



NATIONAL  
ACADEMIES

Sciences  
Engineering  
Medicine

## Advancing Equity in Diagnostic Excellence to Reduce Health Disparities

September 23 • 8:30AM – 4:00PM ET  
September 24 • 8:30AM – 12:30PM ET

Hosted By:  
Forum on Advancing Diagnostic Excellence  
in collaboration with  
Roundtable on the Promotion of Health Equity

Supported By:  
Agency for Healthcare Research and Quality

*National Academy of Sciences Building  
2101 Constitution Ave., N.W.  
Washington, DC 20001*

**Advancing Equity in Diagnostic Excellence to Reduce Health Disparities: A  
Workshop**

September 23, 2024 | 8:30 AM-4:00 PM ET

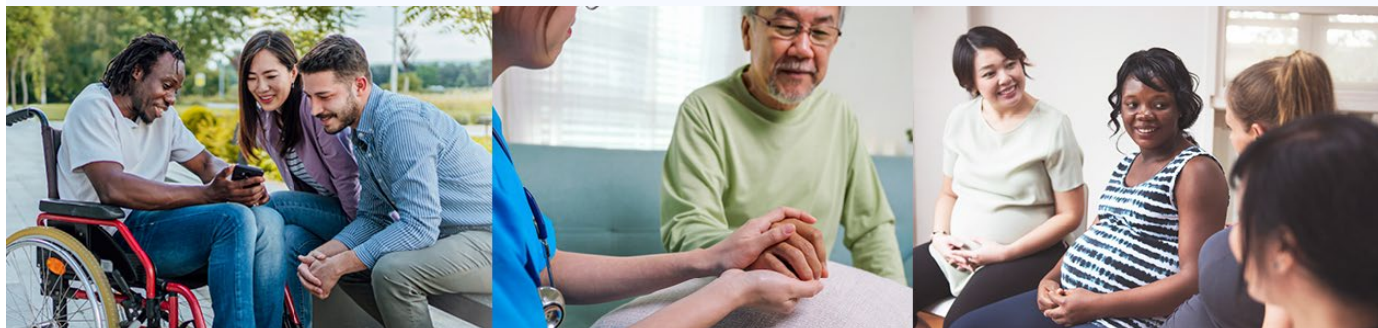
September 24, 2024 | 8:30 AM-12:30 PM ET

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# Advancing Equity in Diagnostic Excellence to Reduce Health Disparities: A Workshop



**DAY 1: MONDAY, SEPTEMBER 23, 2024—NATIONAL ACADEMY OF SCIENCES, LECTURE ROOM**

**8:00 AM**      **BREAKFAST—East Court**

**8:30 AM**      **Welcome and Opening Remarks**

Kathryn McDonald, Johns Hopkins University

Planning Committee Chair and Forum Member, Advancing Diagnostic Excellence

**Agency for Healthcare Research and Quality Priorities**

Karen Cosby, AHRQ

**9:15 AM**      **Session 1: Considering the Heterogeneity of Patient, Caregiver, and Community Perspectives in Diagnostic Equity**

**Moderator:** Yamilé Molina, University of Illinois at Chicago

**Patient, Caregiver, and Community Perspectives:**

- Candace Henley, The Blue Hat Foundation
- Yadira Montoya, National Alliance for Caregiving
- Guillermo Chacón, Latino Commission on AIDS

**Panel Discussion/Audience Q&A**

**10:15 AM**      **Session 2: Considering Diagnostic Disparities Across Clinical Conditions**

**Moderator:** Lakshmi Krishnan, Georgetown University

**Mitigating Diagnostic Delays in Breast and Colorectal Cancer**

Deonna Farr, East Carolina University

**Reducing Racial and Ethnic Disparities in Mental Health Disorders**

Cristiane Duarte, Columbia University

**Examining Diagnostic Disparities in Cardiovascular Disease**

Sadiya Khan, Northwestern University Feinberg School of Medicine

**Panel Discussion/Audience Q&A**

**11:15 AM BREAK**

**11:30 AM Session 3: Examining Factors that Contribute to Diagnostic Inequities Among Populations at Higher Risk**

**Moderators:** Yvette Calderon, Icahn School of Medicine  
Steven Cohen, University of Rhode Island

**Systemic Barriers to Optimal Health in Indigenous Communities**

Jason Deen, University of Washington [Virtual]

**Examining Factors That Contribute to Diagnostic Inequities Among Black Pregnant Women**

Veronica Gillispie-Bell, Louisiana Department of Health

**Examining Health Inequities Among Sexual and Gender Minority Older Adults**

Karen Fredriksen-Goldsen, University of Washington [Virtual]

**Panel Discussion/Audience Q&A**

**12:30 PM LUNCH BREAK—NAS East Court**

**1:30 PM Session 4: Identifying Structural Barriers to Accessing Equitable High-Quality Diagnosis**

**Moderators:** Ronald Wyatt, Achieving Healthcare Equity LLC

**Accessing Equitable High-Quality Diagnosis in Rural Areas**

Elizabeth Crouch, University of South Carolina [Virtual]

**The Role of Language Proficiency in Accessing Equitable Diagnosis in Perioperative Settings**

Cecilia Canales, University of California, Los Angeles [Virtual]

**Panel Discussion/Audience Q&A**

**2:30 PM Session 5: Leveraging Technological and Diagnostic Innovations to Improve Access and Mitigate Diagnostic Disparities**

**Moderator:** Kristen Miller, MedStar Health

**Strategies to Improve Digital Literacy and Internet Access to Advance Diagnostic Equity**

Amy Sheon, Public Health Innovators, LLC

**Using Ocular Telehealth to Promote Diagnostic Equity in Rural Communities**

Akshar Abbott, U.S. Department of Veterans Affairs

**Leveraging Patient Remote Monitoring to Improve Access and Reduce Diagnostic Disparities**

Devin Mann, New York University Langone Health

**Panel Discussion/Audience Q&A**

**3:45 PM**

**Workshop Closing Remarks**

Kathryn McDonald, Johns Hopkins University

Planning Committee Chair and Forum Member, Advancing Diagnostic Excellence

**4:00 PM**

**MEETING ADJOURNS**

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**DAY 2: TUESDAY, SEPTEMBER 24, 2024—NATIONAL ACADEMY OF SCIENCES, MEMBERS ROOM**

**8:00 AM**

**BREAKFAST—West Court**

**8:30 AM**

**Welcome and Opening Remarks**

Kathryn McDonald, Johns Hopkins University

Planning Committee Chair and Forum Member, Advancing Diagnostic Excellence

**Advancing Diagnostic Equity**

Urmimala Sarkar, University of California, San Francisco

**9:00 AM**

**Session 6: Patient and Community-Centered Approaches to Advancing Equity in Diagnostic Excellence and Reducing Health Disparities**

***Moderator:** Linda Geng, Stanford University School of Medicine*

**Strengthening Community Collaboration to Reduce Health Disparities and Advance Equity**

Anita Chopra, University of Washington School of Medicine

**Patient-Centered Methods to Advance Diagnostic Safety**

Traber Davis Giardina, Baylor College of Medicine

**Leveraging the Patient Narrative to Reduce Health Disparities and Advance Diagnostic Equity**

Rachel Grob, University of Wisconsin-Madison

**Panel Discussion/Audience Q&A**

**10:00 AM**

**Session 7: Opportunities for Clinicians, Researchers, and Educators to Improve Diagnostic Equity**

***Moderator:** Cristina Gonzalez, New York University Grossman School of Medicine*

**Improving Access, Diversity, and Inclusion in Clinical Trials to Advance Diagnostic Equity**

Marvella Elizabeth Ford, Medical University of South Carolina

**Integrating an Anti-Oppressive Lens in Clinician Education and Training to Improve Diagnostic Reasoning**

Denise Connor, University of California, San Francisco

**Improving the Clinician, Health Care Worker, and Researcher Diversity Pathway**

Susana Morales, Weill Cornell Medical College

**Panel Discussion/Audience Q&A**

**11:00 AM**

**BREAK**

**11:15 AM**

**Session 8: A Vision for the Future of Advancing Equity in Diagnostic Excellence**

**Moderator:** Kathryn McDonald, Johns Hopkins University

**Panelists:**

- Colonel Steven Coffee, Patients for Patient Safety US
- Helen Burstin, Council of Medical Specialty Societies
- Larissa Avilés-Santa, National Institute on Minority Health and Health Disparities
- Aaron Carroll, AcademyHealth
- Meghan Lane-Fall, University of Pennsylvania

**Panel Discussion/Audience Q&A**

**12:25 PM**

**Workshop Closing Remarks**

Kathryn McDonald, Johns Hopkins University

Planning Committee Chair and Forum Member, Advancing Diagnostic Excellence

**12:30 PM**

**MEETING ADJOURNS**

*Lunch provided in the West Court*

## **Advancing Equity in Diagnostic Excellence to Reduce Health Disparities: A Workshop Statement of Task**

A planning committee of the National Academies of Sciences, Engineering, and Medicine will organize and conduct a public workshop to examine equity in access to high-quality diagnosis to reduce health disparities, supported by the Agency for Healthcare Research and Quality. Workshop participants will consider the current scientific landscape and research opportunities for improving equitable diagnosis within the U.S. health care system, with emphasis on populations at greatest risk of harm from diagnostic errors. The workshop will feature invited presentations and discussions on:

- Factors that create barriers in access to high-quality diagnosis;
- Strategies to reduce barriers to access, including ways to leverage community-centered approaches;
- Approaches to professional education and development to increase clinician cultural competence and awareness;
- The role of technologies and diagnostic innovations in reducing diagnostic disparities;
- Development and validation of measures for diagnostic equity;
- Research gaps and opportunities to enhance data collection for historically underrepresented and marginalized communities.

