



THE UNIVERSITY
OF BRITISH COLUMBIA

"Healthcare needs diversity": D'HoPE youth program



Diversifying Health
Professions Education

Background and Needs

- Equity-denied youth remain underrepresented in health professions [1,2]
- Structural barriers include [4] :
 - Access to mentorship and professional networks
 - knowledge about admissions
 - Financial and academic concerns
 - Marginalization and exclusion
- *Exposure programs must:*
 - Move beyond exposure
 - Immersive exposure with longitudinal, individualized mentorship

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Diversifying Health and Human Service Professions Education (D'HoPE)

- **5-day Immersive summer program**
 - Exposure to multiple health professions
 - Hands on clinical experience
 - Facility tours and networking with students and practitioners
- **6-month individualized mentorship**
 - One to one mentorship
 - Guidance on applications, accommodations, and career pathways
 - Support navigating intersectional identities



This program was conducted on the traditional, ancestral and unceded territory of the Coast Salish Peoples, including the territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwitulh (Tsleil- Waututh) Nations; and the unceded traditional territory of the Lheidli T'enneh First Nation, part of the Dakelh (Carrier) peoples' territory.



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What Changes Through D'HoPE

- ✓ Large, meaningful gains in:
 - Knowledge of admissions pathways
 - Career exploration and clarification
- ✓ Increased confidence and motivation
- ✓ Stronger sense of belonging and identity affirmation
- ✓ Helped envision themselves in healthcare roles
- ✓ Mentorship sustained interest
- ✓ Marginalized identities as professional strengths
- ✓ Commitment to advocacy in healthcare

"It wasn't just information — it was having someone on my side."



"The summer program sparked my interest ... kept my fire burning."