Boys and Men of Color

Increasing Job Opportunities in the Health Workforce

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

DIVERSITY + ACTIVE PARTICIPATION =

Culturally Competent Care
Of the newly created 535,870 health jobs, 36 percent will require limited educational attainment.
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
- White
- People of Color

Allied Health Professionals by Gender
- Female
- Male
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
California has one of 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.
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 exposer 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.