

2022



Children's National.

Children's National Hospital

**Youth
Engagement
Assessment
Findings &
Recommendations**





What we're doing now with engaging youth in Photovoice involves them in ways that really captures their attention and makes it a true learning experience that relies on their creativity and allows for them to connect with their peers. We are also giving youth an opportunity to see what it's like to work in a hospital, such as participating in the Mayor's Summer Youth Employment Program. Finding meaningful work for youth to participate in gives them a vision of opportunity they may not have thought about.



- **Tonya Vidal Kinlow, M.P.A.**, Vice President of Community Engagement, Advocacy and Government Affairs at Children's National



Background

The COVID-19 pandemic presented an opportunity for our institution to reflect and assess how we offer career readiness opportunities and other programming for youth in primary school through higher education in the Washington, D.C., region.

In 2021, we conducted a youth engagement assessment across our health system to gather data on the youth populations that we serve, the types of programs that we offer, and strategic growth opportunities to enhance youth engagement. This overview provides a summary of our current youth programs and efforts and potential growth. To view our full youth engagement assessment report, contact SchoolPartnerships@childrensnational.org

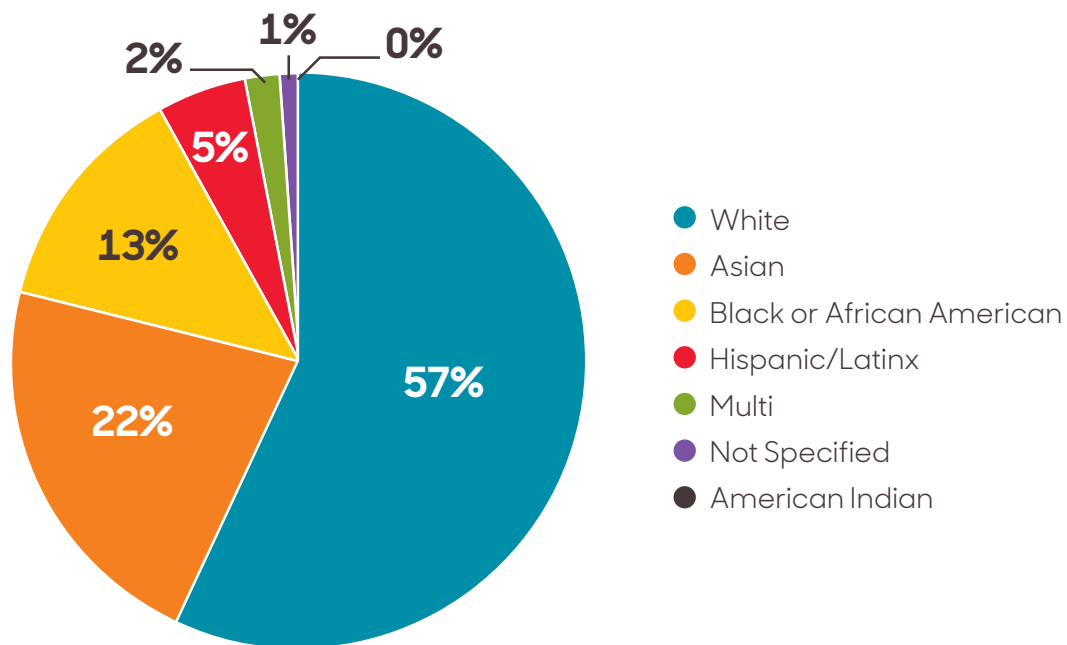
Youth: The Next Generation

Currently in the United States, there is a lack of diversity and representation within the health care profession.

According to the Association of American Medical Colleges (AAMC)¹, only about 36% of active physicians are female, fewer than 6% of physicians identify as Latinx/Hispanic and only 5% identify as Black or African American. To diversify the workforce, there is a need for programs focused on providing opportunities to under-represented populations in health care including youth. A lack of workforce diversity can lead to communication barriers, limited perspectives regarding work and cultural topics, a lack of role models for youth and staff and bias. Diversifying health care staff is the first step in creating a workforce with cultural competency: "the ability of health care providers to offer services that meet the unique social, cultural, and linguistic needs of their patients."²

Demographics of Children's National Physicians*

Children's National Physicians by Race/Ethnicity



***Compiled by Children's National Human Resources Department on January 31, 2022**

1 Cultural diversity in Healthcare: USAHS. University of St. Augustine for Health Sciences. (2021, October 1). Retrieved October 20, 2021, from <https://www.usa.edu/blog/diversity-in-healthcare/>.

2 Jordan, A. (2020). The importance of diversity in healthcare & how to promote it. Retrieved October 20, 2021, from <https://www.provocollege.edu/blog/the-importance-of-diversity-in-healthcare-how-to-promote-it/>

Innovation at Children's National

The Pediatric Residency Program at Children's National is a leader in this area as it is one of the most diverse training programs in the country.

In 2021, the program welcomed its most diverse residency class ever, with 10% of its incoming intern class self-identifying as LGBTQIA+³ and 51% self-identifying as being from a race or ethnicity underrepresented in medicine (URIM). This is a 46% increase from only seven years ago and is the result of concerted and dedicated efforts by the residency program to develop a workforce that is representative of the population it serves. These efforts have recently been recognized by the Accreditation Council for Graduate Medical Education (ACGME) through the 2022 Barbara Ross-Lee, DO Diversity, Equity, and Inclusion Award.



