

Exploring a Culture of Fairness, Respect, and Anti-racism in Health Professions Education

Session 1 of Creating Brave Spaces for Difficult Conversations

November 9, 2021

Workshop Objective: To explore levers for eliminating anti-black racism in health professions education

Session Objective: To discuss how to create brave spaces for difficult conversations in health professions education based on the NAM commentary, [Educating Health Professions Educators to Address the “isms”](#)

WELCOME	
5:30pmET	Welcome & Introductions <ul style="list-style-type: none"> Tanya Smith Brice, Workshop Planning Committee Chair & Richard Baker, Vice-Chair
5:40pm	Panel Discussion – How do you create brave spaces for difficult conversations? Moderator: Kennita R. Carter, Chief, Graduate Medical Education Branch, Division of Medicine and Dentistry, Bureau of Health Workforce, HRSA <ul style="list-style-type: none"> Sandra Crewe, Dean, Professor of Social Work, and Director of the Howard University Multidisciplinary Gerontology Center at Howard University Mildred C. Joyner, President of the National Association of Social Workers and President of the International Federation of Social Workers - North America Region Carl J. Sheperis, Dean, College of Education and Human Development, The Texas A&M University–San Antonio
BREAKOUT SESSIONS	
6:10pm	Enter breakout rooms for creating brave spaces: <ul style="list-style-type: none"> What challenges have you faced/might you face in creating brave spaces for difficult conversations? How might they be overcome? <ol style="list-style-type: none"> Sandra Crewe Mildred Joyner Carl Sheperis
6:45pm	Moderator: Kennita Carter, HRSA <ul style="list-style-type: none"> Return to main room to share ideas for overcoming challenges to creating brave spaces
6:55pm	Closing by the Chair/Vice Chair
7:00pm	Adjourn

BACKGROUND

The workshop planning committee has identified three focus areas for opening discussions on eliminating racism in health professions education, which include (1) creating brave spaces; (2) leveraging accreditation; and (3) metrics. Today's session will focus on creating brave spaces for difficult conversations within health professions education.

Workshop Planning Committee Members

- Tanya Smith Brice, PhD, MSW (Chair), Vice President of Education Council on Social Work Education
- Richard (Rick) Baker, MD, (Vice Chair), Vice Dean for Medical Education, Professor of Ophthalmology, Wayne State University School of Medicine
- Vineet Arora, MD, MAP, Associate Chief Medical Officer - Clinical Learning Environment, University of Chicago
- Sherilynn J. Black, PhD Assistant Professor of the Practice, Medical Education and Associate Vice Provost for Faculty Advancement, Duke University
- Hadiya Green Guerrero, PT, DPT, American Physical Therapy Association
- Marcus Darnell Henderson, MSN, RN, Lecturer, Family and Community Health, University of Pennsylvania School of Nursing, PhD Student, Johns Hopkins University School of Nursing
- Lynne Holden, MD, Professor, Emergency Medicine, Albert Einstein College of Medicine
- Vice-Chair, Diversity and Inclusion, Department of Emergency Medicine, Albert Einstein College of Medicine
- Nadeem Karimbux, DMD, MMSC Dean, Tufts University School of Dental Medicine
- Lemmietta G. McNeilly, Ph.D., CCC-SLP, CAE, FASHA, FNAP Chief Staff Officer, Speech-Language Pathology American Speech-Language-Hearing Association
- Ryan J. Petteway, DrPH, MPH, Assistant Professor, Community Health/Health Promotion, OHSU-PSU School of Public Health

Speaker Biographies

Planning Committee

Tanya Smith Brice, PhD, MSW (Chair), is Vice President of Education at the Council on Social Work Education in Alexandria, VA. Previously, she served as the Dean of the College of Professional Studies at Bowie State University in Bowie, MD and the Dean of the School of (Education) Health and Human Services at Benedict College in Columbia, SC. She has served on the faculties of the University of South Carolina, Abilene Christian University (Abilene, TX), and Baylor University (Waco, TX).

Her research centers on addressing issues of structural violence specifically as it relates to the impact of those structures on African American people. Her publications focus on the development of the social welfare system by African American women for African American children and documents structural barriers to African American families.

She provides consultation to community organizations, religious institutions, and educational institutions on the impact of their policies on African American families. She has taught and lectured all over the USA, as well as in the countries of Ghana, Sweden, Uganda, Colombia and the Republic of Moldova.

Richard S. Baker, M.D. (Vice Chair), is vice dean of Medical Education and professor of Ophthalmology at the Wayne State University School of Medicine. He is a board-certified ophthalmologist and a fellow of the American Academy of Ophthalmology. Dr. Baker has previously held senior leadership positions at Charles R. Drew University of Medicine and Science and at the University of California at Los Angeles. Previous positions at Charles Drew University include university provost, dean of the College of Medicine, president of the Charles Drew University Multi-Specialty Practice Group, chair of the Department of Ophthalmology, associate vice president for Research, associate dean for Research and director of the Charles Drew NIH-RCMI Biomedical Research Center. Previous leadership positions at UCLA include associate dean at the UCLA David Geffen School of Medicine and associate director of the Jules Stein Center for Eye Epidemiology.

