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## Unequal Treatment Revisited

### A Workshop Series: Part 3

September 6, 2023 • 11:00 AM - 1:00 PM EST

### *Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care*

*A Workshop Series: Part 3 Briefing Book  
September 6, 2023*

For any logistics questions please contact:  
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## Consensus Study on Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

A Virtual Workshop Series: Part 3

September 6, 2023; 11:00am -1:00pm ET

### AGENDA

<b>WEDNESDAY, SEPTEMBER 6, 2023</b>  <b>11:00AM TO 1:00PM ET</b>	
11:00 am	<b>Welcome and Introductory Remarks</b> <i>Jen DeVoe, Study Committee Co-Chair</i>
11:10	<b>Racial and Ethnic Health Care Inequities: Discussion with Relevant Federal Agencies</b>  Co-Moderators: <i>Jen DeVoe and Georges Benjamin, Study Committee Co-Chairs</i>  <b>Session Objective:</b> <i>To examine federal efforts and initiatives aimed at reducing racial and ethnic inequities in health care access, utilization, and quality.</i>  <b>National Institutes of Health</b> <ul style="list-style-type: none"> <li>• <a href="#">Eliseo J. Pérez-Stable</a>, National Institute on Minority Health and Health Disparities</li> </ul> <b>Centers for Medicare &amp; Medicaid Services</b> <ul style="list-style-type: none"> <li>• <a href="#">Aditi Mallick</a>, Office of Minority Health, Centers for Medicare &amp; Medicaid Services</li> </ul> <b>Health Resources and Services Administration</b> <ul style="list-style-type: none"> <li>• <a href="#">Onyeka Anaedozie</a>, Bureau of Primary Health Care, Health Resources and Services Administration</li> </ul> <b>Office of Minority Health, Department of Health and Human Services</b> <ul style="list-style-type: none"> <li>• <a href="#">RDML Felicia Collins</a>, Office of Minority Health</li> </ul> <b>Indian Health Service</b> <ul style="list-style-type: none"> <li>• <a href="#">Roselyn Tso</a>, Indian Health Service</li> </ul> <b>Department of Veterans Affairs</b> <ul style="list-style-type: none"> <li>• <a href="#">Ernest Moy</a>, Office of Health Equity, Veterans Health Administration</li> </ul> <b>Office of the National Coordinator for Health Information Technology</b> <ul style="list-style-type: none"> <li>• <a href="#">Micky Tripathi</a>, Health Information Technology, Department of Health and Human Services</li> </ul> <b>Office for Civil Rights, Department of Health and Human Services</b>

	<ul style="list-style-type: none"><li>• <a href="#">Melanie Fontes Rainer</a>, Office for Civil Rights, Department of Health and Human Services</li></ul> <b>Office of Management and Budget</b> <ul style="list-style-type: none"><li>• <a href="#">Robert Sivinski</a>, Interagency Technical Working Group on Race and Ethnicity Standards</li></ul>
12:50pm	<b>Closing Remarks</b> <i>Georges Benjamin, Committee Co-chair</i>
1:00	<b>Adjourn</b>

**Unequal Treatment Revisited:  
The Current State of Racial and Ethnic Disparities in Health Care**

**Statement of Task**

An ad hoc committee of the National Academies of Sciences, Engineering, and Medicine will examine the current state of racial and ethnic healthcare disparities in the U.S. This work will include support for the infrastructure and activities required to update the 2003 Unequal Treatment report. The update will highlight the major drivers of healthcare disparities, provide insight into successful and unsuccessful interventions to reduce disparities, identify gaps in the evidence base, and propose strategies to close those gaps. The committee will consider ways to scale and spread effective interventions to reduce racial and ethnic disparities in health care and make recommendations to advance health equity.

