My medical training had not prepared me for this ambush of social circumstance.** Real-life obstacles had an enormous impact on my patients’ lives, but because I had neither the skills nor the resources for treating them, I ignored the social context of disease altogether.”

Laura Gottlieb, MD, San Francisco Chronicle 8/23/10

Current Workforce

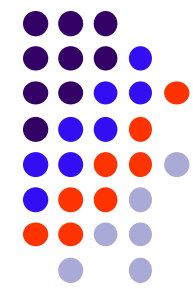


2020 Staffing Data



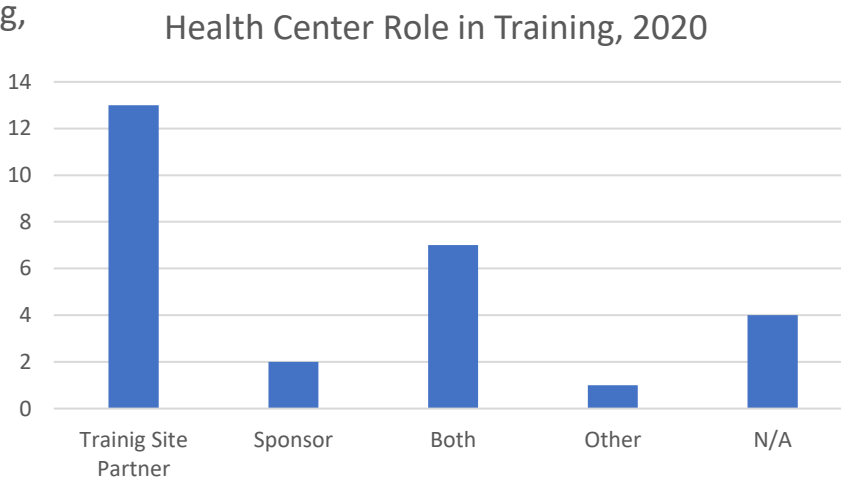
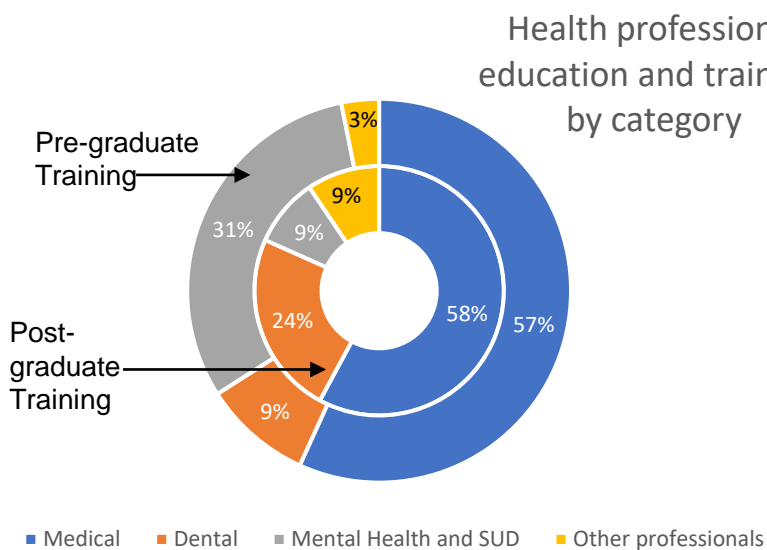
Staff Type	FTE	Clinical visits	Virtual visits	Patients
Medical	3,145.39	2,015,380	602,071	857,146
Dental	1288.2	807,018	36,682	353,431
Mental Health	616.01	239,051	190,541	83,459
SUD	107.64	43,929	24,956	10,230
Other professional services	76.66	48,613	27,979	44,114
Vision services	25.63	17,282	67	13,919
Enabling services	893.59	101,022	47,389	52,367
Other Program staff	254.75	N/A	N/A	N/A
Quality Improvement Staff	127.04	N/A	N/A	N/A
Facility and non-clinical staff	3807.79	N/A	N/A	N/A

- While Vision services had the most patients and visits per FTE , they had the fewest visits per patient (1.3). SUD services had the fewest number of patients but had the most visits per patient (6.4).
- Between 2019 and 2020, Vision and Dental lost the most patients relative to other service types, and Mental Health, SUD, and Enabling Services saw the greatest increase in visits per patient.

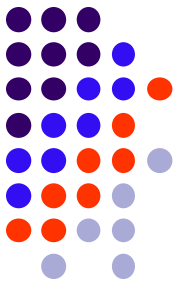


Professional Training

Community Health Centers play an important role in training the next generation of health care professionals.



WA CHC Training Pathways



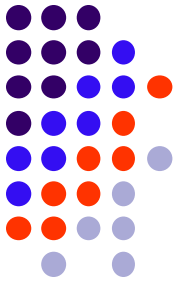
Pre-Licensure

- Registered Nurses
- Nurse Practitioners/ARNP
- Physician Assistants
- Medical Students
- Medical Assistants
- Dental Students
- Dental Assistant Students
- Psychologists
- Registered Dietitian

Post-Licensure

- Nurse Practitioners/ARNP
- Medical Residents/Fellows
- Medical Assistants
- Dental Residents
- Masters Level BH Clinicians
- Psychologist Residents
- Pharmacy Tech
- Pharmacy Residents

