



**HARVARD**  
MEDICAL SCHOOL  
OFFICE FOR DIVERSITY INCLUSION & COMMUNITY PARTNERSHIP



**2017 Leadership and Faculty Development  
Program Conference  
and  
Minority Health Policy Annual Meeting**

**WEDNESDAY, MAY 10**

**THURSDAY, MAY 11**

**FRIDAY, MAY 12**

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**Sponsors:**

Beth Israel Deaconess Medical Center  
Office for Academic Careers and Faculty Development  
Office of Diversity, Inclusion, and Career Advancement

Boston Children's Hospital  
Office of Faculty Development

Brigham and Women's Hospital  
Center for Faculty Development and Diversity  
Office for Multicultural Faculty Careers

Cambridge Health Alliance  
Department of Medicine, Division of Minority Affairs

The Commonwealth Fund Mongan Fellowship  
in Minority Health Policy

Dana-Farber Cancer Institute  
Office for Faculty Development

Dana-Farber/Harvard Cancer Center  
Initiative to Eliminate Cancer Disparities

Harvard Catalyst  
Program for Faculty Development and Diversity Inclusion

Harvard School of Dental Medicine  
Office of Diversity Inclusion

Harvard T. H. Chan School of Public Health  
Division of Policy Translation and Leadership Development

Joseph L. Henry Oral Health Fellowship  
in Minority Health Policy

Massachusetts General Hospital  
Center for Diversity and Inclusion

McLean Hospital  
Office of the Chief Academic Officer

**Hosted by:**

Harvard Medical School  
Office for Diversity Inclusion and Community Partnership  
164 Longwood Avenue, 2nd Floor  
Boston, Massachusetts 02115

## AGENDA – WEDNESDAY, MAY 10, 2017

### Mental/Behavioral Health, Early Childhood Education and Interventions, and the Achievement Gap

#### Waterhouse Room

Gordon Hall, Harvard Medical School  
25 Shattuck Street, Boston, MA

The overarching themes for the day focus on *Mental/Behavioral Health, Early Childhood Education and Interventions, and the Achievement Gap*. Wednesday morning will be dedicated to child and adolescent mental and behavioral health and how issues such as disparities, access, underdiagnoses, and behavior affect early childhood development and education. The afternoon discussions will focus on early childhood education, interventions, and the achievement gap. The perspectives of teachers/educators, community health center health professionals, and those of intervention programs will be discussed. In addition, we will explore the roles of pediatricians and health providers, community health centers in education, including early literacy promotion as an essential component of pediatric care, and screening and referral to resources for mental and behavioral health issues.

**9:00 AM**

**Registration**  
**Continental Breakfast**

**9:20-9:30 AM**

**Opening Welcome Remarks**  
**Joan Y. Reede, MD, MPH, MS, MBA**

Dean, Diversity and Community Partnership; Professor of Medicine, Harvard Medical School; Professor in the Department of Social and Behavioral Sciences, Harvard T.H. Chan School of Public Health

#### **Overview**

**Alden Landry, MD, MPH**

Faculty Assistant Director, Office of Diversity Inclusion and Community Partnership, Harvard Medical School; Assistant Professor, Emergency Medicine, Beth Israel Deaconess Medical Center

**9:30 – 10:15 AM**

**Guest Speaker**  
*“Better Serving Our Children: School/Psychiatry Partnership”*  
**Nancy Rappaport, MD**  
Associate Professor of Psychiatry, Harvard Medical School

**10:15 – 11:45 AM**

**Panel Discussion: Child and Adolescent Behavioral and Mental Health**

*Moderator:*

**Kamilah Jackson, MD, MPH**

Deputy Chief Medical Officer for Child and Adolescent Services, Community Behavioral Health (CBH) and the Department of Behavioral Health and Intellectual Disability Services (DBHIDS), Philadelphia, PA

*Panelists:*

**Mathieu Bermingham, MD**

Child and Adolescent Psychiatrist;  
Medical Director, Children’s Services of Roxbury

**Katherine Elliott, PhD, MPH**

Psychologist, UC Davis & Children’s Hospital, Sacramento, CA

## AGENDA – WEDNESDAY, MAY 10, 2017

### **Sabra L. Katz-Wise, PhD**

Assistant Professor, Division of Adolescent/Young Adult Medicine,  
Boston Children's Hospital; Department of Pediatrics, Harvard Medical School

### **Janie Ward, EdD**

Professor and Chair of Education and Africana Studies Department,  
Simmons College of Arts and Sciences

**12:00 – 1:20 PM**

### **Luncheon Guest Speaker**

*“Addressing Early Literacy Outcomes: Integrating the Policy and Science  
for Improved Programming and Practice”*

### **Nonie K. Lesaux, PhD**

Juliana W. and William Foss Thompson Professor of Education and Society,  
Harvard Graduate School of Education

**1:20 – 3:00 PM**

### ***Panel Discussion: Early Childhood Education and Interventions***

*Moderator:*

### **Cheryl Render Brown, MS, MEd**

Associate Professor, Early Childhood Education, Wheelock College

*Panelists:*

### **Lenette Azzi-Lessing, PhD**

Professor, Director, Graduate Certificate Program in Early Childhood  
Mental Health, Wheelock College

### **Colin Rose, EdD**

Assistant Superintendent for the Opportunity and Achievement Gaps,  
Boston Public Schools

### **Turahh Dorsey**

Chief of Education, City of Boston; Co-Founder, The Boston Basics Campaign

### **Nina Leuzzi, MEd**

Educators for Excellence Boston;  
Pre-Kindergarten Teacher, Bridge Boston Charter School

**3:00 – 3:05 PM**

### **Break**

**3:05 – 4:20 PM**

### ***Panel Discussion: The Role of Pediatricians/Health Providers and Community Health Centers in Education***

*Moderator:*

### **Nicole Del Castillo, MD, MPH**

Child Psychiatrist; 2015-2016 Commonwealth Fund Mongan Fellow,  
Harvard Medical School

*Panelists:*

### **Dianne Curtin, MSW**

Vice President of Child and Family Services, The Dimock Center

### **Harwood Egan, MD**

Unit Chief in Pediatrics, MGH Revere Health Center

**4:30 PM**

### **Close**

**Alden Landry, MD, MPH**

## AGENDA – THURSDAY, MAY 11, 2017

### 2017 Minority Health Policy Annual Meeting

#### Pechet Room

The Joseph B. Martin Conference Center at Harvard Medical School  
77 Avenue Louis Pasteur, Boston, MA

The one-day Minority Health Policy Annual Meeting is designed to expose health professionals, students, residents, staff and individuals from community agencies and organizations to health care and health disparities issues impacting the nation's most vulnerable populations. This year, the luncheon keynote on "*Healthcare in the Future: Looking through the Massachusetts Policy Lens*" will be delivered.

- 9:00 AM**                      **Registration** (1<sup>st</sup> floor, outside of Pechet Room)
- 9:20 – 9:30 AM**              **Opening Welcome Remarks**  
**Joan Y. Reede, MD, MPH, MS, MBA**  
Dean, Diversity and Community Partnership; Professor of Medicine, Harvard Medical School; Professor in the Department of Social and Behavioral Sciences, Harvard T.H. Chan School of Public Health
- 9:30 – 10:15 AM**            **Faculty Fellowship Research Presentations**
- Moderator:*                **Luis R. Castellanos, MD, MPH**  
Associate Clinical Professor of Medicine  
Director, Diversity in Medicine and Faculty Outreach  
University of California San Diego School of Medicine
- "Beyond Anatomy: Quantifying Blood Flow in the Heart to Better Phenotype Cardiovascular Disease in Women and Men"*  
**Viviany R. Taqueti, MD, MPH, FACC**  
Faculty Fellow, Harvard Medical School Office for Diversity Inclusion and Community Partnership; Assistant Professor, Harvard Medical School; Associate Physician, Cardiovascular Imaging Program, Departments of Medicine and Radiology, Brigham and Women's Hospital
- "Gene-Drug-Placebo Interactions in Cancer and Cardiovascular Disease"*  
**Kathryn Tayo Hall, PhD, MPH, MA**  
Faculty Fellow, Harvard Catalyst Program for Faculty Development and Diversity Inclusion;  
Instructor in Medicine, Harvard Medical School  
Division of Preventive Medicine, Brigham and Woman's Hospital
- Commentator:*            **Michelle L. O'Donoghue, MD, MPH**  
Assistant Professor of Medicine, Harvard Medical School;  
Department of Medicine, Brigham and Women's Hospital

## AGENDA – THURSDAY, MAY 11, 2017

### 10:15 – 11:50 AM Commonwealth Fund Mongan Fellowship Practicum Presentations

*Moderator:* **Pamela Riley, MD, MPH**  
Assistant Vice President for Delivery System Reform,  
The Commonwealth Fund

*“Towards Equity: Community Benefit & Community Need”*

**Rhea Boyd, MD**  
Commonwealth Fund Mongan Fellow, Harvard Medical School

*“Data, Diversity, and Dollars: Creating a Framework for Building the Business Case for Health Equity”*

**Tamiko Morgan, MD**  
Commonwealth Fund Mongan Fellow, Harvard Medical School

*“Maximizing Behavioral Health Resources for A Large Health System”*

**Phillip Murray, MD**  
Commonwealth Fund Mongan Fellow, Harvard Medical School

*“Transitions of Care in an Accountable Care Model for Dually Eligible Medicare-Medicaid Enrollees”*

**Chloe Slocum, MD**  
Commonwealth Fund Mongan Fellow, Harvard Medical School

*Commentator:* **Pamela Riley, MD, MPH**

### 11:50 – 12:00 PM Break

### 12:00 – 1:30 PM Luncheon and Keynote Address

*“Healthcare in the Future: Looking Through the Massachusetts Policy Lens”*

**Marylou Sudders, MSW, ACSW**  
Secretary of Health and Human Services,  
Executive Office of Health and Human Services (EOHHS),  
Commonwealth of Massachusetts

**1:30 PM Closing Remarks**  
**Joan Y. Reede, MD, MPH, MS, MBA**

## AGENDA – THURSDAY, MAY 11, 2017

**3:30 – 6:00 PM**

**Reede Scholars 8th Annual Health Equity Symposium:  
“Integrated Care: Oral Health's Role in Equity”**

*Moderator:* **Cynthia E. Hodge, DMD, MPH, MPA**  
DeSti Consulting, LLC

*Panelists:* **Inyang A. Isong, MD, MPH, MS**  
Instructor in Pediatrics  
Boston Children’s Hospital

**Ralph Fuccillo, BS, MA**  
Senior Advisor, Office of the CEO  
DentaQuest

**Caswell Evans, Jr., DDS, MPH**  
Associate Dean for Prevention & Public Health Sciences  
College of Dentistry  
University of Illinois at Chicago

**R. Bruce Donoff, DMD, MD**  
Dean of the School of Dental Medicine  
Walter C. Guralnick Distinguished Professor of Oral and Maxillofacial Surgery  
Harvard School of Dental Medicine

**Brian Swann, DDS, MPH**  
Chief of Oral Health, Cambridge Health Alliance  
Instructor, Harvard School of Dental Medicine



## AGENDA – FRIDAY, MAY 12, 2017

### Career Development Training: Health Advocacy

#### Minot Room

Countway Library, Harvard Medical School  
10 Shattuck Street, Boston, MA

During this participatory training, participants will learn frameworks to think systemically, to meaningfully engage stakeholders and community, and to build trust in the context of advancing health equity and social justice. By the end of our time together, we will have:

- a shared understanding of and practice using deep listening skills,
- a shared understanding of core diversity, equity and inclusion (DEI) concepts,
- a shared understanding of and practice using a systems iceberg to unpack how DEI dynamics play out in our work,
- a shared understanding of and practice of a decision-making model that maximizes stakeholder engagement, and
- a deeper appreciation of one another.