NASEM will conduct a scoping review of the literature on racial and ethnic healthcare disparities in the years since the Unequal Treatment report (2003-2022). This task will also provide a comprehensive status update on the implementation of the IOM report recommendations, as well as whether specific healthcare disparities have improved, remained the same, or worsened. The topics will include but are not limited to:

- Societal factors such as bias, racism, discrimination, intersectionality, stereotyping and intersectionality at the individual (clinical and non-clinical staff), interpersonal, institutional, and health system levels.
- Technology factors, such as bias in diagnostic tools and algorithms used in clinical practice and decision-making, and variability in access to broad band internet and other telecommunication technologies, as well as digital inequality
- Geographic factors, such as variability in the social determinants of health, language and English proficiency, and access to both social services, (including those not directly related to health care), language, and health care services for acute and chronic conditions in different communities
- Policy factors, such as federal and state laws and regulations and public health programs
- Health care factors, such as the coverage and design of health plans, institutional or clinic-based access, and the demographic and specialty profile of the clinical workforce
- The impact of clinical training and education in perpetuating disparities, and ways to improve training, enhance cultural competency, and diversify the health care workforce.
- The committee will also consider ways to scale and spread effective interventions to reduce racial and ethnic disparities in health care.

The review and summary of findings will focus on the Office of Management and Budget (OMB) defined racial and ethnic groups, report disaggregated findings where possible (e.g., by country of origin or national heritage). The literature review should also:

- Incorporate evidence on racial and ethnic disparities in healthcare measured by access, utilization and quality of care given that major advancements related to healthcare policy (e.g., ACA), demographic shifts, and public health emergencies (e.g., COVID-19) have differentially impacted people from racial and ethnic groups and may have exacerbated disparities.
- Examine healthcare disparities across the spectrum of healthcare settings with an emphasis on primary care in the continuity outpatient setting but also including specialty outpatient care, emergency or urgent care, and hospital care.
- Examine racial and ethnic healthcare disparities across the lifespan (e.g., between racial and ethnic minority children and older adults compared with their White counterparts and the relationship between adverse childhood experiences [ACEs] and how these pathways develop into health disparities in later life).
- Determine the interventions that have been most effective at the local, state, and federal levels for reducing racial and ethnic disparities in healthcare using the intervention strategies outlined in the previous report as a guide.
- Identify the institutional, community based, or community engaged approaches that have addressed racial and ethnic disparities in healthcare access, utilization and quality of care and quantify those with the most positive impact.
- Determine the community engaged research approaches that are most replicable and scalable.

Drawing on this detailed literature review, and supplemented by public input, the committee will apply its expert judgment in order to develop recommendations with a focus on advancing health equity.

## **NASEM Unequal Treatment Revisited Consensus Study: Virtual September Public Workshop**

### **Biosketches**



**Onyekachukwu Anaedozie, MPH, CPH**  
Health Resources and Services Administration  
U.S. Department of Health and Human Services

Onyekachukwu Anaedozie was appointed Deputy Associate Administrator for the Health Resources and Services Administration's (HRSA) Bureau of Primary Health Care (BPHC) in July 2023. Anaedozie helps manage BPHC's nearly \$6 billion budget, which supports the health care safety net for underserved people across the country. BPHC funds 1,400 health centers that provide comprehensive, culturally competent, quality primary health care to over 30.5 million people. Anaedozie previously served as the Deputy Associate Administrator of HRSA's Health Systems Bureau (HSB) for more than three years. She directed federal programs on health care facilities, community-based outreach for COVID-19 vaccinations, vaccine injury compensation, Hansen's disease, and the nationwide organ transplantation network. She also served as Acting Director for HSB's Division of Poison Control and Healthcare Facilities. Before joining the federal government, Anaedozie served as Deputy Director of the Maryland Department of Health's Infectious Disease Prevention and Health Services Bureau, responsible for the statewide response to HIV, viral hepatitis, substance use disorders, and sexually transmitted infections. She was also the Chief of Staff for Resources for Human Development, a national nonprofit organization providing physical, mental/behavioral, and social services to communities in need. Before that, she spent seven years at the Philadelphia Department of Public Health running programs supporting maternal and child health, childhood lead poisoning prevention, sexual and reproductive health, environmental health, and emergency preparedness. Anaedozie holds a master's degree in public health from Drexel University and is certified in public health. She also holds a bachelor's degree in Africana studies from Brown University.



