



Boys and Men of Color

Increasing Job Opportunities in the Health Workforce

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Our Mission

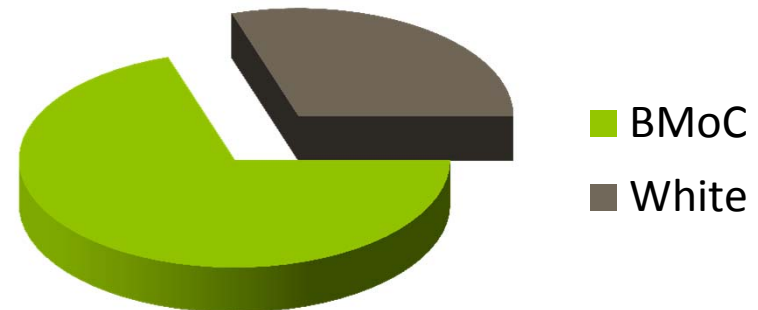
- The Greenlining Institute's mission is to empower communities of color and other disadvantaged groups through multi-ethnic economic and leadership development, civil rights, and anti-redlining activities.



The Majority is Here...



**Males 0-24 in
California Today**





BMoC and the ACA

Boys and men of color comprise **14 percent** of those eligible for Medi-Cal and **21 percent** of those eligible for subsidies through Covered California



Our Theory of Change

If young men of color enter the health workforce,
they will more likely access health services

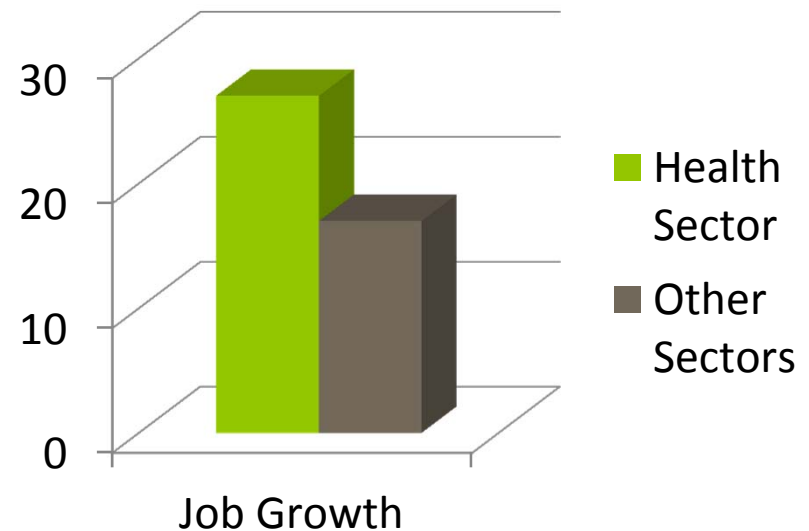
DIVERSITY + ACTIVE PARTICIPATION =

Culturally Competent Care



Health Workforce in California

Of the newly created 535,870 health jobs, **36 percent will require limited educational attainment**





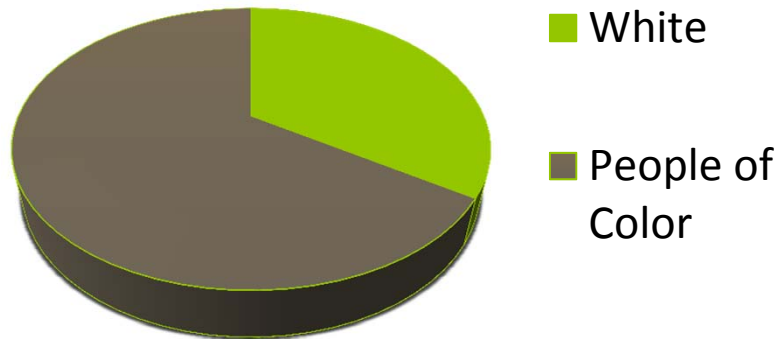
BMoC and Employment

In 2009, 34.5 percent of black males in California, ages 16-24, were jobless, **three times higher than the national unemployment average.**

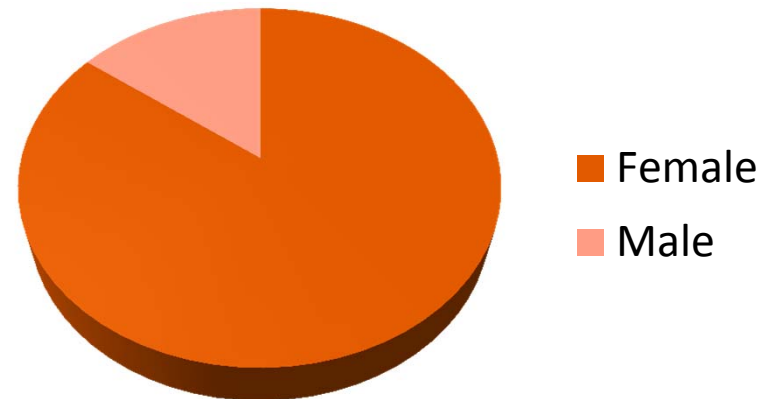


BMoC in the health workforce today

**Allied Health Professionals
by Race**



**Allied Health Professionals
by Gender**





Benefits to California

California spends more annually putting one young man of color through its juvenile justice system (\$180,000 per ward) than it does putting another one through its public education system (\$8,482).



Methodology

- Stakeholder Interviews
- Literature Review
- Engage Boys and Men of Color Alliance Partners



Challenges and Opportunities

- Education
- Criminal Justice
- Masculinity & Men's Health

Education

- ➔ California has one the **lowest per-pupil spending** rates in the country, **ranking 49th out of 51**.
- ➔ Only **27 percent** of school based health centers provide youth engagement programs.
- ➔ Opportunity: Connect BMoC to school based health centers and health internships as part of programming

Criminal Justice

- Almost 50 percent of inmates who recidivate do so within the first six months, **with men of color between the ages of 18-29 being the most likely to recidivate.**
- Opportunity: Provide alternatives to incarceration and/or on-the-job training for offenders.

BMoC, Masculinity & Men's Health

- **Males only represent 14.7 percent of the allied health professions, are 24 percent less likely than a woman to have visited a doctor within the past year, and 22 percent less likely to have neglected their cholesterol test results.**
- **Opportunity: Promote self-efficacy models**



Policy Needs: Education

- Investment in pipeline programs
- Increased & sustained funding for K-12
- Partner with school districts



Policy Needs: Criminal Justice

- Engage private sector in hiring BMoC
- Provide wrap around services
- State statutes reflect Equal Employment Opportunity Commission language
- Measure success of “ban the box”



Policy Needs: BMoC, Masculinity & Men's Health

- Increase hands-on learning
- Earlier exposure to health careers
- Change societal norms



Thank you 

For more information please go to
greenlining.org

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Questions

- How do we create 'buy-in' from industry to support BMoC in health careers?
- What would an ideal allied health professions pipeline program look like?
- What additional barriers stand between BMoC and allied health careers?
- How can the state, community-based organizations, and/or schools encourage BMoC to pursue allied health careers?

Stats to Remember

- 70 percent of males between the ages of 0-24 are BMoC.
- Black and Hispanic unemployment rates are 16 and 11 percent, respectively.
- Between 2010 and 2020, health jobs will grow by 27 percent.
- Males currently only represent 14.7 percent of allied health professions.