



HARVARD
MEDICAL SCHOOL



OFFICE FOR DIVERSITY INCLUSION & COMMUNITY PARTNERSHIP

2022 Leadership and Faculty Development Program Conference and Minority Health Policy Annual Meeting

TUESDAY, MAY 3

WEDNESDAY, MAY 4

THURSDAY, MAY 5

FRIDAY, MAY 6

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Sponsors:



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



Boston Children's Hospital
Office of Faculty Development



Boston Children's Hospital
Office of Health Equity and Inclusion



Brigham and Women's Hospital
Center for Diversity and Inclusion



Cambridge Health Alliance
Department of Medicine, Division of Minority Affairs



The Commonwealth Fund Fellowship
in Minority Health Policy at Harvard University

The Commonwealth Fund Fellowship
in Minority Health Policy at Harvard University



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 and Inclusion



Joseph L. Henry Oral Health Fellowship



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 – TUESDAY, MAY 3, 2022

2022 Leadership and Faculty Development Program Conference (Virtual)

Advancing Leadership in Health Equity

1:00 - 3:00 PM

The ESJ Series: Advancing Leadership in Health Equity will feature leaders from diverse backgrounds as they share their real-world experiences in advancing health equity in their current roles. The panelists will discuss leadership skills, techniques, and pitfalls in advancing health equity in academia, clinical, governmental, non-profit and other health care organizations.

1:00 pm **Opening Welcome Remarks**

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

Dean, Diversity and Community Partnership;

Professor of Medicine, Harvard Medical School; Professor of Society, Human Development and Health, Harvard T.H. Chan School of Public Health

1:05 pm **Panel Discussion**

Moderator: **Alden Landry, MD, MPH**

Assistant Professor, Emergency Medicine, Beth Israel Deaconess Medical Center; Assistant Dean, Office for Diversity Inclusion and Community Partnership, Associate Director and Advisor, Castle Society, Harvard Medical School

Panelists: **Jaya Aysola MD, DTMH, MPH**

Executive Director, The Penn Medicine Center for Health Equity Advancement (CHEA); Assistant Dean of Inclusion and Diversity, Office of Inclusion, Diversity, and Equity (OIDE); Assistant Professor of Medicine and Pediatrics, Perelman School of Medicine

Kimberly S.G. Chang, MD, MPH

Commissioner, President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders; Family Physician and Human Trafficking and Healthcare Policy Fellow, Asian Health Services (AHS), Oakland, California; Vice Speaker of the House, Executive Board, National Association of Community Health Centers; Cofounder, HEAL Trafficking

Nicole Del Castillo, MD, MPH

Director of the Office of Diversity, Equity, and Inclusion, Carver College of Medicine, University of Iowa, Iowa City, IA

Darrell M. Gray, II, MD, MPH

Chief Health Equity Officer, Anthem Inc., Washington, DC

Morgan Medlock, MD, MDiv, MPH

Commissioner, Behavioral Health Administration, State of Colorado

2:45 pm **Q&A Session**

3:00 pm **Adjourn**

AGENDA – WEDNESDAY, MAY 4, 2022

2022 Minority Health Policy Annual Meeting **12:00-2:30 PM**

The 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 disparity issues impacting the nation's most vulnerable populations.

12:00 pm **Opening Welcome Remarks**

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

Dean, Diversity and Community Partnership;

Professor of Medicine, Harvard Medical School; Professor of Society, Human Development and Health, Harvard T.H. Chan School of Public Health

12:05 pm **Commonwealth Fund Fellowship in Minority Health Policy at Harvard University and Joseph L. Henry Oral Health Fellowship Practicum Presentations**

Presenters: *“Building Physician Workforce Development Capacity for American Indian Communities on the East Coast”*

Nicole Stern, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

“Developing a Framework to Improve Maternal Child Wellbeing Inequities through a Goal-Oriented Coaching Intervention”

Sarah Dolisca, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

“Using Behavioral Science Techniques to Increase Performance on the MassHealth Oral Health Measure for an Accountable Care Organization - Community Care Cooperative (C3)”

Wayne Stephens, DDS, MBA

Joseph L. Henry Oral Health Fellow in Minority Health Policy

12:50 pm **Break**

12:55 pm *“Development of a Health Equity Incentive Program: Pediatric Considerations”*

Tracy Yang, MPhil, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

“Developing a Health Equity Metric for Surgical Care in Cancer”

T. Salewa Oseni, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

“Eliminating Barriers to Care and Providing Equitable Specialty Cancer Care Access for Medicaid Patients”

Joshua Budhu, MS, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

1:40 pm **Break**

AGENDA – WEDNESDAY, MAY 4, 2022

1:45 pm HMS Faculty Fellows Presentations

“Wellbeing in Patients Undergoing Hematopoietic Stem Cell Transplantation: The Role of Positive Psychology”

Hermioni Amonoo, MD, MPP

Assistant Professor of Psychiatry, Brigham and Women’s Hospital; 2020 –2021 Harvard Catalyst Program for Diversity Inclusion (PFDI) Faculty Fellowship Recipient

“Development of a Deep Learning Model to Improve Mammographic Interpretation”

Randy Miles, MD, PhD

Assistant Professor of Radiology, Massachusetts General Hospital; 2020 –2022 Harvard Catalyst Program for Diversity Inclusion (PFDI) Faculty Fellowship Recipient

Commentator: **Laurie Zephyrin MD, MPH, MBA**

Vice President for Advancing Health Equity, The Commonwealth Fund

2:25 pm Closing Remarks

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

2:30 pm Adjourn

AGENDA – THURSDAY, MAY 5, 2022

Reede Scholars 13th Annual Health Equity Symposium *“Beyond Policing: Community, Violence and Health Equity”*

1:00-3:00 PM

For decades the psychosocial impact of police shootings and extrajudicial killing of Black people has been studied, researched and talked about. Children exposed to violent events in their homes, schools, and larger communities can lead to a wide range of transient or chronic discrete symptoms. Studies find that these children are at great risk of developing more pervasive psychiatric and behavioral disorders, such as depression, anxiety, and posttraumatic stress and conduct disorders.

What is the long-term impact on these children’s ability to thrive and become healthy productive adults? How does experiencing childhood trauma from police violence, within their community, factor into their physical, mental, and social health? What is the role of the healthcare system to address, through prevention and intervention, the ill effects of police violence on the maturation of children?

Our esteemed ensemble of speakers will discuss these and other critical issues that facilitate or present barriers to health equity. **Please join us for this important discussion on how health professionals and community leaders can better understand the long-term impact of acts of violence on children, why it’s important to do so, and how we can support patients and communities suffering the after-effects of police and other extreme violence.**

Learning objectives, participants will:

- Understand long-term effect of exposure to police violence during childhood.
- Articulate how to integrate childhood exposure to violence into health care plans.
- Propose research to develop policy changes to protect and prevent childhood exposure to police violence.

1:00 pm

Welcome Remarks

Mary Fleming, MD, MPH ‘11

President, The Reede Scholars

Moderator:

Phillip Murray, MD, MPH ‘17

Director of Emergency Psychiatry

UC Davis Health

1:20 pm

Panel Discussion

Moderator:

Phillip Murray, MD, MPH ‘17

Panelists:

Fatimah Loren Dreier

Executive Director, Health Alliance for Violence Intervention (HAVI); Pozen-Commonwealth Fund Fellow in Health Equity Leadership, Yale School of Management

Josefina Alvarado Mena, Esq.

Chief Executive Officer

Safe Passages

AGENDA – THURSDAY, MAY 5, 2022

Sarah Y. Vinson, MD

Founder and Principal Consultant, Lorio Forensics; Associate Professor of Psychiatry and Pediatrics, Morehouse School of Medicine

2:30 pm

Q&A Session

2:50 pm

Vision Award Presentation

Mary Fleming, MD, MPH

Closing Remarks

AGENDA – FRIDAY, MAY 6, 2022

2022 Leadership and Faculty Development Program Conference *Career Development Training:*

“Communication as an Essential Leadership Skill”

9:30-11:30 AM

Over our lives we’ve each developed a preference for how we like to communicate and interact with people. This style impacts how we set up and run our teams, enact leadership, and contribute in our organizations. Challenges arise when we are communicating across different styles, potentially leading to misunderstandings and misinterpretations. Prior to this session participants will complete an online diagnostic. This self-knowledge becomes the basis for becoming effective when interacting with people who have different rules. The workshop will focus on strategies for improved effectiveness.

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 of Society, Human Development and Health, Harvard T.H. Chan School of Public Health

9:35 am - 11:30 am

Presentation & Discussion

Presenter:

Mary Shapiro, MBA

Professor of Practice
Organizational Behavior Management
Simmons University

SPEAKERS



Josefina Alvarado Mena, Esq.
Chief Executive Officer, Safe Passages

Josefina Alvarado Mena was awarded an Echoing Green Fellowship in 1996 after finishing her J.D. to create the Educational Empowerment Program to provide free legal education and services to students in the school to prison pipeline in Oakland, California. In 1999, Josefina was recruited by an incoming Superintendent of Oakland Unified School District to lead equity reforms and head the Department of Student, Family, and Community Services. During her tenure she helped expand after-school programs, violence prevention programs, parent engagement and mental health programs throughout the school district. As director of the department, she also led the effort to develop the Safe Passage Middle School Strategy that resulted in a 72% decrease in suspensions for violence at target high need middle schools in Oakland. Josefina was then recruited to lead Safe Passages, a city-wide initiative designed to reduce violence among the children and youth of Oakland. Josefina was one of only 5 employees when she arrived at Safe Passages. Currently the organization has a staff of 125.