#### Health Advocacy Training Facilitator:

**Andrea Nagel**

Consultant, Interaction Institute for Social Change

<b>9:15 AM</b>	<b>Registration</b>
<b>9:30 – 9:35 AM</b>	<b>Opening Welcome Remarks</b> <b>Joan Y. Reede, MD, MPH, MS, MBA</b> Dean, Diversity and Community Partnership; Professor of Medicine, Harvard Medical School; Professor in the Department of Social and Behavioral Sciences, Harvard T.H. Chan School of Public Health
	<b>Health Advocacy Training</b>
<b>9:35 – 9:50 AM</b>	Start Ups
<b>9:50 – 11:00 AM</b>	Listening
<b>11:00 – 11:15 AM</b>	Break
<b>11:15 – 12:30 PM</b>	Understanding Systems
<b>12:30 – 1:30 PM</b>	Working Lunch
<b>1:30 – 3:00 PM</b>	Decision Making & Stakeholder Engagement
<b>3:00 – 3:30 PM</b>	Closing Session

## KEYNOTE SPEAKERS



**Nonie K. Lesaux, PhD**

Juliana W. and William Foss Thompson Professor of  
Education and Society  
Harvard Graduate School of Education

Dr. Lesaux is the Juliana W. and William Foss Thompson Professor of Education and Society. Her research focuses on promoting the language and literacy skills of today's children from diverse linguistic, cultural and economic backgrounds, and is conducted largely in urban and semi-urban cities and school districts. Lesaux's work has earned her the William T. Grant Scholars Award, and the Presidential Early Career Award for Scientists and Engineers, the highest honor given by the United States government to young professionals beginning their independent research careers. She has served on the U.S. Department of Education's Reading First Advisory Committee, and the Institute of Medicine and National Research Council's Committee on the Science of Children Birth to Age 8. In addition to her faculty appointment at HGSE, Lesaux currently serves as the chair of the Massachusetts' Board of Early Education and Care.

Lesaux's developmental and experimental research on school-age children and youth investigates language, reading, and social-emotional development; classroom quality and academic growth; and strategies for accelerating language and reading comprehension. Her research on our youngest children, with colleague Stephanie Jones, focuses on the challenge of simultaneously expanding and improving the quality of early childhood education, at scale (*The Leading Edge of Early Childhood Education*, Harvard Education Press, 2016).

Her research appears in numerous scholarly publications, including *Child Development*, *Developmental Psychology*, and *Scientific Study of Reading*, and its practical applications are featured in three books: *Teaching Advanced Literacy Skills* (Guilford Press, 2016), *Cultivating Knowledge, Building Language* (Heinemann, 2015), and *Making Assessment Matter: Using Test Results to Differentiate Reading Instruction* (Guilford, 2011). She is also the author of a widely circulated state literacy report, *Turning the Page: Refocusing Massachusetts for Reading Success*, that forms the basis for a Third Grade Reading Proficiency bill passed in Massachusetts.

## KEYNOTE SPEAKERS



**Nancy Rappaport, MD**

Associate Professor of Psychiatry

Harvard Medical School

Dr. Nancy Rappaport is a graduate of Princeton University and Tufts University School of Medicine. A board certified child and adolescent psychiatrist, Rappaport is currently a part-time associate professor of psychiatry at Harvard Medical School. Her research, teaching, and clinical expertise focus on the collaboration between education and psychiatry.

After graduating from Princeton, Rappaport worked as a science teacher at an innovative elementary school in Harlem, New York where she advocated for support for struggling families. Her life-altering experiences in Harlem inspired her to enter medical school and would help launch a robust career. Graduating from Tufts School of Medicine in 1988, Rappaport completed an internship in pediatrics and a residency in adult psychiatry, both at Massachusetts General Hospital, before completing a fellowship in child and adolescent psychiatry at Cambridge Hospital. It was during this fellowship that Rappaport forged a longstanding relationship with the Cambridge Public Schools.

Rappaport received the American Academy of Child and Adolescent Psychiatry's Sidney Berman Award for the School-Based Study and Treatment of Learning Disorders and Mental Illness in 2012. She also received Cambridge Health Alliance's Art of Healing Award in 2013 – an award given to one who “transcends boundaries, joyfully embraces humanity, and profoundly inspires the healing of body and spirit.” Rappaport is the author of the memoir *In Her Wake: A Child Psychiatrist Explores the Mystery of Her Mother's Suicide* (Basic Books, September 2009), winner of the Boston Authors Club's 2010 Julia Ward Howe Prize. In a starred review, *Publisher's Weekly* called the book “Fearless ... a stunning narrative of perspective, profound sadness and unrelenting hope.” She is also the author of *The Behavior Code: A Practical Guide to Understanding and Teaching the Most Challenging Students* (Harvard Education Press, April 2012), written with behavioral analyst Jessica Minahan.

## KEYNOTE SPEAKERS



**Marylou Sudders, MSW, ACSW**

Secretary

Executive Office of Health and Human Services  
Commonwealth of Massachusetts

Appointed as Secretary of the Executive Office of Health and Human Services (EOHHS) by Governor Charlie Baker in January 2015, Marylou Sudders leads the largest executive agency in state government, a \$21 billion state budget with 22,000 public servants, and oversees critical services that touch one in four residents of the Commonwealth. Professionally trained as a social worker, Sudders has dedicated her life to public service and to some of our most vulnerable citizens. She has been a public official, provider executive, advocate and college professor.

She was the Massachusetts Commissioner of Mental Health from 1996 to 2003, championing significant legislative reforms including insurance parity, fundamental patient rights and the first children's mental health commission. In 2012, Sudders was appointed to the state's Health Policy Commission (HPC) for her behavioral health expertise; she remains on this important Commission in her capacity as Secretary. She also serves as chair of the board of Commonwealth's health care marketplace, known as the Connector and the state's Autism Commission.

For almost ten years, she headed the Massachusetts Society for the Prevention of Cruelty to Children, promoting the rights and well-being of 24,000 children and families. Just prior to her appointment as Secretary, Sudders was an associate professor and Chair of the Health and Mental Health Concentration at Boston College's Graduate School of Social Work. She also served as an expert with the Department of Justice as a behavioral health expert. Believing in community service, Sudders has served on many charitable boards throughout her career, including the Pine Street Inn, DentaQuest Foundation, Massachusetts Association for Mental Health and the National Alliance on Mental Illness.

Secretary Sudders' talent and dedication has been recognized many times. She is the recipient of an Honorary Doctorate from the Massachusetts School of Professional Psychology and was named Social Worker of the Year from the Massachusetts Chapter of the National Association of Social Workers. She has also been nationally recognized with the Knee-Whitman Outstanding Achievement for Health & Mental Health Policy from the National Association of Social Workers Foundation. Most recently, Sudders received the Social Justice Advocacy award from Eastern Bank of Massachusetts.

Sudders holds a Bachelor's degree with honors and a Master's degree in social work from Boston University.

## SPEAKERS



**Lenette Azzi-Lessing, PhD**

Professor of Social Work  
Director, Graduate Certificate Program  
In Early Childhood Mental Health  
Wheelock College, Boston

Dr. Azzi-Lessing is the author of *Behind from the Start: How America's War on the Poor is Harming Our Most Vulnerable Children* (2017, Oxford University Press). She joined the Wheelock faculty in 2006, with more than 25 years' experience as a social worker, administrator, and policy advocate. Her work focuses on improving the well-being and life chances of vulnerable young children and their families, particularly those living in poverty and those involved in the child protective system. Dr. Azzi-Lessing is the founding director of Wheelock's Graduate Certificate Program in Early Childhood Mental Health and is faculty leader of the college's Partnership for Early Childhood Development in the Eastern Cape of South Africa.

In 1989, Dr. Azzi-Lessing founded the Rhode Island Center for Children At-Risk to focus on meeting the needs of highly vulnerable young children and their families. Under her leadership the organization, which was re-named Children's Friend, developed nationally recognized programs serving children and families in Rhode Island's poorest communities. Dr. Azzi-Lessing is a member of the Child Welfare League of America's National Commission on Public Policy. She co-chaired the League's Committee on Prevention, Protection, and Family Preservation for several years and served on the advisory board to the National Center for In-Home Services for Children and Families. Dr. Azzi-Lessing has also served as an expert witness in federal court on behalf of children abused and neglected in the child protective system. In 2017, she was named a Fulbright Specialist, to work on diverse, collaborative projects focused on education and training in nations across the globe.



**Mathieu Bermingham, MD**

Child and Adolescent Psychiatrist  
Medical Director, Children's Services of Roxbury

Mathieu Bermingham, MD, graduated from the Boston University School of Medicine and subsequently completed a combined residency in adult psychiatry and fellowship in child and adolescent psychiatry. He is the Medical Director of Children's Services of Roxbury, and has a private practice in Metro-West: the Metro-West Center for Well Being. The Center is founded on the principle that peace and well-being are essential for all people in order to maintain a balanced life, a healthy environment and a community without violence, conflict and disease. He is a consultant to the Department of Mental Health in early childhood mental health. He is the former psychiatrist for Central Massachusetts MCPAP region, and he was a consulting psychiatrist at Coordinated Family-Focused Care. He was a founder of the Haitian Mental Health Network created in response to the 2010 earthquake in Haiti.

In medical school, as an Albert Schweitzer Urban Fellow, Dr. Bermingham developed a violence prevention program for middle schools in Dorchester. He is on the boards of the Professional Parent Advocacy League (PPAL); Massachusetts Association for Infant Mental Health: Birth to Six (MassAIMH); National Alliance of Mental Illness (NAMI); and the Professional Advisory Committee on Child and Adolescent Mental Health of the State Mental Health Planning Council (PAC). He is also the current co-chair of the Massachusetts Psychiatry Association's Committee on Integrative Care.

## SPEAKERS



**Rhea Boyd, MD\***

Commonwealth Fund Mongan Fellow in Minority Health Policy  
Harvard Medical School

Dr. Boyd was most recently a pediatrician and child health advocate in the Bay Area. She worked clinically at Palo Alto Medical Foundation and University of California San Francisco (UCSF) Benioff Children's Hospital Oakland. She led a course on structural inequality and health at Stanford University's Pediatric Residency Program and has worked alongside colleagues in the Academic Pediatric Association to develop a national child poverty curriculum. She served on the Board of California Chapter 1, American Academy of Pediatrics where she led a novel partnership between Bay Area clinics and a local tech non-profit venturing to address social needs as a means to improving child and community health. She has also been active in coordinating a group of public health officials, community advocates, and funders to evaluate and address the child and public health impact of harmful police practices and policies. She authors the blog Rhea.MD, where she critically engages the intersections of race, gender, politics, tech innovation, and health. She most recently joined the American Academy of Pediatrics Executive Committee on Communications and Media where she is interested in exploring how digital clinical tools, interdisciplinary partnerships, and social media can incorporate diverse types of data and voices into traditional processes to improve health, particularly for communities of color. Dr. Boyd received her medical degree from Vanderbilt University School of Medicine in 2010, and completed her pediatric residency program, at UCSF in 2013.

\*photography: Donnelly Marks



**Cheryl Render Brown, MS, MEd**

Associate Professor  
Early Childhood Education  
Wheelock College

Cheryl Render Brown is an Associate Professor of Early Childhood Education at Wheelock College where she has taught in the graduate program for the past 24 years. Cheryl attended Boston University School of Education where she earned a BS in elementary and special education and did her graduate studies at Tufts University in the Eliot Pearson Child Study Department where she earned an MEd. She went on to coordinate an Early Years special education program for the Middletown Public School Department in Connecticut for 11 years. Simultaneously she was a consultant for the CT State Department of Education helping 17 school districts manage identifying, assessing and providing inclusive programming for children from birth – to six years with developmental delays and diagnosed special needs in their communities. She returned to the Tufts community and taught in the Eliot Pearson Child Study Department and in the Children's School there for three years before joining the faculty at Wheelock College.

Cheryl has also taught for Wheelock in their graduate early childhood degree programs in Maine, New Hampshire, Bermuda, Singapore, Taiwan and Barbados. She has also been active in service learning projects with students in New Orleans post-Katrina and in Northern Ireland. Her areas of focus have been on quality inclusive programming for children with special needs and on the racial and cultural identity of students who will teach an increasingly broad diversity of children (and families) in their careers.

## SPEAKERS



**Luis R. Castellanos, MD, MPH**

Associate Clinical Professor of Medicine  
Director, Diversity in Medicine and Faculty Outreach  
University of California, San Diego School of Medicine

Dr. Castellanos is an Associate Clinical Professor of Medicine in the Division of Cardiology and he was recently appointed Director of Diversity in Medicine and Faculty Outreach at the University of California, San Diego School of Medicine. Dr. Castellanos strongly believes that it is important to improve diversity and promote inclusion in the medical field so that we can better serve members of our community.

