

Center for
Healthcare
Innovation

Diversity, Inclusion, & Health Equity Symposium - East Coast

January 18 - 20, 2023

Faegre Drinker
1177 Avenue of the Americas, 37th Floor
New York, New York 10036





CHI'S DIVERSITY, INCLUSION & HEALTH EQUITY SYMPOSIUM

Click on the image to view video recap or visit youtu.be/IXjXfXXEj1I

INTRODUCTION

CHI's Diversity, Inclusion, & Health Equity Symposium is one of the country's leading and longest-running events focusing specifically on health equity, health disparities, and critical diversity, equity, and inclusion (DEI) issues impacting healthcare in the U.S. The hybrid symposium features both live and virtual panel discussions, keynote addresses, and networking opportunities. The symposium brings together leading healthcare executives, physicians, researchers, patient groups, academics, authors, clinical trial professionals, and DEI advocates in a collaborative forum to discuss health equity. The symposium focuses on the latest trends, challenges, and opportunities in the marketplace and workplace. Key opinion leaders and symposium participants will discuss new ideas and perspectives on (1) diversifying clinical trials to include underrepresented groups, (2) developing a diverse workforce and inclusive workplace, and (3) reducing systemic health disparities that disproportionately affect marginalized communities of color. This 3-day event also aims to address the broader health disparities that disproportionately impact marginalized communities in the U.S. Participants will learn the latest insights and industry-tested solutions, share new ideas and perspectives, and meet new industry and marketplace colleagues.

REGISTER NOW ►



Mr. Joseph Gaspero

CEO & Co-Founder
Center for Healthcare Innovation



Dr. James Gillespie, PhD, JD, MPA, MS

President & Co-Founder
Center for Healthcare Innovation

Dear Health Sector Professionals and Diversity and Inclusion Advocates,

We invite you to the CHI's Diversity, Inclusion, & Health Equity Symposium - East Coast in New York on January 18 - 20, 2023. The Symposium is a leading annual collaborative event focusing on health equity and health disparities in the U.S. The Symposium brings together leading healthcare professionals, executives, physicians, patient groups, patients, researchers, academics, clinical trial professionals, and diversity and inclusion advocates to discuss health equity.

The Symposium focuses on the latest DEI trends, challenges, and opportunities in both the marketplace and workplace, specifically focusing on how to best serve an increasingly diverse patient base. We also aim to address the broader health disparity challenges in the U.S., and the Symposium equips attendees with the latest insights and ideas. Attendees will learn practical solutions, share perspectives, and meet new industry and marketplace colleagues.

This year's Symposium will include topics such as health disparities in the U.S., best practices for recruiting, hiring, & promoting professionals of color, diversity in clinical trials, and the priorities of the next generation of healthcare leaders. The hybrid symposium features live and virtual panel discussions, keynote addresses, and networking opportunities.

The Symposium is designed to empower you and your organization with real-world, actionable ideas on the intersection of diversity, inclusion, and healthcare in the 21st century. We hope to see you in New York on January 18, 2023.

Joey and James
Co-Founders of CHI

A handwritten signature in black ink that reads "James J. Gillespie". The signature is written in a cursive style.

PRESENTED BY



Center for
Healthcare
Innovation

Center for Healthcare Innovation

The Center for Healthcare Innovation (CHI) is an independent, non-profit 501(c)(3) research and educational institute dedicated to making healthcare more equitable for all patients. Our vision is to be the leading global platform for meaningful change in health equity. Our mission is to bring together experts and ideas from all over the world to improve healthcare for everyone, regardless of socioeconomic status, gender, race, ethnicity, or other social determinants.



#DIHES2023

Get Social

Bring the symposium's important conversation online via social media. Tweet with #DIHES2023 about the symposium, new insights, diversity in clinical trials, diversity in the workplace, healthcare disparities, or any other pressing DEI topics.

SPONSORS



HEALTH EQUITY AT A GLANCE



Breast Cancer Mortality

Breast cancer mortality rate is 40% higher for African American women than white women.¹

>50%

Uninsured Rate

More than half of U.S. residents without health insurance are people of color.⁶

2X

Chronic Liver Disease

Both Hispanic men and women have a chronic liver disease rate that is twice that of the non-Hispanic white population.²

9%

Heart Attack & Stroke

Women have a 9% higher mortality rate within 5 years of suffering a heart attack or stroke than men.⁷



Cardiovascular Disease

Cardiovascular disease comprises 40% of the difference in life expectancy between African Americans and whites.³

5.5

Life Expectancy

American Indians and Alaska Natives born in 2019 have a life expectancy that is 5.5 years less than the U.S. all races population.⁸

2X

Infant Mortality

African American infant mortality rate is more than double the rate of white, Asian, and Hispanic infants.⁴

-20%

Access to Care

Only 70% of LGBTQ+ adults seek health care services or have regular access to a health care provider, compared to 90% of heterosexuals.⁹



Obesity Rate

More than 77% of Latino adults are overweight or obese, compared to 67% of white adults.⁵

2X

Diabetes Prevalence

African Americans are nearly twice as likely to have diabetes than whites.¹⁰

1. [Morbidity and Mortality Weekly Report](#). CDC. 2016 (accessed 12/5/21)

2. [Chronic Liver Disease and Hispanic Americans](#). DHHS, Office of Minority Health. 2021 (accessed 8/31/21)

3. [Morbidity and Mortality Weekly Report, Surveillance Summaries](#). CDC. 2018 (accessed 12/14/20)

4. [Infant Mortality and African Americans](#). DHHS, Office of Minority Health. 2021 (accessed 2/15/22)

5. [Obesity and Hispanic Americans](#). DHHS, Office of Minority Health. 2020 (accessed 1/7/22)

6. [Key Facts about the Uninsured Population](#). The Kaiser Family Foundation. 2020 (accessed 9/15/21)

7. [Acute Myocardial Infarction in Women: A Scientific Statement](#). American Heart Association. 2016 (accessed 7/30/20)

8. [Disparities Fact Sheet](#). Indian Health Service. 2019 (accessed 5/12/21)

9. ["Coming out" against cancer: How local outreach to the LGBT community can reduce cancer disparities](#). *Journal of Clinical Oncology*. 2020 (accessed 11/18/21)

10. [Diabetes and African Americans](#). DHHS, Office of Minority Health. 2021 (accessed 3/1/22)

WHY ATTEND?

JOIN

the country's leading symposium focusing specifically on health equity and diversity.

UNDERSTAND

obstacles to clinical trials and how to make the clinical trial ecosystem more diverse and inclusive for all patients.

ACQUIRE

knowledge on how to reduce health disparities by building culturally competent organizations best suited to provide care for diverse patient populations.

FOCUS

on building inclusive organizational cultures that attract the best and brightest people, resulting in a diverse and innovative workforce.

DISCUSS

how to strategically reduce health disparities to create a more equitable U.S. healthcare system.

CREATE

a workplace that embraces and promotes an inclusive environment by leveraging the latest D&I trends and ideas.

LEARN

to leverage a more diverse marketplace and a more inclusive workforce to create bottom-line growth opportunities.

NETWORK

and share ideas with many of the country's leading health sector professionals who are passionate about health equity and diversity.

RECOGNIZE

the impact of systemic racism and structural inequities in healthcare and in the workplace.