As the Chief Executive Officer for Safe Passages, Josefina has grown the organization from a foundation funded initiative to a leading independent 501(c)(3) Multi-service Nonprofit Organization that implements a continuum of programs that serve children and youth, from birth through college and career. Safe Passages is currently funded by the California Reducing Disparities Project in the California Department of Public Health to address mental health disparities among African American youth through the Law and Social Justice Life Coaching Program. A native of Oakland, Josefina grew up in one of the neighborhoods served by Safe Passages. She received her B.A. in Ethnic Studies from the University of California, Berkeley in 1993, and a Juris Doctorate from the University of California, Berkeley School of Law in 1996. She is also a recipient of the following honors and awards: Echoing Green Global Fellowship; Outstanding Education Advocate 1999, People United for a Better Oakland (PUEBLO); Advocacy Award, California Latino Civil Rights Network 1998, James Irvine Foundation California Leadership Award 2009, and Stanford Social Entrepreneurs in Residence Fellowship 2016.



Hermioni L. Amonoo, MD, MPP
Assistant Professor, Harvard Medical School, Department of Psychiatry Brigham and Women's Hospital

Hermioni L. Amonoo, MD, MPP, is a physician-scientist and staff physician in the Division of Medical Psychiatry at Brigham and Women's Hospital (BWH) and the Department of Psychosocial Oncology and Palliative Care at the Dana-Farber Cancer Institute (DFCI). Dr. Amonoo is a graduate of Harvard Medical School, Harvard Kennedy School of Government, Massachusetts General Hospital/McLean Hospital Adult Psychiatry Residency Training Program, and the Consultation-Liaison Psychiatry/Psycho-oncology fellowship at BWH/DFCI. Her clinical training and expertise in caring for patients with serious medical illnesses and psychiatric comorbidities inspire her research. Dr. Amonoo's program of research aims to develop novel psychological therapeutics and digital health interventions to promote mental health, quality of life (QOL), physical function, and survival in vulnerable cancer populations and their caregivers. Her program of research has been consistently funded by Harvard Medical School, Brigham Research Institute/Brigham Health, Harvard Catalyst-Harvard Medical School Office of Diversity Inclusion and Community Partnership, the National Institute of Health-National Cancer Institute (NCI) Career Development Award (K08), and the Openheimer Family Foundation. In addition to research, Dr. Amonoo is also the Associate Training Director of the Brigham and Women's Hospital/Harvard Medical School Adult Psychiatry

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Residency Training Program. Her passion for education has inspired her to engage in several scholarly projects in medical education and to pursue a wide variety of teaching endeavors and mentorship for college and medical students, residents, and physician assistants.



Jaya Aysola MD, DTMH, MPH

Executive Director, The Penn Medicine Center for Health Equity Advancement
Assistant Dean of Inclusion and Diversity,
Office of Inclusion, Diversity, and Equity (OIDE); Assistant Professor of Medicine and
Pediatrics, Perelman School of Medicine

Dr. Aysola is the founder and Executive Director of Penn Medicine’s Center for Health Equity Advancement and Assistant Dean of Inclusion and Diversity at Perelman School of Medicine. An Assistant Professor of Medicine and Pediatrics, her research centers on evaluating system, provider, and patient level strategies to improve the uptake and quality of health care and health for historically marginalized populations and stems from her prior clinical, administrative, and policy experiences in resource constrained settings. Her work has led to publications in *New England Journal of Medicine*, *JAMA Network*, and *Health Affairs*.

Prior to coming to Penn, Dr. Aysola has had extensive education and experience in anthropology, public health, and health services research and spent significant time in Cambodia, Thailand, India, and Post-Hurricane Katrina New Orleans developing and implementing care delivery models in resource constrained settings. Dr. Aysola received a Bachelors of Science from University of Michigan, with high distinction in Anthropology and Zoology, her MD from the University of Pittsburgh School of Medicine, and is board certified in Internal Medicine and Pediatric. She received her diplomate from the London School of Tropical Medicine and Hygiene, her Master of Public Health in Health Care Policy and Management from the Harvard School of Public Health and completed her two-year general medicine research fellowship at the Department of Health Care Policy, Harvard Medical School.



Joshua Budhu, MS, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

Dr. Budhu is a Clinical Fellow in Neuro-Oncology at Massachusetts General Hospital, the Dana-Farber Cancer Institute, and Brigham and Women's Hospital, Boston, MA. Prior to fellowship, he served as Chief Resident in Neurology at MGH/BWH/HMS, the largest neurology residency in the country. Throughout his education and work experiences, he has demonstrated a commitment to improving health equity. Dr. Budhu aspires to affect change at the policy level through advocacy and awareness and to improve diversity in clinical trials. He serves on several national committees including the Society for Neuro-Oncology’s Women and Diversity Clinical Trials Working Group and the Diversity and Mentorship division of the American Academy of Neurology’s Neuro-Oncology section. He co-authored op-eds for the *Washington Post* and *Brookings Institution*, denouncing the pseudoscientific concept “excited delirium”, which misappropriates medical terminology and is used to justify police brutality. He also writes articles for a wide audience about his experience as a physician in training and other health-related matters. Dr. Budhu received his medical degree from Morehouse School of Medicine in 2016.

SPEAKERS



Kimberly S.G. Chang, MD, MPH

Commissioner, President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders; Family Physician and Human Trafficking and Healthcare Policy Fellow, Asian Health Services (AHS), Oakland, California; Vice Speaker of the House, Executive Board, National Association of Community Health Centers; Cofounder, HEAL Trafficking

Dr. Chang is a Family Physician and Director of Human Trafficking and Healthcare Policy at [Asian Health Services](#) (AHS) in Oakland, California. In 2015, Dr. Chang completed [the Commonwealth Fund Minority Health Policy Fellowship at Harvard](#), examining the role of federally qualified health centers in addressing human trafficking. Previously, Dr. Chang was the inaugural Clinic Director at AHS' Frank Kiang Medical Center and provided care for many commercially sexually exploited children. She trained thousands of front-line multidisciplinary professionals on the human trafficking healthcare intersection, provided invited expert testimony to the US Helsinki Commission on "[Best Practices in Rescuing Trafficking Victims](#)", serves on the [National Advisory Committee on the Sex Trafficking of Children and Youth in the United States](#), and co-founded HEAL Trafficking. She was elected as the Vice Speaker of the House on the Executive Board of Directors for the [National Association of Community Health Centers](#) (NACHC) in 2018, and in February 2022 was sworn by the White House as a Commissioner for the [President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders](#). She was nationally recognized with a Physician Advocacy Merit Award from the Institute on Medicine as a Profession, and featured in the New York Times, U.S. News and World Report, PBS Newshour, the Sacramento Bee, and several podcasts.

Dr. Chang received her BA from Columbia University, her MD from the University of Hawaii, specialized in family medicine at the University of California, San Francisco (UCSF), and earned her MPH from the Harvard T.H. Chan School of Public Health, where she was recognized with the 2015 Dr. Fang-Ching Sun Memorial Award for commitment to promoting the health of vulnerable people. Her most recent awards include the Harvard School of Public Health 2020 Emerging Public Health Professional Award, and the 2021 UCSF Alumni Humanitarian Service Award.



Nicole Del Castillo, MD, MPH

Director of the Office of Diversity, Equity, and Inclusion, Carver College of Medicine, University of Iowa, Iowa City, IA

Dr. Castillo is currently the Director of the Office of Diversity, Equity, and Inclusion at the University of Iowa's Carver College of Medicine. She has been involved in various leadership positions locally in Illinois and Iowa and nationally through the American Psychiatric Association (APA) and the American Academy of Child and Adolescent Psychiatrists (AACAP). Dr. Del Castillo is the secretary of the Reede Scholars, Inc; a nonprofit organization focused on Health Equity. Her research and health policy efforts have helped reduce disparities that prevent underserved populations from receiving needed health services by eliminating the barriers of stigma, enhancing education, and improving access. She mentors and advises students, especially from backgrounds underreported in medicine.

As Director of the Office of Diversity, Equity, and Inclusion at the Carver College of Medicine at the University of Iowa, Dr. Del Castillo is involved in helping support students, faculty, staff, and trainees (residents/fellows/Post-Doctoral researchers), implementing programs that increase culturally responsive care (through DEI training, professional development programs, DEI resources), and diversity and inclusion

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education and enrichment program/conferences. Over the past year, Dr. Del Castillo has been involved in implementing a policy around the “Management of Discriminatory Disruptive Behavior” that occurs within our health care enterprise. In addition to the policy, Dr. Del Castillo has been involved in an educational workshop for students, faculty, and staff on “what to say” when they experience discriminatory disruptive behavior. This policy and workshop are intended to help support students, faculty, and staff and create a culture of inclusion. Due to her previous leadership in the Student National Medical Association (SNMA) and the Minority Association of Pre-Health Students (MAPS), Dr. Del Castillo has been directly involved in supporting eight student organizations at the CCOM and serves as faculty advisor for Latino Medical Student Association, MAPS, SNMA, Mixed Race in Medicine, and White Coat 4 Black Lives. She also manages the diversity data and website for the CCOM’s Office of Diversity, Equity, and Inclusion.

Dr. Del Castillo received her B.S. degree in Chemistry from the University of Illinois and her M.D. from Southern Illinois University School of Medicine. She completed her General Psychiatry Residency and Child and Adolescent Psychiatry Fellowship at the University of Iowa (2009-2014), a M.P.H. from Harvard T.H. Chan School of Public Health (2016) and the Commonwealth Fund Fellowship in Minority Health Policy at Harvard University (2016).