Dr. Castellanos graduated from UC Davis *summa cum laude* with a Bachelor of Science in biochemistry and earned his medical degree from Harvard Medical School. He completed his internship and residency in Internal Medicine at UC San Diego and after finishing his medical training, Dr. Castellanos moved back to Boston where he was a Fellow in The Commonwealth Fund/Harvard University Fellowship in Minority Health Policy program. During this time, he attended the Harvard School of Public Health and obtained a Masters in Public Health with an emphasis in Health Policy and Management. Afterwards, Dr. Castellanos completed a fellowship in cardiovascular medicine at UC Davis where he was selected as the Chief Research Fellow for his involvement in clinical research that addressed minority populations.

Dr. Castellanos' research focuses on health outcomes and inequities involving racial and ethnic minority groups. He has been involved in several independent research projects in cardiovascular medicine and has co-authored articles for the *American Journal of Cardiology* and the *Journal of Cardiac Failure*. Most recently, Dr. Castellanos was awarded a research grant from the Clinical and Translation Research Institute in an effort to study the effectiveness of a home-based cardiac rehabilitation program in patients with coronary heart disease who live in rural communities. Dr. Castellanos has been invited to present his research at national conferences such as the American Heart Association and the National Hispanic Medical Association annual meetings where he has been a strong advocate for improving cardiovascular health of vulnerable populations.

Dr. Castellanos has been recognized by the UCSD Clinical Advancement and Recognition of Excellence in Service and received the National Center for Leadership in Academic Medicine Award in 2013. Most recently, Dr. Castellanos was selected as a UCSD LEAD (Leaders for Equity, Advancement and Diversity) Fellow. On a regular basis, Dr. Castellanos travels to the Imperial Valley to provide cardiac care to underserved populations from El Centro, Brawley and neighboring rural communities.



**Dianne Curtin, MSW**

Vice President of Child & Family Services  
The Dimock Center

Dianne Curtin is the Vice President of Child & Family Services at the Dimock Center, a community institution serving Boston's Roxbury, Dorchester, and Jamaica Plain neighborhoods. As the second largest health center in Boston, Dimock is considered a national model of integrated health and human services in an urban community. Under Dianne's leadership, Dimock provides Early Head Start, Head Start, Early Intervention and Adult Education services to over 800 children and families each year.

## SPEAKERS

Prior to joining Dimock in 2015, Dianne served as the Vice President of Program Services at United South End Settlements and spent over 20 years working on behalf of children and families in low income communities in Oregon and the Commonwealth. Dianne received her BA in International Studies from Stonehill College, earned a Masters of Social Work degree from Wheelock College and holds a Core Certificate from the Institute of Non-Profit Management and Leadership at Boston University School of Management. Dianne lives in Dorchester with her partner and enjoys being active in her neighborhood and spending time on the Cape.



**Nicole Del Castillo, MD, MPH**

Child Psychiatrist

2015-2016 Commonwealth Fund Mongan Fellow, Harvard Medical School

Dr. Del Castillo was most recently a research fellow in the Department of Genetics, Rutgers University, Piscataway, NJ. She previously completed a Child and Adolescent Psychiatry Residency/Fellowship at the University of Iowa Hospitals and Clinics, Iowa City, IA in 2014. She has been involved in various leadership positions locally in Illinois and Iowa as well as nationally through the American Psychiatric Association (APA) and the American Academy of Child and Adolescent Psychiatrists (AACAP). She has been involved in advocacy events through the APA and AACAP. From 2011 to 2013, Dr. Del Castillo was an American Psychiatric Association/Substance Abuse and Mental Health Services Administration Minority Fellow. Her community service efforts, including developing a High School Pipeline Mentoring Program in Springfield, IL, are rooted in mentoring youth. All of her work thus far has been focused on working with disadvantaged youth with the goal of reducing disparities and eliminating the barriers of stigma, lack of education and access that prevent minority and underserved patients from receiving needed mental health services. Dr. Del Castillo received her medical degree from Southern Illinois University School of Medicine, Springfield, IL in 2009. She completed her general psychiatry residency at the University of Iowa Hospitals and Clinics, Iowa City, IA in 2012.



**Turahn Dorsey**

Chief of Education, City of Boston

Co-Founder, The Boston Basics Campaign

Turahn Dorsey serves as the Chief of Education for the City of Boston and is a member of Mayor Martin J. Walsh's cabinet. As Chief of Education, Dorsey is charged with setting a strategic agenda for the city that will improve the quality of instruction and student support across the education pipeline and better integrate school-, community-, and work-based learning opportunities.

Prior to joining the Mayor's cabinet, Mr. Dorsey served as Evaluation Director and an Education Program Officer at the Barr Foundation. At Barr, Dorsey led the development and implementation of data monitoring and evaluation frameworks for Barr's strategic investments in local education and climate change. Additionally, he managed the Foundation's giving in out-of-school time and focused on expanding summer learning options, helping to create systemic approaches to school-community partnerships and developing education and career pathways for disconnected youth.



## SPEAKERS

Mr. Dorsey's career is built on the 15 years he spent as a program evaluator and researcher at Moore and Associates in Southfield, MI and Abt Associates in Cambridge, MA. In this capacity, he led and participated in research projects spanning a number of public policy, community change and public health related issues. The body of work he contributed to for state and local governments, as well as foundations, also covers a number of quantitative and qualitative technical areas including outcome and impact analyses, and Theory of Change-based program evaluation.

Finally, Mr. Dorsey has dedicated much of his volunteer time to systems innovation and improvement in education including serving as co-chair for the Boston Public Schools School Quality Working Group, co-chair for the Opportunity Agenda's Summer Subgroup, co-chair of the Boston Afterschool and Beyond Partnership Council, and a member of the External Advisory Committee on School Assignment.



**Harwood Egan, MD**

Assistant Professor of Pediatrics

Unit Chief in Pediatrics

MGH Revere Health Center

Harwood Egan is an Assistant Professor at Harvard Medical School in Pediatrics and Senior Pediatrician in the Department of Pediatrics at Massachusetts General Hospital (MGH) for Children. Since 1990, Dr. Egan has been the Unit Chief in Pediatrics at MGH Revere Health Center. His past training includes a residency in Pediatrics at the University of Chicago and the University of Washington in Seattle, followed by a fellowship in Developmental Pediatrics at Boston Children's Hospital with Dr. T. Berry Brazelton. In 2015 he completed a fellowship in Infant Mental Health at the University of Massachusetts—Boston.

Dr. Egan has been practicing general pediatrics for over 30 years in Revere, serving a largely underserved community of families many of which are of diverse ethnic backgrounds. In addition, he has developed a Developmental Behavioral Program designed to create a more accessible and culturally based center for children with a variety of developmental and behavioral needs related to learning, emotional regulation, autism and other behavioral concerns. Under his leadership, the Revere Pediatrics Practice has grown to be a model for innovation and quality care having been recently designated a Certified Medical Home by NCQA standards. His expertise and leadership have been instrumental in promoting and advocating for the inclusion of early child development into general pediatrics through the unique and successful integration of early child developmental specialists into well child visits. Current interests include a partnership with the Center for the Developing Child at Harvard University to support and help parents nurture their child's social emotional development within the context of general pediatrics.

## SPEAKERS



**Katherine Elliott, PhD, MPH**  
Psychologist  
UC Davis & Children's Hospital  
Sacramento, CA

Dr. Elliott is a researcher and clinical psychologist specializing in mental health policy, disparities in mental health, cultural competency, and child maltreatment. She received her PhD from the University of California, Santa Barbara, and her MPH from the Harvard University School of Public Health, where she was a California Endowment Scholar in Health Policy. She is currently employed as a Senior Researcher at the Mental Health Services Oversight and Accountability Commission and as a Research Specialist in the California Department of Social Services. Her work focuses on mental health policy and child welfare with a particular emphasis on the needs of ethnic and cultural minority communities. She has provided consultation for the California Institute for Behavioral Health Solutions, the California Office of Health Equity, the California Mental Health Services Act Multicultural Coalition, and the California Mental Health Services Authority on issues of cultural competence and policy implementation, community defined practices, program evaluation, and disparities in mental health. In addition, she provides consultation to build capacity and enhance infrastructure in local community based organizations. Dr. Elliott has taught at the UC Davis Medical School for several years where she holds an appointment as Volunteer Clinical Faculty.



**Kathryn Tayo Hall, PhD, MPH, MA**  
Harvard Catalyst Program for Faculty  
Development and Diversity Inclusion Fellow  
Instructor in Medicine, Harvard Medical School  
Division of Preventive Medicine, Brigham and Woman's Hospital

Dr. Kathryn T. Hall received her PhD in Microbiology and Molecular Genetics from Harvard University in 1996. During her post-doctoral fellowship with Dr. Lee Nadler at Dana Farber Cancer Institute, she cloned and characterized CD100, the first semaphorin identified in the immune system. For the next 10 years, Dr. Hall tackled problems in biotech research and developed expertise in pharmaceutical drug development, first at Wyeth and then at Millennium Pharmaceuticals, where she became an Associate Director of Drug Development. While working in the pharmaceutical industry, Dr. Hall was struck by the health disparities in access to drugs and the tremendous variability in the responses of those who did receive treatment. To address these issues she developed public health media messages acquiring a Masters in Visual Media Arts from Emerson College. With the goal of continuing to examine and address these issues through academic biomedical research, Dr. Hall returned to Harvard Medical School in 2010, joining the Fellowship in Integrative Medicine at Beth Israel Deaconess Medical Center (BIDMC) in 2012 and receiving a Master's in Public Health from Harvard School of Public Health in 2014.

Working with Ted Kaptchuk at BIDMC in the Program in Placebo Studies, Dr. Hall focused on catechol-O-methyltransferase (*COMT*) an enzyme that metabolizes catecholamines such as dopamine and epinephrine and has pleiotropic effects in a broad set of diseases and treatments. Her groundbreaking paper identifying *COMT* as a key genetic marker of placebo response was published in *PLOS ONE* and has been cited over 100 times since 2012. Dr. Hall coined the term "placebome" to describe the potential genomic perturbations that

## SPEAKERS

influence the placebo response and her review of the evidence and implications of its impact on the placebo response published in *Trends in Molecular Medicine* was ranked in the top 5% of all influential research outputs by Altmetric in 2016. Dr. Hall's research captured media attention and her research has been the focus of numerous articles including features in *Science*, *The Economist*, *The Wall Street Journal* and *Discover* magazine.

Dr. Hall's current research builds on the emerging role of *COMT* in network medicine as a hub influencing disease and treatment outcomes from cardiovascular disease to cancer. Using data from the Women's Health Study (WHS), a large placebo-controlled randomized clinical trial of aspirin for the prevention of cardiovascular disease, Dr. Hall working with Dr. Daniel Chasman at Brigham and Women's Hospital made the novel observation that women homozygous for the low-activity form of the *COMT* enzyme had lower rates of major cardiovascular disease when randomized to aspirin compared to placebo; in contrast high-activity *COMT* homozygotes had increased rates of cardiovascular disease when randomized to aspirin compared to placebo. These original findings have important implications for personalized medicine and were recently published in *Arteriosclerosis, Thrombosis and Vascular Biology*, 2014. Currently with Dr. Kenneth Mukamal at BIDMC, Dr. Hall is examining *COMT* in the Multi-Ethnic Study of Atherosclerosis. Dr. Hall is now an Instructor at Brigham and Women's Hospital.



**Kamilah Jackson, MD, MPH**

Deputy Chief Medical Officer for Child and Adolescent Services  
Community Behavioral Health (CBH) and the Department of Behavioral Health and  
Intellectual Disability Services (DBHIDS)  
Philadelphia, PA

Dr. Jackson is the Deputy Chief Medical Officer for Child and Adolescent Services at Community Behavioral Health (CBH) and the Department of Behavioral Health and Intellectual Disability Services in Philadelphia, PA (DBHIDS). In this role Dr. Jackson provides clinical leadership to CBH and DBHIDS in addressing the behavioral health needs of children supported by the public behavioral health system in Philadelphia.

Dr. Jackson was a Commonwealth Fund/Harvard University Fellow in Minority Health Policy at Harvard Medical School and Harvard T.H. Chan School of Public Health from 2009-2010 where she also obtained a Master of Public Health degree in May 2010. She completed her Child and Adolescent Psychiatry training at Yale Child Study Center where she was also the John Schowalter Chief Resident and an Edward Zigler Fellow in Child Development and Social Policy. She has worked in numerous hospital and community mental health settings including a faith-based community health center. Her interests include health equity, mental health parity, strengthening public mental health safety nets for children and families and health integration.

