

*The National Academies of*  
**SCIENCES • ENGINEERING • MEDICINE**

*Board on Health Sciences Policy  
Roundtable on Genomics and Precision Health*

**Roundtable on Genomics and Precision Health**  
**Improving Diversity of the Genomics Workforce:  
A Workshop**

**A Virtual Workshop**  
October 5, 2021  
12:00 PM – 3:30 PM ET

*Workshop Webcast:*  
<https://www.nationalacademies.org/event/10-05-2021/improving-diversity-of-the-genomics-workforce-a-workshop>

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**STATEMENT OF TASK:**

A planning committee of the National Academies of Sciences, Engineering, and Medicine will organize and conduct a public workshop to examine the current state of diversity (e.g. racial, ethnic) of the genetics and genomics workforce, the factors that have contributed and are contributing to the diversity challenges, and possible steps forward that could lead to increasing workforce diversity as a way to improve access to genomic services.

The workshop will feature invited presentations and discussions that may address topics such as:

- Historical perspectives on racism and its impacts on the culture of the fields of genetics and genomics;
- Ways in which the genetics/genomics workforce is or is not uniquely affected by structural racism;
- Current and ongoing workforce diversity efforts of genetics/genomics professional organizations and other groups;
- Implications of diversifying the workforce for patient care and access to genomic services; and
- Next steps and roles for institutions, societies, associations, community organizations, and other stakeholders for fostering diversity, equity, and inclusion in this area.

A proceedings in brief of the presentations and discussions at the workshop will be prepared by a designated rapporteur in accordance with institutional guidelines.

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12:00 pm      **Welcoming Remarks**

MICHELLE PENNY, *Roundtable Co-Chair*  
Vice President and Head of Genomics

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Goldfinch Bio

W. GREGORY FEERO, *Roundtable Co-Chair*  
Representing Journal of the American Medical Association  
Professor, Department of Community and Family  
Medicine, Geisel School of Medicine  
Faculty, Maine Dartmouth Family Medicine Residency Program

12:05 pm **Introduction and Charge to the Workshop Speakers and Participants**

CHAZEMAN JACKSON, *Workshop Planning Committee Co-chair*  
Senior Director, Diversity Equity and Inclusion  
American Society of Human Genetics

KATHERINE JOHANSEN TABER, *Workshop Planning Committee Co-chair*  
Vice President, Clinical Product Research & Partnerships  
Myriad Genetics

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**SESSION I: EXPLORING WORKFORCE DIVERSITY ISSUES IN  
GENETICS/GENOMICS**

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*Moderator: Jacquelyn Taylor, Helen F. Petit Professor of Nursing, Founder and Executive  
Director, Center for Research on People of Color, Columbia University School of  
Nursing*

Session Objectives:

- To examine the fundamental structural challenges that have resulted in a lack of diversity in the genetics/genomics workforce and explore new opportunities for change.
- To discuss action-oriented efforts of medical and genetics professionals related to workforce diversity and consider how those efforts will attempt to address the structural issues facing the community.

12:10 pm **Overview of Workforce Issues in Genetics/Genomics**

Barbara Harrison  
Genetic Counselor  
Assistant Professor  
Department of Pediatrics  
Howard University College of Medicine

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Sylvia Mann  
Supervisor, Genomics Section  
State of Hawaii Department of Health  
Director, Western States Regional Genetics Network  
Minority Genetic Professionals Network

Omar Abdul-Rahman  
Director of Genetic Medicine  
Munroe-Meyer Institute  
University of Nebraska Medical Center

1:15 pm      **Discussion**

1:35pm      **Break**

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**SESSION II: LEARNING FROM THOSE IN THE GENETICS/GENOMICS  
COMMUNITY**

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*Moderator: Sharon Terry, President and CEO, Genetic Alliance*

Session Objective:

- To explore the relationship between the lack of diversity in the workforce and patient access to genetic services, understand why workforce diversity matters for patient care, and examine the ways in which professional societies and associations can make a difference in this area.

1:55 pm      **Voices From the Community**  
*Improving diversity and impact on outcomes for patients*

Altovise Ewing  
Senior Science Leader  
Genentech

Damian Archer  
Assistant Dean for Multicultural Affairs  
Clinical Assistant Professor of Family Medicine  
Tufts University School of Medicine

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*With*

Dallas Reed  
Division Chief of Genetics  
Tufts Children's Hospital  
Director of Perinatal Genetics  
Tufts Medical Center

LaTasha Lee  
Vice President  
Clinical & Social Research and Development  
National Minority Quality Forum

Catalina Sol  
Executive Director  
La Clinica del Pueblo

2:50 pm **Panel Discussion**

3:15 pm **Reflections from the Workshop and Final Comments**

CHAZEMAN JACKSON, *Workshop Planning Committee Co-chair*  
Senior Director, Diversity Equity and Inclusion  
American Society of Human Genetics

KATHERINE JOHANSEN TABER, *Workshop Planning Committee Co-chair*  
Vice President, Clinical Product Research & Partnerships  
Myriad Genetics

3:30 pm **Adjourn Workshop**