SYMPOSIUM AGENDA

WEDNESDAY, JANUARY 18, 2023

FAEGRE DRINKER

1177 AVENUE OF THE AMERICAS, 37TH FLOOR

NEW YORK, NEW YORK 10036

**Wednesday
January 18**

8:00 AM - 9:00 AM	Registration & Networking
9:00 AM - 9:30 AM	Distinguished Welcoming Address
9:30 AM - 10:15 AM	Panel 1 - Health Disparities in the US: Lessons from COVID & the Path Forward
10:30 AM - 11:15 AM	Panel 2 - Building a Diverse Healthcare Workforce: Best Practices for Recruiting, Hiring, & Promoting Professionals of Color
11:30 AM - 12:00 PM	Distinguished Keynote Address
12:00 PM - 1:00 PM	Lunch
1:00 PM - 1:45 PM	Panel 3 - The Future of Health Equity: Priorities of the Next Generation of Healthcare Leaders
2:00 PM - 2:45 PM	Panel 4 - Clinical Trial Diversity: What We've Learned & What's Next?
2:45 PM - 3:00 PM	Closing Remarks
3:00 PM - 4:00 PM	Networking & Cocktail Reception

SYMPOSIUM AGENDA

THURSDAY, JANUARY 19, 2023 &

FRIDAY, JANUARY 20, 2023

Virtual

**Thursday
January 19**

11:00 AM - 1:00 PM

Breakout Session: Making Connections with the Next Generation of Diverse Healthcare Professionals

**Friday
January 20**

11:00 AM - 11:45 AM

Virtual Panel - Beyond Clinical Care: Building Inclusive, Culturally Competent Healthcare Organizations

DISTINGUISHED SPEAKERS



Ms. Ricki Fairley, MBA

CEO, Touch - The Black Breast Cancer Alliance

DISTINGUISHED WELCOMING ADDRESS

WEDNESDAY, JANUARY 18 | 9:00 AM - 9:30 AM EST

Ricki Fairley is a seasoned marketer with over 30 years of marketing experience in brand management at Johnson & Johnson, Nabisco, Reckitt & Colman and The Coca-Cola Company, and agency leadership encompassing strategic planning and consulting for numerous Fortune 500 companies. She is passionate about helping clients identify marketplace opportunities, establish insight-based objectives and strategies, and build results-driven campaigns with resonating creative. Ricki holds the Leadership Award from the Creative Thinking Association of America, and was named a Top 100 Marketer by Black Enterprise Magazine in February 2011. In November 2013, Ricki received the Association of National Advertisers Multicultural Excellence Award for the African American advertising for the Obama for America campaign. In February 2014, Ricki was inducted into The HistoryMakers. In March 2014, she received the Game Changer Award from Café Mocha and the Atlanta Tribune. In May 2014, DOVE Marketing received the US Trade & Commerce Institute Excellence in Marketing Award. Ricki was featured as Chapter 8 in "The 50 Billion Dollar Boss," New York Times Best Seller List 2016 for Best Business books. Ricki holds a BA from Dartmouth College and an MBA from Kellogg School of Management, Northwestern University. She is the President Emeritus of the Black Alumni of Dartmouth Association. She is a member of the 2011 Class of Leadership Atlanta.



Mr. Julius Pryor III

Chair of the Board of Directors, Center for Healthcare Innovation

DISTINGUISHED KEYNOTE ADDRESS

WEDNESDAY, JANUARY 18 | 11:30 AM - 12:00 PM EST

Julius Pryor helps companies accelerate innovation and drive business results. Having created and led groundbreaking strategies at six global corporations, Julius practically created the role of the modern Chief Diversity Officer. Every time he held the job, it was a newly created position. He's held executive roles at Johnson & Johnson (J&J), Coca-Cola Enterprises (CCE), Russell Athletic, Abbott, Takeda and Cerner. He was Vice President of Global Diversity at both J&J and CCE. Julius served as Head of Innovation, Diversity & Inclusion at biotech leader Genentech (Roche). He is Chair of the Board of Directors at the Center for Healthcare Innovation, an independent, non-profit research institute dedicated to making healthcare more equitable by leveraging technology, data analytics, and innovative marketplace platforms. Julius is not a traditional diversity officer. His focus is leveraging foundational principles of DEI to drive revenue, market share, new products and unique services. He builds organizational diversity maturity which drives ideas across lines of demarcation and enables leaders to make better decisions. Julius learned a great deal about agility, driving outcomes and clarity of mission during his service in the U.S. Navy. He notes that, "The Navy is a requirement driven culture - you can delegate authority, but not responsibility". He is a U.S. Navy Captain, Surface Warfare Officer and instructor for the Navy Officer Leadership Development Program. He held leadership roles in Atlantic and Pacific fleets including, Unit Commanding Officer, Executive Officer and Fleet Staff Officer. He had the honor of serving on the re-commissioning crew of the historic USS Missouri (BB-63). Julius is a graduate of Morehouse College and The Williston Northampton School (Easthampton, Massachusetts). He sits on the boards of the Andrew Young Center for Global Leadership, AArete Corporation, and is Board Chair for The Center for Healthcare Innovation. He was initiated into the legendary Psi Chapter of the Omega Psi Phi Fraternity while at Morehouse. Julius is the author of *Thriving in a Disruptive World: 6 Critical Concepts for Navigating the 21st Century*.

SYMPOSIUM PROGRAM - JANUARY 18

Panel 1 - Health Disparities in the US: Lessons from COVID and the Path Forward

In-Person

Wednesday, January 18 | 9:30 AM - 10:15 AM EST

Health disparities, which have always existed throughout the nation's history, have been well documented for decades. However, the global COVID-19 pandemic has brought health disparities to the forefront of a national dialogue around inequities in our healthcare system. Communities of color have been disproportionately impacted by COVID-19, particularly when it comes to the financial security of marginalized groups. Furthermore, the critical drivers behind COVID-19 hospitalization and mortality disparities are chronic conditions that overwhelmingly and disproportionately impact communities of color. Health disparities also drive an exorbitant amount of national healthcare costs. Research from the Kaiser Family Foundation suggests that health disparities lead to \$93 billion in excess costs and \$42 billion in lost productivity per year. This panel reviews what the COVID-19 pandemic has taught us about health disparities and how our national healthcare system can work collaboratively to reduce and ultimately eliminate health disparities. This interdisciplinary group of panelists will discuss the social and political determinants of health that have made communities of color and other marginalized groups more vulnerable to health disparities. The discussion will also review the latest best practices, innovative new ideas, and policy recommendations that providers, payers, pharma, policymakers, and patients can implement to result in a more just and equitable healthcare system.



MODERATOR: Dr. Knitasha Washington, DHA, MHA

President & Founder, ATW Health Solutions

Dr. Washington is a prominent figure in healthcare transformation serving in the capacity of thought-leader, advocate, researcher and performance improvement expert who has worked with healthcare systems, U.S. government agencies and numerous policymaker groups to ensure that patient-centered and equitable approaches are at the heart of healthcare redesign. Dr. Washington founded and serves as President of ATW Health Solutions, a health care advisory and research firm based in Chicago, board member for National Quality Forum (Washington DC) and the American Academy of Family Physicians (AAFP) Foundation (Leawood, KS). Shaped by her passion and belief in social justice, Knitasha has earned recognition nationally for her work in quality improvement, patient and family engagement, health equity and patient safety. With more than 20 years' experience in healthcare serving primarily as a consultant, Knitasha brings a multi-dimensional talent focused primarily in the areas of systems performance improvement, operations efficiency, hospital turn-around, patient safety, patient and family engagement, quality and health equity. In 2009 she lost her father to a preventable medical error; an event that dramatically inspired her sense of urgency for quality improvement with an integrated approach to eliminating harm for vulnerable populations. Today, Knitasha serves in multiple roles driving change and innovation nationally and locally. Knitasha is credited for being a key thought-leader of the alignment of equity with the work of the Partnership for Patients Campaign and contributor to Safety Across the Board and development of the Integrated PFE Index. Dr. Washington has worked as a lead contributor to the work of the CMS Hospital Improvement and Innovations Network (HIIN) and Transforming Clinical Practice Initiative (TCPI). Dr. Washington continues to advocate for greater diversity and minority inclusion in healthcare leadership through her longstanding commitment to work with the National Association of Health Services Executives (NAHSE). She continues to contribute to health services delivery research through her various contributions as Principal Investigator for projects funded by PCORI and CMS. Dr. Washington is a fellow of the American College of Health Care Executives (ACHE) and received her Doctorate of Health Administration Degree from Central Michigan University, Masters of Health Administration from Governors State University and Bachelor of Arts with a focus in Business Administration from Chicago State University. To her credit have been extended many nominations and awards including, 2017 CMS Leadership Award, 2014 Governors State University Luminary Pioneer Award, 2014 Illinois Department of Public Health Excellence in Community Health Leadership Award, 2013 American College of Healthcare Executives Regents Health Care Leadership Award, 2009 NAHSE National Young Healthcare Executive Award and the featured cover story for the Spring 2010 of Girlfriends HealthGuide Magazine.