Dr. Jackson received her medical degree from Columbia University College of Physicians and Surgeons (P&S) in 2004 and completed her residency in Adult Psychiatry at the Emory University School of Medicine in 2007. She is a Diplomate of the American Board of Psychiatry and Neurology in Adult Psychiatry and Child and Adolescent Psychiatry and is also a member of the Child Committee of the Group for the Advancement for Psychiatry (GAP). She serves as a volunteer faculty in the Child/Adolescent Psychiatry Training Program at Jefferson Medical School. She was also appointed in March 2017 to the National Child Traumatic Stress Network (NCTSN) Steering Committee.

## SPEAKERS



**Sabra L. Katz-Wise, PhD**

Assistant Professor, Division of Adolescent/Young Adult Medicine  
Boston Children's Hospital, Department of Pediatrics  
Harvard Medical School

Dr. Sabra L. Katz-Wise is an Assistant Professor in Adolescent/Young Adult Medicine at Boston Children's Hospital and in Pediatrics at Harvard Medical School. She is trained in developmental psychology, gender and women's studies, and social epidemiology. Her research investigates sexual orientation and gender identity development, sexual fluidity, health disparities related to sexual orientation and gender identity in adolescents and young adults, and psychosocial functioning in families with transgender youth. She is currently working on an NIH-funded community-based longitudinal mixed-methods study to examine how the family environment affects the health and well-being of transgender youth. In addition to research, Dr. Katz-Wise is involved with advocacy efforts at Boston Children's Hospital to improve the workplace climate and patient care for LGBTQ individuals, including her role as a Safe Zone trainer and co-chair for the Boston Children's Hospital Rainbow Consortium on Sexual and Gender Diversity. She recently co-founded and co-facilitates the Alliance of Gender Affirming Professionals (AGAP), a group for professionals and trainees in greater Boston who work with transgender youth and families.



**Alden M. Landry, MD, MPH**

Faculty Assistant Director  
Office for Diversity Inclusion and Community Partnership  
Assistant Professor of Emergency Medicine  
Beth Israel Deaconess Medical Center

Alden M. Landry, MD, MPH is an emergency medicine physician at Beth Israel Deaconess Medical Center and is the founder of Motivating Pathways. He also holds other academic positions including Senior Faculty at the Disparities Solutions Center at Massachusetts General Hospital and Faculty Assistant Director of the Office of Diversity Inclusion and Community Partnership at Harvard Medical School. He received his BS from Prairie View A&M University in 2002, MD from the University of Alabama in 2006 and completed his residency in Emergency Medicine at the Beth Israel Deaconess Medical Center in 2009. In 2010, he earned an MPH from the Harvard School of Public Health. He completed the Commonwealth Fund/Harvard University Fellowship in Minority Health Policy in 2010 as well. He was also awarded the Disparities Solutions Center/Aetna Fellow in Health Disparities award in 2010-2011. In addition to his clinical interests, Dr. Landry is involved in research on emergency department utilization trends, disparities in care and quality of care. He also co-instructs two courses at Harvard School of Public Health and teaches cultural competency to residents.

## SPEAKERS



**Nina Leuzzi, MEd**

Educators for Excellence Boston;  
Pre-Kindergarten Teacher, Bridge Boston  
Charter School

Nina Leuzzi has spent the last thirteen years working to understand the minds of four-year-olds and holds a Master's degree in Early Education from Wheelock College. Currently, Nina is a pre-kindergarten teacher at Bridge Boston Charter School, a school designed to serve the most under-resourced and vulnerable children in Boston.

Nina joined Bridge six years ago and is credited as a founding teacher. During her tenure at Bridge, Nina has taken a leading role in understanding classroom and school interventions for children who have experienced trauma. From 2013-2015, she was part of a Breakthrough Series Collaborative through the Boston Public Health Commission to develop trauma-informed early learning programs and schools. Currently, she is advocating for students with trauma in Boston and Massachusetts as a member of the Educators for Excellence's Teacher Action Team, developing policy recommendations for treating trauma in schools.



**Tamiko Morgan, MD\***

Commonwealth Fund Morgan Fellow in Minority Health Policy  
Harvard Medical School

Tamiko Morgan, MD was most recently Chief Medical Officer and Director of Quality, at the Metropolitan Plan/Hennepin Health in Minneapolis, MN where her work focused on caring for high-risk, high-cost populations with a holistic, multidisciplinary approach. With a strong leadership background, Dr. Morgan has worked for a wonderful model of a very integrated system. She is interested in both management and policy, and her work on health disparities aligns with the fellowship's goals. Dr.

Morgan received her medical degree from the University of Illinois College of Medicine, Chicago, IL in 2001. She completed her pediatric residency as Chief Resident at the University of Minnesota Pediatric Department, in Minneapolis, MN in 2005.

\*photography: Donnelly Marks



**Phillip Murray, MD\***

Commonwealth Fund Morgan Fellow in Minority Health Policy  
Harvard Medical School

Phillip Murray, MD most recently finished his Chief Residency in Child and Adolescent Psychiatry at the New York-Presbyterian Hospital Child and Adolescent program of Columbia and Cornell Universities, New York, NY. He is most interested in delivery systems for vulnerable populations, and strongly believes that interventions need to begin with systems of care. Dr. Murray is committed to pipeline projects for underrepresented minorities in medicine, as evidenced by his

role as Chairman of the American Psychiatric Association/SAMHSA Minority Fellows Program. Dr. Murray received his medical degree from Medical College of Georgia, Augusta, GA in 2010. He completed his adult psychiatry residency at Harvard Medical School, Cambridge Health Alliance in 2014.

\*photography: Donnelly Marks

## SPEAKERS



**Andrea Nagel**

Consultant

Interaction Institute for Social Change

Andrea designs and facilitates conversations that invite curiosity, discovery, learning, alignment building, and connection for greater equity. She draws on her fifteen years as a senior associate at IISC where she focused on building the capacity of teams, networks, communities, organizations, and foundations to collaboratively articulate and advance goals of sustainability and equity. Andrea's work is informed by a commitment to ensuring that those most affected are involved in the decisions that impact their lives, which engaged her in community development, leadership development and community organizing prior to joining IISC. Born in Chile and a native Spanish speaker, Andrea designs, trains, consults and facilitates in both Spanish and English.

Andrea is also a Reiki Master and energy worker who shares her medicine in her community, in movement spaces, and anywhere it may serve. Andrea holds a Bachelor of Arts degree from Tufts University and a Master in City Planning from the Massachusetts Institute of Technology. She enjoys dancing, walking, traveling, dabbling in jewelry-making, and sharing her home with family, friends, and community.



**Michelle L. O'Donoghue, MD, MPH**

Assistant Professor of Medicine, Harvard Medical School;  
Department of Medicine, Brigham and Women's Hospital

Dr. O'Donoghue is an Associate Physician in the Cardiovascular Division of Brigham and Women's Hospital and an Affiliate Physician in the Cardiovascular Division of Massachusetts General Hospital. She has been working as an investigator with the TIMI Study Group since 2005.

Dr. O'Donoghue's primary research focus is the design and conduct of multicenter clinical trials for patients with stable and unstable heart disease. She [has served as](#) the co-Principal Investigator of the global SOLID-TIMI 52 trial, the phase III randomized trial of the direct Lp-PLA2 inhibitor darapladib in patients after an acute coronary syndrome. She [has also served](#) as the National Lead Investigator for the LATITUDE-TIMI 60 trial, the phase III randomized trial of losmapimod in ACS patients. Prior trial leadership includes the PRINCIPLE-TIMI 44 trial (a pharmacodynamic study of prasugrel versus clopidogrel in PCI) and the LANCELOT phase II program of the PAR-1 antagonist atopaxar. She is the local Principal Investigator of the PEGASUS-TIMI 54 trial (ticagrelor in patients with a history of myocardial infarction) and the CAMELLIA-TIMI 61 trial (Ircaserin in overweight patients with cardiovascular disease or risk factors). Additional clinical research interests include the evaluation of novel antiplatelet drugs, established and novel biomarkers, the study of women and heart disease and the development of novel therapeutics in the management of acute coronary syndromes.

Dr. O'Donoghue earned her medical degree from Columbia University College of Physicians and Surgeons in New York. She completed her residency in internal medicine and fellowship in cardiovascular medicine at Massachusetts General Hospital. She subsequently completed a Master's Degree in Public Health at the Harvard T.H. Chan School of Public Health.

## SPEAKERS



**Joan Y. Reede, MD, MPH, MS, MBA**

Dean, Diversity and Community Partnership; Professor of Medicine, Harvard Medical School; Professor in the Department of Social and Behavioral Sciences, Harvard T.H. Chan School of Public Health

Dr. Reede is the Dean for Diversity and Community Partnership and Professor of Medicine at Harvard Medical School (HMS). Dr. Reede also holds appointments as Professor in the Department of Social and Behavioral Sciences at the Harvard T.H. Chan School of Public Health, and is an Assistant in Health Policy at Massachusetts General Hospital. Dr. Reede is responsible for the development and management of a comprehensive program that provides leadership, guidance, and support to promote the increased recruitment, retention, and advancement of underrepresented minority, women, LGBT, and faculty with disabilities at Harvard Medical School (HMS). This charge includes oversight of all diversity activities at HMS as they relate to faculty, trainees, students, and staff. Dr. Reede also serves as the director of the Minority Faculty Development Program, and faculty director of Community Outreach Programs at Harvard Medical School, Program Director of the Faculty Diversity Program of the Harvard Catalyst/The Harvard Clinical and Translational Science Center, and Director of the HMS Center of Excellence in Minority Health and Health Disparities. Dr. Reede has created and developed more than 20 programs at HMS that aim to address pipeline and leadership issues for minorities and others who are interested in careers in medicine, academic and scientific research, and the healthcare professions.

Dr. Reede has served on a number of boards and committees including the Secretary's Advisory Committee to the Director of the National Institutes of Health; the Sullivan Commission on Diversity in the Healthcare Workforce; the National Children's Study Advisory Committee of the Eunice Kennedy Shriver National Institute of Child Health and Human Development, and the Advisory Committee to the Deputy Director for Intramural Research of the National Institutes of Health. Some of her current affiliations include the Steering Committee and Task Force for the Annual Biomedical Research Conference for Minority Students (ABRCMS); co-chair of the Bias Review Committee of the Advisory Committee to the NIH Director's Working Group on Diversity; the Association of American Medical Colleges Careers in Medicine Committee (AAMC); chair of the AAMC Group on Diversity and Inclusion (GDI), HMS representative to the GDI Diversity Strategic Planning Working Group; the CTSA Women in CTR Interest Group of the NIH, and the American Hospital Association Equity of Care Committee. Dr. Reede also served on the editorial board of the American Journal of Public Health, and she was the guest editor for the 2012 special issue, "Diversity and Inclusion in Academic Medicine" of *Academic Medicine* for AAMC. Dr. Reede is a past chair of the National Academy of Medicine's (formerly the Institute of Medicine) Interest Group (IG) 08 on Health of Populations/Health Disparities.

Dr. Reede is acknowledged as an authority in the area of workforce development and diversity. Her colleagues and mentees have recognized her with a number of awards that include the Herbert W. Nickens Award from AAMC and the Society of General Medicine in 2005; election to the Institute of Medicine of the National Academy of Science in 2009; the 2011 Diversity Award from the Association of University Professors; and in 2012 she was the recipient of an Elizabeth Hurlock Beckman Trust Award. In 2013 she received an Exemplar STEM Award from the Urban Education Institute at North Carolina A & T University in Greensboro, North Carolina, and in 2015, she was the Distinguished Woman Scientist and Scholar ADVANCE Lecturer at the University of Maryland School of Public Health. Recently, Dr. Reede was recognized by her medical school classmates as a recipient of The Mount Sinai Alumni Association and Icahn School of Medicine 2015 Jacobi Medallion for extraordinary leaders in health care, and with the Anne B. Young Diversity Scholar Award from the Massachusetts General Neurology Diversity Committee.

