



RISE at Kennedy Krieger Institute
Research Initiatives for Student Enhancement

COLLEGE STUDENT SUCCESS AND ENTRY INTO HEALTH CAREERS
MATERNAL AND CHILD HEALTH CAREERS/RISE-UP RESEARCH INITIATIVES
MCHC/RISE-UP RESEARCH INITIATIVES
CDC UNDERGRADUATE PUBLIC HEALTH SCHOLARS PROGRAM

MCHC/RISE UP—LA



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MCHC/RISE-UP: A National Consortium of MCH Training Programs, HBCUs, Hispanic/ Minority Serving Institutions, and Tribal Colleges

Partnership Synergy

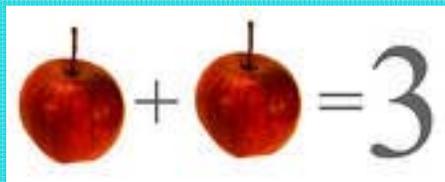
The power to combine the perspectives, resources, and skills of a group of people and organizations.

The distinguishing feature of collaboration is it leads to combined advantage over single agents

- Kennedy Krieger Institute (UCEDD¹ /LEND²) (Lead Agency) (& Johns Hopkins University Bloomberg School of Public Health and Schools of Medicine and Nursing in *partnership with*
 - **HBCUs** –Coppin State University, Morgan State University, and Howard University
- University of Southern California UCEDD/LEND (USC and Childrens Hospital LA) in *partnership with*
 - **Hispanic/Minority Serving Institution** –California State University Los Angeles
- University of South Dakota/Sanford School of Medicine (USD)

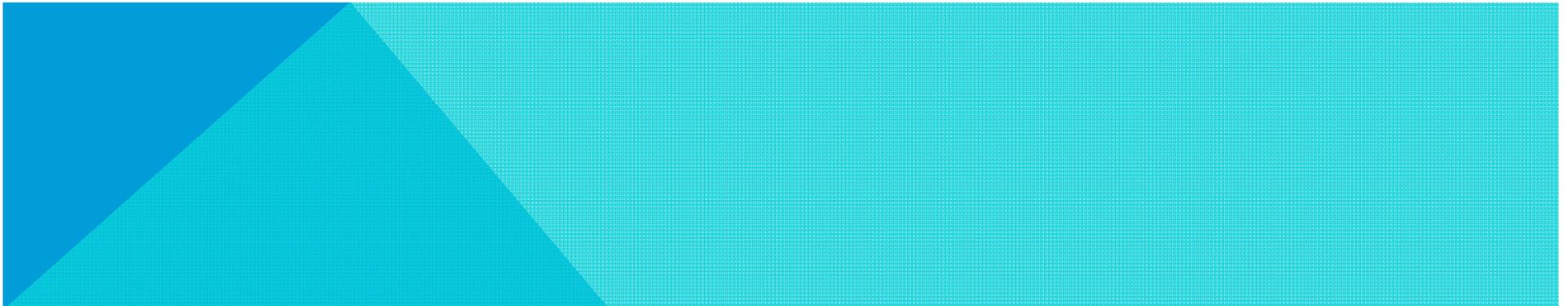
¹University Center for Excellence In Developmental Disabilities Education, Research, and Service (Administration Of Intellectual And Developmental Disabilities)

²Leadership Education in Neurodevelopmental Disorders (Maternal Child Health Bureau)



MCHC/RISE-UP: GOALS

1. Recruit up to 50 undergraduates for MCHC/RISE-UP annually from underrepresented populations to participate in a 10-week full-time Summer Leadership Institute.
2. Increase the number of URMs pursuing health disparities and urban public health graduate degrees.
3. \$3500 stipend to students (so they can forego working to participate)
4. 3 days at the Centers for Disease Control and Prevention