Sarah-Bianca G. Dolisca, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

Dr. Dolisca was most recently chief resident in Obstetrics and Gynecology at Brigham and Women’s Hospital and Massachusetts General Hospital, Boston, MA. While in medical school, Dr. Dolisca received the Linnane Scholarship, a need-based prize for students who exhibit academic excellence and HMS community leadership. She aims to remain clinically active and fashion a career reducing disparities in reproductive health and perinatal outcomes. She served as co-chair of the Diversity and Inclusion Committee in the Ob-Gyn Department at Brigham and Women’s Hospital. Dr. Dolisca is currently a lead investigator on an IRB-approved funded study assessing the impact of web-based residency selection. Additionally, she is examining the COVID-19 pandemic’s impact on timing of conception in a fertile and infertile patient population in another IRB-approved funded study. Dr. Dolisca received her medical degree from Harvard Medical School in 2017.



Fatimah Loren Dreier

Executive Director of the Health Alliance for Violence Intervention

Pozen Commonwealth Fund Fellow in Health Equity Leadership at Yale School of Management

Fatimah is the Executive Director of the Health Alliance for Violence Intervention (HAVI) and a Pozen Commonwealth Fund Fellow in Health Equity Leadership at Yale School of Management. The HAVI is a national network of hospital-based violence intervention programs (HVIPs) serving violently injured patients by addressing the social determinants of health. Through innovative community/hospital partnerships in over 80 Cities in the US and abroad, the HAVI has expanded health-based, trauma-informed care by cultivating a powerful national alliance of ER doctors, trauma surgeons, researchers, violence prevention professionals, and communities impacted by violence. Fatimah’s vision for social change has been shaped by a rich heritage of resilience in the wake of harm: from her father’s incarceration to her family’s experiences with homelessness. She is fighting for a system that centers racial equity, preventative public health strategies, and trauma-informed care delivery. Prior to joining the

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HAVI, Fatimah was Deputy Director of Equal Justice USA, a national criminal justice reform organization in which she led an award-winning program on community trauma and police community relations. Fatimah has received numerous honors and distinctions including 2018 Robert Wood Johnson Foundation Culture of Health Leaders Fellowship. She is a psychotherapist by training and a proud Phi Beta Kappa graduate of the University of Pennsylvania. Her work at the HAVI has been featured in The Washington Post, TIME Magazine, NY Times, CNN, NBC News, Health Affairs, and The Trace. Twitter @fatimah_loren



Mary Fleming, MD, MPH
President, The Reede Scholars

Dr. Mary E Fleming is a board-certified OB/GYN with more than a decade of clinical experience. She completed her medical degree at Vanderbilt University School of Medicine and her residency in Obstetrics and Gynecology at Meharry Medical College. Due to her interests in eradicating health inequities and improving healthcare for the underserved, she matriculated to Harvard Medical School as a Commonwealth Fellow in Minority Health Policy where she also obtained a Masters in Public Health.

She practiced as a generalist in Norristown, PA for four years before deciding to transition to a full-time locum tenens physician. In this capacity, she has worked in several states across the country and globally.



Darrell M. Gray, II, MD, MPH
Chief Health Equity Officer, Anthem Inc., Washington, DC

Dr. Gray is an outspoken health equity advocate, a clinical and policy expert, and a passionate voice for a better healthcare system. As the inaugural chief health equity officer for Anthem, Inc., he leads the execution of comprehensive strategy to advance health equity through a whole-health approach (addressing physical, behavioral, social, and pharmacy needs) among Anthem's more than 45 million members and their respective communities.

Prior to joining Anthem, Inc., Gray was an associate professor of medicine at The Ohio State University, where he served as a practicing gastroenterologist and medical director of healthy communities for The Ohio State University Wexner Medical Center, as well as deputy director of the Center for Cancer Health Equity at The Ohio State University Comprehensive Cancer Center. Gray serves in multiple national and local organizations aiming to advance health equity through innovation in community engagement, care delivery, research, and patient and provider education. He is co-founder of the Association of Black Gastroenterologists and Hepatologists and a past chair of the American College of Gastroenterology Diversity, Equity and Inclusion Committee.

Gray is a native of Baltimore, Maryland, and graduate of Morehouse College and Howard University College of Medicine. He completed his residency at Duke University Medical Center and gastroenterology fellowship at Washington University, subsequently earning a master's degree in public health at the Harvard T.H. Chan School of Public Health as a Commonwealth Fund Fellow.

SPEAKERS



Shantel Hébert -Magee, MD, MPH

LHD Regional Medical Director

Chairperson, Reede Scholars, Inc. Annual Health Equity Symposium Committee

Dr. Hébert-Magee serves as the new Regional Medical Director for Region One, the Greater New Orleans area. A physician, health policy advisor and minority health strategist, she currently serves as the Clinical Laboratory Improvement Amendments (CLIA) Laboratory Director for the Office of Public Health. As a clinical pathologist and researcher, she has focused her clinical- effectiveness and device-development research on addressing early detection and diagnosis of pancreatic and biliary malignancies. She is the founder of Under the Scope Foundation, Inc. a 501(c)(3) examining the intersection between technology, health access and education to mitigate the sociobehavioral and environmental factors associated with disease in underserved communities.

Dr. Hébert-Magee is a graduate of Mt. Carmel Academy in New Orleans. She completed her undergraduate studies at Clark Atlanta University, earned a medical degree from Georgetown University School of Medicine and an MPH in health policy from the Harvard T.H. Chan School of Public Health.



Alden Landry, MD, MPH

Assistant Professor, Emergency Medicine, Beth Israel Deaconess Medical Center;

Assistant Dean, Office for Diversity Inclusion and Community Partnership, Associate Director and Advisor, Castle Society, Harvard Medical School

Alden M. Landry, MD, MPH, is an Assistant Professor of Emergency Medicine physician at Beth Israel Deaconess Medical Center, Assistant Dean for the Office for Diversity Inclusion and Community Partnership and Associate Director and Advisor for William B. Castle Society at Harvard Medical School. He also serves as Senior Faculty at the Disparities Solutions Center at Massachusetts General Hospital and is the founder and co-director of the non-profit organization Tour for Diversity. He strives to lead efforts for the Department of Emergency Medicine, the hospital and the medical school that will address health disparities and improve quality of care for the most disenfranchised. 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 a course at Harvard T.H. Chan School of Public Health and teaches health equity to residents and physicians. Dr. Landry promotes careers in the health professions to under-represented minorities and mentors scores of pre-medical students, medical students, residents, fellows, and junior faculty. Dr. Landry also leads the Tour for Diversity in Medicine, (www.tour4diversity.org) an effort to increase the number of underrepresented minorities in medicine, dentistry, and other biomedical careers.

Dr. Landry has been recognized by his peers and colleagues as a leader in health equity and social justice. He has received numerous awards for his public health work and efforts to promote health care workforce diversity. He was recently awarded the Outstanding Academician Award by the Academy for Diversity and Inclusion in Emergency Medicine of the Society of Academic Emergency Medicine and the Albert Frechette Award from the Massachusetts Public Health Association.

Dr. Landry received his Bachelor of Science degree from Prairie View A&M University in 2002 and his medical degree from the University of Alabama Birmingham School of Medicine in 2006. He completed his residency in Emergency Medicine at the Beth Israel Deaconess Medical Center in 2009. In 2010, he earned a

SPEAKERS

Master's in Public Health degree from the Harvard T.H. Chan School of Public Health and completed the Commonwealth Fund Fellowship in Minority Health Policy at Harvard University. He received the Disparities Solutions Center/Aetna Fellow in Health Disparities award in 2010-2011.



Morgan Medlock, MD, MDiv, MPH

Commissioner, Behavioral Health Administration, State of Colorado

Governor Polis appointed Dr. Morgan Medlock as the new Behavioral Health Commissioner for the State of Colorado, and a new member of the Governor's Cabinet. She began her role on January 18, 2022.

Dr. Medlock previously served as the Chief Medical Officer and Director of Crisis and Emergency Services for the Washington, DC Department of Behavioral Health. She also served on the faculty of the Massachusetts General Hospital Center for Law, Brain, and Behavior and Howard University College of Medicine and has held a previous appointment as a Clinical Fellow in Psychiatry at Harvard Medical School. Among her many leadership positions, Dr. Medlock served on the American Psychiatric Association's Council on Minority Mental Health and Health Disparities, including a term as Vice Chair from 2019-2020. She also participated in the District of Columbia Hospital Association's Opioid Taskforce, serving as Co-Chair from 2019-2020.

Dr. Medlock received her MPH from Harvard T.H. Chan School of Public Health, her MD from the Mayo Clinic School of Medicine, her MDiv from Andrews University, and her BS from Oakwood University.



Randy C. Miles MD, MPH

Assistant Professor, Department of Radiology, Massachusetts General Hospital

Dr. Miles is a visiting Assistant Professor in the Department of Radiology at Massachusetts General Hospital. He is originally from Green Level, NC. He completed his B.S. in Chemistry from Hampton University graduating Summa Cum Laude with Honors. Subsequently, he obtained his MD from Mayo Clinic College of Medicine, where he co- led health missions to underserved regions in Haiti and the Dominican Republic. His international public service led him to obtain an MPH from Chan Harvard School of Public Health, where he was awarded the Zuckerman fellowship. During this time, he learned about racial disparities in breast cancer mortality and discovered his passion for improving breast cancer care in traditionally underserved groups. His clinical practice as a board- certified radiologist, specializing in breast imaging, includes image interpretation of digital mammography, digital breast tomosynthesis ("3D mammography"), breast ultrasound (including automated breast ultrasound (ABUS)), and breast MRI. He also performs image- guided procedures including breast biopsies, aspirations, wire/seed localization, and lymphoscintigraphy. His clinical, research, and public health efforts center around improving breast cancer outcomes primarily through 1) identifying barriers to breast cancer screening, 2) creating patient-centered initiatives to improve access to breast imaging services, and 3) examining how to improve delivery of high quality, guideline- concordant breast care for all patients using artificial intelligence. Within the breast imaging division at MGH, he formerly served as Breast Imaging Clinical Service Chief, where he led research efforts focused on reduction of breast cancer screening barriers, appropriate utilization of supplemental screening tools, and assessment of online patient educational materials for factors related to health literacy. In addition, he currently works with international hospitals to improve all facets of care in breast imaging related to physician training, workflow optimization, and patient experience.