Dr. Richard (Rick) Chapman, PhD, MS

Chief Science Officer, The Innovation & Value Initiative

Dr. Chapman is the Chief Science Officer for the Innovation and Value Initiative (IVI), a nonprofit research organization whose mission is to advance the science, practice, and use of value assessment in healthcare to make it more meaningful to those who receive, provide, and pay for care. Dr. Chapman was Director of Health Economics at the Institute for Clinical and Economic Review (ICER) prior to IVI, where he led development of economic evaluations that accompanied reviews of clinical evidence, assessing the potential costs, cost-effectiveness, and budgetary impact of a wide range of pharmaceutical and other clinical interventions. Before ICER, Dr. Chapman conducted health economics and outcomes research as a consultant. Dr. Chapman holds a PhD in health policy with a concentration in decision sciences from Harvard University. He also holds an MS in health policy and management from the Harvard School of Public Health.



Dr. Antonio Iglesias, PharmD

Vaccines Medical Director, Pfizer Vaccines, Pfizer

Antonio Jesús Iglesias, PharmD, is a Vaccines Medical Director, Pfizer US Medical Affairs/Vaccines Medical Development and Scientific Affairs. Dr. Iglesias is committed to making a difference in geographies that include children and adults with disproportionate vaccination rates. He received a Bachelor of Science in Chemical Engineering and a Doctor of Pharmacy degree from the University of Florida. In addition, he completed a Pediatrics Pharmacy Practice Residency at the University of Florida/Jackson Health System.



Mr. DeRonn Kidd, MBA, MPH

Senior Manager, Project Program Management, Aetna, a CVS Health Company

DeRonn Kidd is a dynamic, strategic healthcare leader with robust experience spanning diverse health markets including industry (global pharmaceutical, retail health, and managed care enterprises), nonprofit organizations, government entities, and academic settings. His background touts extensive knowledge and demonstrated excellence in a broad range of population health and preventative medicine issues across the local, state, national, and international levels. With a passion for transforming healthcare delivery to better serve patient needs and improve health outcomes and a commitment to achieving health equity in an evolving healthcare system, DeRonn has helped lead some of the nation's premier companies and organizations realize meaningful and transformative solutions. DeRonn currently serves as a Senior Manager at Aetna, a CVS Health Company. In his role, DeRonn is responsible for leading and driving the health education service programs and strategy for select Medicaid markets to support the provision of quality and cost-effective health services that are culturally and linguistically appropriate as well as assures the successful development and implementation of the health equity strategy and accreditation for these markets. Prior to joining Aetna, DeRonn served as a Manager on the Health Services Strategy and Innovation team at CVS Health. In this role, DeRonn worked within Retail Pharmacy Strategy and focused on new projects related to growth opportunities in pharmacy. DeRonn holds a Master of Business Administration from the Simon Business School at the University of Rochester, a Master of Public Health from the New York University School of Global Public Health, and a Bachelor's degree from the University of Michigan, Ann Arbor.



Mr. Kenneth Mendez, MBA

President & CEO, Asthma and Allergy Foundation of America

Kenneth Mendez became CEO and President of the Asthma and Allergy Foundation of America (AAFA) in early 2018. He came to AAFA from AdvaMed, the world's largest medical technology association, where he served as Senior Executive Vice President and Chief Revenue Officer for 12 years. Mendez's career has bridged the corporate and non-profit sectors. Early in his career, he worked on Wall Street in investment banking and then in business development at The Walt Disney Company. His career focus evolved to the non-profit sector based on a connection to causes about which he is passionate. Mendez, an avid fly fisherman, left Walt Disney to become the Chief Operating Officer of the nonprofit, Trout Unlimited, America's largest cold-water fisheries conservation organization. Based on his success at Trout Unlimited, he was recruited by AdvaMed to develop and launch new business initiatives, manage business operations and lead strategic planning. He has built his career in the senior leadership of nonprofits by growing the reach of these organizations, a track record he brings to AAFA. Since joining AAFA in 2018, he has led the organization in establishing a new strategic direction that emphasizes dramatically reducing the impact of asthma and allergies on underserved communities. This new strategic direction includes a vision for AAFA to be recognized as the most trusted ally serving the asthma and allergy community as well as core values of being patient-centric; driving diversity, equity, and inclusion in all aspects of the organization's work; compassion; trust; empowerment and innovation. He is frequently quoted in outlets such as the New York Times, Washington Post and NBC Nightly News, among others. Mendez has an MBA in marketing from Columbia Business School and a B.A. in American History and American Art from Harvard College. Mendez also has a personal stake in AAFA's mission as he and two of his children manage asthma and allergies.



Dr. Elyse Muñoz, PhD

Director, Research & Insights, U.S. Chief Content Office, IQVIA

Elyse Muñoz is the Director of Research and Insights for IQVIA in the U.S., leading a team of analysts and researchers building evidence-based perspectives on the impacts of emerging healthcare trends and generating strategies to improve outcomes for stakeholders across the system. Her current strategic research agenda spans critical topics including health equity, commercial launch success, and the consolidation of care delivery. Elyse joined IQVIA in 2017, honing her commercial expertise in therapy areas including diabetes, cardiovascular disease, and rare diseases like hemophilia and HIV. Prior to leading Research and Insights in the U.S., Elyse served in the IQVIA Institute for Human Data Science, where she authored several reports on topics like biosimilars, global R&D activity, rare diseases, emerging biopharma companies, and U.S. spending trends. As a technically trained scientist, Elyse began her research career in 2008, taking a systems biology approach to explore the impacts of oxygen level on organism growth and development. During her Ph.D., her research focused on conserved mechanisms of stress responses, which play a role in the etiology of diabetes and neurodegenerative diseases. Her final dissertation work was on developing molecular strategies to eradicate malaria. Elyse holds a Bachelor of Science from Arizona State University in Genetics and a Ph.D. in Genetics from Pennsylvania State University.



Ms. Shannon Stephenson, MBA

CEO, Cempa Community Care

Shannon Burger Stephenson, a Chattanooga native, received her Bachelor of Science in Finance from Tennessee Wesleyan University, followed by her MBA from Lincoln Memorial University. She is a Certified Public Accountant in Tennessee and has participated in numerous continuing education programs, including the Health Care Executive Program offered by the UCLA Anderson School of Management. As a doctoral candidate at the University of Alabama at Birmingham, Shannon is currently working on her dissertation, which focuses on the financial impact of health policies on safety net providers. Shannon works tirelessly to offer vision and direction that moves the organization's mission forward. Under her leadership as Chief Executive Officer at Cempa Community Care, the organization has expanded access to the medically underserved, enhanced operational efficiency, achieved numerous programmatic goals, and boosted contributions and sponsorships. With an entrepreneurial spirit and a passion for the people who are impacted by the work that Cempa provides, she continues to make an impact by serving on local, regional, and national boards, educating around policies and procedures and providing mentorship and training opportunities that set staff members up for success. Shannon remains heavily focused on enhancing access to care, creating health equity, ensuring programmatic integrity, and continuously adapting to meet community needs better.

SYMPOSIUM PROGRAM - JANUARY 18

Panel 2 - Building a Diverse Healthcare Workforce: Best Practices for Recruiting, Hiring, and Promoting Professionals of Color

In-Person

Wednesday, January 18 | 10:30 AM - 11:15 AM EST

With the US expected to become a majority-minority country by 2042, the US healthcare workforce must reflect the country's rich diversity. The nation continues to see profound demographic shifts. The percentage of non-white children born is now greater than 50% in the US. However, our healthcare workforce is not keeping up with the national demographic shifts occurring, and there's a growing discordance between healthcare professionals of color and the general population. Workforce demographic data is particularly alarming when looking at physicians and senior leadership. For our country to solve the pervasive underlying health disparities that the pandemic so starkly has shown us, systemic barriers and inequities must be eliminated, and our healthcare workforce must become more diverse. A more diverse healthcare workforce can rebuild trust in marginalized communities and design more inclusive clinical trials. Moreover, decades of empirical evidence indicate that diverse teams drive innovation and perform better in every identifiable metric, including financial performance. However, professionals of color continue to face profound systemic barriers. Healthcare organizations need to adopt new strategies and ways of thinking to not only attract, recruit, and hire professionals of color but also promote them to senior leadership positions that are focused on eliminating health disparities. This discussion reviews how organizations can optimize recruiting strategies to attract and hire professionals of color. The panelists will also discuss best practices for developing and promoting professionals of color.