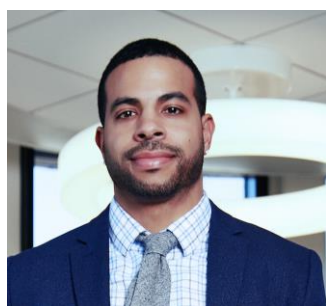
## SPEAKERS



### **Pamela Riley, MD, MPH**

Assistant Vice President for Delivery System Reform  
The Commonwealth Fund

Pamela Riley, MD, MPH, is assistant vice president for Delivery System Reform at The Commonwealth Fund. Her area of focus is on transforming health care delivery systems for vulnerable populations, including low-income groups, racial and ethnic minorities, and uninsured populations. Dr. Riley was previously program officer at the New York State Health Foundation, where she focused on developing and managing grantmaking programs in the areas of integrating mental health and substance use services, addressing the needs of returning veterans and their families, and diabetes prevention and management. Earlier in her career, Dr. Riley served as clinical instructor in the Division of General Pediatrics at the Stanford University School of Medicine. In this capacity, she was a general pediatrician and associate medical director for Pediatrics at the Ravenswood Family Health Center, a federally qualified health center in East Palo Alto, Calif. Dr. Riley served as a Duke University Sanford School of Public Policy Global Health Policy Fellow at the World Health Organization in Geneva, Switzerland, and has served as a volunteer physician in Peru and Guatemala. Dr. Riley received an MD from the UCLA David Geffen School of Medicine in 2000, and completed her internship and residency in pediatrics at Harbor-UCLA Medical Center in Torrance, CA, in 2003. Dr. Riley received an MPH from the Harvard School of Public Health as a Commonwealth Fund Mongan Fellow in Minority Health Policy in 2009.



### **Colin Rose, EdD**

Assistant Superintendent for the Opportunity and Achievement Gaps  
Boston Public Schools

Dr. Colin Rose is the Assistant Superintendent of Opportunity and Achievement Gaps for the Boston Public Schools (B.P.S.). His work is focused on eliminating structural barriers and promoting culturally affirming practices for student populations that have been marginalized in order to foster the conditions needed for student achievement. In addition to expanding the O.A.G. office during his initial year as an Assistant Superintendent, Dr. Rose has helped author the B.P.S. Opportunity and Achievement Gap Policy; collaborated with B.P.S. leadership to construct the district's current "Problem of Practice" centered on marginalized student populations; wrote the district's Culturally and Linguistically Sustaining Practices (C.L.S.P.) Continuum"; founded the My Brother's Keeper "Success Mentors" pilot program, which provides one-on-one mentorship to chronically absent students; reformed the B.P.S. Exam School Initiative and expanded it for more equitable participation; and assisted the B.P.S. ASSET team to set the present instructional vision for the district. Prior to his appointment as an Assistant Superintendent, Dr. Rose spent 10 years as an educator in Roxbury and was a member of numerous city-wide initiatives including working groups tasked to bridge the district's alignment to the Common Core, coordination of Acceleration Academies, and the Extended Learning-Time Task Force. Dr. Rose was also a member of the Male Educators of Color Executive Coaching Seminar.

Beyond the Boston Public Schools, Dr. Rose has worked as a consultant for the University of Pittsburgh's Institute for Learning and as lecturer at the University of Massachusetts Boston in the Graduate School of Education.



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Dr. Rose earned a BS in Communications and an EdM from Boston University. He received his doctorate in Educational Leadership from the University of Massachusetts Boston, where he served on the initial Doctoral Student Advisory Committee.



**Chloe Slocum, MD\***

Commonwealth Fund Mongan Fellow in Minority Health Policy  
Harvard Medical School

Chloe Slocum, MD most recently completed a Spinal Cord Injury Medicine Fellowship at Harvard Medical School Department of Physical Medicine and Rehabilitation/Spaulding Rehabilitation Hospital/VA Boston. She is most concerned with the intersection of patients' complex health needs, population health management at a systems level, and health care policy. Dr. Slocum is passionate about health promotion for adults and children with disabilities and health equity in post-acute care. Dr. Slocum received her medical degree from Columbia University College of Physicians & Surgeons, New York, NY in 2011. She completed her Physical Medicine and Rehabilitation residency at Spaulding Rehabilitation Hospital/Harvard Medical School in 2015 and served as Chief Resident from 2014-2015.

\*photography: Donnelly Marks



**Viviany Rodrigues Taqueti, MD, MPH**

Office for Diversity Inclusion and Community Partnership Faculty Fellow  
Assistant Professor of Radiology, Harvard Medical School  
Associate Physician, Department of Radiology, Division of Cardiovascular Imaging,  
Brigham and Women's Hospital, Brigham and Women's Hospital

Dr. Taqueti is a cardiologist and cardiovascular imager in the Noninvasive Cardiovascular Imaging Program at Brigham and Women's Hospital and an Assistant Professor at Harvard Medical School. She is a physician-scientist with a translational focus on applying functional imaging tools to phenotype cardiovascular outcomes in ischemic and inflammatory heart disease.

Dr. Taqueti graduated *summa cum laude* from Harvard with a concentration in biochemical sciences, and *magna cum laude* from Harvard Medical School through the Harvard-MIT Division of Health Sciences and Technology with a focus in immunology and adaptive immunity. She completed a residency in internal medicine at Massachusetts General Hospital and clinical and research fellowships in cardiovascular medicine and imaging at Brigham and Women's Hospital. Following clinical training, she obtained a Master in Public Health from Harvard with an emphasis on epidemiology and clinical trials. She is a recipient of the Albert Schweitzer Service Fellowship, Howard Hughes Medical Institute Research Training Fellowship, Paul and Daisy Soros Fellowship and the Curie Award for Women in Leadership in Nuclear Medicine and Molecular Imaging, and a finalist of the Young Clinical Investigator Awards of the American Heart Association and the American College of Cardiology. Dr. Taqueti balances clinical care, research and teaching responsibilities, and is a former section editor for the *Journal of the American College of Cardiology*. She is board certified in Internal Medicine, Cardiovascular Disease, Echocardiography and Nuclear Cardiology. Her research has been supported by funding from the National Institutes of Health, the American College of Cardiology Foundation,

## SPEAKERS

the Harvard Catalyst Clinical and Translational Science Center and the Office for Diversity Inclusion and Community Partnership at Harvard Medical School.



### **Janie Ward, EdD**

Professor and Chair of Education and Africana Studies Department  
Simmons College of Arts and Sciences

Janie Victoria Ward is Professor and Chair of the Department of Education, and Chair of the Africana Studies Department at Simmons College in Boston, MA. Ward is a co-editor of *Mapping the Moral Domain: A Contribution of Women's Thinking to Psychological Theory and Research* (Harvard University Press, 1988) with Carol Gilligan. Ward co-edited a compilation of sixteen autobiographical statements written by African American, Caribbean and black Canadian college students entitled, *Souls Looking Back: Life Stories of Growing Up Black* (Routledge, 1999).

Ward's book *The Skin We're In: Teaching Our Children to be Emotionally Strong, Socially Smart and Spiritually Connected* (Free Press/Simon and Schuster, 2000) focused on racial socialization in black families.

For over thirty years her professional work and research interests have centered on the developmental issues of African American adolescents, focusing on identity and moral development in African American girls and boys. Along with her teaching responsibilities Professor Ward continues to work with youth counselors, secondary school educators and other practitioners in a variety of settings.

## ABSTRACTS

- Presenter:** Rhea Boyd, MD, FAAP, Commonwealth Fund Mongan Fellow in Minority Health Policy, Harvard Medical School
- Project Title:** *"Towards Equity: Community Benefit & Community Need"*
- Objectives:**
1. To determine the percent of community benefit-funded projects, across Catholic Health Initiatives (CHI) sites, that match site-specific needs, as prioritized in the community health needs assessment (CHNA).
  2. To determine the amount of dollars spent and persons served, across CHI sites, for each prioritized need.
- Background:** The US health care system accounts for nearly one-fifth of the nation's GDP. In 2015, that amounted to \$3.5 trillion, 32% of which went to hospital-based care.<sup>1</sup> Most hospitals in the US, approximately 85%, are non-profit entities.<sup>2</sup> According to the Government Accountability Office, non-profit hospitals are estimated to generate nearly \$13 billion annually in savings generated from tax-exemption.<sup>3</sup> For hospitals, these robust financial advantages also entail public responsibilities, termed "community benefit."
- Created in 1969, "community benefit" has long denoted a charitable standard of care for non-profit hospitals. But in 2008, the IRS codified that standard by requiring hospitals account for their "community benefit" as either charity care, participation in means-tested government programs like Medicaid, spending for health professions education, research, subsidized health services, community health improvement activities, or cash or in-kind contributions to community groups. In 2012, with the passage of the Patient Protection and Affordable Care Act (ACA), new regulations required nonprofit hospitals perform regular community needs assessments. Given the associated decrease in rates of the uninsured, these assessments were expected to shift community benefit funding from off-setting losses from "charity care" to community health improvement projects. However recent investigation has estimated that 85% of community-benefit funding continues to be spent on patient care services.<sup>4</sup>
- The purpose of this project is to evaluate a large medical system to determine if they are advancing equity in how they disseminate their community benefit funding in fiscal year 2016.
- Methods:** Queried the CBISA database for fiscal year 2016, 7/1/2015 to 6/30/2016, to determine how effectively CHI Hospitals address their community needs utilizing community benefit resources.
- Results:**
- Compared to national estimates, Centura CHI sites devote more of their community benefit spending to community health improvement activities. Although, similar to national findings, there is great variation in community health improvement investment across the CHI sites.
  - There is also great variation in the percent of community benefit funded projects that match site-specific needs identified in the CHNA.
  - St. Anthony Hospital and St. Anthony North were the only 2 CHI hospitals out of the 8 reviewed to include other local hospitals in their CHNAs.
  - All 8 CHI hospitals included their local public health department and "community stakeholders" in the development of their CHNAs.
  - 6 of 8 CHI hospitals had overlapping CHNA priority goals.
- Future Directions:** Future work should consider aligning community benefit investment across CHI sites, particularly those with overlapping CHNA priorities. Health equity within the Centura Health CHI network will also require standardizing community investments across sites.
- Preceptors:** Carl Patten, JD, MPH, Centura Health; James Corbett, JD, MDiv, Centura Health Network

## ABSTRACTS

- Presenter:** Kathryn T. Hall, PhD, MPH, Harvard Catalyst Program for Faculty Development and Diversity Inclusion Fellow
- Project title:** “Gene-Drug-Placebo Interactions in Cancer and Cardiovascular Disease”
- Background:** Genetic variation in catechol-O-methyltransferase (COMT), a key enzyme in catecholamine metabolism, has plausible physiological links to cardiovascular disease (CVD) and drug metabolism. In the Women’s Genome Health Study (WGHS), we showed that among women of European ancestry genetic variation in *COMT* was associated with CVD protection and this protection was eliminated in women randomized to aspirin or vitamin E. *COMT* CVD and aspirin-interaction effects in men and racial/ethnic minority groups are not known.
- Objective:** Our goal was to examine *COMT* effects on CVD and aspirin treatment in men and racial/ethnic minority groups using the Multi-Ethnic Study of Atherosclerosis (MESA). MESA is an observational study (N=6,814) of men and women from four racial/ethnic populations (European, Chinese, African and Hispanic) across the US.
- Methods:** Cox proportional-hazard models were used to assess genetic effects on incident CVD, stroke and myocardial infarction assuming a standard additive genetic model. Models were adjusted for age, gender, site, medical history of hypertension and diabetes. We performed race/ethnicity stratified analyses adjusting for population substructure with race specific principal components 1-5. For each model, the proportionality assumption was verified. *COMT* main and *COMT* by aspirin race/ethnicity interaction effect estimates were meta-analyzed using fixed effects models. Modification of *COMT* association with incidence of CVD by aspirin was tested on the Cox model coefficients with a term corresponding to the cross-product of allele number and aspirin categorized as 0 (not currently used) or 1 (used currently >3 times per week). Because aspirin use changed over time, and because the proposed mechanism of action for aspirin involves irreversible platelet inhibition, we used a simple time-varying covariate for aspirin use that was updated at each examination.
- Results:** Consistent with findings in WGHS, *COMT* rs4818 G-allele was protective from CVD in all four races/ethnicities (HR=0.84[0.73-0.96], p=0.012) and this effect remained after adjusting for common CVD risk factors. *COMT* association with cardiometabolic risk factors, HbA1c (beta[SE],p=-0.05[0.02], p=0.02) and fasting glucose (beta[SE],p=-1.64[0.61], p=0.03), were directionally concordant with previous studies. As in the WGHS, use of aspirin was found to attenuate the *COMT* protective effect. The effect was most pronounced for CVD in African Americans where the protective effect in individuals who did not use aspirin (HR=0.64[0.46-0.95], p=0.027) was attenuated in those that did (HR=1.34[0.80-2.26], p=0.3), (p<sub>interaction</sub>=0.03).
- Conclusion:** Genetic analysis offers one route to a deeper understanding of the underlying pathophysiology of CVD. This validation of a robust association between *COMT* variation and incident CVD add to a range of other clinical outcomes influenced by *COMT*. Moreover the replication of the *COMT*-aspirin interaction suggests that there may indeed be populations that may benefit or be harmed by aspirin use. Importantly, further study is needed to optimize the use of aspirin in CVD prevention.
- Mentor:** Kenneth J. Mukamal, MD, MPH, MA, Associate Professor of Medicine, Brigham and Women’s Hospital, Harvard Medical School