Dr. Baker is the founding director of the Drew Health Services Research Center, and co-founder and executive director of the Drew Urban Telemedicine Center of Excellence. He serves on the Board of Directors of the Southeast Michigan Center for Medical Education, the National Medical Fellowships Alumni Association and the Latino Physicians of California. His previous board service includes the Board of Directors of the California Medical Association, the Los Angeles County Medical Association, the Association of Minority Health Professions Schools, the Hispanic Serving Health Professions Schools, the UCLA School of Medicine Board of Visitors, the California Black Health Network, the Drew Economic Development Corp., the Drew Faculty Practice Plan, and founding board member of the Los Angeles Eye Institute.

Panelists' Biographies

Kennita Carter, MD serves as chief of the Graduate Medical Education Branch in the Division of Medicine and Dentistry, Bureau of Health Workforce, at the Health Resources and Services Administration (HRSA). She is a board-certified internist and fellowship trained geriatrician. Dr. Carter is the subject matter expert for the Council on Graduate Medical Education (COGME). The COGME provides advice and recommendations to the Secretary of the Department of Health and Human Services and Congress on GME and the physician workforce. In addition, she serves as the interim HRSA representative to the Accreditation Council on Graduate Medical Education (ACGME) and is a member of the US Department of Veterans Affairs (VA) National Academic Affiliations Advisory Committee, Diversity in the Healthcare Workforce Subcommittee.

Sandra Edmonds Crewe, PhD, ACSW, is dean and professor of social work at Howard University. Dr. Crewe previously held the position of interim dean, and associate dean for academic and student advancement. She has research, scholarship, and public advocacy in the areas of caregiving, aging, ethnogerontology, welfare reform, and social welfare history. She has numerous publications in these areas.

Dr. Crewe holds both her bachelor's and master's degrees in social work from the National Catholic School of Social Service (Catholic University of America) and a Ph.D. in Social Work from Howard University. She is a 40 year member of the Academy of Certified Social Workers. She also holds a certificate from the Harvard Institute of Leadership and Management in Education through a Council on Social Work Education fellowship. Prior to joining the faculty, she served in executive level positions in the field of public and assisted housing and was instrumental in developing self-sufficiency programs as well as health and well-being programs for older persons.

Dr. Crewe is a long standing trustee for the Maryland Affordable Housing Trust. She serves as secretary and member of the board of the American Association of Service Coordinators. Additionally, she serves on the

board for the National Association of Deans and Directors. Dr. Crewe is a founding member of the HBCU Schools of Social Work Network. She is co-lead of the network addressing eradicating social isolation, a grand challenge of the American Society of Social Work and Social Welfare. Dr. Crewe is a NASW Pioneer.

Mildred "Mit" C. Joyner, DPS, MSW, LCSW is President of the National Association of Social Workers (NASW) that has 55 chapters throughout the United States and its territories. Joyner also serves as President of the North America Region of the International Federation of Social Workers (IFSW), which includes Canada and the United States and is a member of IFSW's Executive Committee. She serves on the boards of the NASW Foundation and the NASW Assurance Services, Inc. Her other board service included a community bank, DNBFIRST, where she was the first female and only African American to serve in this capacity and the Chester County Food Bank.

Professor Joyner received a BSW from Central State University in Wilberforce, Ohio, and her MSW in planning, policy and administration from Howard University, School of Social Work, in Washington, DC. Joyner's professional career as a social worker began at Chester County Children, Youth, and Families as a protective service worker. After graduate school, she became the first department head and legal liaison of the child abuse unit at Chester County Children, Youth, and Families.

Joyner joined the faculty at West Chester University (WCU) in 1979 as assistant professor and served as the director and chairperson of the undergraduate social work department, a position she held for several decades. While at WCU, Professor Joyner presided over the campus Frederick Douglass Society, chaired the Committee of 16, developed the civility award, developed the Frederick Douglass Junior Ambassadors, led university town hall meetings on Embracing a Just Community, organized and obtained funding for the annual delivery of a MLK Day for the university and surrounding community, and was the chief architect of the university's campus climate committee. Professor Joyner also developed an interdisciplinary Race Relations course, which received an award from students for effective delivery of critical content on race.

Carl J. Sheperis, Ph.D., NCC, ACS, CCMHC, MAC, LMHC, LPC serves as the Dean of the College of Education and Human Development at Texas A&M University San Antonio. Dr. Sheperis has extensive experience in pediatric and family mental health and has served as an expert to various media outlets including The Huffington Post, the Denver Post, Seattle Times, Parenting, Prevention, Disney Family, Bustle, The Hill, Everyday Power Blog, Verily Magazine, The Vine, numerous radio talk shows, and others. His interviews have reached over 50,000,000 readers.

Prior to coming to A&M San Antonio, he served as interim President and CEO for the National Board for Certified Counselors & Affiliates. Dr. Sheperis is also former Chair of the Board of Directors for NBCC and is a Director-Emeritus. He began his career in higher education as a professor at Mississippi State University. Dr. Sheperis has over 25 years of experience in pediatric and family mental health and he has served as an envoy for professional counseling to UNESCO, the International Association for Counseling, the US Virgin Islands, Puerto Rico, Taiwan, Turkey, the Kingdom of Bhutan, and numerous other international organizations/governments.