In accordance with institutional guidelines, a designated rapporteur will prepare a proceedings-in brief of the workshop based on the presentations and discussion during that workshop. The proceedings-in brief will be subject to the National Academies review procedures prior to release.



## Advancing Equity in Diagnostic Excellence to Reduce Health Disparities: A Workshop Speaker Biographies



**Akshar Abbott, M.D.**, is an ophthalmologist and medical retina specialist working to bring critical retina subspecialty services to the rural Midwest. After growing up in his beloved home state of West Virginia, he completed his undergraduate, medical school and ophthalmology residency training at the University of Pittsburgh before completing his fellowship in Medical Retina at the National Institutes of Health. In addition to his clinical role, he is currently a Pozen-Commonwealth Fund Fellow in Health Equity Leadership at the Yale School of Management. He previously served as a Scholar in Diagnostic Excellence at the National Academy of Medicine, and a 2023 Obama Foundation Leader. Dr. Abbott works across the disciplines of telehealth, health equity, and rural health to design and deploy high-quality ophthalmic subspecialty care programs in rural areas of critical need. For him, this work centers the core aspiration of our democracy – the uncoupling of demographics and destiny, empowering all Americans to live their fullest lives independent of who they are or where they live.



**Larissa Avilés-Santa, M.D., M.P.H.**, is the director of the Division of Clinical and Health Services Research (CHSR) at the National Institute on Minority Health and Health Disparities (NIMHD). In her current role, she works with the CHSR team on fostering research aimed at improving health outcomes of populations experiencing health disparities through research designed to develop, test and understand most effective preventive and clinical care practices within healthcare settings, while also informing population health, health policy and public policy experts. To date, the team has developed over 17 new initiatives. Prior to joining NIMHD, she

worked at the NHLBI as the project director for the [Hispanic Community Health Study/Study of Latinos](#) since it began on October 1, 2006. In addition, Dr. Avilés-Santa has participated in multiple National Institutes of Health (NIH)-wide committees and working groups addressing minority health, diabetes mellitus and its complications, women's health, and vascular dementia. In 2015, she founded the NIH Hispanic Health Research Scientific Interest Group. In 2017, Dr. Avilés-Santa was the field coordinator of the post-disaster recovery of the health and social services of the entire country of Puerto Rico during the first six and a half months of work coordinated by the U.S. Department of Health and Human Services Administration for Strategic Preparedness and Response, Recovery Division, impacting 3.4 million human lives. Dr. Avilés-Santa earned her medical degree from the University of Puerto Rico School of Medicine and completed a residency in internal medicine at the University Hospital in San Juan and a fellowship in endocrinology at the University of Texas (UT) Southwestern Medical Center. As a faculty member of the Endocrine Division at UT Southwestern she worked in clinical research, teaching, and direct patient care. She also earned a Master's degree at the UT School of Public Health.





**Helen Burstin, M.D., M.P.H., MACP**, is the Chief Executive Officer of the Council of Medical Specialty Societies (CMSS), a coalition of more than 50 specialty societies representing more than 800,000 physicians. As the national organization of specialty societies, CMSS advances the expertise and collective voice of medical specialty societies in support of physicians and the patients they serve. Representing every specialty, from primary care to surgery, CMSS addresses critical issues across specialties through shared learning and innovation, convening, collaboration, and collective action. Dr. Burstin

formerly served as Chief Scientific Officer of The National Quality Forum (NQF). Prior to joining NQF, she was the Director of the Center for Primary Care, Prevention, and Clinical Partnerships at the Agency for Healthcare Research and Quality (AHRQ). Prior to joining AHRQ, Dr. Burstin was an Assistant Professor at Harvard Medical School and served as Director of Quality Measurement at Brigham and Women's Hospital. She is the author of more than 100 articles and book chapters on quality, safety, equity, and measurement. She is a member of the National Academy of Medicine. Dr. Burstin currently serves on the board of the Society to Improve Diagnosis in Medicine. A graduate of the State University of New York at Upstate College of Medicine and the Harvard School of Public Health, Dr. Burstin completed her residency training in primary care internal medicine at Boston City Hospital and fellowship in General Internal Medicine and Health Services Research at Brigham and Women's Hospital and Harvard Medical School. She is a Clinical Professor of Medicine at George Washington University School of Medicine and Health Sciences.



**Cecilia Canales M.D., M.P.H.**, is an Assistant Professor in the Department of Anesthesiology & Perioperative Medicine at the University of California, Los Angeles. Her research focus is patient-oriented outcomes research in older adults undergoing surgery. She is particularly interested in studying frailty and Perioperative Neurocognitive Disorders (PND) in limited English proficient patients, as they are often excluded from PND studies. Dr. Canales's work aims to bridge this gap to better understand needs and treatment strategies of this vulnerable population.



**Aaron E. Carroll, M.D., M.S.**, is President & Chief Executive Officer of AcademyHealth. A nationally recognized thought leader, science communicator, pediatrician, and health services researcher, he is a passionate advocate for the creation and use of evidence to improve health and health care for all. Before joining AcademyHealth, Dr. Carroll was a Distinguished Professor of Pediatrics and Chief Health Officer at Indiana University, where he also served as Associate Dean for Research Mentoring and the director of the Center for Pediatric and Adolescent Comparative Effectiveness Research at Indiana University School of Medicine. He earned a Bachelor of Arts in chemistry from Amherst College,

a Medical Degree from the University of Pennsylvania School of Medicine, and an Master of Science in health services from the University of Washington School of Public Health, where he was also a Robert Wood Johnson Clinical Scholar. Dr. Carroll's research focused on the study of

information technology to improve pediatric care, decision analysis, and areas of health policy including cost-effectiveness of care and health care financing reform. He is the author of *The Bad Food Bible* and the co-author of three additional books on medical myths. In addition to having been a regular contributor to *The New York Times* and *The Atlantic*, he has written for many other major media outlets and is co-Editor-in-Chief at *The Incidental Economist*, an evidence-based health policy blog. He also has a popular YouTube channel and podcast called *Healthcare Triage*, where he talks about health research and health policy.



**Guillermo Chacón** is President of the Latino Commission on AIDS (acquired immunodeficiency syndrome) and founder of the Hispanic Health Network. Since 2010, Guillermo Chacon has served as President of the Latino Commission on AIDS where he is a vocal advocate on addressing the barriers in accessing health care of Hispanic/Latinx communities and on the impact of human immunodeficiency virus (HIV), viral hepatitis, sexually transmitted infections, and other chronic health conditions. Guillermo's work focuses on community mobilization, addressing homophobia, transphobia, xenophobia and agenda setting on health policy issues. On October 7, 2023, Guillermo Chacon was invited by U.S. Secretary of Health & Human

Services, Xavier Becerra to serve a second term on the United States Presidential Advisory Council on HIV, AIDS (PACHA). Governor Cuomo appointed Chacón to the New York State AIDS Advisory Council and re-nominated him for the New York State Health Equity Council to serve until 2023, where the New York State Senate later confirmed him. Mayor Adams appointed Guillermo Chacon in November 2022 to serve as Chair of the New York City Procurement Policy Board, the same year Mayor Adams appointed Chacon to serve as Chair for the Community Advisory Board for the HIV/AIDS Service Administration and in 2023 to serve another term as Commissioner for the NYC Commission on Human Rights. Guillermo Chacon serves on the steering committee of the National Hispanic/Latinx Health Leadership Network. Chacon also has served, since 1996, on the Board of the New York Immigration Coalition. Chacon also serves on Board of the New York City AIDS Memorial, Board member of Amida Care and advisor for Alianza Americas, AIDSvu.org, and co-chairs of the Latino Jewish Coalition in New York.



**Anita Chopra, M.D.**, is the Clinical Assistant Professor and faculty at the University of Washington School of Medicine. She is a lead physician at the UW Long Covid clinic and a Co-investigator for the Agency for Healthcare Research and Quality (AHRQ) Long Covid Grant. She is the Medical Director of Northwest Health and Wellness- an organization working to bridge healthcare disparities and inequities. She is one of the Founding Directors for the American Academy of Infection Associated chronic conditions. Dr. Chopra chairs the American College of Physicians

(ACP) National Long Covid Interest Group, the ACP Primary Care Council for the Washington chapter and Co-chairs the ACP International Medical graduate council. She is on the board of the Academy of Professionalism in Healthcare.