MODERATOR: Ms. Carolynn Johnson, MBA **CEO & Executive Editor, DiversityInc**

After 16 years of serving in different capacities, Ms. Johnson was promoted to Chief Executive Officer of DiversityInc Media, LLC in May 2019. She succeeded Luke Visconti, the Founder and Chairman of DiversityInc. Ms. Johnson previously served as the company's Chief Operations Officer and Chief Revenue Officer during which she was responsible for operations, all major corporate partnerships, web properties and events. She was also responsible for sales management, information technology, circulation, business development and the development and execution of the annual DiversityInc Top 50 competition. Prior to joining DiversityInc in 2003, Ms. Johnson was the marketing coordinator of pharmaceutical and science groups for Advanstar Communications. Prior to Advanstar, she was an account manager at Correct Communications, a full-service marketing and communications agency. Ms. Johnson completed an executive management program at the Tuck Business School at Dartmouth College and earned an MBA from Rutgers Business School. She has been the director of the DiversityInc Foundation, a nonprofit that funds scholarships for financially disadvantaged students, for the past 10 years. She is also on the National Board of Directors at INROADS, an organization that aims to fix the lack of racial and ethnic diversity in corporate America. Ms. Johnson is a Founding Board Member of the Rutgers Business School Center for Women in Business. While completing her MBA, Ms. Johnson was an elected class officer and was a recipient of the Ted Marousas Award for Expanding the footprint of the Rutgers EMBA.



Ms. Seema Bhansali, ESQ, SHRM-SCP, CCDP **Vice President, Employee Experience and Inclusion, Office of the CEO, Henry Schein**

Seema Bhansali is the Vice President of Employee Experience and Inclusion in the Office of the Chairman and CEO at Henry Schein, Inc., a Fortune 500® company whose mission it is to provide innovative, integrated health care products and services to healthcare practitioners. A proven strategic thinker adept at implementation and cultural change, she joined the Company in 2017 to develop and lead cross divisional strategies with an emphasis on team culture, engagement strategies, and government relations. Seema is responsible for co-leading Henry Schein's holistic strategy to promote Diversity and Inclusion and developing the organization's Employee Value Proposition. Before joining Henry Schein, Seema spent 14 years working in a number of roles with U.S. Congressman Steve Israel, Former Chairman of the Democratic Congressional Campaign Committee, and Democratic Leadership's Policy and Communications Chair. During her tenure with Congressman Israel, Seema was dedicated to helping constituents and businesses navigate and understand federal agencies and federal policy. Through her various positions, she has also developed strategic programs to maximize brand value, foster team development, and advance intergovernmental communications.



Dr. Linda Wiley Bing, PhD
CEO, Turning Point Leadership Group, LLC

Dr. Linda Wiley Bing is founder and CEO of Turning Point Leadership Group LLC, an innovative performance improvement company that specializes in diversity, equity, & inclusion, leadership development, and relationship management. She has worked in the U.S. and abroad developing and delivering interventions for clients of all sizes and disciplines from individuals to Fortune 50 companies. Dr. Linda is a Certified Diversity Executive, Certified Relationship Specialist, Life Coach, and Author. She is an award-winning trainer and a member of the Les Brown Speakers Network. Her viewpoints are often sought out as a conference keynote speaker and presenter. And, they have been aired on several radio and TV talk shows, podcasts including her own and the CBS Evening News. Her innovative trainings and coaching programs have helped countless professionals transform their lives resulting in enhanced relationships and increased income as they contribute to strengthening strong and inclusive cultures.



Mr. Paul Bousquet, MBA
National Oncology Partnerships, Roche Information Solutions, Roche

Paul Bousquet leads oncology partnerships for Roche Information Solutions and is responsible for commercializing the navify brand across North America. In Paul's role, he partners with institutions to help build equitable, data-driven, software-powered, global precision oncology programs. In addition to his commercial role, Paul also leads the North America PRIDE business resource group, where he focuses on building an inclusive culture of belonging. Additionally, Paul sits on the Diversity and Inclusion council where he actively contributes to Roche's global inclusion strategy by acting as a catalyst across business units and affiliates. Before joining Roche, Paul spent time at a variety of biotechnology companies, most recently leading key accounts at Foundation Medicine. Paul is passionate about health equity and focuses on removing barriers to care for all. Paul earned a bachelor's degree from the University of Miami, technical certifications from Harvard Medical School, and is completing his Executive MBA from the University of Virginia, Darden.



Dr. Navneet Kathuria, MD, MPH, MBA
Regional CMO, Lumeris

Dr. Kathuria brings 25 years of experience in leadership positions in academic medicine, most notably as Chief Performance & Quality Officer at Baylor College of Medicine and Deputy Chief Medical Officer at The Mount Sinai School of Medicine. His principal areas of focus are on health care operations, population health, quality, and health care for the underserved. Dr. Kathuria has received several awards, including The Lorraine Tregde Patient Safety Leadership Award for his leadership and innovative approach to creating a culture of safety and clinical. In addition to his passion for quality he is also a recognized clinician educator, with a focus on the professional development of young physicians having won the Department of Medicine Teacher of Year Awards at New York University and at The Mount Sinai Medical Center. He was also a recipient of a grant from the Open Society Institute's program focusing on professional development of medical students. He also serves a Board Member on CACF, an advocacy organization for Asian Children and Families based in New York City.



Ms. Tracey Volz, MBA, MS
Assistant Vice President, Sponsored Research Operations, NYU Langone Health

As a researcher turned administrator, Tracey Volz has worked in support of research missions for most of her 20+ year career. Spanning research support from bench to bedside, Tracey's research experience began studying behavioral neuroscience and expanded to clinical trials in developmental behavior and mental health in adolescents. Currently in academic healthcare at NYU Langone Health, Tracey leads the Sponsored Research Operations unit as part of and in support of the research enterprise. This unit is responsible for the all aspects of research administrative infrastructure for externally sponsored research from identifying funding opportunities, submitting proposals, negotiating award contracts, financial management and compliance to support clinical and research faculty in all their research endeavors, while ensuring compliance to sponsor guidelines and institutional policies and operational procedures. Tracey is also a champion and sponsor supporting institutional initiatives on building a workforce of culture and inclusion; with many team members taking active roles in establishing cultures of belonging, mentorship and heritage recognition. Prior to joining NYU Langone Health, Tracey worked in supporting research at the National Institutes of Health, as well as other academic and non-profit organizations. Tracey earned her bachelor's degrees from the University of Texas at Austin and recently completed a dual MBA/MS degree program in Healthcare Research Policy and Leadership from Cornell University.



Mr. Dillan Villavisanis

**Research Fellow, Division of Plastic & Reconstructive Surgery,
Children's Hospital of Philadelphia**

SYMPOSIUM PROGRAM - JANUARY 18

Panel 3 - The Future of Health Equity: Priorities of the Next Generation of Healthcare Leaders

In-Person

Wednesday, January 18 | 1:00 PM - 1:45 PM EST

The COVID-19 pandemic brought discussions of healthcare disparities to the forefront of the healthcare industry. As the country begins to emerge from the COVID-19 pandemic, the industry remains committed to addressing disparities impacting communities of color while building a more diverse US workforce. New technologies, care models, and policies to achieve health equity will coincide with an influx of new jobs and talent. The Bureau of Labor Statistics estimates that the healthcare industry will add 2.6 million jobs by 2026. With these new jobs, the industry hopes to attract a talented and diverse healthcare workforce that can help transform the quality of care provided to patients and improve future health outcomes. The next generation of healthcare leaders must be dedicated to addressing many of the pressing health inequities impacting the United States, such as unequal chronic disease outcomes, mental health disparities, lack of access to care, and more. This panel will bring together the next generation of healthcare and life science professionals and leaders to discuss current health equity trends and what these future leaders see as critical foci for the industry in the next decade. In addition, the panel will feature a diverse group of graduate students, residents, and early-stage careerists to discuss innovative approaches to addressing health disparities and creating a more equitable healthcare system and workforce that improves health for all communities.