Reaching For The Sky: The Powerful Draw Of The CDC



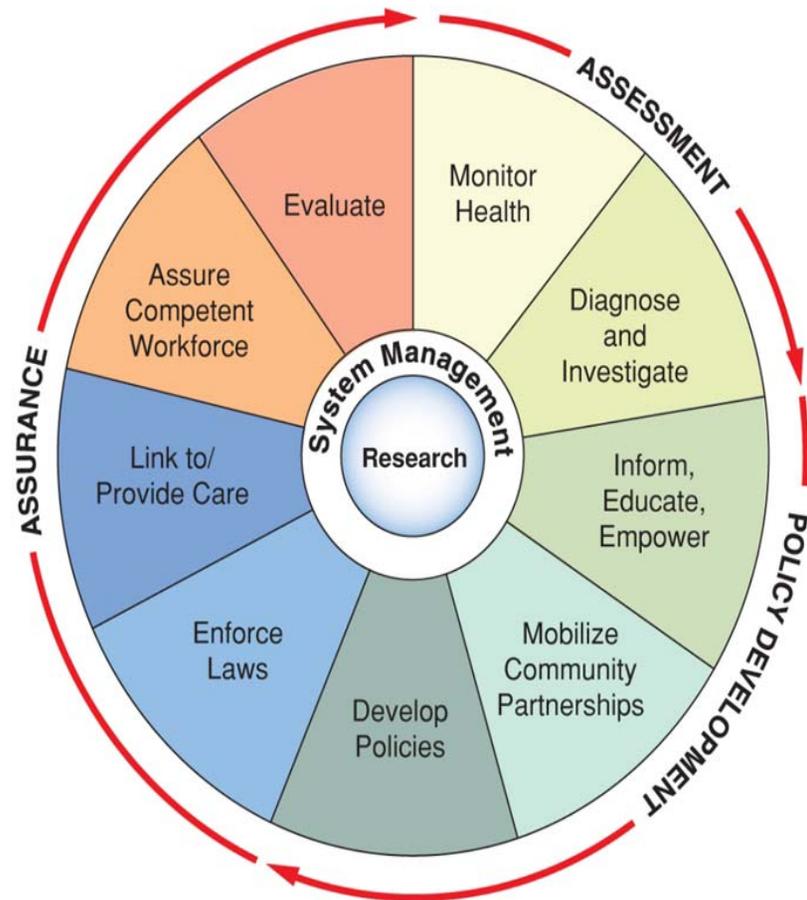


USC UNIVERSITY CENTER
FOR EXCELLENCE IN
DEVELOPMENTAL
DISABILITIES

MCHC/RISE-UP LA Curriculum

Cross-sectional themes which run throughout the curriculum include:

- Los Angeles as an Urban Cultural Laboratory
- Health and other disparities associated with race, ethnicity, language, and the presence of a disability
- Equity and Social Justice
- Systems of care for low-income ethnically diverse populations and how they relate to Public Health
- 3 Core Functions and 10 Essential Services of Public Health



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LEADERSHIP DEVELOPMENT

Are Leaders Born or Made?

What do we know about Focused Recruitment and Training to Develop Minority PH Professionals¹?

- A diverse workforce can play an important role in eliminating racial health disparities^{11,12}
 - Racial and ethnic minority HC professions are more likely than their white peers to serve in medically underserved communities^{9,15,16}
- Patients from minority groups are more likely to report receiving preventive care, needed medical care, and greater satisfaction with care from HC pros that share their racial/ethnic background¹⁷⁻¹⁹.
- **Successful Strategies**
 - Build a community of minority students--students are something bigger than their personal education.
 - Facilitate academic belonging and social support.
 - Alumni involvement.
 - Build traditions of celebration.
 - Reward mentoring--3 valued resources for faculty
 - High quality students
 - Money
 - Time
 - Provide a diverse set of role models and mentors
 - Promote a student-centric approach

¹ Kreuter et al. (2011). Lessons learned from a decade of focused recruitment and training to develop minority PH professionals. *American Journal of Public Health*, Supplement 1, 101 (S1), S188-195.

What do we know about Leadership Recruitment, Training and Development¹?

- There is a **conspicuous absence of research and theory** about the influence of culture, gender, race and ethnicity, other identity characteristics on leadership to inform training
- The **potential for prejudice is present** when decision makers hold a **stereotype about a social group** that is **not congruent with the attributes** that they believe are **required for success in leadership roles**.
- The **stereotype then dominates what the individual sees** (subjective impressions) so they conclude the individual doesn't have what it takes for success, regardless of the individual's actual attributes.
- The **attributes of leaders** is dominated by views that see the **white male as the prototype for successful leaders**. Hence, leaders are expected to exhibit the following attributes:
 - Ambitious
 - Dominant
 - Action-oriented
 - Decisive
 - Competitive

¹ Eagly, A.H. & Chin, J.L. (2010). Diversity and leadership in a changing world. *American Psychologist*, 65(3), 216-224. DOI: 10.1037/a0018957

What groups are impacted by stereotypes about Successful Leaders¹?