SPEAKERS



Phillip Murray, MD, MPH

Director of Emergency Psychiatry
UC Davis Health

Phillip Murray, MD is a physician leader currently working in adult and child psychiatry with an interest in health systems and innovation focused on vulnerable populations. He has obtained a Master's of Public Health with focus in health management from Harvard TH Chan School of Public Health through the Commonwealth Fund Mongan Fellowship in Minority Health Policy. He completed a practicum project looking at ways to expand behavioral health services for a large health system. Prior to that he completed a 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. Dr. Murray is committed to pipeline projects for underrepresented minorities in medicine, as evidenced by his prior 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.

Currently he is providing clinical leadership to provide direct care and inform workflows for patients experiencing psychiatric emergencies in the emergency department at UC Davis Health and the 12- bed behavioral health unit. Also directly supervising residents and medical studies as the site director for undergraduate and graduate medical education programs for emergency psychiatry services.

Dr. Murray completed his adult psychiatry residency at Harvard Medical School, Cambridge Health Alliance in 2014. He has served in a variety of clinical settings, which continues to inform his work at the individual and systems levels.



T. Salewa Oseni, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

Dr. Oseni is an assistant professor in surgery at Massachusetts General Hospital, Boston, MA. Dr. Oseni is committed to eliminating healthcare disparities, especially in surgery through engagement with using health systems as a primary vehicle to drive change. She has developed extensive leadership experience through military service, achieving the rank of Commander. During her 15-year career in the U.S. Navy, Dr. Oseni received a Naval Achievement Medal as well as Naval Commendation Medals. She was elected Treasurer of the Association of Women Surgeons and she serves as Associate Director for the diversity, equity and inclusion committee in the Department of Surgery at MGH. Dr. Oseni received her medical degree from Case Western Reserve University in Cleveland, OH in 2001. She completed her residency in general surgery at National Naval Medical Center in Bethesda, MD in 2006, and a fellowship in surgical oncology at Fox Chase Cancer Center in Philadelphia, PA in 2009.

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

Dean, Diversity and Community Partnership;
Professor of Medicine, Harvard Medical School; Professor of Society, Human
Development and Health, Harvard T.H. Chan School of Public Health

Dr. Reede is Dean for Diversity and Community Partnership; Professor of Medicine, Harvard Medical School; Professor of Society, Human Development and Health, Harvard T.H. Chan School of Public Health. Dr. Reede has a lifelong passion for mentoring and supporting diversity in the biosciences. She 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 faculty.

While at HMS, Dr. Reede created more than 20 diversity and leadership-focused programs, including founding the HMS Minority Faculty Development Program and the Biomedical Science Careers Program. Before joining Harvard, she served as the medical director of a Boston community health center and worked as a pediatrician in community and academic health centers, juvenile prisons, and public schools. She has held many advisory roles, serving on the HHS Advisory Committee on Minority Health and the Secretary's Advisory Committee to the Director of NIH. In 2020, she became an American Association for the Advancement of Science Fellow.

Dr. Reede graduated from Brown University and Mount Sinai School of Medicine. She holds an MPH and an MS in Health Policy Management from Harvard T. H. Chan School, and an MBA from Boston University.



Mary Shapiro, MBA

Professor of Practice, Simmons University School of Business

For more than 30 years, Shapiro has served as an Organization Behavior faculty at Simmons University, an executive leadership trainer, and a consultant to public and private companies. As Simmons faculty she has taught M.B.A and undergraduate students, and executives in leadership programs. As the inaugural endowed position of the Trust Professorship of Leadership Development she developed a university-wide undergraduate leadership curriculum. Shapiro specializes in four areas: team building, leadership across multiple social identities, influential communication, and career strategies for both individuals and organizations.

Shapiro researches and publishes in the areas of women, their careers, risk-taking, and their use of power; and organizational efforts in moving towards gender equity. In 2015, Harvard Business School Press published her book, *"The HBS Guide to Leading Teams"*, which captured the strategies and stories from 25 years of working with teams. She has also co-authored two books on interviewing and career strategies recognizing the nuances of many dimensions of diversity. Shapiro developed "The Communication Styles Diagnostic," an online tool that has been used by thousands of managers to improve their effectiveness with individuals and teams. Her articles and case studies published in scholarly journals have received multiple awards. Her case studies featuring women protagonists leading change are distributed through Harvard Business School Press.

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Throughout her career, Shapiro has consulted with Fortune 500 companies, private institutions, and non-profits, including organizations such as CVS, Liberty Mutual, Harvard University, and Partners Health Care to create vision, mission and strategic plans; launch teams with operational infrastructure and project plans; and intervene in teams in crises. Shapiro works with numerous Boards of Directors in strategic planning and for 6 years served as First Vice Chair of the Girl Scouts of Eastern Massachusetts (GSEMA). She received her M.B.A. and M.S. Economics from Wright State University, Dayton, Ohio.



Wayne Stephens, DDS, MBA

Joseph L. Henry Oral Health Fellow in Minority Health Policy

Dr. Stephens has spent his career working to improve the lives of children. He cares deeply about health care equity, and to that end, he established the first pediatric dental specialty practice at a South Florida Federally Qualified Health Center. Most recently, he served as Jessie Trice Community Health System's Director of Pediatric Dental Health and Wellness where he developed policies and strategies for improving oral health for children served in clinical settings and in school-based health programs. Dr. Stephens advocates for addressing the challenges of systemic inequities through an intersectional lens. In this regard, he serves on the boards of Florida Health Justice Project and the Foundation for New Education Initiatives, non-profit organizations employing innovative approaches to structural problems.

Dr. Stephens is board certified in Pediatric Dentistry and he obtained his specialty training at Nicklaus Children's Hospital. He graduated from Columbia University in 2010 after completing a dual degree program with the College of Dental Medicine and the Graduate School of Business. He is a recipient of the National Dental Association President's Award for Leadership as well as Columbia University College of Dental Medicine's Dean's Award in Leadership. He is a former President of the American Student Dental Association. In 2017, the American Academy of Pediatric Dentistry chose him for their Samuel D. Harris Fellowship in Oral Health Care Policy



Nicole Stern, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

Dr. Stern was most recently an urgent care physician at Sansum Clinic, Inc. in Santa Barbara, CA. An enrolled member of the Mescalero Apache Tribe of New Mexico, Dr. Stern is the first member of her tribe to become a physician. She aspires to create a national clearinghouse or center of excellence and work within an academic institution which would allow for greater collaborations between medical institutions, national organizations and private foundations to achieve health equity for American Indians and Alaska Natives in this country. Dr. Stern was elected a Fellow of the American College of Physicians (ACP). She has extensive experience with the Association of American Indian Physicians (AAIP), having served as President-Elect, President, Immediate Past President, and Director-At-Large of the Board of Directors. As the liaison from AAIP to the Association of American Medical Colleges, Dr. Stern continues to work closely with the AAMC to collaborate on strategic plans and initiatives that emphasize the importance of including American Indians and Alaska Natives within the national conversation around workforce development and medical school diversity. Dr. Stern received her medical degree from the University of Arizona College of Medicine, Tucson in 1998. She completed her internal medicine residency at the University of Arizona College of Medicine, Tucson in 2001, and a fellowship

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in Primary Care Sports Medicine at the University of Oklahoma Health Sciences Center in Oklahoma City in 2003.



Sarah Y. Vinson, MD

Founder and Principal Consultant of Lorio Forensics
Associate Professor of Psychiatry and Pediatrics at Morehouse School of Medicine
Adjunct Faculty at Emory School of Medicine

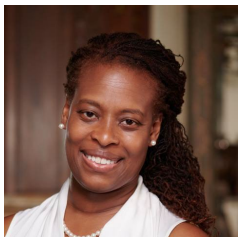
Dr. Sarah Y. Vinson is a triple board-certified Child & Adolescent, Adult and Forensic Psychiatrist. She is the Founder and Principal Consultant of Lorio Forensics, a multidisciplinary forensic mental health expert consultation company grounded in relevant clinical experience and cultural and structural competency. She has provided direct patient care in juvenile and adult correctional facilities and served as a forensic mental health expert in family, civil, criminal, state and federal courts. Dr. Vinson is a sought-after speaker, educator and forensic expert. She is an Associate Professor of Psychiatry and Pediatrics at Morehouse School of Medicine and holds an Adjunct Faculty appointment at Emory School of Medicine. In addition to her numerous engagements at medical meetings, she has been an invited lecturer at multiple national attorney and judges conferences. She has won numerous awards in recognition of her leadership and service, including the Outstanding Young Alumna Award from the University of Florida College of Medicine in 2018. Dr. Vinson is a proud graduate of Florida A & M University and completed her training in psychiatry at Harvard Medical School/Cambridge Health Alliance in adult/general psychiatry and in both Child & Adolescent and Forensic Psychiatry at Emory School of Medicine.