MODERATOR: Ms. Lindsay Moore-Fields **Program Manager, Center for Healthcare Innovation**

Lindsay Moore-Fields is a program manager at CHI. Lindsay leads CHI's Science Runway program, a national STEM mentorship platform that supports and inspires young women, especially women of color, in STEM and healthcare to address the broader racial and gender disparities impacting these fields. Lindsay also plays a central role in the Center's education and research initiatives. She is responsible for developing and executing educational health equity content for over 1,000 healthcare professionals on topics including the disproportionate impact of chronic diseases on communities of color, strategies to increase BIPOC participation in clinical trials, and the effects of maternal health disparities' on African-American communities. Before her current role, Lindsay served as a project manager for the Black Healthcare & Medical Association (BHMA) and a healthcare analyst in CHI's internship program focusing on grant writing and review, stakeholder communications, and program development. A member of Brown University's Class of 2021, Lindsay received a bachelor's degree in health and human biology and served as the President of the Lambda Iota Chapter of Delta Sigma Theta Sorority, Incorporated from 2019-2021. Her interests include maternal health disparities, health equity, and health advocacy.



Mr. Zaire Ali, EdM, MPH **Chairman & Executive Director, The Urban Health Collaborative**

Zaire S. Ali is the current Chairman & Executive Director at The Urban Health Collaborative 501(c)(3), a non-profit organization where he strives to help educate the community and alleviate, some of the burden created by systemic racism and its negatives impacts on Black, Latinx, and other historically marginalized populations living in Urban Communities throughout New Jersey and New York. Being born and raised in Plainfield, N.J., Zaire considers himself fortunate enough to see how life was on the other side and vowed to help improve Urban communities understanding of the social determinates of health that are impacting them and help them gain access to high quality health education and better navigate the health care system. Zaire holds two master's Degrees from Rutgers University in Education and Public Health, and he is currently pursuing his PhD in Public Health at The City University of New York; where he is the VP for his Graduate Student Association, a Senator for the University Student Senate, and is the Vice Chair for Disability Affairs serving over 230,000 CUNY students. His research focuses on the intersection of Urban education and Urban health Policy and the negative impacts they have on the health of Black and Latinx people living in Urban communities. Zaire is also the principal director at The Urban Health & Education Consultants, a private consulting firm specializing in Urban health and education systems. Zaire is a firm believe in the scholar-activist model and is an active member of Democratic Socialists of America New Jersey, Our Revolution New Jersey, Prevent Child Abuse NJ's Young Professional's Advisory Council, and is the Senior Advisor to Voters of Tomorrow NJ Chapter. Zaire was also elected to a 3-year seat for his local Board of Education and plans to help bring more equitable policies and programs to the School District.



Ms. Brianna Baker

Doctoral Student, Columbia University

Brianna Baker (she/her/hers) is a third-year doctoral student in the Counseling Psychology Ph.D. program at Columbia University. Born and raised in North Carolina, she graduated from The University of North Carolina at Chapel Hill with an undergraduate degree in Psychology and African American Community Health and Resilience. Her research interests broadly include sociopolitical determinants of mental health, positive Black youth development, and ameliorating sociohistorical racial trauma through community-focused program development. She was recently named a Robert Wood Johnson Foundation Health Policy Research Scholar and hopes to mesh her passions for communications, public health, and psychology to bring African American mental health to the forefront of America's social, moral, and political agendas. Brianna is the co-founder of the Black in Mental Health Initiative and the Founder of Girls Reaching Optimal Wellness (G.R.O.W.), a school-based mental wellness program for young women of color in the Southern US. Known for her courage and outspokenness for Black mental health, Brianna's commitment to mental health equity has been featured on Spectrum News, Refinery 29, WebMD, and other prominent media outlets.



Mr. Derek Huell

Medical Student, NYU Grossman School of Medicine

Derek Huell is a first-year medical student in the accelerated three-year MD pathway for neurosurgery at the NYU Grossman School of Medicine. Although part of a military family, he resided primarily in Columbus, GA, where he calls home. He went on to attend Georgia Tech as a Stamps President's Scholar, where he studied neuroscience and conducted memory research. He also completed neurodegenerative disease research at the NIH, Northwestern Memorial Hospital, Massachusetts General Hospital, and MD Anderson Cancer Center. Following the events of 2020, Derek sought to assist incarcerated populations and became a board member of Uplifting People, Inc., a non-profit focused on job placement for newly released individuals. He has continued similar work in NYC and is designing a STEM curriculum for inmates at Wallkill Correctional Facility through the NYU Prison Education Program. Derek is currently President of the NYU Chapter of the Student National Medical Association, Co-President of the NYU Chapter of the American Association of Neurological Surgeons, Research Chair of NYU Mission Brain, an emissary to the AAMC Organization of Student Representatives, and a national student committee member of the Coalition of Black Men Physicians. He also conducts historical and clinical research within the NYU neurosurgery department. Derek is excited to continue being an advocate for diversity and equity while honing his skills to become the best possible neurosurgeon-scientist.



Dr. Clarence Kong, MD

Resident Physician, Dept. of Emergency Medicine, North Shore University Hospital

A 2018 Tylenol Future Care scholar and a 2014 Milken scholar, Dr. Clarence Kong is an emergency resident doctor at Northwell Health - North Shore University Hospital/Long Island Jewish Medical Center. He also serves as the vice chair of the Northwell Resident and Fellow Association, representing 1,000+ resident/fellow physicians and overseeing the diversity, equity, and inclusion and community outreach subcommittees. Outside of the hospital, he serves as a diversity, equity, and inclusion officer in the US Coast Guard Auxiliary. His division was recently awarded the NACO 3 Star Award for Excellence in Diversity and Inclusion. He is a nationally recognized EMT and serves as a company surgeon for the Great Neck Vigilant Fire Department. In addition, as a current Doximity telehealth fellow, he innovates on the latest telemedicine research in healthcare disparities highlighted by COVID-19. He hopes to make an impact in public service and in the healthcare system as a physician-leader.



Ms. Amelia Papadimitriou, MPH

MD Candidate, Medical College of Wisconsin

Amelia is a second-year medical student in the Urban & Community Health Pathway at the Medical College of Wisconsin in Milwaukee. Prior to medical school, she completed a Bachelor of Science in Microbiology & Immunology at McGill University in Montréal Canada, where she was born and raised. Interested in health equity, Amelia then pursued a MPH in Social Epidemiology from Columbia University's Mailman School of Public Health, where she was awarded the Public Health Leadership Scholarship and became a member of the Delta Omega Honor Society upon graduation. During the summer of 2020, she joined the Mailman School's FORWARD initiative (Fighting Oppression, Racism and White Supremacy through Action, Research and Discourse) as student representative on the Dean's Accountability Cabinet to accelerate the transformation of the school into an antiracist, multicultural, and inclusive institution in all aspects of its culture and operations within Northern Manhattan communities, as well as into a global leader in dismantling the toxic structures that continue to support racism and health inequities. She became increasingly passionate about advocating for marginalized populations through her experience working during the COVID-19 pandemic at the NYC Department of Health & Mental Hygiene and SOMOS Community Care, an Independent Physician Association of culturally representative primary care providers who successfully implemented a Value-Based Payment model to improve quality of care for Medicaid patients in NYC. Amelia currently serves as Advocacy Chair for her school's chapter of Medical Students for Choice, a mentor for the StEP-UP pipeline program for URM students, Director of Referrals at the Saturday Clinic for Uninsured Patients, student researcher with the Health Equity Research Group at the Center for Advancing Population Science, and is honored to be one of AAMC's Action Ambassadors, a pilot program for medical students and residents who participate in engaging local, state, and federal legislators in policy priorities that impact the healthcare system and the health of communities. Amelia aspires to one day combine her MD and MPH degrees to continue advocating for equitable health policy and practice.



