The Center for Diversity in Public Health Leadership Training at Kennedy Krieger Institute

Undergraduate Scholars’ Programs
MCHC/RISE-UP
MCH-LEARN

Mentor’s Session
Office for Health, Equity, Inclusion, & Diversity

The vision of the O-HEID is to promote the health and well-being of all those who work or receive training, education, or services at Kennedy Krieger, using evidence- and equity-based, culturally relevant approaches that assure diversity and inclusion.

- The Center for Diversity in Public Health Leadership Training is O-HEID’s Training Center.
Center for Diversity in Public Health Leadership Training (Center for Diversity)

To develop diverse scholars and leaders who use culturally relevant, evidence-based, and health equity approaches to inform research, practice, advocacy, and policy to promote optimal infant, child, and youth nervous system development.
Center for Diversity Programs

- Educational opportunities are funded by the Centers for Disease Control and Prevention, Office of Minority Health and Health Equity (CDC), Health Resources and Services Administration (HRSA), and the Department of Health and Human Services (DHSS), Office of Minority Health.
  1. Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship
  2. EMURG Health Equity Leadership Fellowship
  3. MCHC-RISE-UP
  4. MCH-LEARN
Educational Topics and Priorities

- Public health experiences focus on public health challenges and the elimination of health disparities
  - Disabilities
  - CDC Winnable Battles
  - Social Determinants of Health
  - Infectious Diseases
  - Maternal Child Health Issues
  - LGBTQI Health
  - Mental Health and Drug Dependence
  - Men’s Health
  - Health Policy
What we do!

- Recruit students annually from diverse populations to participate in activities to address ongoing and emerging health challenges and areas of health disparities.

- Provide didactic interdisciplinary core curricula, externships, and fellowships that incorporate public health competencies to prepare scholars to be leaders in the Public Health field.
What we do!

- Disseminate information that connects scholars and other professionals to evidence-based practices and new knowledge in the fields of public health.

- Increase scholars from underrepresented populations who select maternal and child health and public health careers.
Applications Go Live October 10!

The Center for Diversity in Public Health Leadership Training | Kennedy Krieger Institute
Public Health Research and Career Exploration

- Core public health knowledge focusing on health disparities & social determinants of health
- Infectious Diseases and health disparities research experiences
- Research Accountability Groups (RAGS)-Wednesdays 7:30 AM-11AM
- Weekly public health research leaders
- Professional and research development through mentoring
- Abstract writing
- Presentation experience
- Peer-reviewed publications
- Leadership experience (e.g., near-peer mentoring)
- Networking/Employment opportunities
Maternal and Child Health Careers/Research Initiatives for Student Enhancement Undergraduate Program (MCHC/RISE-UP)
MCHC-RISE-UP

- Centers for Disease Control and Prevention (CDC) John R. Lewis Undergraduate Public Health Scholars Program
- Undergraduate juniors and seniors, and baccalaureate degree scholars
- MCHC/RISE-UP Public Health Leadership Experiences:
  - Clinical
  - Community Engagement & Advocacy
  - Research

- Four sites:
  - Aaniiih Nakoda College
  - Kennedy Krieger Institute
  - University of California Davis
  - University of South Dakota

- Campus Housing
  - Kennedy Krieger Institute
  - University of California Davis
  - University of South Dakota
MCHC/RISE-UP

• National Consortium of AUCD Member Institutions
  • Kennedy Krieger Institute/Johns Hopkins Medical Institutions
    • Historically Black Colleges and Universities
  • University of South Dakota
    • Tribal Serving Institutions
  • University of California-Davis
    • Office of Equity, Diversity, and Inclusion
• Aaniiih Nakoda College
MCHC-RISE-UP Summer 2023

- All MCHC-RISE-UP Scholars
  - Orientation: Monday, May 29, 2023 - Thursday, June 1, 2023
- Public Health Experiences: Monday, June 5, 2023 - Friday, July 28, 2023
  - Kennedy Krieger Institute, University of South Dakota & Aaniiih Nakoda College programs
- Public Health Experiences: Monday, June 12, 2023-Friday, July 28, 2023
  - University of California Davis program
- All scholars participate in the CDC Showcase and Expo on July 24-26, 2023
  (Dates Subject to Change)
Orientation and CDC Showcase

Monday, May 29, 2023- Thursday, June 1, 2023 –Orientation

Saturday, July 22, 2023 — Wednesday, July 26, 2023 CDC Showcase
South Dakota Faculty

Ann Wilson, Ph.D., Site Director
Senior Research Associate
Marni Johnson, Au.
University of South Dakota

Direct questions to:
mchc-rise-up@kennedykrieger.org

Thank you!
South Dakota Faculty

Ann Wilson, Ph.D., Site Director
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Thank you!
Aaniiih Nakoda College

*Ms. Kim Brockie, Aaniiih Nakoda College
*Ms. Mina Kazemi, MSc, Sr. Research Program Coordinator
*Dr. Teresa Brockie, Director

Direct questions to:
mchc-rise-up@kennedykrieger.org
Thank you!