## ABSTRACTS

- Presenter:** Tamiko Morgan, MD, Commonwealth Fund Mongan Fellow in Minority Health Policy, Harvard Medical School
- Title:** “Data, Diversity and Dollars: Creating a Framework for Building the Business Case for Health Equity”
- Objectives:**
- (1) To explore critical factors for reducing health disparities and achieving health equity in organizations.
  - (2) To identify challenges and barriers to implementing health equity initiatives.
  - (3) To understand how health equity initiatives intersect with the Triple Aim to create a framework for the business case for achieving health equity.
- Background:** Health disparities among subgroups of the population emerged as a major public policy concern over three decades ago. Over time, these policy responses have led to several initiatives, including *Healthy People 2020*, which includes an overarching goal to “achieve health equity, eliminate disparities, and improve the health of all groups.” In 2015, the American Hospital Association launched its **#123forEquity** Pledge to Act Campaign as an effort to build on the call to eliminate health disparities and increase health equity by encouraging hospitals and health systems to improve the collection of race, ethnicity and language data (REaL), cultural competency training, and diversity in governance and leadership. Understanding how these health equity initiatives intersect with individual experience of care, health outcomes of populations, and costs of care, helps to create a framework for the economic case for achieving health equity.
- Methods:** A structured review of the literature was conducted to collect relevant data and analyze research on health disparities, health equity, and hospital and health system finance. Key informant interviews were conducted with representatives from several health sectors including hospital systems, state and federal agencies, academic institutions, professional associations and managed care organizations. Data was analyzed, including the 2015 Institute for Diversity in Health Management Diversity and Disparities Benchmarking Survey, case studies, and AHA Equity of Care pledges and goal-tracking summaries.
- Results:** Strategies that aligned collection of REaL data, cultural competency training, and diversity in leadership & governance were most effective in addressing the Triple Aim and reducing disparities which resulted in cost savings.
- Successful strategies to implementation included: use of evidence-based standardized guidelines (i.e. CLAS standards), EHR expansion (i.e. creating dashboards), community involvement, care coordination, and strategic plan requirements for diversity in workplace.
  - Diversity in leadership and governance and executive sponsorship was associated with increased likelihood of implementing health equity initiatives.
  - Barriers to implementing initiatives included: leadership buy-in, political ideology, time and resources, lack of standardized protocols, prescriptive nature, and lack of a business case.
  - Most organizations have not assessed the economic impact of their health equity strategies.
- Future Directions:**
- (1) Refine evidence-based tools, measurements, and guides to inform next-level research and create a blueprint for scaling equity strategies.
  - (2) Engage stakeholders in accelerating and scaling strategies, including improving community capacity and payer incentives.
  - (3) Inform delivery and payment system reform efforts by further defining the business case for health equity by linking health equity strategies to health outcomes and costs.
- Preceptors:** Jay Bhatt, DO, MPH, MPA, M. Tomás León, MBA, and Sharon Allen, MBA, American Hospital Association

## ABSTRACTS

- Presenter:** Phillip Murray, MD, Commonwealth Fund Mongan Fellow in Minority Health Policy, Harvard Medical School
- Project Title:** *“Maximizing Behavioral Health Resources for A Large Health System”*
- Objectives:** Centura Health is a rapidly expanding hospital with sites across Colorado and western Kansas. They have begun to focus on behavioral health as a larger part of their organization’s strategic vision. The project focuses on developing a plan to maximize Centura’s ability to provide behavioral health services to their consumers. The plan will be tailored to address the needs of the large health system, incorporating innovative care models based on evidence-based principles of care.
- Background:** A provider shortage has contributed to approximately 60% of U.S. adults with mental health conditions left untreated. Many patients are treated in a primary care setting without any support from mental health providers. Integrating mental health into primary care settings offers an opportunity to improve outcomes for patients and lower costs from lack of appropriate treatment.
- Methods:** Interviews were conducted with four sites working to integrate care within the Centura system. Insights from interviews and a literature review were the basis for presentations made to system administrators at Centura’s first Behavioral Health Summit. Context was provided to inform the feasibility for an upcoming state grant application for care expansion. Progress was tracked through weekly conference calls with the project preceptor.
- Results:** Interviews showed sites at different levels of care integration. Each site was customized to interact with existing clinical and community resources. Sites had similar challenges of securing funds to initiate care integration, limited providers available, and overcoming cultural barriers between mental health and primary care. The Behavioral Health Summit presented the first opportunity and major players met to consider the behavioral health service line at the system level. Discussion groups provided the basis for developing a strategic plan. Content information was incorporated into the grant application which is moving forward.
- Future Directions:** Centura Health is currently seeking funding opportunities to increase their ability to provide behavioral health services. If funded, the organization will begin to implement care integration at their primary care sites. Comments from the Behavioral Health Summit have been collected to aid the development of a strategic plan for the organization. There will be an ongoing consulting relationship to aid the next steps in care expansion.
- Preceptor:** James Corbett, JD, MDiv, Centura Health; Carl Patten, Jr, JD, MPH, Centura Health

## ABSTRACTS

- Presenter:** **Chloe Slocum, MD**, Commonwealth Fund Mongan Fellow in Minority Health Policy, Harvard Medical School
- Project Title:** *“Transitions of Care in an Accountable Care Model for Dually Eligible Medicare-Medicaid Enrollees”*
- Objectives:** The OneCare demonstration was launched in Massachusetts in 2013 to promote coordinated and accountable care for dually eligible individuals aged 21-64, most of whom have a significant disability. In 2016, Commonwealth Care Alliance, a participating plan in the OneCare demonstration, launched a transitions of care initiative aimed at improving care coordination for members and reducing hospital admissions and cost.
- Background:** Individuals with disabilities comprise a significant minority of the United States population and were named a critical area of health disparity by the Centers for Disease Control (CDC) in 2012. Disability-associated health care spending accounts for an estimated 26.7% of all health care expenditures and varies widely by state. In addition, few quality outcome metrics exist to assess care provided for people with disabilities.
- Methods:** A literature review of best practices for transitions of care in adults with complex medical needs was conducted, comprising more than 70 publications spanning academic publications and gray literature. Key informant interviews were conducted to assess program design for optimizing transitions of care with six executive and administrative leaders for health systems and health plans in three geographic regions of the United States, each with distinct health care delivery market factors. Participation in eight field visits to clinical as well as community sites and planning meetings, along with a review of selected program evaluation and financial analysis of the OneCare program, supplemented findings from interviews and the literature review.
- Results:** Published research and program literature revealed the themes of intensive care coordination, standardized communication protocols, and empowerment of patients and caregivers through education as strategies to manage care transitions. Multiple interviews with key informants highlighted the predominant role of hospitals and specialty clinics for individuals with complex care needs in developing and implementing transitions of care interventions aimed at reducing hospital admissions and cost containment. It was uncommon for transitions of care programs to extend across an entire health system or to incorporate in-person visits to post-acute care settings. Field visits demonstrated investments in collaboration with community-based organizations.
- Future Directions:** In order to continue sustainably and grow, the transitions of care intervention must evaluate which program components provide essential value. Operations mapping of care pathways for different disability categories may help to design effective interventions tailored to members’ specific needs. Reporting of OneCare outcomes data by disability category would help determine any disparities that may exist by disability type or severity. Measures of function and community participation should be explored as outcomes in addition to hospital admissions as metrics of quality. Accountable care models for Medicaid enrollees will expand under the current Massachusetts 1115 waiver and lessons from the OneCare demonstration may be used to inform planning.
- Preceptor:** Toyin Ajayi, MD, MPhil, Commonwealth Care Alliance

## ABSTRACTS

- Presenter:** Viviany R. Taqueti, MD, MPH, FACC, Harvard Medical School Office for Diversity Inclusion and Community Partnership Faculty Fellow
- Project title:** *"Beyond Anatomy: Quantifying Blood Flow in the Heart to Better Phenotype Cardiovascular Disease in Women and Men"*
- Background:** Over the last 3 decades, cardiovascular disease (CVD) fatality rates have been higher for women as compared to men, yet obstructive coronary artery disease (CAD) is less prevalent in women. Coronary flow reserve (CFR), an integrated measure of large and small vessel CAD and myocardial ischemia, identifies patients at risk for CVD death, but is not routinely measured in clinical practice.
- Objective:** We sought to investigate the impact of sex, CFR, and angiographic CAD severity on adverse cardiovascular events.
- Methods:** Consecutive patients (N=329, 43% women) referred for invasive coronary angiography after stress testing with myocardial perfusion positron emission tomography (PET) and with left ventricular ejection fraction >40% were followed (median 3.0 years) for a composite endpoint of major adverse cardiovascular events including cardiovascular death and hospitalization for nonfatal myocardial infarction (MI) or heart failure. Extent and severity of angiographic CAD were estimated using the CAD prognostic index, and CFR quantified using PET.
- Results:** Although women, relative to men, had lower pretest clinical scores, rates of prior MI and burden of angiographic CAD ( $p<0.001$ ), they demonstrated greater risk of CVD events, even after adjustment for traditional risk factors, imaging findings and early revascularization (adjusted HR 2.05, 95%CI 1.05-4.02,  $p=0.03$ ). Impaired CFR was similarly present among women and men, but in patients with low CFR ( $<1.6$ ,  $n=163$ ), women showed higher frequency of nonobstructive CAD while men showed higher frequency of severely obstructive CAD ( $p=0.002$ ). After also adjusting for CFR, the effect of sex on outcomes was no longer significant. When stratified by sex and CFR, only women with severely impaired CFR demonstrated significantly increased adjusted risk of CVD events ( $p<0.0001$ ,  $p$  for interaction= $0.04$ ).
- Conclusion:** Women referred for coronary angiography had significantly lower burden of obstructive CAD relative to men but were not protected from CVD events. Excess cardiovascular risk in women was independently associated with impaired CFR, representing a hidden biological risk, and a phenotype less amenable to revascularization. Impaired CFR, particularly absent severely obstructive CAD, may represent a novel target for CVD risk reduction.
- Future Work:** CFR may represent an important biomarker not only for prospective studies evaluating the role of ischemia and revascularization, but also of emerging anti-inflammatory, extreme lipid-lowering, and neurohormonal-modulating agents on cardiovascular outcomes, especially in women.
- Mentor:** Marcelo F. Di Carli, MD., Chief, Nuclear Medicine and Molecular Imaging; Executive Director, Noninvasive Cardiovascular Imaging; Professor of Radiology and Medicine, Harvard Medical School



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### Harvard Medical School Office for Diversity Inclusion and Community Partnership Minority Faculty Development Program

#### **DICP Mission**

The mission of the Office for Diversity Inclusion and Community Partnership (DICP) is to advance diversity inclusion in health, biomedical, behavioral, and Science Technology Engineering and Mathematics (STEM) fields that build individual and institutional capacity to achieve excellence, foster innovation, and ensure equity in health locally, nationally, and globally.

#### **About DICP**

The Office for Diversity Inclusion and Community Partnership (DICP) was established in 2002 (originally named Faculty Development and Diversity, est. 1995) to promote the increased recruitment, retention and advancement of diverse faculty, particularly individuals from groups underrepresented in medicine (URM), at HMS and to oversee all diversity activities involving Harvard Medical School (HMS) faculty, trainees, students and staff.