Ms. Saira Somnay

Recent Graduate, University of California Berkley

Saira J Somnay is a premedical student and recent graduate of the University of California, Berkeley, where she earned a bachelor degrees in Molecular & Cell Biology and Psychology. Her interests include clinical psychology, mentorship, health education, and the medical fields of oncology, neurology and obstetrics/gynecology. While an undergraduate student, she helped create and execute the Sex and Gender Medical Education (SGME) curriculum under the mentorship of CHI Board Member Dr. Neelum Aggarwal. SGME, a facet of CHI's Science Runway, gave high school students a nuanced look at health determinants and cultural considerations in healthcare with the hope that introducing them to this often overlooked topic early in their education will inspire their educational and professional trajectories. She was also President of the UC Berkeley March of Dimes Collegiate Council, where she created and taught a student-run class about the non-profit and brought awareness to the multifaceted and pervasive premature birth rate problem. She is currently taking a gap year from education to apply to medical school. During this gap year, she is continuing various research projects related to the effects of disparities, demographics, and mental health conditions on patient prognostics and is working as a scribe/medical assistant in an emergency department.

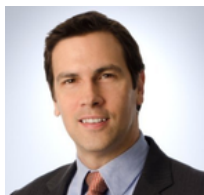
SYMPOSIUM PROGRAM - JANUARY 18

Panel 4 - Clinical Trial Diversity: What We've Learned & What's Next?

In-Person

Wednesday, January 18 | 2:00 PM - 2:45 PM EST

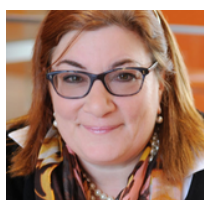
The development of COVID-19 vaccines has brought renewed scrutiny and dialogue on the lack of diversity in US clinical trials. According to the latest FDA data, African Americans represent 13% of the US population but comprise only 8% of all US clinical trial participants. Hispanic Americans comprise 19% of the US population but only 11% of all US clinical trial participants. Particularly in the wake of the pandemic, ensuring that all patient populations are confident in the safety and efficacy of drugs has become paramount. Market, governmental, and regulatory forces are also creating renewed pressure on the industry to reduce barriers to clinical trials for underrepresented racial groups. For example, a bipartisan bill, the Diverse and Equitable Participation in Clinical Trials (DEPICT) Act, was introduced in 2022. The bill aims to boost diversity in clinical trials by requiring enhanced data reporting on clinical trial demographics and providing resources to improve access to clinical trials. In a country where people of color are estimated to outnumber Caucasian Americans by 2044, the inclusion of individuals of varied races, ethnicities, ages, gender identities, and sexual orientations in clinical trials and clinical research will help prevent disparities in the evaluation of potential new medicines, therapies, and treatments. This panel discussion includes a cross-sectoral group of physicians, researchers, and industry executives sharing their insights on how to make our clinical trial ecosystem more diverse and inclusive for all patients.



MODERATOR: Mr. Stephen Morales, MBA

Senior Principal, Blue Fin Group

Stephen is a seasoned expert in developing and delivering value propositions across the life sciences sector. He has worked with transformative market access and brand teams that are driving innovations through commercial excellence, product launch excellence, scientific platform development, and strategic enabling and above-brand programs. He brings experience in new product planning, regulatory and reimbursement landscape analysis, and clinical supply chain optimization. Stephen has extensive experience in the specialty pharmacy, cell and gene, digital therapeutics, and MedTech industries. He works with company executives across the global supply chain to reduce friction and improve health outcomes for patients across the world. Stephen Morales is a healthcare strategy consultant who has been engaged by CEOs who are transforming patient experience and the course of care, globally.



Dr. Elizabeth Cohn, PhD

Rudin Professor of Community Health, Hunter College, City University of New York

Elizabeth Cohn, RN, PhD, FAAN is the Rudin Professor of Community Health at Hunter College, City University of New York. She is an Obama White House Champion of Change in Precision Medicine and Health Equity. Dr. Cohn is a translational nurse scientist and the chair of the NIH supported Nursing Science Translational Research Group. She is the current author of the seminal text produced by the CDC and the NIH, the Principles of Community Engagement 3rd Edition, now in its 30th Year. Dr. Cohn is the Principal Investigator of IGNITE, an 11-million-dollar grant from the Office of the Director of NIH on late-stage translation to practice, a grant which pairs academic researchers with Health and Hospital Clinicians and Community Organizations. These dyads are supported in leveraging publicly available data sets to improve community health through an innovative Data Sandbox and Data Playground model. She is an MPI on COMMUNITY a community transformation grant from NIH which works on upstream social determinants of health and dismantling structural and systemic racism in health care systems. She is additionally an MPI on the All of Us Research Program where she is on the Science Committee and chairs the publication and incident notification board for the program, she is a Co-Investigator on eMERGE. She collaborates in the leadership of a number of Community Advisory Board for Columbia including the Pediatric Research Council, the CTSA Ambassadors, a nationally recognized All of Us Community and Participant Advisory Board, and the COMMUNITY Connectome Linking and Stakeholder Advisory Boards. She earned her Associates Degree from Nassau Community College, her bachelors and Master's in Nursing from Stony Brook, her Doctorate from Columbia University School of Nursing and is an alumnus of the Robert Wood Johnson Nurse Faculty Scholars Program. Her work has been featured in the New York Times, on NPR All Things Considered and in Men's Health.



Ms. Ricki Fairley, MBA
CEO, Touch - The Black Breast Cancer Alliance

Ricki Fairley is a seasoned marketer with over 30 years of marketing experience in brand management at Johnson & Johnson, Nabisco, Reckitt & Colman and The Coca-Cola Company, and agency leadership encompassing strategic planning and consulting for numerous Fortune 500 companies. She is passionate about helping clients identify marketplace opportunities, establish insight-based objectives and strategies, and build results-driven campaigns with resonating creative. Ricki holds the Leadership Award from the Creative Thinking Association of America, and was named a Top 100 Marketer by Black Enterprise Magazine in February 2011. In November 2013, Ricki received the Association of National Advertisers Multicultural Excellence Award for the African American advertising for the Obama for America campaign. In February 2014, Ricki was inducted into The HistoryMakers. In March 2014, she received the Game Changer Award from Café Mocha and the Atlanta Tribune. In May 2014, DOVE Marketing received the US Trade & Commerce Institute Excellence in Marketing Award. Ricki was featured as Chapter 8 in "The 50 Billion Dollar Boss," New York Times Best Seller List 2016 for Best Business books. Ricki holds a BA from Dartmouth College and an MBA from Kellogg School of Management, Northwestern University. She is the President Emeritus of the Black Alumni of Dartmouth Association. She is a member of the 2011 Class of Leadership Atlanta.



Ms. Morgan Hanger, MPP
Director of Strategic Programs, Clinical Trials Transformation Initiative

At the Clinical Trials Transformation Initiative (CTTI), Ms. Hanger leads strategic initiatives related to the Transforming Trials 2030 vision. Previously, she served as vice president of the online patient research network PatientsLikeMe, where she oversaw the company's programs utilizing patient-generated health data in life sciences and regulatory settings. In various consulting positions, she has advised pharma/biotech, professional societies, and health technology companies on innovation partnerships and operations, practical applications of novel data, scientific affairs, and late-stage research strategies. She has also held positions within the Health Outcomes Group at Memorial Sloan Kettering Cancer Center and the Congressional Budget Office. Ms. Hanger graduated summa cum laude from New York University with a degree in politics, and holds a Master's degree in public policy from the University of California, Berkeley.



Dr. Wolfgang Liedtke, MD, PhD
Chair of Neurology, Psychiatry, Pain Medicine and Sensory Systems, Global Development Scientific Council, Regeneron Pharmaceuticals

As a corporate scientist-physician leader and executive at Regeneron Pharmaceuticals, my mission is to implement "Science to Medicine" in the entire spectrum of neuroscience, sensory systems (ophthalmology, hearing and inner ear function), and pain medicine-related areas. My root has been as an academic scientist-physician at Duke University with 17 years of deep experience as a tenured faculty, reaching the rank of Full Professor (Tenured) in clinical medicine (Neurology and Anesthesiology). At Duke University Medical Center, I founded two clinics, treating patients with refractory pain, with focus on trigeminal and glossopharyngeal nerve pain, head-face pain and other therapy-resistant forms of nerve pain. My clinics drew from nationwide and international, also serving as reference physician for the Facial Pain Research Foundation (Gainesville FL), who also supported my pain research. In my Duke basic science laboratory, which over the years was continuously supported by substantial US Federal and other external research funding, I have made fundamental discoveries related to the role of TRPV4, which I first described in October 2000 in a landmark publication in CELL. My laboratory worked on TRPV4 in inflammation, tissue injury, pain and itch. My group has also researched plasticity mechanisms in sensory neural circuits by studying gene expression mechanisms of neuronal chloride transporter, Kcc2/KCC2.