**Colonel Steven L. Coffee, USAF**, assists the Deputy Assistant Secretary in providing guidance and oversight in the formulation of strategic plans and policies for 700,000 Air and Space Force military and civilian personnel and their dependents in the human resources arena, to include: compensation and entitlements, education and training, total force military personnel policy, civilian personal policy, manpower and organization and officer and enlisted accession programs. Colonel Coffee has a Bachelor of Arts in Political Science from Morehouse College in Atlanta, GA, a Masters in Legislative Affairs from George Washington University and a Masters in Clinical, Quality, Safety, and Leadership from Georgetown University, and a certificate in Diversity and Inclusion from Cornell University. He has

completed Joint and Combined Warfighting School through the National Defense University, Air Command and Staff College as well as Air War College through the Air Force, Air University. He entered the Air Force in 2001 through the Tennessee State University Reserve Officer Training Corps. He was previously stationed at U.S. Central Command, the National Security Agency/Central Security Service, U.S. Special Operations Command, Joint Base Langley-Eustis, Headquarters U.S. Air Force, commanded the Force Support Squadron Commander, National Reconnaissance Office and the Joint Staff. Colonel Coffee deployed in support of OPERATION ENDURING FREEDOM, SENTINEL SENTRY, and SPARTAN SHIELD and served as a military aide to Presidents George W. Bush and Barack H. Obama on the social staff. As a White House Military Social Aide, Colonel Coffee facilitated planning and execution of all social events and official functions on behalf of the President and First Lady of the United States of America.



**Denise Connor, M.D.**, is a Professor of Medicine at the University of California, San Francisco (UCSF) with her clinical home in the Faculty Hospital Medicine Division at the San Francisco Veterans Affairs (SFVA) Medical Center. A graduate of the UCSF Internal Medicine residency's Health Equities: Academics and Advocacy Training Program, she began her career as a chief resident based at the SFVA and later joined the medicine residency's VA-based Program in Residency Investigation Methods and Epidemiology program, where she served as Associate Director from 2013 to 2020. Dr. Connor designed and was the inaugural Director of a novel Diagnostic Reasoning course for medical students at UCSF, leading the course through 2021. She also served as the first Chair of the UCSF

Academy of Medical Educator's Diversity, Equity and Inclusion Committee from 2017-2021. Since 2021, Dr. Connor has served as inaugural Director of the School of Medicine's Anti-Oppression Curriculum Initiative. In this role she is honored to collaborate with faculty, students, staff, and community members to elevate the School of Medicine's emphasis on justice, equity, anti-racism and anti-oppression across the entire four-year curriculum.



**Elizabeth Crouch, Ph.D.**, is an associate professor in the Department of Health Services Policy and Management at the University of South Carolina and Director of the Rural and Minority Health Research Center. Elizabeth has over 100 peer reviewed publications focused on rural health and/or the health of minority populations. In 2023, Elizabeth received the Outstanding Rural Health Researcher of the Year award from the National Rural Health Association.



**Jason Deen, M.D., FAAP, FACC**, (Blackfeet) is an Associate Professor of Pediatrics and Medicine at the University of Washington, in the Divisions of Cardiology. He is the director of UW Medicine's Center for Indigenous Health. He is a graduate of the American Indian Health Pathway through the Center of American Indian and Minority Health at the University of Minnesota Medical School. Dr. Deen serves as the Vice Chair for Equity, Diversity, and Inclusion in the Department of Pediatrics, Chair of the American Academy of Pediatrics' Committee on Native American Child Health, and co-Chair of the American College of Cardiology's Internal Medicine Pathway program, leading the Indigenous cohort. As a Multiple Principal Investigator of the Strong Heart Study, his main research interests are cardiovascular health disparities in American Indian communities and

cardiovascular risk stratification in American Indian youth.



**Cristiane Duarte, Ph.D., M.P.H.**, is the Ruane Professor Ruane Professor for the Implementation of Science for Child & Adolescent Mental Health in the Division of Child and Adolescent Psychiatry, Columbia University/New York State Psychiatric Institute (NYSPI). She is the Director of the Center for Intergenerational Psychiatry at Columbia University-NYSPI and leads the Boricua Youth Study, which studies how mental disorders develop from childhood to young adulthood among Puerto Rican families. Dr. Duarte is an expert on the development of mental disorders in children,

adolescents, and young adults with special emphasis on racially and ethnically minoritized youth. Her research has a strong focus on exposure to adversities and intergenerational processes that may lead to psychiatric disorders. Through the use state-of-the art sampling, recruitment, and culturally appropriate assessment methodologies, she generates population-based knowledge of relevance to diverse, often underserved and understudied populations. This work is described in publications in high-impact journals in the fields of psychiatry, psychology and public health. She is committed to mentoring students, research fellows and junior faculty, with special interest and experience in supporting trainees from low-and-middle-income countries and from racial and ethnic groups underrepresented in science.





**Deeonna Farr, Dr.PH, M.P.H.**, is an Assistant Professor of health education and promotion at East Carolina University. She received her Doctorate in Public Health in Health Promotion, Education, and Behavior from the University of South Carolina, her Master's in Public Health in Community Health from George Washington University, and her Bachelor of Science degree in Human Development from Cornell University. She is a member of the Rural Health Disparities Lab and the Center for Health Disparities at East Carolina University. She also serves as a co-lead of the Supporting Parallel Paths Workgroup of the Community Participation in Implementation Science Action Group of the Consortium for Cancer

Implementation Science in addition to her past service in a variety of cancer and public health organizations. Broadly, her research seeks to identify and propose solutions to system-level drivers of health inequities and has been funded by a range of federal and local organizations. The overarching theme connecting her work is examining how the cultures of healthcare organizations and communities of color impact the adoption of evidence-based cancer screening interventions and prevention behaviors. her research program explores two important drivers of cancer inequities: 1) Persistent racial inequities in breast cancer mortality which is partially due to racial differences in the use and quality of breast cancer prevention services, including the resolution of abnormal breast cancer screening results and 2) Race, class, and geographic-based inequities in colorectal cancer burden, a cancer-site for which increasing the dissemination and implementation of evidence-based screening interventions could dramatically reduce existing inequities. Additionally, she is interested in refining existing public health theories and intervention strategies to account for the contexts and experiences of communities experiencing marginalization and developing approaches to improve the racial and ethnic diversity and generalizability of public health research.



**Marvella Elizabeth Ford, M.S.W., M.S., Ph.D.**, is a tenured professor in the Department of Public Health Sciences at the Medical University of South Carolina (MUSC), where she is the Associate Director of Population Sciences and Community Outreach and Engagement at the National Cancer Institute (NCI)-designated Hollings Cancer Center, where Dr. Raymond DuBois is Director. She completed her undergraduate training at Cornell University, and she completed her graduate and postdoctoral fellowship training at the University of Michigan. Dr. Ford leads several federally funded cancer disparities-focused research grants, including an NCI Partnerships to Advance Cancer Health Equity U54 grant titled "South Carolina Center to

Reduce Cancer Health Disparities" with Dr. Judith Salley from South Carolina State University, a historically Black university. Dr. Ford is also a multiple principal investigator (MPI), with Drs. David Marshall and Craig Lockhart, of an NCI-funded Minority and Medically Underserved Community Oncology Research Program grant. She is an MPI of the MUSC Hollings Cancer Center's first Stand Up To Cancer grant, with Dr. Robert Winn, Director of the Virginia Commonwealth University Massey Cancer Center. She previously co-led an National Institute on Minority Health and Health Disparities-funded R01 grant with Dr. Nestor Esnaola to test the effectiveness of a multi-level patient navigation intervention in increasing receipt of lung cancer surgery in Black people diagnosed with early-stage lung cancer. Dr. Ford is the author/co-author of more than

115 peer-reviewed scientific papers. She co-edited the 2017 and 2020 Advances in Cancer Research volumes titled “Cancer Disparities” and “Cancer Health Equity,” respectively, and has published nine book chapters.



**Karen Fredriksen-Goldsen, Ph.D.**, is professor at the University of Washington and principal of Goldsen Institute, School of Social Work. Dr. Fredriksen Goldsen is a nationally and internationally recognized scholar addressing equity and the intersections and trajectories of health, aging, and well-being over the life course among underserved, resilient communities. Characterized as an international leader in sexuality and gender longevity and aging research, she is principal investigator of multiple federally funded landmark studies, including the National Health, Aging and Sexuality/Gender Study: Aging with Pride; IDEA (Innovations in Dementia Empowerment and Action); and the Global Pride Study. Dr. Fredriksen Goldsen is the author of seven books and

special issues and more than 100 publications in leading journals, such as the American Journal for Public Health, The Gerontologist, and Social Work. She has been the recipient of many prestigious awards, including the Public Broadcasting Service’s Inaugural Next Avenue’s Top 50 Influencer in Aging, Inaugural 2019 U.S. National Institutes of Health Sexual & Gender Minority Distinguished Investigator Award, Gerontological Society of America Award for Healthy Aging, Career Achievement Award from the Association of Gerontology Education in Social Work, and the University of Washington’s Distinguished Teaching Award. Her research has been cited by leading news sources such as New York Times, CNSS, Washington Post, U.S. News & World Report, NBC News, USA Today, and Forbes, as well as more than 75 international news outlets.