Tracy Yang, MPhil, MD

Commonwealth Fund Fellow in Minority Health Policy at Harvard University

Dr. Yang was most recently a resident physician at New York Presbyterian Morgan Stanley Children's Hospital in New York, NY. During medical school, Dr. Yang conducted research with the goal of developing a family-level cardiovascular risk-reduction intervention among low-income African American parents and their adolescent children. She aspires to work as a practicing physician in an underserved urban hospital context while also running a non-profit or community-based organization that focuses on the social aspects of providing care. She is a member of Alpha Omega Alpha Honor Medical Society, and is the recipient of a Harry S. Truman Scholarship as well as a Rhodes Scholarship. Dr. Yang received a Master of Philosophy in Medical Anthropology from Oxford University in 2013, and her medical degree from Johns Hopkins University School of Medicine in 2018.



Laurie Zephyrin MD, MPH, MBA

Vice President, Health System Equity
The Commonwealth Fund

Dr. Zephyrin is vice president for Advancing Health Equity at the Commonwealth Fund. Dr. Zephyrin has extensive experience leading the vision, design, and delivery of innovative health care models across national health systems. From 2009–2018, she

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was the first national director of the Reproductive Health Program at the Department of Veterans Affairs, spearheading the strategic vision and leading systems change through the implementation of evidence-based policies and programs to improve the health of women veterans nationwide. In 2016–2017, she served as acting assistant deputy under secretary for Health for Community Care, and later in 2017, as acting deputy under secretary for Health for Community Care. While directing the VA’s Community Care program, a key component of VA’s high-performance network with an operating budget of over \$13 billion, Dr. Zephyrin spearheaded efforts to implement legislation, develop internal governance structures, and address patient outcomes through systemwide optimization of care delivery. As part of the leadership team, she also represented VA before Congress and other internal and external stakeholders. Dr. Zephyrin is a board-certified clinician. She is a clinical assistant professor of Obstetrics and Gynecology at NYU Langone School of Medicine (2013–present) and was previously an assistant professor at Columbia University, College of Physicians and Surgeons (2007–2012). She earned her M.D. from the New York University School of Medicine, M.B.A. and M.P.H. from Johns Hopkins University, and B.S. in Biomedical Sciences from the City College of New York. She completed her residency training at Harvard’s Integrated Residency Program at Brigham and Women’s Hospital and Massachusetts General Hospital.

ABSTRACTS

- Presenter:** **Hermioni L. Amonoo, MD, MPP**, Assistant Professor of Psychiatry, Harvard Medical School, Department of Psychiatry, Brigham and Women's Hospital
- Project title:** *"Wellbeing in Patients Undergoing Hematopoietic Stem Cell Transplantation: The Role of Positive Psychology"*
- Background:** Patients with hematologic malignancies who undergo allogeneic hematopoietic stem cell transplantation (HSCT) often experience deficits in positive psychological wellbeing (PPWB: e.g., optimism) due to the intensive treatment and follow-up care. Positive psychology interventions that promote PPWB via deliberate and systematic exercises (e.g., writing a gratitude letter) have consistently improved PPWB, mood, and health behaviors in medical populations, yet have never been studied in early HSCT recovery.
- Objective:** To assess the feasibility and acceptability of a novel phone-delivered positive psychology intervention for patients undergoing HSCT
- Methods:** We used a single-arm open pilot study to determine the feasibility and acceptability of our positive psychology intervention (PATH) in the early recovery phase following HSCT. Participants from the Dana-Farber Cancer Institute HSCT program who were ≥ 18 , spoke English, and had the ability to read, were recruited and consented between September 2018 and November 2019. A priori, we defined feasibility as $>50\%$ of eligible patients enrolling in the study and $>50\%$ of participants completing at least 60% of the intervention's sessions, and acceptability as mean ease and utility scores of weekly participant ratings of positive psychology exercises as $7/10$.
- Results:** Of 45 eligible patients, 25 (55.6%) enrolled, 20 (80%) completed baseline assessments, 15 (75%) started the intervention, and 12 (60%) completed the intervention and follow-up assessments. The intervention was feasible (55.6% of eligible participants enrolled; 60% of baseline assessment completers finished 5/8 sessions). Weekly participant ratings [ease; (B=7.98, 95% CI= 6.92 to 9.04, $p<0.001$); utility (B=8.34, 95% CI=7.50 to 9.15, $p<0.001$)] of PP exercises also exceeded our a priori threshold of $\geq 7/10$. The intervention led to small-to-medium effect-size improvements in patient-reported outcomes [physical function ($d=0.083$), QOL ($d=0.14$), fatigue ($d=0.19$), positive affect ($d=0.26$), depression ($d=-0.29$), anxiety ($d=-0.31$), and optimism ($d=0.32$)]
- Conclusion:** A novel, telephone-delivered positive psychology intervention for patients undergoing allogeneic HSCT was feasible and acceptable. More extensive randomized studies are needed to examine the efficacy of these interventions for improving outcomes in this population.
- Mentor:** Jeff C. Huffman, Professor of Psychiatry, Massachusetts General Hospital, Harvard Medical School

ABSTRACTS

- Presenter:** Joshua Budhu, MD, MS – Commonwealth Fund Fellow in Minority Health Policy, Harvard Medical School
- Project Title:** “Eliminating Barriers to Care and Providing Equitable Specialty Cancer Care Access for Medicaid Patients”
- Objectives:**
1. To improve access to genetic testing and screening for breast cancer in high-risk Medicaid patients
 2. To create a framework for increasing access to specialty cancer care and clinical trials for lower income patients
- Background:** Newly diagnosed and relapsed cancer is a nuanced and daunting diagnosis. The time and stage of diagnosis, type of treatment, and delay to treatment all have profound implications on survival and quality of life.^{1,2} However, not everyone has access to a comprehensive cancer center (CCC) and many barriers exist to care. These barriers, such as lack of insurance, underinsurance, additional financial costs, institutional mistrust and historically poor outreach, lack of transportation, and limited health literacy disproportionately affect minority communities.
- The purpose of this project is twofold: to increase access to CCC and other sites that have treatment options such as clinical trials that are not available in the community, and to increase genetic screening for breast cancer, which disproportionately affects minority women.³ Increasing genetic cancer screening and next generation sequencing can lead to earlier diagnosis, earlier treatment, and ultimately better outcomes.
- Methods:**
1. Performed a Health Technology Assessment (HTA) for PALB2 genetic testing for MassHealth. HTA involves a literature review, landscape insurance review, cost effectiveness, presentation on the clinical merits of testing, and updating medical necessity guidelines
 2. Performed a literature review and worked with different departments in MassHealth and Dana-Farber Cancer Institute to identify gaps in cancer care coverage and access to insurance
- Results:** Completed PALB2 HTA and submitted recommendation of coverage to the clinical coverage committee. During the landscape review discovered that PALB2 can be covered with a prior authorization. Considering this and additional genetic testing that is now becoming available, advised MassHealth on updating medical necessity guidelines. Presented recommendations to the clinical coverage team which voted to continue testing for PALB2. MassHealth also has decided to cover next generation sequencing for advanced cancer patients and will be updating medical necessity guidelines with anticipatory guidance for future testing and new treatments. For increase to cancer care access, identified gaps in coverage for individuals who do not have breast or cervical cancer. One way of increasing care would be to expand presumptive eligibility. There are multiple avenues of improvement that will rely on payors, providers, hospitals, patient groups, organizations, local, state, and federal governments.
- Future Directions:**
1. MassHealth will continue updating framework on genetic, molecular, and next generation sequencing and reevaluate coverage process for additional cancer care treatment. I will continue to help in an advisory capacity on medical necessity guidance.
 2. Will continue meeting with different stakeholders on how to improve access for lower income patients to access cancer care. May need additional legislation that expands presumptive eligibility in states without Medicaid expansion and increased eligibility requirements for states with existing frameworks.
- Preceptors:** Michael Chin MD, Lakshman Swamy MD, and Thomas Emswiler

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ABSTRACTS

Presenter: Sarah Dolisca, MD – Commonwealth Fund Fellow in Minority Health Policy, Harvard Medical School

Project Title: *“Developing a Framework to Improve Maternal Child Wellbeing Inequities Through a Goal-Oriented Coaching Intervention”*

Objectives:

1. To advise further development of the Family Partnership Program by strengthening its ability to impact social determinants of maternal health
2. To inform incorporation of clinical indicators to assess the ability of the Family partnership program to improve maternal outcomes

Background: In recent years, the rising rate of adverse maternal outcomes compared to other developed countries has been an area of concern. There are also vast disparities in perinatal outcomes when disaggregated by race with elevated risk of maternal mortality in non-Hispanic Black women. Non-Hispanic Black women, American Indian and Alaska Natives (AIAN), and Native American and Pacific Islanders have also been associated with a greater incidence of adverse pregnancy outcomes including elevated rates of low-birth-weight infants, higher rates of preterm birth, and greater incidence in inadequate prenatal care.

A key driver of the susceptibility and risk for disparities in maternal child health are the social determinants of health. Novel community and individual level interventions provide a unique opportunity to address the upstream factors that result in these inequities.

The Family Partnership Program (FPP) enrolls patients with identified socioeconomic vulnerabilities in a longitudinal program that aims to cultivate the ability for participants to enhance their individual circumstance through a goal-oriented coaching intervention. The program aims to improve participant knowledge and skill in the areas of: Health and Wellness, Economic Mobility, Family Stability, Education/Employment, and Parenting and Life Skills.

