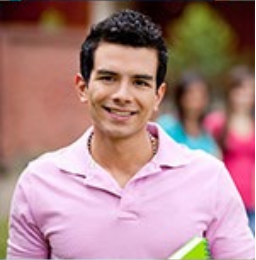


# DIVERSITY IN THE GENOMICS WORK FORCE

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# Why Does A Diverse Student Body/Work Force Matter?



Diversity contributes to the cognitive and affective development for all students.



Diversity in the healthcare workforce leads to improved access and improved care for underserved populations.



Diversity leads to decreased health disparities and improves outcomes for minority patients.



# What are the Barriers?

**Some identified barriers from the literature for entry or retention in health professional training:**

- Insufficient academic preparation to meet admission requirements.
- Lack of exposure to health profession career.
- Poor advising.
- Lack of role models.
- Limited financial assistance to support educational pursuits.
- Stereotypical threat.
- Lack of institutional and faculty support overseeing and within the training program.



# Why Does A Diverse Student Body/Work Force Matter?

## Overview of Race and/or Ethnicity for Genetic Counselors

	From 2023 NSGC Professional Status Survey (n=3,100) (45% response rate)	U.S. Population from 2022 Annual American Community Survey (only single race statistics used)
White	89%	60.9%
East Asian	4%	5.9% (may not include West Asian/Middle Eastern/North African)
South Asian	4%	
West Asian/Middle Eastern/North African	2%	
Black/African American	2%	12.2%
Native American/Alaska Native/First Nations	<1%	1% (no First Nations)
Native Hawaiian/Pacific Islander	<1%	0.2%
Other	2%	NA
Hispanic/Latinx (regardless of reported race/ethnicity)	3%	19.1%



# How to improve support and success for students of color?



Create an environment that supports Diversity, Equity, Inclusion, and Justice (Safe Space).

- Have institutional policies on DEI/J
- Employ diverse faculty (especially in leadership)
- Mandate faculty, staff, and clinical supervisor training on DEI/J issues
- Identify and develop systems to support interracial learning and interaction
- Model open communication with students
- Commit to action on identified issues
- Do continuous evaluation to identify strengths and areas for improvement






**WHAT THINGS ARE WE DOING  
TO SUPPORT MINORITY  
STUDENTS AND PRACTICING  
PROFESSIONALS??**

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# Minority Genetic Professionals Network

- A project of the  **WSRGN Network**  
[www.westernstatesgenetics.org](http://www.westernstatesgenetics.org)  
developed to increase access to genetic services and education for racial and ethnic minority families by increasing the number of minority genetics providers.
- Started as support for activities to recruit minority students to enter genetic professions especially genetic counseling.
- Expanded to support practicing minority genetic professionals to provide a safe space for networking, mentoring, healing, and leadership development.



# MGPN Activities



## Outreach activities

- Participation in local/regional events
- Hold annual national virtual Career Fair
- Social Media (Twitter:@minoritygenetics, IG:@minoritygenetic)
- Website resources (minoritygenetics.org)



## Networking

- Slack and customized channels for communication and networking
- Meet-ups (in-person and virtual)



## Mentoring Program

- Have formal mentoring program for current genetic trainees or providers and prospective students



# MGPN Activities



## **Interview Practice**

- Members volunteer to do practice interviews with prospective students



## **Research support**

- Dissemination for genetic counseling student research project recruitment



## **Self care/improvement**

- Virtual healing sessions
- Virtual leadership training



# QUESTIONS?

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