**Traber Davis Giardina, Ph.D., M.S.W.**, is a patient safety researcher and assistant professor at Baylor College of Medicine and the Center for Innovations in Quality, Effectiveness and Safety at the Michael E. DeBakey Veterans Affairs Medical Center. Dr. Giardina obtained both a Masters and doctor in philosophy degree in Social Work from the University of Houston. Dr. Giardina’s work focus on patients’ experiences of diagnostic error and exploring methods to leverage health information technology to improve patient engagement in safety.



**Veronica Gillispie-Bell, M.D., MAS**, is a Board-Certified Obstetrician & Gynecologist and Associate Professor for Ochsner Health in New Orleans, Louisiana. She serves as the Senior Site Lead and Section Head of Women’s Services at Ochsner Kenner. Additionally, she serves as the Director of Quality for Women’s Services for the Ochsner Health System and is the Medical Director of the Minimally Invasive Center for the Treatment of Uterine Fibroids. She earned her medical degree from Meharry Medical College and completed her residency training at

Ochsner Health System. She has a Master of Applied Science in Patient Safety and Healthcare Quality from the Johns Hopkins Bloomberg School of Public Health. Additionally, she has received



certification in Diversity and Inclusion from Cornell University. Clinically, in addition to providing obstetric care, Dr. Gillispie-Bell performs advanced laparoscopic and robotic assisted laparoscopic procedures and is known nationally for her expertise in management of heavy menstrual bleeding associated with fibroids. Dr. Gillispie-Bell is also the Medical Director of the Louisiana Perinatal Quality Collaborative and Pregnancy Associated Mortality Review for the Louisiana Department of Health. In this role, she leads initiatives in the state of Louisiana to improve birth outcomes for all birthing persons in Louisiana and eliminate the Black-white disparity gap. Dr. Gillispie-Bell has testified before Congress and led Congressional briefings to inform on the drivers of maternal mortality and legislative policy to improve maternal outcomes. She was an invited speaker at The White House Maternal Health Day of Action. She has served in several other local and national leadership roles and received many accolades for her clinical, academic, and community services contributions. She has also been quoted in and published in several local and national publications, including USA Today and the New York Times, and has been a featured speaker at Essence Festival, Good Morning America, CNBC, Scripps News, and was featured in the 1619 Project Docuseries.



**Rachel Grob, Ph.D.**, directs the Qualitative and Health Experiences Research ([Q-HER](#)) Lab at the University of Wisconsin's Department of Family Medicine and Community Health and Center for Patient Partnerships. Her work focuses on improving health by listening to people's experiences with health and health care, synthesizing their narratives, and then using this powerful learning as a source for making concrete changes that benefit consumers, families, clinicians and communities. Topic areas the Q-HER lab has been funded to explore include (but are not limited to) experiences with: diagnostic problems and mistakes, various cancers, precision medicine, cystic fibrosis, participation in research, participation in clinical trials, opioid use disorder, smoking, depression, multiple sclerosis. Dr. Grob also serves as a public

spokesperson for the value of qualitative methods, and has growing portfolios of work focused on trust in healthcare and on the overlap between health experiences and stakeholder engagement. She is chair for the global health experiences organization [Dipex International](#); chair emeritus and steering committee member for the US-based [Health Experiences Research Network](#); and author of over 50 peer reviewed articles, numerous book chapters, and a book.



**Candace Henley, M.S.**, the Founder and Chief Surviving Officer of the Blue Hat Foundation, is a colorectal cancer survivor. The Blue Hat Foundation is a nonprofit organization that serves minority and underserved communities by providing education, information, and access to free colorectal cancer screening resources through collaborations with healthcare providers, hospital systems, and federally qualified health centers. Under Henley's leadership, the foundation's outreach initiatives, including Screening Madness, Hoops For Health Basketball Tournament, Blue Hat Bow Tie Sunday, My Health Matters, conversations with Black Men about health, Truth Talking Tour: Sexuality After Cancer Symposium, employ innovative methods to increase awareness and promote colorectal cancer screening. These initiatives are tailored to eliminate

barriers and misconceptions about cancer and healthcare within minority communities, thereby making information and resources more accessible and relatable. Ms. Henley speaks to audiences nationally about health equity, the importance of health providers listening to the patient's voice, and for healthcare systems to be more patient-centric. In addition, she speaks on understanding the history of ethical breaches of human experimentation on minorities, medical paternalism, and strategies for healthcare providers and researchers to apply an equity lens in their work. As a commitment to health equity, she serves on several community and patient advisory boards, using her cancer journey as an example to push for change. Ms. Henley is an Adjunct Lecturer at Northwestern University Graduate Program in Genetic Counseling, Psychosocial Issues in Genetic Counseling II, and Master of Science in Clinical Investigation, Anti-Racism in Clinical and Translational Science. She has contributed to several peer-reviewed scientific articles on health disparities and health equity research. Ms. Henley has expanded her reach to an international audience by becoming the Director of Equity and Partnerships for The Global Colon Cancer Association, serving as a patient advocate for Cancer Research UK (CRUK), and being a guest lecturer for WELLCOME Genetics.



**Sadiya Khan, M.D., MSC**, is board certified in Internal Medicine and Cardiovascular Diseases and holds active medical licensure in the state of Illinois. She received her medical degree from the Feinberg School of Medicine at Northwestern University in 2009 as part of the Honors Program in Medical Education. She completed her internship and residency in Internal Medicine at Northwestern University Feinberg School of Medicine in Chicago, IL in 2012 and then served as Chief Medical Resident from 2012-2013. She also obtained her master's degree in Clinical Investigation from the Northwestern University Graduate School in 2014. Dr. Khan completed her fellowship in cardiovascular diseases at Northwestern in 2016 followed by a post-

doctoral fellowship in cardiovascular epidemiology in 2017 before joining the Northwestern faculty. She has received multiple awards for excellence in research, teaching, and patient care.



**Meghan Lane-Fall, M.D., MSHP, FCCM**, is the David E. Longnecker Professor of Anesthesiology and Critical Care and Professor of Epidemiology at the University of Pennsylvania. She is an implementation scientist, anesthesiologist, and intensive care physician. At Penn, she serves as the Executive Director of the Penn Implementation Science Center (PISCE), Penn's academic community for implementation research and capacity building. Her lab's research focuses on the application of implementation science and systems engineering to improve patient safety and communication in perioperative and critical care settings. She co-leads an NIH-funded national implementation science hub focused on maternal health equity and collaborates on implementation research in maternal

health, health equity, and HIV/AIDS. She is supported by grant funding from the National Institutes of Health, the Agency for Healthcare Research and Quality, and the American Heart Association. Dr. Lane-Fall is the faculty lead for Accelerate Health Equity, an equity-focused coalition of all the major health systems in metro Philadelphia. She directs or co-directs multiple health services research training programs, including three early career faculty development

programs and Penn's Implementation Science Certificate. She has more than 90 lifetime mentees from undergraduate students to early-stage faculty. Dr. Lane-Fall is also on the Boards of Directors of the Anesthesia Patient Safety Foundation and the Foundation for Anesthesia Education and Research. She lives in the Philadelphia suburbs with her spouse and two children.



**Devin Mann, M.D., MS**, is a Professor of Population Health and Medicine whose research leverages his experience and expertise in digital health, remote patient monitoring, artificial intelligence (AI) and advanced clinical decision support to promote a learning health system and the delivery of effective healthcare. As Founding Director of the [HiBRID](#) (Healthcare Innovations Bridging Research Informatics and Design) Lab, Dr. Mann leads an extraordinary group of research faculty using research, informatics and design methods to build, implement, and disseminate new digital tools to improve the delivery and experience of healthcare. Dr. Mann's work seeks to develop and

evaluate approaches for tightening the connection of health at home and in the office, using mobile technologies improve communication, deploy AI to support high quality care and optimize the electronic health record to promote evidence-based care while reducing clinician burden. Methodological themes across our work include user centered, iterative design methods, AI, implementation science and applied health informatics. As the Strategic Director of Digital Health Innovation within the Medical Center Information Technology (MCIT) Department of Health Informatics at New York University Langone Health, Dr. Mann has a unique hybrid lens at the intersection of research and operations; a perspective that helps ensure pragmatic workflow integration and clinical adoption of novel digital tools across the enterprise. Towards this goal, He is Director of the Division of Digital Health Innovation within the MCIT Department of Health Informatics leading enterprise initiatives in remote patient monitoring and AI assisted clinical workflows. Dr. Mann is also the Director of NYU Langone's FuturePractice, an internal technology innovation team of innovation managers, user experience designers and technologists working to accelerate the pace of digital health innovation exploration, development and deployment across the health system.