Methods:

1. Performed a literature review to inform understanding of opportunities for enhancing clinical maternal health indicators and social determinants of maternal health indicators assessed in participants of this intervention
2. Audited Family Partnership Program and incorporated stakeholder interviews to complete a programmatic analysis

Findings:

1. Enhanced social determinants of maternal health indicators
2. Expanded clinical maternal health indicators
3. Completion of a SWOT analysis

Recommendations:

- Communicated opportunities discovered for improving the process of Family Partnership Program
- Complete a rigorous research study of the proposed indicators in a sample population of patients with and without Family Partnership Program intervention to assess impact

Preceptor: Ariel Childs, MPH Stronger Generations Initiative

ABSTRACTS

Randy C. Miles, MD, MPH, Visiting Associate Professor of Radiology at Massachusetts General Hospital

Mentor: Constance D. Lehman, MD, PhD, Professor of Radiology, Massachusetts General Hospital

Project Title: External Validation and Clinical Assessment of a Deep Learning Risk Prediction Model for Mammography Interpretation

Project Description: While recent studies evaluating artificial intelligence (AI) demonstrate promising results, it is imperative that AI tools are thoroughly assessed prior to widespread use to avoid past mistakes with implementation of conventional computer assisted detection (CAD), which led to increased healthcare costs despite only marginal benefit. Current AI studies largely share the following that may limit maximal clinical utility: 1) requirements for large, well-curated datasets to train and validate algorithms, which may not be representative of real-time clinical imaging data 2) validation using internal data sets only, limiting generalizability to diverse patient populations, equipment manufacturers, and/or clinical settings, and 3) lack of evidence on how AI tools can be implemented to maximize clinical impact. We have previously published on our AI model using deep learning techniques, developed from institutional data using 223,109 consecutive screening mammograms performed in 66,661 women from January 1, 2009 to December 31, 2016, that predicts breast cancer risk, based on a woman's current mammogram. Our model obtained an AUC of 0.82(95%CI:0.80,0.85). Personalized risk prediction scores determined by our model can potentially be used by radiologists to improve radiologist's interpretative performance, if provided at the time of mammography interpretation. To inform clinical implementation of our model, we aim to 1) validate our AI model utilizing imaging data from a large, diverse external dataset and 2) quantitatively determine the effect of our model on radiologist interpretative performance. Together, this work has the potential to positively impact breast cancer screening by providing a framework for clinical implementation of our model to improve radiologist performance.

Biography: Randy C. Miles MD, MPH, is a visiting Assistant Professor in the Department of Radiology at Massachusetts General Hospital. He is originally from Green Level, NC. He completed his B.S. in Chemistry from Hampton University graduating Summa Cum Laude with Honors. Subsequently, he obtained his MD from Mayo Clinic College of Medicine, where he co-led health missions to underserved regions in Haiti and the Dominican Republic. His international public service led him to obtain an MPH from Chan Harvard School of Public Health, where he was awarded the Zuckerman fellowship. During this time, he learned about racial disparities in breast cancer mortality and discovered his passion for improving breast cancer care in traditionally underserved groups. His clinical practice as a board-certified radiologist, specializing in breast imaging, includes image interpretation of digital mammography, digital breast tomosynthesis ("3D mammography"), breast ultrasound (including automated breast ultrasound (ABUS)), and breast MRI. He also performs image-guided procedures including breast biopsies, aspirations, wire/seed localization, and lymphoscintigraphy. His clinical, research, and public health efforts center around improving breast cancer outcomes primarily through 1) identifying barriers to breast cancer screening, 2) creating patient-centered initiatives to improve access to breast imaging services, and 3) examining how to improve delivery of high quality, guideline-concordant breast care for all patients using artificial intelligence. Within the breast imaging division at MGH, he formerly served as Breast Imaging Clinical Service Chief, where he led research efforts focused on reduction of breast cancer screening barriers, appropriate utilization of supplemental screening tools, and assessment of online patient educational materials for factors related to health literacy. In addition, he currently works with international hospitals to improve all facets of care in breast imaging related to physician training, workflow optimization, and patient experience.

ABSTRACTS

Presenter: T. Salewa Oseni, MD Commonwealth Fund Fellow in Minority Health Policy, Harvard Medical School

Project Title: *“Developing a Health Equity Metric for Surgical Care in Cancer”*

Background: Racial disparities in surgical outcomes have been well documented and are influenced by patient, provider and system level factors. Despite the increased focus on quality, disparities in the rates of surgical intervention among minorities have not been eliminated even after controlling for socioeconomic factors and insurance. As the largest cancer-specific accreditor of hospital quality in the United States, the Commission on Cancer (CoC) has been instrumental in ensuring quality standards among hospitals. Majority of cancer care in the US is delivered at CoC accredited hospitals. Studies evaluating compliance with CoC Quality of Care measures have focused on patient level outcomes with a trend towards improved patient outcomes. A recent study using the National Cancer Database (NCDB) found that hospital level compliance with CoC quality measures was not consistently associated with improved patient survival. Together these studies demonstrate that while compliance with CoC measures is important to patient outcomes, in its current version it is an inaccurate tool for assessment of hospital level performance. A direct focus on health equity may be required to address in disparities in surgical access. An initial step towards this goal would be developing a health equity metric of surgical care that is relevant to CoC hospitals. The primary goal of this project is to develop a hospital level health equity measure of surgical access with quantitative analysis from the NCDB.

Objectives:

1. To provide general patient demographic information and surgical trends in breast cancer treatment between Black and White women.
2. Using the National Cancer Database, perform quantitative analysis to assess disparities in surgical treatment between Black and White breast cancer patients.
3. Quantify difference in time to surgery (from diagnosis) as a hospital level health equity metric to assess surgical access.

Methods:

1. Developed a research protocol to study the above questions. Protocol submitted and approved by MGH institutional review board and the Commission on Cancer review board.
2. Using the National Cancer Database, analyzed this large dataset using Stata and identified salient trends.
3. Reported treatment trends and the feasibility of using Time to surgery as a health equity metric of surgical access

Results: Overall, time to surgery for ALL breast cancer patients has increased in the past decade at CoC hospitals which represent 80% of hospitals delivering cancer care. Overall, Black women were 40% less likely to have surgery within 90 days of diagnosis. This lack disparity in time to surgery is worse among academic hospitals, metropolitan region and in the Northeast.

Future directions:

1. Evaluate whether CoC hospitals use or will use this metric to address disparities in time to surgery among breast cancer patients
2. Collaborating with the American College of Surgeons and CoC in advocating for routine reporting of this as a health equity metric nationwide.

Preceptor: Heidi Nelson, MD, David Chang PhD, MPH

ABSTRACTS

Presenter: Nicole Stern, MD, Commonwealth Fund Fellow in Minority Health Policy at Harvard University

Project Title: *“Building Physician Workforce Development Capacity for American Indian Communities on the East Coast”*

Background: Physician workforce development represents a meaningful and impactful lever of health equity for American Indians and Alaska Natives (AI/AN) in the United States (US). According to data from the Association of American Medical Colleges (AAMC), as of July 2019, there were only 2,570 AI/AN physicians (designating AI/AN alone) practicing in the US. This staggering total corresponds to only 0.3% of the total US population. Since AI/AN people make up 2.9% of the total US population (2020 US Census), this percentage should prompt efforts to build a physician workforce that is inclusive of the entire US population. This lack of AI/AN physicians reflects the decreasing number of AI/AN students applying to, matriculating at, and graduating from US allopathic medical schools. This extremely low number of AI/AN medical school applicants, matriculants, and active physicians poses a health care crisis for our AI/AN communities, and the nation as a whole, as disproportionately high rates of chronic diseases overburden private and public health care systems. Therefore, AAMC, in collaboration with the Association of American Indian Physicians (AAIP), the Indian Health Service (IHS), and the American Indian Higher Education Consortium recently convened a national summit to promote workforce development at a regional level. At this summit, the East Coast was identified as the least developed region for AI/AN physician workforce development.

Objectives:

1. To understand university, state, or tribal, policies regarding AI/AN physician workforce development across five East Coast states.
2. To identify the gaps in programming pathways for AI/AN students interested in health professional careers as a starting point for improving support for AI/AN students from the East Coast.
3. To increase awareness of approaches used to build sustainable networks for change.

Methods:

1. Complete a needs assessment which includes AAMC data to understand the current physician workforce, feeder institutions, and practice patterns.
2. Interviews and listening sessions with tribal, university, and organizational representatives.
3. Review existing policies, practices, and programs for AI/AN college students interested in the health professions, as well as state and tribal government level workforce policies.
4. Identify, and map out, culturally responsive effective practices used in other US regions.

Results: American Indian physician workforce development capacity is lacking in the East Coast. Both quantitative and qualitative data highlighted the need for policy and funding improvements focused on AI/AN physician workforce. The critical barriers to achieving capacity on the East Coast include smaller tribal communities, lack of existing programming, and little to no engagement with AI/AN youth and students from East Coast states. The institutions (or tribes) making intentional efforts to educate, mentor, or train AI/AN students along the medical education continuum are few and distanced far between on the East Coast.

Future

1. Develop talent and a strategy to recruit American Indian students from within the East Coast.
2. Establish effective practices and create an action plan for collaborations with AAIP, AAMC, Indian Health Service and other organizations.