Fort Belknap
California Faculty

Janice Enriquez, PhD, Site Director
University of California- Davis MIND Institute
Child Development Division Multicultural Council Representative

Mercedes Piedra, MS
Director of Multicultural Education
University of California -Davis

Direct questions to:
mchc-rise-up@kennedykrieger.org

Thank you!
Maternal and Child Health Leadership Education Advocacy Research Network (MCH-LEARN)
MCH-LEARN

- Local Baltimore-Washington, DC Undergraduate Freshman and Sophomores
  - No campus housing provided
- Interested in MCH professions (pediatric medicine, nutrition, social work, nursing, pediatric dentistry, psychology, health education, pediatric occupational/physical therapy, speech language pathology, public health)
- Grade Point Average: ≥ 3.0 on a 4.0 scale
MCH-LEARN Program Activities

- Research + Clinical/Community
- Program Learning Seminars
  - Health Disparities across the Life Course
  - Professional Development and Advocacy
  - CDC Winnable Battles
  - Public Health Leaders
- Family as Faculty Program
- Sponsored national conference presentation
Mentor Readiness

Enhancing Mentoring
Enhancing Mentoring Model

- Promote Equity, Diversity, and Inclusion
- Ensure Mutual Understanding and Expectations
- Foster Trust
- Finding Common Interests & Professional Synergy
- Facilitate Professional Development and Self-Advocacy
- Support Independence, Self-Efficacy, and Leadership
- Develop Academic & Research Goals

COMMUNICATION

Center for Diversity in Public Health Leadership Training at Kennedy Krieger Institute

Kennedy Krieger Institute
Mentoring throughout cultures

• Wise advisor; trusted friend

• Mentoring is a fundamental form of human development where one person invests time, energy and personal know-how in assisting the growth and ability of another person.
Mentorship

- Mentoring is a positive developmental partnership that provides a reflective space for the scholar
- Builds confidence within the scholar
- Mentors can help to navigate situations and clarify the scholar’s perspective by providing an impartial view
- Confidentiality and trust are key to a successful partnership
Scholar Heuristic Model

Scholar Characteristics
- Leadership Qualities
- Affective Strengths
- Interpersonal Strengths
- Family Strengths
- School Strengths
- Self-Efficacy as a Public Health and Maternal and Child Health Scholar

Scholar Academic Achievement
- Knowledge of Social Determinants of Health
- Culture of Health Competency
- Career Aspirations
- Public Health Analytical Skills
- Communication Skills, Cultural Competency

Scholar and Family Socioeconomic Status
- Race; Ethnicity; Gender; 1st Generation College Student
- Sexual Orientation; Ability Status; Familial/Parental Socioeconomic Status
- Marital Status/Appliance; Children

Scholar Experience at Partner Site
- Level of Engagement in Interdisciplinary Research Team
- Role in Identity as a Public Health Professional Researcher

Mentor/Scholar Relationship
- Race; Ethnicity; Gender; Cultural Competency; Role (Faculty, Socio-Cultural, and/or Research)

Scholar's Home Institution
- Discipline; Faculty Size; Cultural Competency

Kennedy Krieger Institute
Background & Environment of Scholars

**Individual/Interpersonal Resources**
- Aspirations
- Academic Self Efficacy
- Undergraduate and Graduate Education
- Post-Doctoral Training
- Prior Research Experience
- Personal Challenges
- Support From Family

**Institutional Resources**
- Institutional Support
- Support From Peers and Colleagues
- Type of Institution
- Formal Training/Programs
- Research Infrastructure

Wyatt, Milburn & Hamilton, 2015
Academic and Scientific Development of Scholars

- Time Management
- Scientific Presentations
- Journal Articles
- Grant Writing
- Principal Investigator
Mentor Multiple Roles

- **Teacher/Tutor**
  - Provides scientific training
  - Orient scholar to organizational culture & professional skills
  - Locates resources

- **Counselor/Coach/Advisor**
  - Gives career and professional guidance
  - Feedback and support sounding board
  - Problem-solver

- **Intervener**
  - Intercedes on behalf of the scholar
  - Runs interference where needed

- **Sponsor**
  - Recommends and promotes career of scholar

- **Process mentors**
  - Guides in academic and career development but may not have expertise in science of career

- **Content mentors**
  - Guides in your scientific and conceptual development, but may not be good at process mentoring
Mentor Responsibilities

1. Meet regularly with the scholar to create a supportive and successful academic and research environment

2. Set academic and research expectations in collaboration with the scholar

3. Review progress with scholar

4. Ensure scholar is involved in networking activities

5. Prepare scholar for national research presentation

6. Encourage and collaborate on peer-reviewed publications
Build a Better Career

PHaSS-IDP is a free online career exploration and planning tool for all early career professionals, graduate and undergraduate students in public health and social sciences. In recent years, the graduate education community has begun to respond to the need for advanced degree trainees to take a structured approach to their career planning and professional development. Frequently, the recommended approach is described as an Individual Development Plan (IDP). An IDP is simply a written set of goals designed to answer two important questions with the help of mentors.

https://test-phs-idp.pantheonsite.io/
Public Health and Social Sciences
Individual Development Plan

• Self-Assessment
  • Skills
  • Tasks
  • Mission
  • Values
• Explore 20 Public Health Careers
• Develop SMART Academic and Career Goals
• Build Your Mentoring Team
MCHC/RISE-UP, MCH LEARN, PLLUSS
Important Links

Program information


MENTOR AGREEMENT LINK https://kennedykrieger.az1.qualtrics.com/jfe/form/SV_5A9JfuBecO6pnmK
Any Questions?

Center for Diversity in Public Health Leadership Training
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Kennedy Krieger Institute
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Thank you!