LEADER PROTOTYPE: WHITE MALES

- Ambitious
- Dominant
- Action-oriented
- Decisive
- Competitive

WOMEN AND PEOPLE OF COLOR

- Women and members of some cultures are perceived as “unlike leaders” because they are **not particularly assertive and decisive**; are **more relational and communal** (i.e., kind, warm, gentle, focused on relationships--attributes of people good for **subordinate and service roles**).
- African-Americans are **stereotyped** as **antagonistic** and **lacking competence**.
- Hispanics as **uneducated** and **lacking ambition**
- Asians as **quiet** and **unassertive**

¹ Eagly, A.H. & Chin, J.L. (2010). Diversity and leadership in a changing world. *American Psychologist*, 65(3), 216-224. DOI: 10.1037/a0018957

- Medicinal Marijuana
- Reproductive Health: Access to Plan B



- Violence in Schools (Armed Officers)
- Legislating Diet



PUBLIC HEALTH DEBATES



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RACE-BASED LEADERSHIP TRAINING

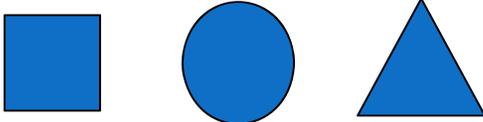


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STAR POWER: UNDERSTANDING POWER AND SOCIAL STRUCTURES

- Students learned to understand the concepts of power, influence, and force and that power is neither good nor bad, but a way to mobilize resources to move a concept, idea, or people forward. How power is used carries the moral weight of good and evil.
- There were three groups: 
- Each member in the group got to pick out 5 poker chips. Each chip was worth 5 points (blue), 10 (white), 15 (red), 25 (green), 80 points (black).
- The goal of the game is to trade your chips so you and your team have the most points.



RULES:

1. No talking except when holding hands and trading
2. You must hold hands to trade
3. Make one-for-one trades only
4. Make trades of unequal value only
5. You do not have to show your chips
6. Continue holding hands if a trade cannot be made
7. Cross arms if you do not wish to trade
8. After 2 rounds of training, each team gets 60 points they can distribute among their members.
9. After 2 more rounds, the group with the most points, got to make up new rules.



1. Everyone has to make at least one trade, but we don't have to trade.
2. You can't trade with a member of your group.
3. If you don't make a trade in four minutes, we will come and trade for you.



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STAR POWER: WHAT DID THE GROUPS SAY?

Squares (most points)	Circles (middle points)	Triangles (least points)
<ul style="list-style-type: none"> • It was awesome-we were happy; we felt privileged • Although we were a small group, we were powerful; we felt rich • We felt strategic and felt we worked well together • Felt like a family that needed to support each other <p><u>About Circles and Triangles):</u></p> <ul style="list-style-type: none"> • The others were weaker in terms of power • They unified when they felt oppressed 	<ul style="list-style-type: none"> • We protected each other's interest • Our vision merged into one-shared vision • We collaborated & strategized • It felt like a burden initially, but then we engaged • We focused on the group's best interest <p><u>About Squares:</u></p> <ul style="list-style-type: none"> • They had high chips early and leveraged it later on • The Top group was vigilant, authoritarian, overbearing, selfish, they abused power 	<ul style="list-style-type: none"> • We were screwed, I knew we were screwed, so I didn't care who I traded with. • Tried to hold onto what I had while trying to get more • It was harder to trade with others, as we had chips with lesser points <p><u>About Squares:</u></p> <ul style="list-style-type: none"> • Once they got black chips, they did not want to trade • They were greedy; like dictators



THE RACE

CARD (MODIFIED FROM NPR, MICHELLE NORRIS)

Despite all the talk about America's consternation or cowardice when it comes to talking about race, I found auditorium after auditorium full of people who were more than willing to unburden themselves on this prickly topic.