Dr. Monica Parker, MD

**Assistant Professor of Medicine, Department of Neurology,
Emory Alzheimer's Disease Research Center**

Monica Willis Parker, MD is a graduate of Fisk University and The University of Nebraska Medical Center. She joined the Emory School of Medicine faculty in 1995. She has transitioned roles as a geriatric, primary care provider to that of clinical research investigator. She now leads the Minority Engagement Core (MEC), one of six cores of the Emory Goizueta Alzheimer's Disease Research Center. Dr. Parker serves as Co-investigator on several NIH-funded projects. She advocates and educates about the importance of research participation for the elimination of health disparities in persons of color. She has co-authored several peer reviewed articles on the differences in neurocognitive disorders between African and European Americans, African American caregiving needs, and research participation for African Americans with colleagues at Emory, the Mayo Clinic, and Ohio State University. Active in many civic and social organizations, she was appointed the inaugural Health and Human Services Facet Director of The Links, Incorporated. She serves/has served on several Boards, which include AGRHODES Nursing and Rehab centers, Georgia Alzheimer's Association Board of Governors, The Health Outcomes Task force for the National Alzheimer's Association, Georgia Museum of Art (GMOA) and the Chief Justice's Commission on Professionalism for the State Bar of Georgia. A recipient of several honors, she has received the 2021 Yellow Rose award from the Georgia Women's Legislative Caucus, Atlanta Magazine's "Groundbreaker of the Year" 2016; "A Key to A Cure" Award recipient of the Wesley Woods Foundation, and one of Atlanta's Top Doctors, in Family/Geriatric Medicine 2009-2013, by Castle-Connolly Associates.



Dr. Andres Quintero, MD, MPH, MBA

Global Medical Director, Pfizer

Dr. Andres Quintero is a Global Medical Affairs Director, Hospital Products and Sterile Injectables at Pfizer. He was previously a Director of Medical Innovation, where he supported a variety of medical analytics initiatives globally across all of Pfizer's business units. In this role, he pioneered algorithmic solutions that leveraged NLP and disparate datasets to empirically identify key opinion leaders for medical affairs engagements across multiple business units both within the USA and globally. He has also served as a Field Medical Director for Pfizer's cardiovascular and metabolic medicine portfolio. Prior to joining Pfizer, he was a healthcare consultant for a variety of organizations ranging from payor and provider systems, federal agencies (e.g., FDA, CMS) and biotechnology companies. Andres holds a bachelor's degree from Brown University (cellular and molecular biology), a medical degree from the Penn State College of Medicine, and master degrees from both the Johns Hopkins Bloomberg School of Public Health (MPH) and the Johns Hopkins Carey Business School (MBA). He completed 5 years of post-graduate training, including 3 years in orthopaedic surgery at the University of Pittsburgh Medical Center and 2 years in public health and preventive medicine at Johns Hopkins. He's a board-certified diplomate of the American Board of Preventive Medicine.



Ms. Dianna Coles Lee Sam, MHA

AVP, Medicare Stars/Quality, Cotiviti

Dianna Coles Lee Sam has used her personal experience as a leader in managed care to build on health systems and insurance to promote access and high-quality health care. She was formerly the head of provider relations at Emblem Health plan and oversaw the re-contracting effort for over 30k providers moving them from capitation to fee-for-service and changing their existing provider file and the hierarchy. She has served as the Director of Compliance for United Health Care and as the Executive Director, Quality for Health and Hospitals of New York City where she oversaw the NYC hospitals and their Federally Qualified Health Plan's as well as the city's Health Plan (Metro Plus), leading the re-deployment of HIV SNP, Medicaid, Medicare (STARS), and Exchange lines of business. She has rolled out several programs in conjunction with the NYSDOH, some of which include: childhood obesity, adult diabetes, and monitoring falls in the elderly. She has a BS in Health Administration, MHA and is pursuing her Ph.D. in Health Administration. After 20 years, she works for ensuring high standards of health care and equity in healthcare. She is a member of HIMSS, Women in Product, National Society of University Scholars, Jack and Jill of America, National Association for Healthcare Quality, National Association Medical Staff Services and has served as a past advisor to the New York City COVID-19 task force under Andrew Cuomo.

SYMPOSIUM PROGRAM - JANUARY 19

Breakout Session: Making Connections with the Next Generation of Diverse Healthcare Professionals

Virtual
Thursday, January 19 | 11:00 AM - 1:00 PM EST

As demographics in the United States continue to shift, it is essential to have a healthcare workforce that represents the populations it serves. Research shows that Blacks and Hispanics remain significantly underrepresented in the healthcare and life science industries. Despite representing 47% of the US workforce, women only hold 23% of STEM jobs. The breakout session will uncover how the healthcare industry can better reach, recruit, retain, and promote diverse talent and create company cultures attractive to the next generation of healthcare professionals and leaders. The breakout session will be composed of a diverse group of students, early-stage careerists, and a professional moderator. The breakout session will seek to gain a deeper understanding of the unique challenges and experiences African American/Black, Hispanic/Latinx, and female students and early-stage careerists face as they seek to enter the healthcare and life science industries.

SYMPOSIUM PROGRAM - JANUARY 20

Beyond Clinical Care: Building Inclusive, Culturally Competent Healthcare Organizations

Virtual
Friday, January 20 | 11:00 AM - 11:45 AM EST

The U.S. is to become a "majority-minority" nation by 2042. With this shift in demographics, addressing racial and ethnic disparities in healthcare and the need for healthcare organizations to serve increasingly diverse communities have become industry-wide priorities. The Health Policy Institute at Georgetown University defines cultural competency as the ability of providers and organizations to effectively deliver healthcare services that meet patients' social, cultural, and linguistic needs. As the U.S. becomes a more diverse country, the demand for culturally competent providers and other organizations continues to grow. Cultural competency is fundamental to delivering quality health services, as culture defines healthcare expectations and impacts every encounter. When providers and healthcare organizations prioritize cultural competency and understand culturally diverse backgrounds, they can engage patients more effectively and provide better care, thus improving patient outcomes. Additionally, the need for diverse healthcare providers continues to grow. As of 2019, only 12% of physicians in the U.S. are from historically underrepresented groups. And these needs are most acute when considering the healthcare inequities facing many communities of color in the U.S. Additionally, the need to deliver culturally competent care to diverse communities goes beyond a clinical setting. Cultural competent impacts all healthcare organizations, including the pharmaceutical, pharmacy, marketing, payer, and health technology sectors. This virtual panel is an in-depth discussion about why culturally competent healthcare is vital to serving the diverse patient communities in the U.S. The panel brings together leading physicians, hospital executives, and cultural competence experts to discuss the importance of building culturally competent organizations. The panel will discuss recent trends, opportunities, and challenges. By building culturally competent organizations and equipping healthcare leaders, clinicians, and other professionals, we can begin to make steps towards addressing the broader healthcare disparities and health inequities that afflict the U.S. healthcare system.



MODERATOR: Mr. Joseph Gaspero

CEO & Co-Founder, Center for Healthcare Innovation

Mr. Joseph Gaspero is the CEO and Co-Founder of CHI. He is a healthcare executive, strategist, and health disparity researcher. He founded CHI in 2009 as an independent, objective, and interdisciplinary research and education institute for reducing health disparities for marginalized communities of color. Joseph leads research and educational initiatives at CHI, including research focused on increasing diversity in clinical trials, building diverse, culturally competent teams, understanding how social determinants of health drive health disparities for BIPOC communities, decreasing medical mistrust, and understanding how chronic conditions disproportionately impact Black and Brown communities. He has been the lead organizer for one of the country's preeminent health equity and diversity symposia in the U.S. In his role as CEO, he sets and executes CHI's strategy, devises marketing tactics, leads fundraising efforts, and manages CHI's Management team. His leadership stems from a wide array of experiences, including founding and operating several non-profit and for-profit organizations, serving in the U.S. Air Force in support of 2 foreign wars. Joseph's skills include strategy, management, research, marketing, and finance. He has lived in six countries, traveled to over 40 more, and speaks three languages, and he brings a global approach to strategy and problem-solving. Joseph has a B.S. in Finance from the University of Illinois at Chicago.