**Yadira Montoya, MSPH**, is the Programs Director of the National Alliance for Caregiving (NAC). She has over fifteen years of experience across multiple sectors, including academia, non-profit, and philanthropy. In 2019, she was recognized as a Culture of Health Leader by the Robert Wood Johnson Foundation for her leadership in community efforts that improve aging equity and the health and wellbeing of Latinx dementia family caregivers. At NAC, she oversees key organizational initiatives that focus on building health, wealth, and equity for the fifty-three million family caregivers living in the US. Prior

to joining the NAC team, Yadira served as a Program Officer at the Lloyd A. Fry Foundation. In this role, she oversaw the Foundation's health portfolio and worked to increase access to primary care and reducing health care disparities for Chicago's low-income residents. Prior to Fry, Yadira was a Research Scientist at NORC at the University of Chicago where she led and supported a broad range of research studies focused aging, public health, and participatory

methods for clients in the nonprofit, government, and philanthropic sectors. Yadira plays a leadership role in many Chicago-based aging and caregiving organization. She is a founding member of La BROCHA an innovative community arts program for Latinx older adults, especially individuals with dementia and Parkinson's disease, living in disinvested communities. She currently sits on several boards and committees, including the Health & Medicine Policy Research Group and Solutions for Care. Yadira earned her Bachelor's in Community Health and Master of Science in Public Health from the University of Illinois at Urbana-Champaign.



**Susana Morales, M.D.**, obtained her undergraduate degree from Harvard University and her medical degree from the Columbia University College of Physicians and Surgeons. She did her residency training in Internal Medicine at the Presbyterian Hospital of the City of New York and joined the faculty of Columbia Presbyterian Medical Center. She joined the Division of General Internal Medicine at Weill Cornell/New York Presbyterian Hospital in 1998 and is now an Associate Professor of Clinical Medicine, an Associate Director of the Housestaff Training Program, and the Vice Chair for Diversity for the Department of Medicine. In 2017, she served on the New York Presbyterian Hospital Disaster Medical Response Team in Puerto Rico. In 2018, she became the Principal Investigator/Director of the Diversity Center of Excellence of the Cornell Center for Health Equity,

upon receiving a grant of \$2.7 million from the Health Resources Services Administration of the U.S. Department of Health and Human Services. Dr. Morales has an active primary care practice. She has special interests in the psychosocial aspects of medicine, diversity in the health care workforce, health policy, immigrant health, health disparities, and COVID-19 and vaccine community education. Dr. Morales served as a member of the governing Council of the Society of General Internal Medicine (SGIM) from 2000-2003 and is now Secretary Elect of the Society. She was a member of the Advisory Boards of the Commonwealth Fund's "Bettering the Health of Minority Americans" program and of the National Hispanic Medical Association. She has served on the Boards of Directors of Body Positive, an AIDS organization, Public Health Solutions, and the Women's Housing and Economic Development Corporation, on the New York State Council on Graduate Medical Education, and as an advisor to the Institute on Medicine as a Profession. She is a board member of the United Hospital Fund, where she chairs the Program Committee, and the Latino Commission on AIDS. She is the recipient of numerous honors, including the National Medical Fellowships Community Service Award, the Elnora M. Rhodes SGIM Service Award, and the 2018 Hispanic Health Leadership Award from the National Hispanic Medical Association. In 2020, she was awarded the Leonard Tow Humanism Award by Weill Cornell and the Arnold Gold Foundation. In 2022, she received the National Hispanic Medical Association "Physician of the Year" award and the Jeanne and Herbert Siegel Faculty Development Award from Weill Cornell Medicine.



**Urmimala Sarkar, M.D., M.P.H.**, is a Professor of Medicine at University of California, San Francisco (UCSF) in the Division of General Internal Medicine and Associate Director of the UCSF Center for Vulnerable Populations. She is a general Fine People's Clinic. She is an associate chair of the Department of Medicine and a member of the Helen F. Diller Comprehensive Cancer Center. Dr. Sarkar is an expert in digital health equity, patient safety, and learning health systems research, focusing on outpatient care for marginalized populations. She has methodological expertise in qualitative and quantitative implementation sciences methods, randomized controlled trials, and observational health services and health communication studies. Dr. Sarkar is currently funded by the Patient-

Centered Outcomes Research Institute to conduct a multicenter randomized trial of remote blood pressure monitoring in safety-net health systems, by the National Cancer Institute to perform observational mixed-methods work on best practices in survivorship care and to develop and test a multi-level, health system intervention for completion of colonoscopy among those with abnormal stool-based testing. She holds gift funding from malpractice insurer The Doctors Company to conduct research on outpatient safety and malpractice risk. Learn more at

[www.sarkarlab.ucsf.edu](http://www.sarkarlab.ucsf.edu)



**Amy Sheon, Ph.D., M.P.H.**, is the Founder and President of Public Health Innovators, LLC, and a nationally-recognized thought leader in digital health equity. Dr. Sheon is delighted to return to the National Academies where her career began working as a consultant to the Committee on Population, and where she returned in the early 1990s to represent NIH to several projects looking at the status of behavioral research on HIV/AIDS. For the most recent decade, Sheon has been focused on the risk and opportunities posed by digital medicine for health equity, developing and evaluating a Digital Health Navigator model through a Senior

Fellowship with the National Digital Inclusion Alliance that began just prior to the pandemic. Responding to requests for assistance during the pandemic, Sheon left her position at Case Western Reserve University to assist government officials, health systems, academic and community organizations, technology companies and professional associations across the country in connecting electronically with digitally excluded stakeholders. She holds a Doctorate in Public Health from Johns Hopkins University, an MPH from the University of Michigan and a BA from Cornell University. Sheon's most recent publication, a policy brief, describes pathways from technology to better health, is available [online in Health Affairs](#). Sheon holds adjunct faculty positions at Case Western Reserve University School of Medicine and Arizona State University School of Public Affairs.



## Advancing Equity in Diagnostic Excellence to Reduce Health Disparities: A Workshop Planning Committee Biographies



**Kathryn (Kathy) McDonald, Ph.D., MM (Chair)**, is the Bloomberg Distinguished Professor of Health Systems, Quality and Safety at Johns Hopkins University. She holds primary appointments in the School of Nursing and the School of Medicine (General Internal Medicine), as well as academic affiliations in business, public health and engineering. She is co-director of the Armstrong Institute Center for Diagnostic Excellence at the Armstrong Institute for Patient Safety and Quality. She serves on the Advisory Committee of the Center for Equity in Aging at Johns Hopkins School of Nursing. Previously, she was the founding executive director of the Center for Primary Care and Outcomes Research at Stanford University's School of Medicine, and executive director of the Center for Health Policy at the Freeman Spogli Institute for International Studies. Her interdisciplinary scholarship aims to improve health care delivery, and relies on close partnerships with patients, frontline clinical teams, and delivery system leaders. Influential research products include over 100 evidence-based national quality, prevention and safety measures, and seminal publications on coordination of care, patient safety and quality improvement strategies, and human-centered design approaches to implementation science. In the diagnostic excellence domain, her research team and close collaborations include projects related to patient reported measures, diagnostic disparities solutions for diagnostic equity, narrative elicitation methods to deepen understanding of patient and care partner experiences, and systems-level approaches to evaluating artificial intelligence applications for screening, risk prediction, and diagnosis. She has served as president of the Society for Medical Decision Making, advisory chair for the Relational Coordination Collaborative, and founding chair of the Patient Engagement Committee of the Society to Improve Diagnosis in Medicine. She has also served as a member of National Academy of Medicine Committees – Child Health and Healthcare Measures, Improving Diagnosis and Reducing Diagnostic Errors — that grappled with challenges of measuring and improving quality, equity and health. She is currently serving on the NAM Diagnostic Excellence Forum Planning Committee. Dr. McDonald values her early career experiences in semiconductor processing, technology optimization, business development, and new product development, all of which reflect her desire to move knowledge into action. She holds a PhD in health policy with an emphasis on organizations and management from UC Berkeley, an MBA from Northwestern University's Kellogg School of Management, and a BS in chemical engineering from Stanford University.



**Yvette Calderon, M.D., M.S.**, is currently a tenured Professor of Emergency Medicine (EM) at the Icahn School of Medicine and Chair of the Department of EM at Mount Sinai Beth Israel. She is renowned for her lifelong commitment to providing care to the underserved, finding solutions to address disparate medical care in vulnerable communities and promoting diversity in the field of medicine to reflect the diversity of patients served. It must be stressed that her research has been nationally and internationally transformational in incorporating public health initiatives in EM. She designed and implemented screening programs to identify patients with undiagnosed and/or untreated



HIV/HCV and successfully linked these patients to care. Dr. Calderon was named as Dean / VP for Equity in Clinical Care last year and will lead efforts to ameliorate disparities in treatment and improve health outcomes for patients of the Mount Sinai Health System and School. She was appointed to the National Academy of Medicine in 2022. Dr. Calderon received her medical degree and Master of Science in Clinical Research Methods from Albert Einstein College of Medicine and her undergraduate degree at Brown University. Dr. Calderon completed her medical internship at Beth Israel Medical Center and her residency at Jacobi Medical Center.