New Youth Engagement Definition

Youth engagement does not have a formal definition.

Based on the feedback from the youth assessment survey, partners, and leadership, the Child Health Advocacy Institute (CHAI) at Children's National developed a youth engagement definition to guide our work within Children's National for current and future programs:



Our vision for youth engagement is to create equitable opportunities for our youth to become change agents for a healthier community.

Our mission is to create educational opportunities for youth to develop advocacy skills, build relationships with Children's National and HSC faculty and staff members and obtain professional development with hands-on experience.

³ LGBTQIA+ is an acronym for lesbian, gay, bisexual, transgender, queer, intersex, and asexual. These terms are used to describe a person's sexual orientation or gender identity. For more information, <https://news.ucdenver.edu/what-is-the-i-in-lgbtqia/>

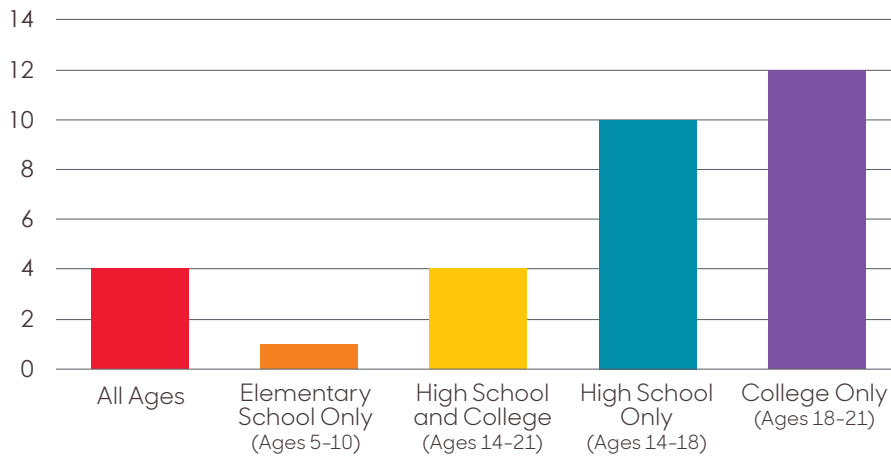
2022 Youth Engagement Key Findings

31 Youth Engagement Programs*

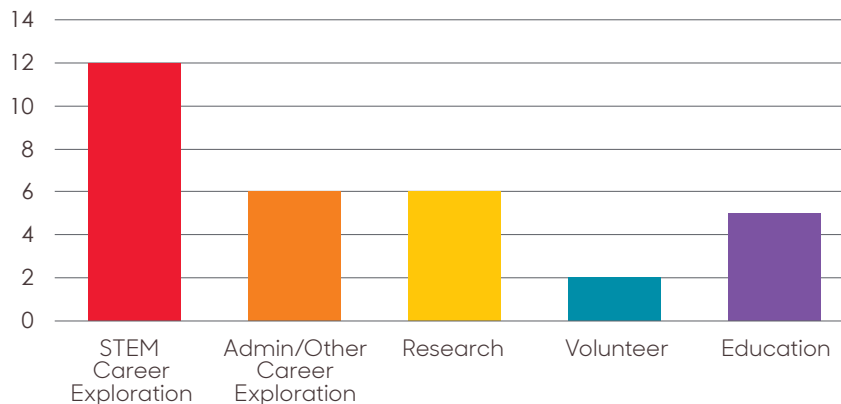
623 Total 2021 Youth Engagement Program Participants



Programs Based by Age



Programs by Type



Children’s National currently leads 31 youth programs and initiatives that span from internships to summer camps. Our youth engagement efforts cover diverse topics including research, career exploration, academic support and health equity. Various populations are served in our programs, but over 83% (25 programs) are targeted towards high school and college students. Participation varies from year to year based on funding and interest; in 2021, 623 youth participated in a youth engagement program or initiative.

“ I believe that our youth are an integral part of the work that we do at Children’s National. They are our constituents, they are our patients, and they are impacted by the work that we do. The kind of environment that we want to improve at Children’s National, as it relates to Diversity, Equity and Inclusion would impact youth directly or indirectly. ”

- **Denice Cora-Bramble, M.D., M.B.A**

Chief Diversity Officer at Children’s National Hospital

Recommendations

After reviewing the various youth engagement programs at Children’s National and HSC Health Care System, the CHAI Community Affairs Department recommends the following changes when further developing these programs:



1 Create multi-year programs geared towards our hospital’s needs in the job force



2 Create a centralized system to streamline program operations



3 Create an evaluation process for all programs



4 Support under-represented youth



5 Secure more funding for staff and participants

Children’s National looks forward to continuing to support youth through our robust school health initiatives and providing them with the resources they need to learn and thrive. In the coming years, we also aim to expand our youth engagement programs and initiatives with a focus on equity and diversity.



About Children's National Hospital

Children's National has served patients at our hospital, emergency department, primary care and specialty outpatient locations located throughout the District of Columbia metropolitan region for the past 150 years.

We recently merged with HSC Health Care System and launched the Pediatric Health Network to enhance our abilities to coordinate care for patients with complex care needs across the region. Children's National Hospital has led school health efforts in Washington, D.C., and the surrounding region for more than 20 years. Today, Children's National leads 28 school health programs and initiatives that span efforts from direct clinical care to educational interventions for children, teachers and other school staff. The programs and initiatives currently impact thousands of students in hundreds of schools in the Washington, D.C., region.