This is achieved through efforts that support the career development of junior faculty and fellows; train leaders in academic medicine and health policy; provide programs that address crucial pipeline issues; and sponsor awards and recognitions that reinforce behaviors and practices that are supportive of diversity, inclusion, mentoring, and faculty development. In addition, DICP activities support the Faculty Development and Diversity Task Force recommendations, particularly as they relate to mentoring, professional development and the design, creation and monitoring of workforce metrics. DICP also acts as a central resource for faculty development and diversity efforts of the Harvard Catalyst (HCat) through the HCat Program for Faculty Development and Diversity Inclusion (PFDD). Recognizing the importance of addressing issues that impact faculty recruitment, impede faculty advancement and thwart faculty retention, in 1990, HMS initiated the Minority Faculty Development Program (MFDP). The MFDP, a component of DICP, offers consistent programming that is responsive to identified needs of individuals and institutions and serves as a nexus for collaborative work among HMS, HMS-affiliate faculty development programs and/or diversity/multicultural affairs offices. In addition, MFDP addresses issues of increasing the pool of minority and disadvantaged students interested in careers in science and medicine, and has built a three-pronged effort to encourage URM and disadvantaged students from all levels of the educational pipeline to pursue biomedical, STEM and health-related careers. Programs begin as early as the middle school level and carry on through the postgraduate level and involve curriculum development, teacher training, enhancing student research, and career development. DICP/MFDP's work addresses HMS' relationship with the community (internal and external) through the provision of programs that link HMS faculty, trainees and students with local, regional and national community-related activities.

Through DICP's research and evaluation arm, Converge: Building Inclusion in the Sciences through Research, DICP conducts evaluation for DICP programs, as well as research addressing national, regional and local strategies that support workforce diversity and inclusion in the biomedical sciences. Of particular interest are groups that are traditionally underrepresented in these fields. Knowledge is generated through rigorous, theory-based scientific research; linking policy and practice with scientific evidence; and convening interdisciplinary stakeholder groups. Converge's systems-based perspective for diversity and inclusion serves as the foundation for the work that it undertakes. The current research focuses on building a knowledge base and training mechanism for sustained capacity-building and decision making that enhances workforce diversity and human resource development in academic medicine.

#### **For further information, please contact us:**

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### **Beth Israel Deaconess Medical Center Office for Academic Careers and Faculty Development**

The Office for Academic Careers and Faculty Development (ACFD) was established in order to foster and maximize the academic career potential of all Beth Israel Deaconess Medical Center practicing physicians and researchers. This includes helping faculty with MD degrees focused on careers as physician scientists and clinician teachers as well as PhD faculty focused on research aimed at understanding and curing human diseases.

To accomplish this goal, ACFD offers several levels of services:

- A comprehensive curriculum addressing the development and advancement of academic careers. The curriculum covers topics such as: understanding the Harvard Medical School faculty promotion guidelines and process, enhancing leadership skills, conducting effective negotiations, developing and evaluating vitas, writing an NIH biosketch, improving time management skills, preparing for annual performance reviews, achieving work-life balance, leading a meeting/committee, and obtaining K series awards.
- Development of essential resources necessary to develop and enhance one's career. This includes easy access to web-based tools that can assist faculty with tasks such as identifying funding sources, writing and submitting grants, preparing budgets, and writing manuscripts.
- Linkages to Harvard Medical School Office for Faculty Affairs and to Harvard Catalyst programs.
- One-on-one career consultations.
- Consultations with departmental leadership in order to help strengthen mentoring and career development within individual departments.
- A support system for faculty in preparing promotion packages.
- Maintenance and analysis of up-to-date academic rankings of all BIDMC faculty.

Lastly, ACFD welcomes the opportunity to collaborate with departments and the BIDMC Office for Diversity, Inclusion, and Career Advancement to support the recruitment and academic promotion of underrepresented minority faculty at the medical center.

For more information on ACFD activities please visit the ACFD website:  
<http://www.bidmc.org/MedicalEducation/AcademicCareersandFacultyDevelopment.aspx>

### **Beth Israel Deaconess Medical Center Office of Diversity, Inclusion, and Career Advancement**

The Office for Diversity, Inclusion, and Career Advancement (ODICA), in close association with the Center for Education and the Chief Academic Officer, was founded in January of 2015 to further the mission of Beth Israel Deaconess Medical Center by developing, implementing, and evaluating programs for increasing the numbers and job satisfaction of faculty and trainees from underrepresented minorities in medicine (URMM). The ODI is the successor of the Office of Multicultural Affairs, which was created in 2008 to affirm and support the institution's commitment to the underrepresented community of students, house staff, and faculty, which in turn reflects the Medical Center's commitment to all of the people we serve.

Our society has come a long way since the days when the former Beth Israel Hospital was founded as a premier medical center where the Jewish community, and other groups not welcome at Boston's renowned hospitals,

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could receive the same top quality health care. That core mission of openness and nondiscrimination has always guided our work, and has expression today in ODICA.

Our history inspires us to continue our efforts to redress inequalities in the health care system. ODICA will strive to increase the number of under-represented minority physicians in our ranks and to support those who are already our colleagues, because we recognize that our collective wisdom is richer when it includes and values the experiences of African Americans, Latinos, Native Americans, Pacific Islanders, women, gay/lesbian/bisexual/transgendered people, and the disabled, who may have faced barriers to entering, staying and advancing in the health professions. ODICA also works to inform all in our community about the ongoing hidden bias and health care disparities affecting people of color, sexual minorities, and the disabled, and to educate about the cross-cultural dynamics that impact on how these groups access and experience health care.

**Contact:**

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### **Boston Children's Hospital Office of Faculty Development**

The mission of the Office of Faculty Development (OFD) at Boston Children's Hospital is to recruit and retain the best faculty, facilitate career advancement and satisfaction, and increase leadership opportunities, particularly for women and minorities. The OFD staff includes Faculty Director S. Jean Emans, MD; Administrative Director Maxine Milstein, MBA; Program Coordinator Jill Dobriner, PhD; Medical Education Director Alan Leichtner, MD, MSHPEd; and Diversity and Cultural Competency Council (DCCC) Faculty Director Valerie Ward, MD, MPH. The OFD collaborates with career development offices at six other teaching hospitals (BWH, MGH, BIDMC, DFCI, McLean, and CHA) and HMS Offices for Faculty Affairs and Diversity Inclusion and Community Partnership, through CHADD (Consortium of Harvard-Affiliated Offices for Faculty Development and Diversity) to invite speakers, sponsor events, and develop courses, search committee guidelines, and diversity initiatives. The OFD also collaborates with the Harvard Catalyst to improve training and mentorship opportunities for investigators, by increasing the quality and scope of clinical and translational research resources. The OFD works closely with the Department of Medical Education at Children's to foster the continuous improvement of teaching and learning.

In support of its mission to promote faculty diversity, the OFD has developed a multi-dimensional strategy that encompasses communication strategies; supports a hospital-wide, systemic approach; and fosters academic promotion, professional guidance, and career satisfaction. With sponsorship from Boston Children's Hospital Research Executive Committees, the OFD offers two-year fellowships, awarded annually to junior faculty, including designated slots for under-represented minority faculty or faculty with family responsibilities. OFD also sponsors, with the Children's Human Resources Department, several fellowships to under-represented minority faculty for the Partnership and Conexión Leadership Programs, local organizations committed to workplace diversity and inclusion through professional and organizational development. The OFD has taken an active role in developing Children's DCCC with expanded vision and faculty leadership.

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The OFD goals include facilitating communication with faculty through a newsletter (Perspectives), website, Twitter page, and targeted email distribution lists; fostering academic advancement; providing skill building workshops; establishing a climate of success through a mentoring network; promoting excellence in teaching; supporting work/life balance initiatives; promoting diversity and cultural responsiveness; and forging collaborations within Children's and across institutions to develop synergies for pipeline/retention efforts.

For more information, please visit: <http://www.childrenshospital.org/research/ofd>

### **Brigham and Women's Hospital Office for Multicultural Faculty Careers Center for Faculty Development & Diversity**

**The Office for Multicultural Faculty Careers (OMC)** provides hospital-wide leadership and support in the areas of recruitment, retention and advancement of faculty, fellows, and residents who are underrepresented in medicine (URM). The Office provides professional development, mentoring and networking activities, to support the career satisfaction and engagement of the URM community.

The OMC is part of the **Center for Faculty Development & Diversity (CFDD)** at BWH, which also includes **the Office for Research Careers (ORC) and the Office for Women's Careers (OWC)**. The CFDD provides career advancement and professional development for all faculty and trainees across the academic continuum at Brigham and Women's Hospital, and is committed to promoting a vibrant, diverse and inclusive professional community where every person has the opportunity to thrive.

For more information, please visit: <http://cfdd.brighamandwomens.org/>

### **Cambridge Health Alliance Department of Medicine, Division of Minority Affairs**

The Office of Minority Affairs at Cambridge Health Alliance (CHA), a Division of the CHA Department of Medicine, assists in minority recruitment and retention at both the faculty- and house staff-level. This includes mentoring house staff of color, teaching cultural competency to house staff and medical students, and participating in the Harvard Medical School subcommittee on cultural competency curriculum. Cambridge Health Alliance is a regional healthcare system with three hospitals and more than twenty primary care and specialty practices. Based in Cambridge, Somerville, and Boston's metro-North communities, CHA serves a highly-diverse patient population and is known nationally for cultural competency and its commitment to community-based care.

### **The Commonwealth Fund Mongan Fellowship in Minority Health Policy**

The Commonwealth Fund Mongan Fellowship Program (formerly the Commonwealth Fund/Harvard University Fellowship in Minority Health Policy) is designed to prepare physicians for leadership roles in transforming health care delivery and promoting health policies and practices to improve access to high quality care for vulnerable populations, including racial and ethnic minorities and economically disadvantaged groups. Up to three one-year, degree-granting fellowships based at Harvard University are awarded yearly.

Based at Harvard Medical School under the direction of Joan Y. Reede, MD, MPH, MS, MBA, Dean for Diversity and Community Partnership, the year-long fellowship offers intensive study in health policy, public health, and

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management for physicians committed to transforming delivery systems for vulnerable populations. Fellows also participate in leadership forums and seminars with nationally recognized leaders in health care delivery systems, minority health, and public policy. Under the program, fellows complete academic work leading to a master of public health degree at the Harvard T.H. Chan School of Public Health or a master of public administration degree at the Harvard Kennedy School.

This May, 128 fellows and scholars will have been trained academically and professionally in public health, health policy, and health management including those funded by the California Endowment, the Health Resources and Services Administration, and the Dental Services of Massachusetts/Delta Dental Plan. 100% of the graduates have been actively engaged in aspects of policy, research and/or service delivery related to minority health and/or public health.

Requests for further information about the Fellowship and/or application materials should be addressed to:

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The Commonwealth Fund Mongan Fellowship in Minority Health Policy  
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**Please visit our Website:** <https://mfdp.med.harvard.edu/cfmf/>

### **Dana-Farber Cancer Institute Office for Faculty Development**

The Dana-Farber Cancer Institute's Office for Faculty Development (OFD) was launched in 2007, with a mission to strengthen and facilitate the development of Dana-Farber faculty. Key objectives include promoting a work environment that enhances faculty productivity, promotion and retention, and job satisfaction; advancing the career development of all faculty at Dana-Farber; and advocating for the diversity of faculty and faculty leadership.

Advancing career development for DFCI faculty is a multi-pronged approach:

- Working with committees to advocate for the needs of specific populations of faculty (women, clinical faculty)
- Clarifying career trajectories through a system of categories for Instructors
- Creating a recognition path for clinicians through Institute Titles for Clinical Faculty
- Reviewing faculty rosters with each department chair to identify opportunities for advancement and any support that OFD can offer
- Offering seminars and providing information/resources

Fostering a supportive work environment is a core focus for the OFD; the Gloria Spivak Faculty Advancement Fund, which provides funding to facilitate the research of faculty members who are at critical junctures in their lives in balancing work and family demands, is a hallmark effort in this arena. The OFD offers Caregiver Travel Awards for junior faculty needing extra caregiving for dependents while travelling to career building conferences. The OFD hosts events that facilitate faculty connections and networking, such as the retreat for women faculty, clinical faculty brunch and the President's reception for junior faculty. A new initiative is the Leadership Bootcamp to strengthen microclimate environments.

**For more information contact:** Christine Power, MS, Director at 617-582-8714 or [christinem\\_power@dfci.harvard.edu](mailto:christinem_power@dfci.harvard.edu)

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### **Dana-Farber/Harvard Cancer Center Initiative to Eliminate Cancer Disparities**

Formed in 1997, Dana-Farber/Harvard Cancer Center (DF/HCC) is innovative research collaboration between seven participating institutions, including Beth Israel Deaconess Medical Center, Brigham and Women's Hospital, Children's Hospital Boston, Dana-Farber Cancer Institute, Harvard Medical School, Harvard T. H. Chan School of Public Health and Massachusetts General Hospital.