**Steven Cohen, Dr.PH**, is an Associate Professor in the Department of Health Studies at the University of Rhode Island. He is a social epidemiologist and applied public health demographer, studying the impacts of aging on health and health care delivery. Dr. Cohen studies social factors and place-based characteristics associated with health, health behaviors, and health care services use in older adults, with a primary focus on rural-urban and other sociodemographic disparities. He also examines disparities in informal, family caregiving in the United States and their impacts on caregiver health and quality of life. He serves as the principal investigator of the Rhode Island Life Expectancy Project, which examines the social determinants of life expectancy and mortality in Rhode Island cities and towns, as well as the Rhode Island Caregiving Project, a mixed-methods study of barriers and challenges facing informal caregivers in rural Rhode Island. In 2013 and 2017, Dr. Cohen was awarded the Rural & Environment Award, American Public Health Association, Aging & Public Health Section and in 2020 he was inducted into the Delta Eta Chapter of the Delta Omega Honorary Society in Public Health. He is the Editor-in-Chief of the journal Health Care Analysis and also serve as the Deputy Editor of the Journal of Public Health Policy. He received a Master of Public Health from Tufts University School of Medicine in Biostatistics and Epidemiology, and a Doctorate of Public Health in Population Health with a concurrent Certificate in Health Finance and Management from the Johns Hopkins Bloomberg School of Public Health.



**Linda N. Geng, M.D., Ph.D.**, is co-director of the Stanford Long COVID integrated clinical and research program. Dr. Geng is also director of the Stanford Consultative Medicine diagnostic second opinion program. Her primary expertise is in advancing the care of patients with puzzling, complex conditions, and difficult diagnoses. Dr. Geng was part of the 2021 inaugural cohort of NAM Scholars in Diagnostic Excellence program. Dr. Geng has also participated in multiple NASEM workshops including invited speaker this year for workshop to examine overlap in Infection-Associated Chronic Illnesses and workshop to examine the U.S. government definition of Long COVID.



**Cristina M. Gonzalez, M.D., M.Ed.**, an alumna of Albert Einstein College of Medicine, completed internal medicine residency at New York Presbyterian Hospital- Weill Cornell Medical Center, and a medical education research fellowship at University of Cincinnati, earning a Master's Degree in Medical Education. Upon completing that fellowship, she was selected as a Scholar in the Harold Amos Medical Faculty Development Program of the Robert Wood Johnson Foundation. This prestigious four-year award launched her research program designing, implementing, and evaluating interventions aimed at implicit bias recognition and management (IBRM) in clinical encounters. She was subsequently selected as a Scholar in the Macy Faculty Scholars Program of the Josiah Macy, Jr. Foundation to continue advancing her work. Dr. Gonzalez is an internationally renowned expert in the development of skills-based curricular interventions in IBRM for physicians and trainees. In 2019 she transitioned from foundation funding to NIH funding from the National Institute for Minority Health and Health Disparities. With this funding she is designing and validating novel metrics facilitating future evaluation of interventions focused on IBRM with robust, clinically relevant outcome metrics. In 2022 she was selected as a Scholar in the National Academy of Medicine's Scholars in Diagnostic Excellence program. This program's funding and network enabled Dr. Gonzalez to continue her work in IBRM through the lens of equity diagnostic excellence. She is currently a Professor of Medicine and Population Health at New York University Grossman School of Medicine and an Associate Director for the Institute for Excellence in Health Equity.



**Lakshmi Krishnan, M.D., Ph.D.**, is a physician, cultural historian of medicine, and medical humanities scholar at Georgetown University, where she is founding director of Medical Humanities. A dual-trained clinician scholar, she earned her MD from Johns Hopkins and doctorate in literature from the University of Oxford as a Rhodes Scholar before completing postgraduate training at Duke and Johns Hopkins. Her research focuses on diagnosis and clinical reasoning, especially diagnostic health disparities, and she is writing the first full-length cultural history of diagnosis for Johns Hopkins University Press. She has also published widely on historical and contemporary pandemics. She is the recipient of a National Endowment for the Humanities Fellowship in addition to grants and awards from the Mellon Foundation, Association of American Medical Colleges, and Academy of Communication in Healthcare.



**Spero M. Manson, Ph.D.**, (Little Shell Chippewa) is Distinguished Professor of Public Health and Psychiatry, directs the Centers for American Indian and Alaska Native Health, and occupies the Colorado Trust Chair in American Indian Health within the Colorado School of Public Health at the University of Colorado Denver's Anschutz Medical Center. His programs include 10 national centers, which pursue research, program development, training, and collaboration with 225 Native communities, spanning rural, reservation, urban, and village settings across the country. A medical anthropologist, Dr. Manson has acquired \$293 million in sponsored research to support this work and published 300+ articles on the assessment, epidemiology, treatment, and prevention of physical, alcohol, drug, as well as mental health problems over the developmental life span of

Native people. He has served on the National Advisory Councils of 3 institutes at the National Institutes of Health (NIH), and recently completed a 4-year term as a member of its Advisory Committee to the Director. Dr. Manson sits on the Health Equity Advisory Committee of Health Affairs and was a member of the search committee for Editor-in-Chief of the Journal of the American Medical Association. Over the course of his 45-year career, Dr. Manson has mentored more than 150 young scientists, most American Indian or Alaska Native, many of whom now occupy major positions of scientific leadership. His numerous awards include the American Public Health Association's Rema Lapouse Mental Health Epidemiology Award (1998) and Award for Lifetime Contribution to the Field of Mental Health (2019), 4 special recognition awards from the Indian Health Service (1985, 1996, 2004, 2011), election to the National Academy of Medicine (2002); 2 Distinguished Mentor Awards from the Gerontological Society of America (2006; 2007), Association of American Colleges of Medicine's Nickens Award (2006); George Foster Award for Excellence (2006) and Distinguished Career Achievement Award (2020) from the Society for Medical Anthropology, NIH Health Disparities Award for Excellence (2008), Bronislaw Malinowski Award from the Society for Applied Anthropology (2019); Centers for Disease Control Foundation's Elizabeth Fries Health Education Award (2021), and the Rhoda and Bernard Sarnat International Prize in Mental Health (2021) from the National Academy of Medicine. He is widely acknowledged as one of the nation's leading authorities in regard to American Indian and Alaska Native health.



**Kristen Miller, Dr.PH., MSPH, MSL, CPPS**, is the Senior Scientific Director of the MedStar Health National Center for Human Factors in Healthcare, Associate Professor of Emergency Medicine at Georgetown University School of Medicine, and Affiliate Faculty at Georgetown Innovation Center for Biomedical Informatics. Dr. Miller is a clinically oriented human factors researcher focusing on diagnostic safety, medical decision making, informatics, and the assessment of medical interventions with an emphasis on healthcare delivery. Her work includes meaningful and active collaboration with patient partners, families, caregivers and frontline teams. Her portfolio includes federally funded work from the National Institutes of Health, Agency for Healthcare Research and Quality, Office of the National Coordinator for Health Information Technology, Centers for Disease Control and Prevention, Department of Defense, National Science Foundation, Society to Improve Diagnosis in Medicine, and Pew Charitable Trust. These projects demonstrate applied, pragmatic design, development, deployment, and evaluation of systems engineering solutions to improve patient safety, reduce diagnostic error, and improve health equity. Her research interests also include an evaluation of the ethical, legal, and policy implications of health information technology and digital health tools. Her education and training spans three public health degrees including a doctorate in epidemiology, a post-doctorate with the Department of Veterans Affairs, experience in multiple healthcare systems, and a law degree focused on healthcare law and health IT policy.



**Yamilé Molina, M.S., MPH, Ph.D.**, is the Associate Director of Community Outreach and Engagement at the University of Illinois Cancer Center, and the Associate Director of Community Engaged Research at Mile Square Health Center, and Associate Professor within the Division of Community Health Sciences at the School of Public Health. Dr. Molina has graduate degrees in psychology and epidemiology as well as has completed multiple postdoctoral fellowships in health services research and mixed methods. Funded by the National Cancer Institute and American Cancer Society, Dr. Molina's research focuses on leveraging multi-sectoral partnerships, including with federally qualified health

centers (FQHC) and community-based organizations, to provide comprehensive access and uptake of affordable, quality cancer healthcare, from genetic services through survivorship care. Across 139 publications and multiple R01 / R01 equivalent awards, Dr. Molina has demonstrated expertise in qualitative, quantitative, and mixed methods designs, social network analysis, social epidemiology, multilevel modeling, and community engaged research methodologies. Relevant honors include induction to the Lambda Chapter of Delta Omega, being an awardee for the National Minority Quality Forums' 40 under 40 Leaders in Minority Health, serving on the Executive Committee of the American Society for Preventive Oncology, and numerous local, institutional, and national awards as an independently funded Latina scientist, with a strong track record in policy, mentorship of diverse trainees (K-12 to early career faculty), and service leadership.