Preceptor: Norma Poll-Hunter, PhD, Senior Director, Workforce Diversity, AAMC

ABSTRACTS

- Presenter:** **Wayne Stephens, DDS, MBA** – Joseph L. Henry Oral Health Fellow in Minority Health Policy, Harvard Medical School
- Project Title:** *“Using Behavioral Science Techniques to Increase Performance on the MassHealth Oral Health Measure for an Accountable Care Organization - Community Care Cooperative (C3)”*
- Objectives:**
1. Design a pre-implementation campaign using SMS reminders to improve performance on the MassHealth oral health measure for C3.
 2. Apply evidence-based behavioral science interventions to improve dental utilization
 3. Estimate the likely effect of the campaign on dental utilization.
- Background:** In January 2020, MassHealth began including an oral health measure to its quality indicators for Accountable Care Organizations (ACOs). ACOs are required to report the percentage of members under age 21 who received a comprehensive or periodic oral evaluation during the past year. The measure is aimed at providing more preventive oral health services, which reduces the need for more invasive and costly treatments as dental disease progresses.
- Tooth decay is the most common chronic disease of childhood, occurring five times as frequently as asthma. Significant disparities occur with respect to race and socioeconomic status. 44% of Black children and 46% of Hispanic children experience caries, in contrast to only 31% of White children.
- Regular visits to the dentist help establish a dental home for children. The dental home is the oral health equivalent of the medical home concept, a primary care model of care endorsed by the American Academy of Pediatrics which is designed to improve patient outcomes.
- Methods:**
1. Performed a literature review to establish evidence for “reminders” improving utilization in dental and related healthcare services.
 2. Strategically evaluated different types of reminder for advantages and limitations.
 3. Used behavioral science and Theory of Planned Behavior to design a pilot study consisting of different interventions based on evidence from literature.
 4. Estimated impact of program prior to final rollout based on review of literature and adjustment for behavioral science interventions.
- Results:** Currently in progress - Pilot to be launched Q3 2022 and projected timeline to project rollout Q4, 2022.
- Future Directions:** Write up program findings and establish a working model/process to use behavioral science-based SMS reminders to increase utilization of dental preventive services in lower income pediatric populations.
- Preceptor:** Joseph Mando, Director of Quality (C3)

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- Presenter:** Tracy J. Yang, MD MPhil, Commonwealth Fund Fellow in Minority Health Policy, Harvard Medical School
- Project Title:** *“Development of a Health Equity Incentive Program: Pediatric Considerations”*
- Background:** Several state Medicaid programs as well as private insurers are beginning to incorporate equity into their policies and models for population health. These efforts include reforming delivery systems and health care payment models to hold the health care system accountable for the effects of structural racism on measures related to health equity. MassHealth, Massachusetts’ Medicaid and Children’s Health Insurance Program, provides comprehensive, affordable health care coverage for over two million MA residents, including 40% of all MA children. MassHealth is developing a strategy in its 2023-2027 1115 waiver to collect standardized social risk factor data (such as race, ethnicity, language, etc.) to stratify Accountable Care Organization (ACO) and Acute Hospital performance reporting and outcomes. These data will be used to introduce incentives for reducing identified disparities among member organizations. **The purpose of this project is to inform the development of the health equity incentive program, specifically through analysis of existing pediatric data reported to or collected by MassHealth to guide recommendations about future data stratification for incentives to decrease health disparities.**
- Objectives:**
1. Make recommendations on measure stratifications based on literature review for the upcoming health equity incentive program, specifically regarding age, race, and ethnicity
 2. Perform data analysis of a subset of existing MassHealth ACO quality measures to understand:
 - a. Pediatric vs. adult differences in measure outcomes
 - b. Differences in pediatric outcomes by ACO
 3. Make recommendations based on the above analysis for the upcoming health equity incentive program, specifically regarding age, race, and ethnicity stratifications by measure
 4. Contribute to the design of a component of the health equity incentive program (specifically, language data collection during member enrollment)
- Methods:**
1. Attended MassHealth internal and external meetings to understand context and development of health equity incentive program
 2. Performed literature review to make recommendations for short-term and waiver period data collection and stratification
 3. Performed data analysis stratifying outcomes for selected quality measures by age
 4. Contributed to health equity incentive program proposal development through presentations to MassHealth about health equity summary score methodology, the existing state of language data collection, and recommendations for the next waiver period
- Results:** Based on literature review, short-term recommendations were made as well as suggestions for the 2023-2027 waiver period. We recommended more specific age stratifications for several measures to capture differences between early childhood, adolescence, and early adulthood. We also made recommendations on race and ethnicity stratifications based on disparities found in the literature.
- There were differences in pediatric and adult performance across the measures included in this analysis. Limited data were available for existing measures by age, and there were also limited race and ethnicity data to analyze quality measures. Overall, pediatric performance was better than adults for follow-up after ED visit and hospitalization for mental illness. Pediatric performance was worse for both initiation and engagement with alcohol/other drug abuse. Pediatric rates of follow-up after hospitalization for mental illness varied by ACO, particularly for 7-day follow-up.

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Future

Directions:

1. MassHealth should routinely stratify health equity measures by age and adjust age ranges where applicable; aggregate performance including both adult and pediatric populations may mask important disparities by age group
2. MassHealth should routinely stratify health equity measures by race and ethnicity as a proxy for the effects of structural racism on disparate health outcomes. Race and ethnicity stratifications should be informed by existing research and in collaboration with experts such as those participating in the Quality Measurement Alignment Taskforce's Technical Advisory Group
3. MassHealth should design incentives with the goal of specifically improving health disparities among children and families, particularly those belonging to historically marginalized groups. For example, measures that evaluate outcomes in sectors outside of healthcare (kindergarten readiness, food insecurity, chronic school absence) will help incentivize current and new work in addressing the upstream social determinants of health.

Preceptor:

Clara Filice, MD MPH MHS, Associate Medical Director for Payment & Care Delivery Innovation

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Center for Diversity & Inclusion
Brigham and Women's Hospital

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Director, Sandra L. Fenwick Institute for Pediatric
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Karen Burns White
Deputy Associate Director
Initiative to Eliminate Cancer Disparities
Dana-Farber/Harvard Cancer Center

SPONSORS' DESCRIPTIONS

Harvard Medical School Office for Diversity Inclusion and Community Partnership

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 [Better Together](#) framework that is the result of deliberations of HMS Task Force on Diversity and Inclusion, as they relate to addressing culture and communication, developing people and infrastructure, building community and belonging, holding ourselves accountable and generating knowledge. These recommendations are guided by the [HMS Mission Statement](#), [Community Values Statement](#) and [Diversity Statement](#). DICP also acts as a central resource for faculty development and diversity efforts of Harvard Catalyst, Harvard University's Clinical and Translational Science Center. 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:

Phone: 617-432-2413 | Fax: 617-432-3834 | dcp_mfdp@hms.harvard.edu | www.hms.harvard.edu/dcp

SPONSORS' DESCRIPTIONS

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:

Joan Y. Reede, MD, MPH, MS, MBA
Program Director
Harvard Medical School
164 Longwood Avenue, 2nd Floor
Boston, MA 02115-5818
Phone: 617-432-2413

https://mfdp.med.harvard.edu/DICP_Faculty_Fellowship

Beth Israel Deaconess Medical Center Center for Diversity Equity and Inclusion

Beth Israel Deaconess Medical Center was formed by the merger of two hospitals: The Beth Israel Hospital and the New England Deaconess Hospital. Both were founded to serve the poor and those who were discriminated against. A century later, this tradition continues and the spirit of serving those at the periphery of the society and the disadvantaged remains in the "DNA" of the institution. In fact, Beth Israel Deaconess Medical Center proudly serves Boston's vulnerable patients and provides care at affiliated community health centers, with a focus on providing equitable care for our diverse communities.

Our history inspires us to continue our efforts to redress inequalities in the health care system. The CDEI will strive to increase the number of UIM 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. The CDEI also works to inform all in our community about the ongoing hidden biases, structural racism 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:

Shannon Theriault: Program Manager: stheriau@bidmc.harvard.edu

Daniele Ölveczky, MD MS FACP
Director, Center for Diversity Equity and Inclusion
Inclusion Officer, Department of Medicine
Beth Israel Deaconess Medical Center
Assistant Professor of Medicine
Harvard Medical School

SPONSORS' DESCRIPTIONS

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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; and Program Manager Jill Dobriner, PhD; who work in collaboration with the Chief Education Officer and Director of the Department of Education, Alan Leichtner, MD, MSHPEd; and Senior Vice-President and Chief Equity and Inclusion Officer, Valerie L. Ward, MD, MPH. The OFD collaborates with career development offices at eight other teaching hospitals 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 Education at Children's to foster the continuous improvement of teaching and learning. In support of its mission to promote faculty diversity, in collaboration with the BCH Office of Health Equity and Inclusion, 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. 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/ofd>

Boston Children's Hospital Office of Health Equity and Inclusion

The mission of Boston Children's Hospital's Office of Health Equity and Inclusion, founded in 2017, is to provide guidance on achieving a culture that honors equity, diversity, respect, inclusion and excellence. The Office of Health Equity and Inclusion works collaboratively with other Boston Children's and Harvard Medical School offices, including the BCH Office of Faculty Development, the BCH Academy for Teaching and Educational Innovation and Scholarship, the BCH Office of Experience, Human Resources, and BCH Program for Patient Safety and Quality. The goals of the Office are: to advance culturally effective pediatric care; to conduct research to improve pediatric health outcomes and reduce pediatric healthcare disparities; to recruit, develop and advance a diverse and inclusive workforce; and to support an environment of respect for different viewpoints, backgrounds and experiences. The Office of Health Equity and Inclusion supports innovative programming focusing on health equity, diversity, and inclusion across the four Boston Children's missions: clinical care, research, community, and education. The work of the Office of Health Equity and Inclusion aligns with the goals and commitments in the Boston Children's Hospital Declaration on Equity, Diversity and Inclusivity.