I asked people to think about their *experiences, questions, hopes, dreams, laments or observations* about race and identity... and distill them to just one sentence that had only six words.

3 "Race Card" Activities:

Race Card #1: Think about your experiences, questions, hopes, dreams, laments or observations about Race and identity. Take these thoughts and distill them into just one sentence/phrase that has only six words.

Race Card #2: Think about your experiences, questions, hopes, dreams, laments or observations about Gay marriage and Lesbian, Gay, Bisexual and Transgender (LGBT) identity. Take these thoughts and distill them into just one sentence/phrase that has only six words

Race Card #3: Throughout history, there have been individuals who have been champions and warriors for equity, equality, and justice and those who have engaged in genocide and/or destruction of critical symbols and landmarks of specific cultures and/or their people. Pick one Hero and one Villain that you believe changed the course of a group or civilization.



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RACE CARD #1: THINK ABOUT YOUR EXPERIENCES, QUESTIONS, HOPES, DREAMS, LAMENTS OR OBSERVATIONS ABOUT RACE AND IDENTITY. TAKE THESE THOUGHTS AND DISTILL THEM INTO JUST ONE SENTENCE/PHRASE THAT HAS ONLY SIX WORDS.

Pacific Islander and Asian are
different

I talk like me, not white...

The need to prove my worth

"Of course you're Mexican" she said

Mexican. Why is it an insult?

I'm not offended, I'm not Mexican

Colorism is an expansion of racism

See between lines and through colors

Everybody belongs to the "money" race

All different, and yet the same

We are a mixture of experiences

Everybody's part of the human race

It wasn't discovered, we were here

A contest of speed with another?

People can, and need to act

Most racists believe they aren't racist

White privilege, white guilt...same time

Why can't we all get along?



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RACE CARD #2: THINK ABOUT YOUR EXPERIENCES, QUESTIONS, HOPES, DREAMS, LAMENTS OR OBSERVATIONS ABOUT GAY MARRIAGE AND LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) IDENTITY. TAKE THESE THOUGHTS AND DISTILL THEM INTO JUST ONE SENTENCE/PHRASE THAT HAS ONLY SIX WORDS

Gay or not, I love him

Somebody's laughter is someone else's
pain

Great guy, shame he's gay

Manmade rewiring of a predisposition

"The Lord leads with unfailing love"
Psalms 25:10

It's never wrong to love

There is no harm in love

Love is love, not matter what

It shouldn't matter, we are health

"Injustice anywhere threatens justice
everywhere" MLK

Love and government should not mix

The only valid genders: male and female?
Progressive laws lead to progressive
hearts

Any victim of oppression = my ally

Andrew, Casey, Zack, Jessica, Bobby, Jack

It was always Steven and Gordon

Am I hateful because I disagree?



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RACE CARD #3—HEROES AND VILLAINS