**Ronald Wyatt, M.D., MHA**, served as SIDM's Chief Science and Medical Officer. Former roles also include Vice-President and Patient Safety Officer at MCIC Vermont and Chief Quality and Patient Safety Officer at Cook County Health, one of the largest public health systems in the United States. Dr. Wyatt is nationally recognized in the United States as an expert in patient safety and was named several times by Becker's as one of the "Top 50 Patient Safety Experts" in the U.S. In 2010, Ron was appointed as Director of the Patient Safety Analysis Center in the U.S. Department of Defense, now the Defense Health Agency. Dr. Wyatt was

the first Patient Safety Officer at the Joint Commission and in that role contributed to National Patient Safety Goals, Sentinel Event Alerts, and developed the "Quick Safety" publication. Dr. Wyatt is a member of the ACGME Clinical Learning Environment Review Committee (CLER). Ron currently serves as co-chair of the Institute of Healthcare Improvement (IHI) Equity Advisory Group. He presents nationally and internationally on leadership, safety culture, safety event analysis, human factors in healthcare, patient experience, and health equity. He also serves on several boards, including the IHI Certified Professional in Patient Safety and, formally, the Society to Prevent Diagnosis in Medicine. Dr. Wyatt is a credentialed course instructor in the School of Health Professions at the University of Alabama Birmingham. Dr. Wyatt is a graduate of the University of Alabama Birmingham School of Medicine and holds an executive master's in health administration degree from the University of Alabama Birmingham. He was a 2009-2010 Merck Fellow at IHI.



**Clyde W. Yancy, M.D., MSc**, is Vice Dean for Diversity, Equity and Inclusion; Magerstadt Endowed Professor & Chief of Cardiology; and Professor, Department of Medical Social Science, at Northwestern University Feinberg School of Medicine, and serves as Associate Director, Bluhm Cardiovascular Institute, Northwestern Medicine, Chicago, IL. He holds an MD degree from Tulane University School of Medicine and a Management degree (MSc) from the University of Texas. Dr. Yancy is Deputy Editor for JAMA - Cardiology, a former President of the American Heart Association, and holds extensive government service including leadership positions in the National Institutes of Health, National Heart Lung and Blood Institute, the Food

and Drug Administration, Patient Centered Outcomes Research Institute, and the Department of Health and Human Services. His domains of expertise include heart failure, outcomes sciences, cardiovascular disease prevention, quality improvement, clinical practice guideline development, health equity and leadership. He has published more than 700 peer-reviewed manuscripts and is again for 2023 cited as one of the top 1% scientific authors, worldwide. He holds innumerable awards as a healthcare leader, top physician, teacher and mentor in cardiology. He is an elected membership of the National Academy of Medicine, the American Association of Physicians, and the Association of University Cardiologists



## Advancing Equity in Diagnostic Excellence to Reduce Health Disparities: A Workshop Key Terms

**Diagnostic equity:** Providing everyone with a fair and just chance of receiving a timely, accurate diagnosis to lead to appropriate interventions and health benefits, regardless of personal characteristics. ([Cassil, 2024](#); [McDonald, 2022](#); [Sarkar and Bibbins-Domingo, 2022](#))

**Diagnostic inequity:** (1) The presence of preventable unwarranted variations in diagnostic processes among population groups that are socially, economically, demographically, or geographically disadvantaged ([Giardina et al., 2023](#)). (2) The lack of a fair and just chance to have these diagnostic excellence benefits. Multiple equity gaps exist and involve what has not materialized for marginalized or otherwise at-risk populations for diagnostic inequity. Examples of some of these populations and risk factors for possible diagnostic inequities include the following: racial and ethnic groups (e.g., Black/African American, Asian American, Native/Indigenous American, Hispanic/Latino populations); residence location (e.g., rural, inner urban); income (e.g., low-income, middle-income); insurance status (e.g., public, uninsured, underinsured); age-related (e.g., children, youth, older adults); disability communities (e.g., physical, hearing, visual, developmental, psychiatric); linguistic communities (e.g., non-English speakers, low literacy, low numeracy); and sex, sexual orientation, and gender identity (e.g., female/women, lesbian, gay, bisexual, transgender, nonbinary). ([McDonald, 2022](#))

**Health care equity:** Describes equity in the experience of accessing and interacting with the health care system and its organizations. Health care equity more directly examines whether patients have equitable access, receive equitable care, and have equitable experiences ([Ma, Agrawal, and Salhi, 2023](#)).

**Health disparities:** Preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations ([CDC, 2023](#)).

**Health equity:** The state in which everyone has a fair and just opportunity to attain their highest level of health ([CDC, 2024](#)).

**Diagnostic disparities:** Occur when diagnostic errors are experienced at disproportionate rates by certain patient subgroups based, for example, on patients' age, sex/gender, or race/ethnicity ([Wiegand et al., 2022](#)).



## Relevant Readings and Resources

- Cassil, A. 2024. [At the intersection of diagnosis and health equity: A primer for health services and policy research](#): AcademyHealth.
- CDC (Centers for Disease Control and Prevention). 2023. Health disparities. <https://www.cdc.gov/healthyyouth/disparities/index.htm> (accessed August 29, 2024).
- CDC. 2024. What is health equity? <https://www.cdc.gov/health-equity/what-is/index.html#:~:text=Health%20equity%20is%20the%20state,their%20highest%20level%20of%20health>. (accessed August 29, 2024).
- Giardina, T. D., L. D. Woodard, and H. Singh. 2023. [Advancing diagnostic equity through clinician engagement, community partnerships, and connected care](#). *J Gen Intern Med* 38(5):1293-1295.
- IOM (Institute of Medicine) and NASEM (National Academies of Sciences, Medicine). 2015. [Improving diagnosis in health care](#). Edited by E. P. Balogh, B. T. Miller and J. R. Ball. Washington, DC: The National Academies Press.
- McDonald, K. M. 2022. [Achieving equity in diagnostic excellence](#). *JAMA* 327(20):1955-1956.
- National Academies of Sciences, Engineering, and Medicine. 2024. *Ending Unequal Treatment: Strategies to Achieve Equitable Health Care and Optimal Health for All*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/27820>.
- Sarkar, U., and Bibbins-Domingo, K. 2022. [Achieving diagnostic equity in cardiovascular disease](#). *JAMA*, 328(9), 827-828.
- Ma, S., Agrawal, S., and Salhi, R. 2023. [Distinguishing health equity and health care equity: a framework for measurement](#). *NEJM Catalyst Innovations in Care Delivery*, 4(2).
- Wiegand, A. A., Dukhanin, V., Sheikh, T., Zannath, F., Jajodia, A., Schrandt, S., Haskell, H., and McDonald, K. M. 2022. [Human centered design workshops as a meta-solution to diagnostic disparities](#). *Diagnosis*, 9(4), 458-467.

## FORUM ON ADVANCING DIAGNOSTIC EXCELLENCE

Diagnostic errors are the most common cause of medical errors reported by patients, accounting for nearly 60 percent of all errors and an estimated 40,000-80,000 deaths per year. The 2015 Institute of Medicine consensus report, [Improving Diagnosis in Health Care](#), found that diagnostic errors are a persistent and underappreciated quality and safety challenge throughout all settings of health care. The study committee estimated that every person is likely to experience a diagnostic error in their lifetime, sometimes with devastating consequences, and concluded that improving diagnosis is “not only possible, but also represents a moral, professional, and public health imperative.” To improve the diagnostic process, the committee called for a widespread commitment from health care professionals, health care organizations, patients and their families, researchers, and policy makers.

In 2018, the Gordon and Betty Moore Foundation announced the Diagnostic Excellence Initiative, with the aim of reducing harm from diagnostic errors, improving health outcomes, and saving lives. The initiative included a workshop series on Advancing Diagnostic Excellence hosted by the National Academies. The [six workshops](#) in the series focused on sepsis, acute cardiovascular events, cancer, diagnostic lessons learned from the COVID-19 pandemic, diagnosis for older adults, and diagnosis in maternal health care.

To provide a more sustained platform for this work, while engaging a broader range of funders and stakeholders, the National Academies of Sciences, Engineering, and Medicine established a **Forum on Advancing Diagnostic Excellence** in 2023 to provide a structured environment and neutral venue to discuss data, policies, practices, and systems that affect the quality of diagnosis in health care. The Forum fosters an ongoing dialogue on a range of topics to examine the current scientific landscape and research opportunities for improving diagnosis within the U.S. health care system, with emphasis on conditions and populations with the greatest risk of harm from diagnostic errors.

