

C. Strengthening the Infrastructure: Minorities in the Health Professions

Increasing the racial and ethnic diversity of the health care workforce is essential for the adequate provision of culturally competent care for minority communities. The same is true for those who provide health promotion and disease prevention education to consumers of health care. Health educational messages and programs intended to target minority communities can be more effective when members of the targeted community participate in developing programs and establishing policy. A diverse health care and public health workforce provides an environment in which the experts who understand what's required to address health care concerns also engender the trust of the population they are serving because of shared culture and mutual understanding and respect.

Currently, at the NJDHSS, minorities represent 22% of the total number of management employees and 16% of the total number of supervisory employees. Overall minority representation in management and supervisory positions could be improved.

Building on Success

The NJDHSS Office of Human Resources has developed an *Interview Technique Booklet*. This booklet provides guidance for interviewers in developing written questions that will ensure that they ask each candidate the same questions and remain consistent throughout the interview process. The Office of Human Resources also regularly sends notification of entry-level and professional positions to minority colleges and organizations.

Goal: Increase minority representation in management/policy-making positions at the NJDHSS.

Action Plan

Steps and Timeline

FY 2007- 2010

- Develop a list of minority employees who display supervisory/management potential and enroll them into Human Resources Development Institute (HRDI) supervisory/management training courses. Enroll at least five minority employees per year into HRDI supervisory/management training courses.
- Develop a mentoring program whereby qualified, selected employees are linked with senior managers.
- Train managers and supervisors on the proper methods of interviewing.
- Actively recruit, hire and promote more minorities to fill management and supervisory positions. Increase minority representation by two percent in fiscal year 2008.

Outcome Measures

- Recruitment of at least 15 managers and supervisors trained to be mentors.
- Enrollment of five minority employees in HRDI supervisory and management training.