Achieving Health Equity through Public Health Workforce Diversity

Hazel D. Dean, ScD, DrPH (Hon), FACE
Deputy Director
National Center for HIV/AIDS, Viral Hepatitis, STD, and TB Prevention
Centers for Disease Control and Prevention

2016 CUPS and Dr. James A. Ferguson Emerging Infectious Diseases Fellowship Program Orientation
June 2, 2016
“I think we can move beyond disparity—because I look at the world, at everything, as if it is a half-filled glass. I think the word disparity puts the weight on the already encumbered. I think if I look at it as ‘equity,’ I have a different image...more emphasis on opportunity, on seeking, with more resolve, more hope.”

Dr. Maya Angelou
What is Public Health?

- Public health is the science of protecting and improving the health of families and communities through
  - promotion of healthy lifestyles,
  - research for disease and injury prevention and
  - detection and control of infectious diseases
- Public health is concerned with protecting the health of entire populations
Public Health vs. Medicine

- **Public Health**
  - Focus on populations
  - Goal is prevention

- **Medicine**
  - Focus on individuals
  - Goal is diagnosis and treatment
What is Health Equity?

- The opportunity for everyone to attain his or her full health potential
- No one is disadvantaged from achieving his or her potential because of his or her social position or other socially determined circumstance
  - Equal access to quality education, healthcare, housing, transportation, other resources
  - Equitable pay/income
  - Equal opportunity for employment
  - Absence of discrimination based upon social status/other factors
Public Health Approach

**Surveillance**
- What is the problem?

**Risk Factor Identification**
- What is the cause?

**Intervention Evaluation**
- What works?

**Implementation**
- How do you replicate it?

---

Problem  
Response
Trends in HIV Disparities

HIV Diagnoses among Women by Race/Ethnicity, 2005-2014

HIV Diagnoses among MSM age 13-24 by Race/Ethnicity, 2005-2014

Surveillance

- What is the problem?
Young people account for a substantial proportion of new STIs

- **Gonorrhea**: 70% (820,000 total infections)
- **Chlamydia**: 63% (2.9 million infections)
- **HPV**: 49% (14.1 million infections)
- **Genital Herpes**: 45% (776,000 infections)
- **HIV**: 26%* (47,500 infections, Ages 13-24)
- **Syphilis**: 20% (55,400 infections)

*Surveillance - What is the problem?
Adolescent Sexual Health

Almost half of high school students have had sex.

Of these, 4 in 10 didn’t use a condom the last time they had sex.

And 1 in 5 drank alcohol or used drugs the last time they had sex.

- CDC 2013 Youth Risk Behavior Survey
Sexual Health Education

• Good sex education is a countermeasure to false information
It's #SpringBreak! Get the lowdown on how to prevent #STDs before you hit the beach!

Act Against AIDS National Testing Campaign

WE’RE DOING IT
Testing for HIV

#DoingIt
Public Health Approach to Diversity in Public Health Workforce

Diversity in the public health workforce

Public health data compared to census data

Interventions needed to have a more diverse workforce

Achieving Health Equity

Problem Response
Challenges Facing the Public Health Workforce

- Generational Gap and Workforce Shortage (Beck & Boulton, 2012)
- Worker knowledge, attitude and behavior change (Cioffi et al., 2004)
- Lack of Diversity and Health Disparities (NACHHO, 2009)
Current State of Public Health Workforce

- 500,000 working public health professionals
- Small amount received formal education, many are trained on the job
- Public health job loss
  - 55,000 state and local jobs lost since 2008
  - Health agency employees are now doing the work of 2 or 3
  - Need innovation to collaborate and work more efficiently (Jarris, 2012)
U.S. Population by Race & Hispanic Origin: 2012 & Projected 2060, Percent of Total Population

- Minorities, now **37 percent** of the U.S. population, are projected to comprise **57 percent** of the population in 2060
Lack of Diversity in the Public Health Workforce

- Only 10% of the public health workforce are from underrepresented groups.
- 36% of the US population belongs to a racial or ethnic minority group.
- African Americans account for 12% of the US population.
- Less than 5% of the public health workforce.
- Hispanics account for 16% of the US population.
- Less than 2% of the public health workforce.