### PUBLIC ACTIVITIES

#### **Executive Leadership Strategies to Drive Diagnostic Excellence: A Webinar**

Fall 2024, Virtual Webinar

The National Academies of Sciences, Engineering, and Medicine’s Forum on Advancing Diagnostic Excellence will organize and conduct a public webinar to explore select strategies undertaken by leaders in the U.S. health care system to drive diagnostic excellence in their organizations.

#### **Advancing Equity in Diagnostic Excellence to Reduce Health Disparities: A Workshop**

September 23-24, 2024, Washington, D.C.

A National Academies of Sciences, Engineering, and Medicine planning committee will organize and host a hybrid public 1.5-day workshop in collaboration with the Roundtable on the Promotion of Health Equity to examine equity in access to high-quality diagnosis to reduce health disparities. This workshop is supported by the Agency for Healthcare Research and Quality.

<https://www.nationalacademies.org/our-work/advancing-equity-in-diagnostic-excellence-to-reduce-health-disparities-a-workshop>

#### **Diagnosis in the Era of Digital Health and Artificial Intelligence: A Workshop**

July 25, 2024, Washington, D.C.

A National Academies of Sciences, Engineering, and Medicine planning committee will organize and host a hybrid public workshop to examine the opportunities and challenges for improving diagnosis in

the era of digital health and artificial intelligence.

<https://www.nationalacademies.org/our-work/diagnosis-in-the-era-of-digital-health-and-artificial-intelligence-a-workshop>

## FORUM MEMBERSHIP

**Andrew Bindman**, Kaiser Permanente (Chair)

**Nicole Everline Alexander-Scott**, Brown University

**Amit Agrawal**, Danaher

**Helen Burstin**, Council of Medical Specialty Societies (Representing The Mont Fund)

**Daniel K. Cassavar**, The Doctors Company

**Linda N. Geng**, Stanford University

**Cristina Maria Gonzalez**, New York University Grossman School of Medicine

**Gene Elizabeth Harkless**, University of New Hampshire (Representing AANP)

**Donald Karcher**, George Washington University Medical Center (Representing CAP)

**Salahuddin Kazi**, University of Texas Southwestern Medical Center (Representing ABIM)

**David Larson**, Stanford University (Representing ACR)

**Kathryn McDonald**, Johns Hopkins University

**Kristen Elizabeth Miller**, MedStar Health

**Pari Pandharipande**, The Ohio State University (Representing RSNA)

**Cheryl Phillips**, The John A. Hartford Foundation

**Sumant Ranji**, University of California San Francisco (Representing The Moore Foundation)

**Lisa C. Richardson**, Centers for Disease Control and Prevention

**Thomas Sequist**, Harvard Medical School, Mass General Brigham

**Saul Weingart**, Tufts Medical Center

## FORUM SPONSORS

American Association of Nurse Practitioners (AANP)

American Board of Internal Medicine (ABIM)

American College of Radiology (ACR)

Danaher Corporation

The Doctors Company

Centers for Disease Control and Prevention (CDC)

College of American Pathologists (CAP)

The Gordon and Betty Moore Foundation

The John A. Hartford Foundation (JAHF)

The Mont Fund

Radiological Society of North America (RSNA)

## FORUM STAFF

**Jennifer Lalitha Flaubert**, Director, Forum on Advancing Diagnostic Excellence

**Adrienne Formentos**, Associate Program Officer

**Sharyl Nass**, Director, Board on Health Care Services

Forum website: <https://www.nationalacademies.org/our-work/forum-on-advancing-diagnostic-excellence>

# Roundtable on the Promotion of Health Equity

## 2023 YEAR IN REVIEW

### MISSION

The Roundtable on the Promotion of Health Equity of the National Academies of Sciences, Engineering, and Medicine has a unique role as the conveners of the nation's experts in health disparities and health equity, with the goal of raising awareness and driving change. The Roundtable promotes health equity and the elimination of health disparities by:

- Advancing the visibility and understanding of the inequities in health and health care among racial and ethnic populations,
- Amplifying research, policy, and community-centered programs, and
- Catalyzing the emergence of new leaders, partners, and stakeholders.

### MEMBERS

The Roundtable's members comprise both sponsoring members and members appointed for their expertise. In addition to its members, the Roundtable engages with speakers and other external experts that represent a wide range of disciplines and sectors.

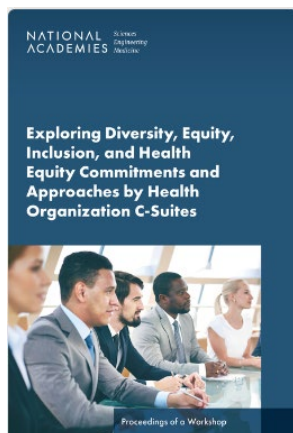
Current sponsoring members are Aetna Foundation, American Medical Association, Blue Shield of California Foundation, Department of Veterans Affairs, Kresge Foundation, and Merck. More information about members is available on the Roundtable [webpage](#).

### PUBLICATIONS

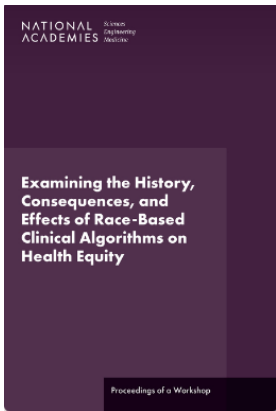
[Exploring Diversity, Equity, Inclusion, and Health Equity Commitments and Approaches by Health Organization C-Suites](#) was published in January 2024.

Between 2020-2023, many health systems and organizations created formal positions to improve diversity, equity, and inclusion (DEI) and health equity in response to social and health injustices and public demands for diversity and equity among executive level leadership. The National Academies [Roundtable on the Promotion of Health Equity](#) hosted an October 2023 [public hybrid workshop](#) to explore the successes and challenges of DEI and health equity C-suites, dimensions of DEI and health equity commitments, strategies for achieving internal and external goals, and potential metrics for measuring success.

The workshop was well received, and attendees expressed interest in learning more about DEI and health equity implementation and metrics for evaluation. In response to their feedback, the [Roundtable on the Promotion of Health Equity](#) hosted a one-day [public webinar](#) in December 2023 that explored lessons learned from health organization C-suites on their approach to framing health equity as a business imperative, metrics for evaluating progress, and emerging best practices.



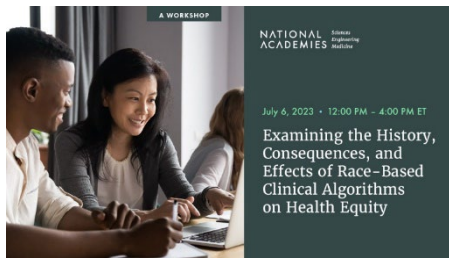
# PUBLICATIONS



[Examining the History, Consequences, and Effects of Race-Based Clinical Algorithms on Health Equity](#) was published in November 2023.

The National Academies [Roundtable on the Promotion of Health Equity](#) hosted a [virtual public workshop](#) in July 2023 to discuss the premise, history, and development of race-based clinical algorithms and their contributions to health inequities. Examining ways to promote race-conscious medicine, participants explored the underlying assumptions of racial differences in physiology, and parameters for identifying instances when race and ethnicity as social constructs are legitimate considerations for improving health equity, such as when promoting outreach, screening, and community education and engagement.

# ENGAGEMENT ANALYTICS



500+

Attendees



500+

Attendees



300+

Attendees

# COLLABORATIONS

In 2023, the Roundtable collaborated with the [Roundtable on Population Health Improvement](#) to co-host a workshop on [The Ecosystem of Health Equity Measures](#) in June 2023. A proceedings in brief summarizing the presentations and discussion at the workshop can be accessed [here](#).

The Roundtable is also collaborating with the [Forum on Advancing Diagnostic Excellence](#) to co-host a workshop on [Advancing Equity in Diagnostic Excellence to Reduce Health Disparities](#) in September 2024, and the Board on Health Care Services and Board on Health Sciences Policy on a consensus study, [The Use of Race and Ethnicity in Biomedical Research](#); report release is slated for October 2024.

# 2024 PLANS

Members have begun planning processes for hosting a public hybrid workshop on DEI legislation and policies in October 2024 and will host a virtual workshop on a topic that is to be determined in December 2024 or early 2025.

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## **NASEM Project Staff**

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### **Y. Crysti Park**

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**The Roundtable on the Promotion of Health Equity** of the National Academies of Sciences, Engineering, and Medicine has a unique role as the conveners of the nation's experts in health disparities and health equity, with the goal of raising awareness and driving change. The Roundtable works to advance the visibility and understanding of the inequities in health and health care. The Roundtable promotes health equity and the elimination of health disparities by:

- Advancing the visibility and understanding of the inequities in health and health care among racial and ethnic populations,
- Amplifying research, policy, and community-centered programs, and
- Catalyzing the emergence of new leaders, partners and stakeholders.