A centerpiece of DF/HCC is its Initiative to Eliminate Cancer Disparities (IECD), which was launched in 2001. The IECD was created to provide a centralized and coordinated structure for addressing concerns about cancer disparities. It was among the nation's first integrated, inter-institutional, multi-pronged approaches for addressing cancer inequities. Its mission has been to support and encourage disparities research in all disciplines and across all DF/HCC member institutions. In order to advance this mission, the IECD has focused on: a) community engagement, b) training, recruitment, and faculty development, c) increasing minority enrollment to cancer clinical trials, and d) enhancing cultural competency throughout DF/HCC institutions and its membership. Cutting across these four areas are the activities of a dedicated staff/support team that is charged with identifying and removing organizational barriers to initiating and sustaining IECD projects.

**For more information, please visit:** <http://www.cancerdisparities.org>

### **Program for Faculty Development and Diversity Inclusion (PFDDI)**

Established in 2008, Harvard Catalyst | The Harvard Clinical and Translational Science Center is dedicated to improving human health by enabling collaboration and providing tools, training, and technologies to clinical and translational investigators. As a shared enterprise of Harvard University, Harvard Catalyst resources are made freely available to all Harvard faculty and trainees, regardless of institutional affiliation or academic degree.

Harvard Catalyst is funded by the [National Institutes of Health \(NIH\) Clinical and Translational Science Awards \(CTSA\) Program](#) (grant 1UL1 TR001102-01), and by contributions from Harvard University, Harvard Medical School, Harvard T.H. Chan School of Public Health, Beth Israel Deaconess Medical Center, Boston Children's Hospital, Brigham and Women's Hospital, Dana-Farber Cancer Institute, and Massachusetts General Hospital. This CTSA is part of a network of over [60 centers](#) across the US dedicated to advancing C/T research.

Harvard Catalyst works with Harvard schools and the academic healthcare centers (hospitals) to build and grow an environment where discoveries are rapidly and efficiently translated to improve human health. We catalyze research across all clinical and translational domains by providing investigators with opportunities such as pilot funding, with free resources such as biostatistics consultations, with educational programs such as the Clinical and Translational (C/T) Research Academy and over a dozen courses, and with a range of web tools that assist in data collection and team collaboration efforts.

The Program for Faculty Development and Diversity Inclusion (PFDDI) emphasizes the recruitment and retention of a diverse clinical and translational workforce as a top priority throughout Harvard Catalyst governance, programming, training, and resource allocation.

Specifically, the program:

- Supports institutional efforts to increase diversity among Harvard faculty and trainees, through annual [Faculty Development and Career Development Programs](#) which include lectures and workshops aimed at

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addressing key career development issues. Topics span: Federal Funding opportunities, Presentation / Communication Skills, Getting it Right in Primetime: Improving Your Media Interaction Skills.

- Offers education, mentoring and community-building events aimed at improving the promotion and retention rates among diverse faculty who are conducting clinical and translational research.
- Improves the cultural competence of all Harvard faculty.
- The PFDDI collaborates with Faculty Development and Diversity Inclusion offices at Harvard Medical School and Harvard-affiliated academic healthcare centers, and is a member of the Consortium of Harvard Affiliated Offices for Faculty Development and Diversity Inclusion (CHADD).
- Co-Sponsors the New England Science Symposium (NESS) that promotes careers in biomedical science. NESS, offered annually since 2002, provides a national competitive forum for postdoctoral fellows; medical, dental, and graduate students; post-baccalaureates; college and community college students (particularly African-American, Hispanic, and American Indian / Alaska Native individuals) involved in biomedical or health-related scientific research, to present their research projects through oral or poster presentations.

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### Harvard Catalyst Program for Faculty Development and Diversity Inclusion (PFDDI) Faculty Fellowship Program

Harvard Catalyst Program for Faculty Development and Diversity Inclusion (PFDD) Faculty Fellowship is a two-year, non-degree Faculty Fellowship Program for Harvard junior faculty. The Fellowship is designed to address faculty need for additional support to conduct clinical and/or translational research and to free junior faculty from clinical and teaching demands at a key point in their career development. Each Faculty Fellow will receive \$100,000 over a two-year period to support scholarly efforts. Faculty Fellows are required to devote appropriate time toward the development of their academic career, to meet regularly with their mentors, and to present at the annual Minority Health Policy Meeting.

#### CONTACT:

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### Harvard School of Dental Medicine Office of Diversity Inclusion

The Office of Diversity and Inclusion promotes increased recruitment, retention, and advancement of underrepresented minority students, staff, and faculty at the Harvard School of Dental Medicine. The Office, led by [Josephine Kim, Ph.D., LMHC, NCC](#), seeks to emulate the Harvard tradition of excellence in education, science, and public health by supporting a well-trained faculty, while producing oral health leaders who reflect the larger community that we serve.

#### Goals of the Office of Diversity and Inclusion are to:

- Foster an environment that is comfortable and welcoming to all members of the HSDM community
- Provide support for a diverse population of students, staff, and faculty
- Develop a recruitment strategy to increase enrollment of students from underrepresented minority groups
- Develop and implement a plan to recruit faculty from underrepresented minority groups
- Enhance and develop curricula that address issues of diversity, cross-cultural care, and cultural sensitivity

#### Partners:

The HSDM Office of Diversity and Inclusion partners with several offices at the Harvard Medical School, including the [Office for Diversity Inclusion and Community Partnership](#) and [Office of Recruitment and Multicultural Affairs](#). For more information, visit: <http://hsdm.harvard.edu/office-diversity-inclusion>

### Harvard T. H. Chan School of Public Health Division of Policy Translation and Leadership Development

The **Division of Policy Translation and Leadership Development** aims to translate scientific knowledge to those individuals in positions that can effect major policy changes, thus improving the public's health, and to develop a new kind of multinational leadership capacity based on scientific evidence. This is relevant not only to current local, state, national and global figures, but to the leaders of the future – including the students who study at Harvard T. H. Chan School of Public Health and those who take our courses from other graduate Schools across Harvard University.

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The Division is working to close the gap by building interpersonal networks with high quality videoconferencing capability and exploiting new media channels through programs in The Leadership Studio, our state-of-the-art webcasting and videoconferencing facility. Programs include *The Forum at Harvard School of Public Health* and *Decision-making: Voices from the Field*.

The Division also offers ministerial level and executive leadership programs, is developing innovative centers and initiatives, and collaborates with current and former leaders on a local and global stage. This effort is infusing a culture of exchange throughout the School's academic activities.

Web: <http://www.hsph.harvard.edu/policy-translation-leadership/>

### **The Joseph L. Henry Oral Health Fellowship in Minority Health Policy**

The Joseph L. Henry Oral Health Fellowship in Minority Health Policy is supported by the Dental Service of Massachusetts/Delta Dental Plan and previously the Health Resources and Services Administration (HRSA) through a cooperative agreement between the Office of Minority Health and Minority Faculty Development Program at Harvard Medical School. The Oral Health Program is a one-year or two-year academic degree-granting program, designed to create oral health leaders, particularly minority oral health leaders, who will pursue careers in health policy, public health practice and academia. The program is intended to incorporate the critical skills taught in schools of public health, government, business, and dental medicine with supervised practicum, leadership forums and seminar series conducted by leading scholars and nationally-recognized leaders in minority health and public policy.

The program is designed to prepare oral health leaders who will, over time, improve the capacity of the health care system to address the health needs of minority and disadvantaged populations. To accomplish this, the program will:

- Provide strong academic training, including a graduate degree, for highly qualified dentists.
- Enhance the leadership ability of dentists, offering them substantive knowledge in health policy and management, while creating a network of oral health leaders capable of advancing successfully among the public, non-profit, and academic sectors.
- Provide each fellow with mentoring by Harvard senior faculty and administrators, and access to national leaders in oral health, health policy and public health practice.
- Provide firsthand experience in private and public sectors, allowing the fellows to integrate academic leadership training with its practical application in a real world setting.
- Bring together the faculty and resources of Harvard Medical School, Harvard School of Dental Medicine, Harvard T.H. Chan School of Public Health, and the Harvard Kennedy School of Government to provide an enhanced curriculum that addresses issues of public health, oral health, health policy and practice — particularly as they relate to minority health issues.
- Utilize resources at Harvard Medical School and Harvard School of Dental Medicine, including the offices of Minority Faculty Development Program, to enhance the networking, career development, and career advancement of participating fellows.

The requirements for Fellows of the Joseph L. Henry Oral Health Fellowship in Minority Health Policy are to complete the course work leading to a graduate degree from the Harvard T.H. Chan School of Public Health. The Program includes courses, seminars, leadership forums, a research practicum, site visits and mentoring by senior faculty and public health leaders.

## SPONSORS' DESCRIPTIONS

### Qualifications:

- DDS or DMD and an active dental license required
- Experience with addressing and improving needs of minority, disadvantaged and vulnerable populations
- Interest in minority health, public policy and public health
- US citizenship or permanent US residency

Requests for further information about The Joseph L. Henry Oral Health Fellowship in Minority Health Policy, should be addressed to:

Joan Y. Reede, MD, MPH, MS, MBA  
Program Director  
Harvard Medical School  
164 Longwood Avenue, 2nd Floor  
Boston, MA 02115-5818  
Phone: (617) 432-2313

Web: [http://www.mfdp.med.harvard.edu/oral\\_health](http://www.mfdp.med.harvard.edu/oral_health)

### **McLean Hospital Office of the Chief Academic Officer**

The Office of the Chief Academic Officer (OCAO) was formed in 2009 as a part of the hospital's larger strategic plan, charged with developing a vision for our growing academic programs at all levels of the institution. The academic strategic plan advanced ten initiatives designed to enhance the academic environment and to maximize scholarship and productive inquiry into the etiology, prevention, and most-effective treatment of psychiatric disorders across our research, educational and clinical communities. It is the ongoing goal of the OCAO to ensure that faculty, staff, and trainees have access to the information and materials they need for all issues related to McLean's academic mission.

Current programming centers around faculty and staff career development, mentoring, responsible conduct of research, promotions, continuing education, technology, and diversity. The OCAO will continue to develop and refine its existing programming and resources by seeking feedback from faculty and staff at McLean, by conducting needs-based assessments, and by working directly with faculty and staff, the OCAO can ensure that the needs of our unique population are met efficiently and effectively as they arise.

For more information contact Caroline Rotondi, Assistant Director of the OCAO at [officeofcao@mclean.harvard.edu](mailto:officeofcao@mclean.harvard.edu) or 617-855-3145.

## SPONSORS' DESCRIPTIONS

### **Massachusetts General Hospital Center for Diversity and Inclusion "Advancing Physicians and Scientists"**

#### **MISSION AND GOALS:**

The Center for Diversity and Inclusion (CDI) helps advance and promote an inclusive and diverse community of physicians and scientists at Mass General Hospital.

The CDI provides numerous career-enhancing resources to students, trainees and faculty who are underrepresented in medicine to support their unique professional paths and expand their aspirations and goals. We also help educate our workforce on cross-cultural interactions with patients and colleagues, contributing to a more inclusive and welcoming hospital environment.

Working closely with all departments at Mass General, CDI focuses on three strategic areas:

- Professional leadership development and workforce recruitment at all stages of a URM physician's and scientist's career: student, trainee, and faculty
- Cross-cultural education of staff and physicians to enhance the quality of care of patients and employee engagement
- Advance the science of diversity and inclusion by measuring outcomes of our programs and interventions

For more information, please visit: <http://www.massgeneral.org/cdi>

### **Office for Diversity Inclusion and Community Partnership (DICP) Faculty Fellowship Program**

The Office for Diversity Inclusion and Community Partnership (DICP) Faculty Fellowship is a two-year, non-degree Faculty Fellowship Program for Harvard Medical School (HMS) junior faculty that enables fellows to pursue activities that enhance their development as researchers and clinicians/teachers, leads to their advancement within the Harvard system, and promotes diversity within the HMS community. The Program provides two years of fellowship support in the amount of \$50,000 per year intended to provide release time from clinical work to conduct an individual, mentored research project, participate in Fellowship-related activities, meet regularly with mentors, and present research findings at the annual Minority Health Policy Meeting.

Requests for further information about The DICP Faculty Fellowship Program should be addressed to:

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