Dean & Myles; 2013; Perlino, 2006
Number of Undergraduate Public Health Degrees Conferred in the U.S., by ASPPH Program Area, 1992 – 2012

ASPPH = Association of Schools and Programs in Public Health
Undergraduate Public Health Degrees

All Undergraduate Degrees

by Race/Ethnicity, 2003 – 2012, United States

### Aging Public Health Workforce

<table>
<thead>
<tr>
<th>Level</th>
<th>Percent Eligible to Retire by 2012</th>
<th>Percent of Total Workforce</th>
<th>Total Workforce</th>
<th>Number Eligible to Retire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal</td>
<td>44</td>
<td>19</td>
<td>450,000</td>
<td>37,620</td>
</tr>
<tr>
<td>State</td>
<td>29</td>
<td>33</td>
<td>450,000</td>
<td>43,065</td>
</tr>
<tr>
<td>Local</td>
<td>19</td>
<td>34</td>
<td>450,000</td>
<td>29,070</td>
</tr>
<tr>
<td><strong>Total Eligible to Retire</strong></td>
<td><strong>44</strong></td>
<td><strong>19</strong></td>
<td><strong>450,000</strong></td>
<td><strong>109,755</strong></td>
</tr>
</tbody>
</table>

- By 2020, a shortfall of more than 250,000 public health workers expected, according to Association of Schools of Public Health estimates

Association of Schools of Public Health (ASPH), Confronting the Public Health Workforce Crisis, December 2008
Workforce Shortage and Demographics of US Population

- 25% of public health workforce retirement eligible
- Leverage assets of the new generation and experienced workforce to tackle complex health issues
- Changing demographics of the US population
  - Increasing racial/ethnic minority population
  - Ensuring that the public health workforce reflects the growing population of racial/ethnic minorities may decrease disparities (Perlino, 2006)
  - Generational gap
CDC Pathway to the future...

Public Health Training Fellowships
We are looking for motivated students, graduates, and health professionals for a variety of exciting public health training programs.

Student Internships and Fellowships
- High school students
- College students
- Graduate students
- Medical students
- Veterinary students

Post-doctoral Research Fellowships
- Scientists
- Researchers
- Labotanons
- Public health professionals

Career Training Fellowships
- Graduates with bachelor’s, master’s, or doctoral degree
- Medical or health professionals
- Public health professionals

CDC Training Resources
- CDC Learning Connection
- Minority Health Workforce Internship Opportunities
- Training and Continuing Education Online
- CDC TRAIN

Other Public Health Fellowship Programs
- APHL Workforce Development® — Association of Public Health Laboratories (APHL) offers training and fellowship programs to help scientists prepare for laboratory careers in public health.
- ASPH Fellows® — Association of Schools and Programs of Public Health (ASPH) offers 1 to 2-year training programs in public health for recent graduates of ASPH member schools.
- ORISE Internships, Scholarships and Fellowships® — Oak Ridge Institute for Science and Education (ORISE) offers opportunities for internships, scholarships, fellowships and research experience for science and engineering students and educators.

http://www.cdc.gov/fellowships/
Donavan Livingston, Ed.M.
Harvard Graduate School of Education, May 25, 2016
“At the core, none of us were meant to be common. We were born to be comets, darting across space and time — leaving our mark as we crash into everything. A crater is a reminder that something amazing happened here — an indelible impact that shook up the world. Are we not astronomers — looking for the next shooting star? I teach in hopes of turning content, into rocket ships — tribulations into telescopes, so a child can see their potential from right where they stand.”
We All Have a Role To Play

- How can your generation as a whole contribute to the Public Health Workforce?
- What role do you see for yourself as a part of the public health workforce?
- What role can you play to help reach underserved populations and achieve health equity?
- Tweet your ideas about how you and your generation can help strengthen the Public Health Workforce and improve the health of the nation!
  *Use hash tag #WorkforceDev and CUPS2016
  *Follow me on twitter: @DrDeanCDC
Can I really make a difference?

“It’s the action, not the fruit of the action, that’s important. You have to do the right thing. It may not be in your power, may not be in your time, that there’ll be any fruit. But that doesn’t mean you stop doing the right thing. You many never know what the results come from your action. But if you do nothing, there will be no result.”

-Mahatma Gandhi
Dr. Hazel D. Dean
Deputy Director
National Center for HIV/AIDS, Viral Hepatitis, STD and TB Prevention
Email: HDean@cdc.gov
Website: www.cdc.gov/nchhstp
Phone: 404-639-8000
Follow me: @DrDeanCDC