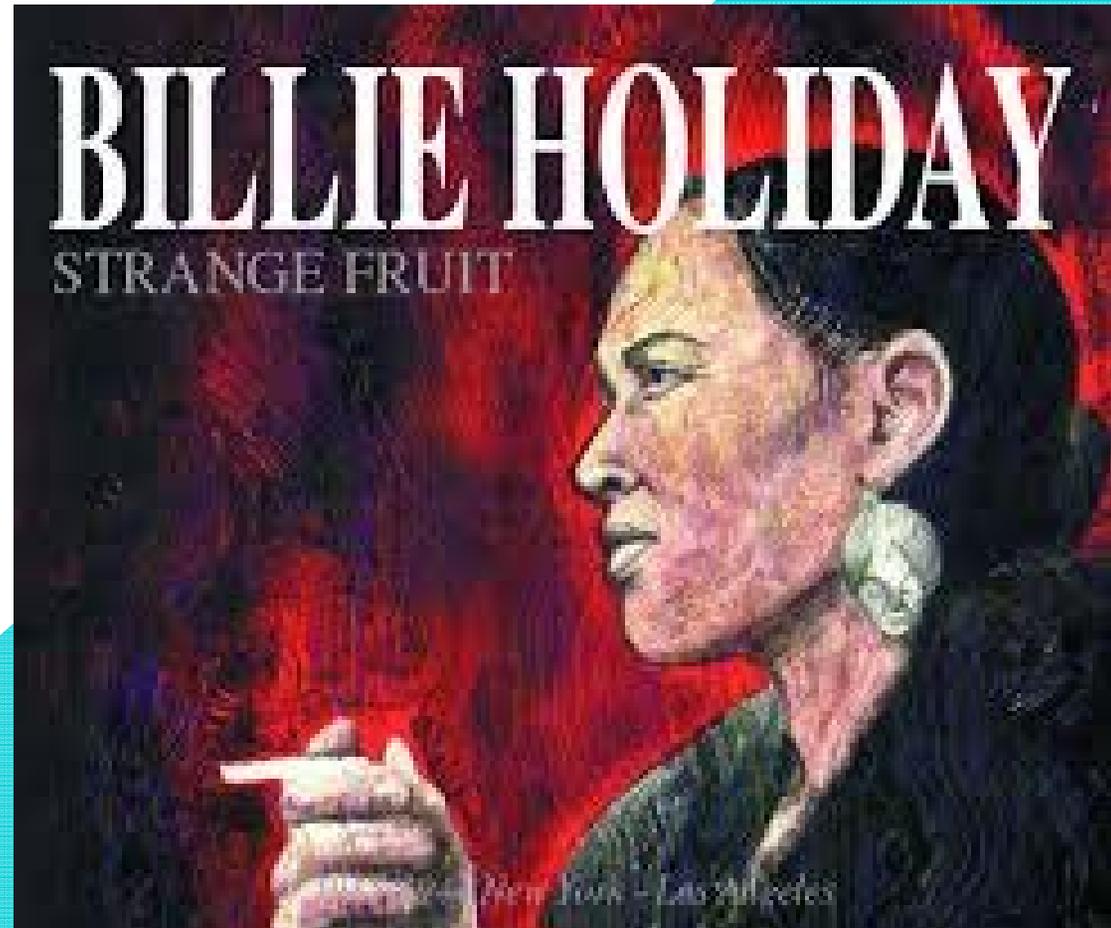
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MY HERO:
BILLIE
HOLIDAY

*IRIS
MAYORAL*



“...the first un-muted cry against racism“
-Leonard Feather

STRANGE FRUIT



Southern trees bear strange fruit

*Blood on the leaves and blood at the root
Black body swinging in the southern breeze
Strange fruit hanging from the poplar trees.*

Pastoral scene of the gallant south

*The bulging eyes and the twisted mouth
Scent of magnolia sweet and fresh
Then the sudden smell of burning flesh!*

Here is fruit for the crows to pluck

*For the rain to gather, for the wind to suck
For the sun to rot, for the trees to drop
Here is a strange and bitter crop.*

The Southern “Strange Fruit”





Spread love everywhere
you go. Let no one ever
come to you without
leaving happier.

Peace begins with a smile

They came down on us because we had a grass-
roots, real people's revolution, complete with the
programs, complete with the unity, complete with
the working coalitions, where we crossed racial
lines. –Bobby Seale -

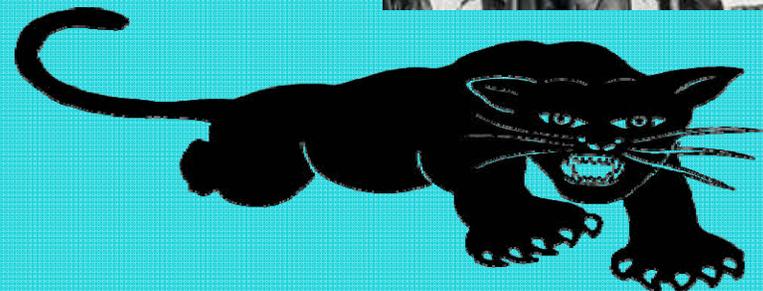
There's nothing wrong with being a cop. There's
nothing wrong with being a white person. It's
about where your heart is... We've got to get
everyone beyond the xenophobic isolationism.
–Bobby Seale-

The first lesson a revolutionary must learn
is that he is a doomed man. –Huey Newton-



**Where Peace Fails
Let There Be Justice**

Alia Caldwell



RACE CARD 3

ELIZABETH HUNT

Cultural Villain: Andrew Jackson

Remove the Indian,
save the man.



MCHC RISE UP-LA Student Outcomes