Dr. Paula S. Espinal, MD, MPH

Principal Investigator, Nicklaus Children's Hospital

Dr. Espinal is a translational medical researcher with nine-plus years of experience in a broad range of research infrastructure, covering clinical trials, translational sciences, and genomic medicine. Dr. Espinal is a medical doctor and epidemiologist, accredited by the American Association of Tissue Banks and the International Society for Biological and Environmental Repository (ISBER). She is also certified in Fundamentals of Clinical and Translational Research by The Harvard Clinical and Translational Science Center. Dr. Espinal served as a Physician Scientist for the Miami Clinical and Translational Science Institute (CTSI) and Sylvester Comprehensive Cancer Center (SCCC), where she evaluated preclinical data and set priorities for program funding opportunities, and was an active member of the SCCC Feasibility Review Committee (FRC), the SCCC Protocol Review and Monitoring Committee (PRMC), and the Clinical Research. Dr. Espinal has worked on several projects as a sub-investigator for NIDA Clinical Trials Network Protocol CTN 0049 (Grant NO. # U10-DA13720), US Department of State-funded study (Grant # S-INLEC11GR020), Florida Department of Health ("FL DOH"), Live Like Bella Pediatric Research Initiative (8LA05), Cornelia Bailey Foundation (DSTPedCan), and Principal Investigator for Sanford Health-Nicklaus Children's Hospital Personalized Medicine Initiative, and Nicklaus Children's Project GENES - an outreach educational program aimed to bridge the gap between medical research and local communities.



Mr. Andrés Gonzalez, MEd

Vice President, Community Engagement & Chief Diversity Officer, Froedtert & the Medical College of Wisconsin

Andrés Gonzalez has successfully created and implemented community engagement, diversity, equity and inclusion (DEI), and supplier diversity programs for a number of the country's most respected health care organizations. His teams have positively affected their organization by penetrating diverse markets and make a substantial impact on the communities they serve, ensuring patients receive culturally and linguistically competent care that can lead to better health outcomes. They proactively address community health needs through innovative programs and partnerships that improve population health and reduce disparities. Gonzalez joined Froedtert Health in 2015. He currently serves as the Vice President for Community Engagement and Chief Diversity Officer for the health network, which includes 11 hospitals, over 2,000 physicians and more than 45 health centers and clinics in Wisconsin. In his role as Chief Diversity Officer, he leads diversity, equity and inclusion strategic initiatives including Business Resource Groups (BRGs), the Community Engagement team, Diversity Action Teams (DATs), diversity and cultural competence education, emerging markets initiative, health equity, language services, supplier diversity, leadership development, and diverse talent acquisition, development and retention efforts. As leader of Community Engagement, Gonzalez develops core principles to address community needs and minimize health disparities. He is responsible for expanding community collaborative governance, partnering with physician leaders to address population health, and improving access to care for those living in poverty. He facilitates community relationship development with stakeholders to grow the health system's reputation, business, and impact on health. He holds a bachelor's degree in biology and a master's degree in education (M.Ed.) with a concentration on community agency counseling, both from Cleveland State University. He also completed the certification program at Cornell University's Industrial and Labor Relations Department and earned a Cornell Certified Diversity Practitioner/Advanced Practitioner (CCDP/AP) certification. He is a member of the faculty at Elevate, an education and career-development partnership with University of California-San Diego Rady School of Management.



Ms. Rachel King, MBA

Vice President of New Ventures, Medication Delivery Solutions, BD

Rachel King serves as the vice president of New Ventures in Medication Delivery Solutions (MDS) within the Medical segment of BD (Becton, Dickinson and Company), a leading global medical technology company headquartered in Franklin Lakes, New Jersey. In this role, Rachel is responsible for leading the Smart Connected Care strategy for MDS to deliver more personalized and predictive IV therapy. As part of this focus, she oversees execution of key digital innovation programs focused on improving vascular access management and medication safety as well as creating the strategy to expand and connect the MDS ecosystem across BD in service of improving patient outcomes, caregiver efficiency, and reducing cost of care. Rachel has spent over 23 years in med-tech strategy and innovation. She is an authentic leader with a passion for making a difference in patients' lives and motivating diverse and inclusive teams to achieve their full potential. Prior to joining BD in April 2021, Rachel had a successful, 15-year track record at Johnson & Johnson, where she served in roles of increasing responsibility across strategy, marketing and sales in both the Ethicon (general surgery) and DePuy Synthes (orthopedics) operating companies. She served as Chief of Strategy for Ethicon, where she oversaw innovation and global marketing strategies for the \$9 billion franchise. Prior to that, she spent two years as Senior Director of Extremities, Global Strategic Marketing at Depuy Synthes, building their portfolio strategy and completing several strategic partnerships and acquisitions. Earlier in her career, Rachel held design engineering roles at Hill-Rom, Arthur D. Little and The Product Development Group. Rachel received a bachelor's in Mechanical Engineering from Washington University in St. Louis, MO, and an MBA from Xavier University in Cincinnati, OH. She also completed an Executive MBA course in Disruptive Innovation from Harvard Business School in Boston, MA, and is Six Sigma Black Belt certified



Dr. Islam Sadek, MD

**Executive Medical Director, US Integrated Disease Medical Team
"IDMT" Lead, Leukemia, Novartis Innovative Medicine**

Experienced US, Regional & Global Executive Medical Director with a demonstrated history in the pharmaceuticals industry. Skilled in Hematology & Oncology across different lifecycle phase assets clinical development and medical affairs with additional commercial business acumen experience



SPONSORSHIP LEVELS

CHI's Diversity, Inclusion, & Health Equity Symposium is one of the country's leading and longest-running events focusing specifically on health equity, health disparities, and critical diversity, equity, and inclusion (DEI) issues impacting healthcare in the U.S. The 3-day hybrid symposium features both live and virtual panel discussions, keynote addresses, career fairs, and networking opportunities. The symposium brings together leading healthcare executives, physicians, researchers, patient groups, academics, authors, clinical trial professionals, and DEI advocates in a collaborative forum to discuss health equity. Participants will learn the latest insights and industry-tested solutions, share new ideas and perspectives, and meet new industry and marketplace colleagues.

Benefits of Sponsorship:

- Build brand recognition and visibility with leading healthcare CXOs, executives, physicians, key opinion leaders, and organizational decision-makers in the health equity space.
- Reach diverse healthcare job seekers of all career stages, including the ability to collect resumes directly from candidates.
- Showcase organizational commitment to diversity, equity, and inclusion (DEI) with community partners, job seekers, patient advocates, and other DEI-focused organizations.
- Meet potential collaborators and alliance partners, including other industry organizations, non-profits, and patient advocacy organizations.
- Position organizational thought leaders in key speaking roles to lead health equity conversations and drive new thinking and innovative approaches to making healthcare more equitable.
- Connect with academia, including Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), minority-serving institutions, and other talent pipeline partners.
- Acquire contact information from many of the country's leading health equity and DEI-focused professionals.
- Gain access to new and diverse markets.
- Cultivate new clients, produce leads, showcase brands, and build relationships with new and influential customers.

SPONSORSHIP LEVELS

Sponsorship Benefits	Lead \$25,000			
Opportunity to add distinguished keynote speaker	✓			
Custom program book welcome letter	✓			
Opportunity to add Honorary Symposium Chair	✓			
CHI Board Chair acknowledgment during Symposium	✓			
Opportunity to reserve on-site Board room	✓			
Opportunity for reception remarks	✓	Gold \$10,000		
Access to diverse student focus group	✓	✓		
Symposium attendee list	✓	✓	Silver \$5,000	
Opportunity to add speakers	4	2	1	
Social media acknowledgments/thanks	4	2	1	Bronze \$3,000
Program book advertisement	Front inset full page	Full page	1/4 page	1/4 page
Lobby/reception screen advertisement/logo	Full screen	1/2 screen	1/4 screen	1/4 screen
Complimentary attendees	Unlimited	15	4	4
Company name/logo with hyperlink on website	1 Year	9 months	3 months	3 months
Display Table	✓	✓	✓	✓
Acknowledgement throughout the program	✓	✓	✓	✓



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