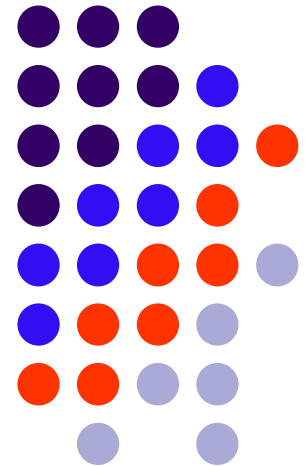
Data We Know



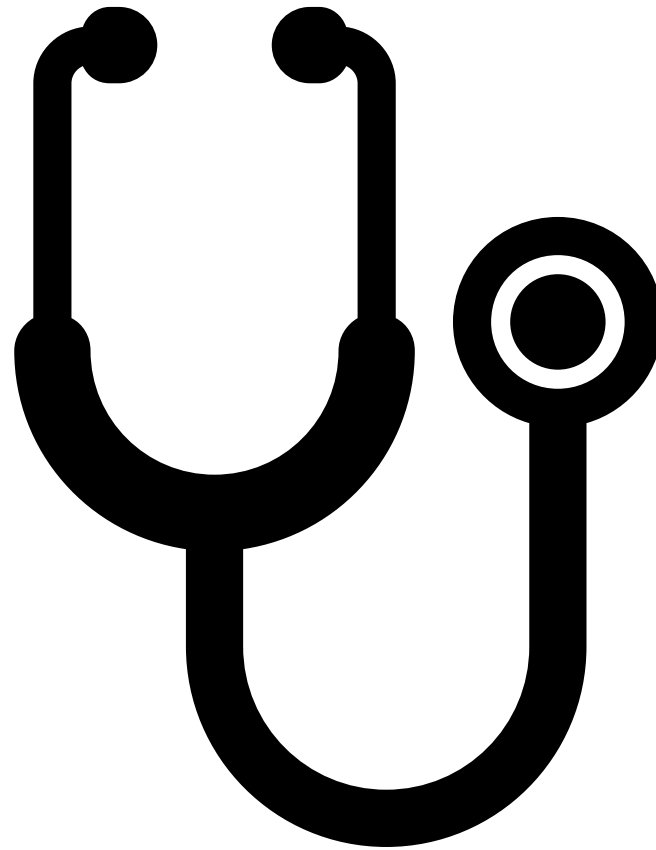
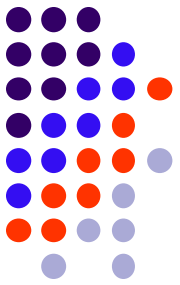
- UW Latino Physician Workforce Study
 - Latinos = 13.3% of WA state population and 3.1% of the physician workforce
 - Counties with greatest need for Latino physicians include Yakima, Walla Walla, and Franklin
- HRSA wellbeing survey will capture demographics in fall '22
- [ACS Healthcare Workforce Demographics by State \(hrsa.gov\)](https://hrsa.gov)
- Demographics from WA Association In-Reach Medical Assistant programs
 - Racial demographics are more diverse than workforce across the state

Think, Pair, Share

What data do you use to describe DEI efforts? What data do you need?



Workforce Development Strategies



Investing in Training

In 2021, CHCs operated
over **120** Health
Professions Education
Training Programs



NIH Public Access

Author Manuscript

Prog Community Health Partnersh. Author manuscript; available in PMC 2014 March 12.

Published in final edited form as:

Prog Community Health Partnersh. 2012 ; 6(4): 471–479. doi:10.1353/cpr.2012.0055.

From Leaky Pipeline to Irrigation System: Minority Education through the Lens of Community-Based Participatory Research

Rosalina James, PhD¹, Helene Starks, PhD, MPH¹, Valerie Segrest², and Wylie Burke, MD, PhD¹

¹University of Washington, Bioethics and Humanities

²Bainbridge Washington

Abstract

Background—Higher education has long made efforts to increase underrepresented minority participation in biomedical research and health fields. However, relatively few minority trainees complete advanced degrees or proceed to independent research careers, a loss referred to as the “leaky pipeline.” Minority trainees may take alternate pathways to climbing the academic ladder, exiting to pursue multiple disciplinary or community-serving roles.

NIH-PA Author Manuscript

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Investing in Leadership Development

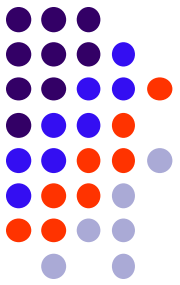
Building an Anti-Racist Health Center: TRAITS OF ANTI-RACIST LEADERS



- Humility
- Accountability
- Willingness to ask for help
- Knowledge of when to accept help
- Passion for knowledge
- Passion for change
- Willing to relearn
- Sincerity
- Vulnerability
- Understanding of harmfulness of silence
- Open heart and mind
- Courage to engage
- Humanity
- Empathy
- Lifelong learner
- On a journey of dismantling racism
- Ability to bring others to the table
- Knowledge of what they know and don't know

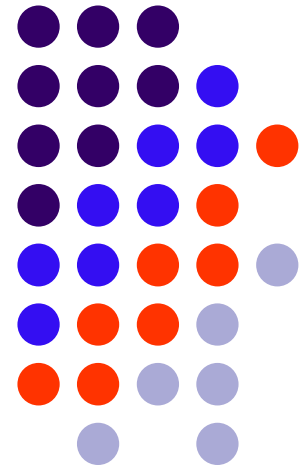
Non-Clinical Staff

Community Health Workers, Community Navigators, Outreach workers, Case Mangers, Community Education Specialists, Eligibility Assistance Workers, Interpreters, WIC staff, Head Start Staff, Housing Assistance Staff, Meal Delivery Staff, Child Care Staff, Employment Counselor etc.

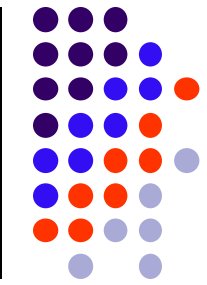


Think, Pair, Share

What are your DEI goals? What do you individually want to be your organization's DEI goals?



Thank you



Questions?