SPONSORS' DESCRIPTIONS

Valerie L. Ward, MD, MPH

Senior Vice President and Chief Equity and Inclusion Officer
Director, Office of Health Equity and Inclusion
Director, Sandra L. Fenwick Institute for Pediatric Health Equity and Inclusion

Amanda Grice, MS, RDMS, Program Director

Geeranan Chuersanga, MS, Program Coordinator

Patrice Melvin, MPH, Senior Health Data Analyst

Sierra Thorne, MBA – Senior Administrative Associate

Contact: healthequity@childrens.harvard.edu

Sandra Labas Fenwick Institute for Pediatric Health Equity and Inclusion

In 2021, Boston Children's launched the Sandra L. Fenwick Institute for Pediatric Health Equity and Inclusion. The Fenwick Institute aims to advance pediatric health equity and inclusion locally, nationally and globally in three focus areas:

- Health Equity Research - shape and give voice to research in pediatric health disparities and translate findings into practice to create equitable health care access, delivery and outcomes for all children.
- Inclusion - lead our nation's children's hospitals, and the world, in robust efforts around diversity and inclusion so that patients and their families encounter more people - more caregivers and leaders - from a variety of backgrounds in pediatric health care.
- Public Policy - act as a change-maker in pediatrics by growing our influence as a think tank on health equity, diversity and inclusion, creating forums for education, discussion and knowledge sharing, and securing systemic change by translating research findings into public policy recommendations that produce meaningful changes.

Valerie L. Ward, MD, MPH

Senior Vice President and Chief Equity and Inclusion Officer
Director, Office of Health Equity and Inclusion
Director, Sandra L. Fenwick Institute for Pediatric Health Equity and Inclusion

Ravi R. Thiagarajan, MBBS, MPH – Associate Director for Research

Paul A. Rufo, MC, MMSc – Associate Director for Inclusion

Lois K. Lee, MD, MPH – Associate Director for Public Policy

Snehal N. Shah, MPH, MD – Fenwick Institute Research Scholar

Melicia Whitley, MM - Senior Administrative Director

Ashley Tartarilla, MPH - Clinical Research Manager

Julia Ainsworth, MPH – Senior Patient Navigator

Patrice Melvin, MPH, Senior Health Data Analyst

Kali McCollister, BS – Clinical Research Assistant

Sierra Thorne, MBA – Senior Administrative Associate

Contact: FenwickInstitute@childrens.harvard.edu

SPONSORS' DESCRIPTIONS

Brigham and Women's Hospital Center for Diversity and Inclusion

The Center for Diversity and Inclusion (CDI) aims to enhance workforce diversity by providing career advancement and professional development opportunities and through promoting increased recruitment, retention and advancement among all diverse faculty, trainees and students. CDI's mission is to promote a vibrant, diverse and inclusive professional community where every person thrives.

Housed within the CDI is the Office for Women's Careers (OWC), a collaborative yet unique entity that serves to support Established in 1988 and housed within the Center for Diversity and Inclusion (CDI), the Office for Women's Careers (OWC) is a collaborative office supporting women, nonbinary, and transgender faculty with professional and leadership development while advancing gender equity in our institution and in academic medicine.

Contact information:

Website: cdi.brighamandwomens.org

E-mail: bwhcdi@partners.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 and medical students of color, teaching cross cultural care 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 two 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 Fellowship in Minority Health Policy at Harvard University

The Commonwealth Fund Fellowship in Minority Health Policy at Harvard University is a one-year, full-time academic degree-granting program designed to prepare physicians, particularly physicians from groups underrepresented in medicine, to become leaders who improve the health of disadvantaged and vulnerable populations through transforming healthcare delivery systems and promoting innovation in policies, practices and programs that address health equity and the social determinants of health. 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 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, over 150 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.

SPONSORS' DESCRIPTIONS

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

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

Program Director

The Commonwealth Fund Fellowship in Minority Health Policy at Harvard University

Harvard Medical School

164 Longwood Avenue, 2nd Floor

Boston, MA 02115

Phone: 617-432-2922, Fax: 617-432-3834, Email: mfdp_cff@hms.harvard.edu

Please visit our Website: <https://cff.hms.harvard.edu/>

Dana-Farber Cancer Institute Office for Faculty Development, Professionalism and Inclusion

The Dana-Farber Cancer Institute's Office for Faculty Development, Professionalism and Inclusion (OFDPI) 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 (URIM, 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 OFDPI can offer
- Offering opportunities for faculty to build community, such as the Retreat for Women Faculty and faculty networking dinners

In response to the impact of COVID-19 on faculty career trajectories, the OFDPI launched Faculty Support Microgrants for faculty who have had career progress slowed due to increased time required with caregiving. Faculty can apply for funding for writers/editors, research support or additional support at home.

Fostering a supportive work environment is a core focus for the OFDPI; 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 OFDPI hosts events that facilitate leadership growth and strengthen microclimate environments such as Leadership Bootcamp.

For more information contact:

Christine Power, MS, Senior Director

christinem_power@dfci.harvard.edu

SPONSORS' DESCRIPTIONS

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

Formed in 1997, Dana-Farber/Harvard Cancer Center (DF/HCC) is an 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 2007. 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 disparities and 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 and education, b) reducing barriers to care, c) facilitating minority representation in cancer clinical trials, and d) fostering diversity in cancer researchers. 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>

Harvard Catalyst Program for Diversity Inclusion (PFDI)

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 Diversity Inclusion (PFDI) 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 addressing key career development issues.

SPONSORS' DESCRIPTIONS

- 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 PFDI 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.

CONTACT:

Office for Diversity Inclusion and Community Partnership | Harvard Medical School
164 Longwood Avenue, 2nd Floor / Boston, MA 02115
Email: Jessica_St.Louis@hms.harvard.edu
Site: <https://mfdp.med.harvard.edu/node/208>

Joan Y. Reede, MD, MPH, MS, MBA
Dean for Diversity and Community Partnership
Director, Program for Faculty and Diversity Inclusion

Jessica St. Louis
Program Manager, Harvard Catalyst | The Harvard Clinical and Translational Science Center, CTSC Program
for Diversity Inclusion, Office for Diversity Inclusion and Community Partnership

Harvard Catalyst Program for Faculty Development and Diversity Inclusion (PFDI) 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:

HMS Office for Diversity Inclusion and Community Partnership, 164 Longwood Avenue, 2nd Floor
Boston, MA 02115-5818, E-mail: Jessica_St.Louis@hms.harvard.edu

SPONSORS' DESCRIPTIONS

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 and faculty at the Harvard School of Dental Medicine. The Office is being led by Dr. Brian J. Swann, interim assistant dean of diversity, inclusion, equity and belonging and seeks to emulate the Harvard tradition of excellence in education, science, and public health by supporting a well-trained faculty, developing student leaders, promoting diversity inclusion among staff while creating oral health leaders reflecting the larger community that we serve. Goals of the ODI, include: foster an environment that is comfortable and welcoming to all members of the community; provide support for a diverse population; 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; and enhance and develop curricula that address issues of diversity, cross-cultural care, and 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>

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 prepare the next generation of oral health leaders, particularly minority oral health leaders, in minority health, health policy and oral epidemiology to improve the capacity of health care and to address the needs of vulnerable populations. 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.

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- 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.

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

McLean Hospital Office of the Chief Academic Officer

The Office of the Chief Academic Officer (OCAO) is charged with upholding McLean's education and training mission and supports the full breadth of activities which enhance the academic environment and maximize scholarship and productive inquiry into the etiology, prevention and most effective treatment of psychiatric disorders across McLean's research, educational and clinical communities. The OCAO provides researchers and clinicians with educational, training, and professional development opportunities and resources. As a Harvard-affiliated teaching hospital, McLean trains and mentors more than 700 clinical trainees, doctoral students and post-doctoral fellows each year. The OCAO focuses on strategic goals supporting recruitment, retention, and career advancement, while lessening burning/enhancing wellness, and increasing diversity, equity and inclusion across the hospital. It is the ongoing goal of the OCAO to ensure that faculty 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 trainee career development, mentoring, responsible conduct of research, academic promotions, continuing education, diversity and inclusion and networking opportunities. The OCAO continues to develop and refine its existing programming and resources by seeking feedback from faculty and trainees at McLean, by conducting needs-based assessments, and by working directly with faculty and trainees, 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 or 617-855-3145.

SPONSORS' DESCRIPTIONS

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

The [MGH Center for Diversity and Inclusion](#) (CDI) is one of the first academic hospital-based centers in the country dedicated to building a diverse community of physicians, scientists and patient care services (PCS) staff, and fostering a culture of inclusion and respect. CDI provides numerous career-enhancing resources to students, trainees, and faculty and nurses and PCs staff underrepresented in medicine (UiM) to support their unique professional paths and expand their aspirations and goals. We also advance health equity through advocacy and cross-cultural education, contributing to a more welcoming hospital environment.

Working closely with all departments at Mass General, as well as Harvard Medical School and many local and national strategic partners, CDI accomplishes its mission by focusing on four strategic priority areas:

- Expose UiM students to academic research and clinical careers;
- Advance UiM trainees and faculty through recruitment, career development, networking, mentorship and funding;
- Champion health equity, community outreach and social justice through advocacy and education;
- Drive organizational change by helping embed diversity and inclusion into the fabric of Mass General.

[Here are the top five reasons](#) we believe Mass General is an incredible place to grow your career and one of the [MGH Residency and Fellowship programs](#). CDI exposes students to Academic Careers with programs like the [Summer Research Trainee Program](#) (SRTP).

For more information about CDI programs and initiatives and If you would like to stay connected with Mass General and the CDI, join us on our social media.