**RDML Felicia Collins, MD, MPH, FAAP**  
Office of Minority Health  
U.S. Department of Health and Human Services

RDML Felicia Collins is the Deputy Assistant Secretary for Minority Health. As the Director of the Office of Minority Health (OMH), she leads the office in its mission to improve the health of racial and ethnic minority populations through the development of health policies and programs that help eliminate health disparities. She brings more than 20 years of federal service to this position and a passion for serving vulnerable and underserved communities. In early 2021, RDML Collins also served as the HHS Acting Assistant Secretary for Health, where she managed the development of HHS-wide public policy recommendations and oversaw 8 public health offices, 10 regional health offices across the nation, the Office of the Surgeon General and the U.S. Public Health Service Commissioned Corps. Before joining OMH in 2018, RDML Collins served a

Senior Advisor in the Health Resources and Services Administration (HRSA), Bureau of Primary Health Care (BPHC). In this role, she co-led programmatic monitoring and oversight of more than 700 Federally Qualified Health Centers (FQHCs) receiving \$2 billion in grants to provide healthcare services to more than 14 million vulnerable and underserved patients annually in 30 states and two U.S. territories. Prior to this role, RDML Collins served at the Food and Drug Administration, where she supported the development of safe and effective drugs for children in the U.S., consistent with the Pediatric Research Equity Act and Best Pharmaceuticals for Children Act. Her first job as a U.S. Public Health Service (USPHS) officer was with HRSA, BPHC and included serving as the BPHC lead for health disparities. RDML Collins has received numerous awards and commendations from the USPHS Commissioned Corps, the Secretary of Health and Human Services (HHS), and the Secretary of the Navy. RDML Collins' professional experience also includes prior service as a legislative aide for the Congressional Caucus for Women's Issues in the U.S. House of Representatives and as an Assistant Professor of Pediatrics at the Uniformed Services University of the Health Sciences



**Aditi Mallick, MD**

Centers for Medicare and Medicaid Services  
U.S. Department of Health and Human Services

Aditi Mallick is the Acting Director of the CMS Office of Minority Health (OMH), whose mission is to lead the advancement and integration of health equity in the development, evaluation, and implementation of CMS's policies, programs, and partnerships. Prior to joining OMH, Dr. Mallick served as Chief Medical Officer for the CMS Center for Medicaid and CHIP Services (CMCS), where she led the Center's clinical strategy and cross-center work on health equity, social determinants of health, and innovation in whole-person care among other areas. Before joining CMCS, Dr. Mallick led the COVID-19 Response Command Center for the North Carolina Department of Health and Human Services (NCDHHS) where she oversaw strategic and operational efforts around vaccination, testing, case investigation, and contact tracing statewide. A core focus of her COVID-19 work was ensuring equitable access and improving outcomes for historically marginalized populations. Her previous experience includes working closely with a range of healthcare stakeholders across the public and private sectors – including state Medicaid agencies, provider organizations, managed care organizations, and other payors – focusing on strategy, innovation, and data-driven change implementation. Her prior federal experience also includes serving as a Senior Medical Advisor in the Office of the Administrator at CMS, where she focused on MACRA implementation, value-based payment in Medicare fee-for-service, clinician engagement, and clinician burden reduction. Dr. Mallick continues to care for patients and brings that experience to her work at CMS. She earned her A.B. with honors from Harvard College, her M.D. from Stanford University School of Medicine, and completed internal medicine residency at Massachusetts General Hospital and Harvard Medical School.



**Ernest Moy, MD, MPH**

Veteran's Health Administration  
U.S. Department of Veterans Affairs

Ernest Moy is the Executive Director of the Office of Health Equity of the VHA. This office manages and supports efforts to understand and reduce disparities in health and health care affecting Veterans. Currently, the office is coordinating analyses and messaging related to disparities in COVID-19 testing and treatment among Veterans and building tools to address structural bias, discrimination, and social determinants of health. Prior to joining VHA, he was a Medical Officer in the Office of Analysis and Epidemiology at the National Center for Health Statistics of the Centers for Disease Control and Prevention (CDC). At CDC, he studied rural health disparities, analyzed linked hospital-vital statistics data to identify care patterns that placed patients at high risk for opioid poisoning death, and developed new data visualizations and partnerships for disseminating health statistics. Prior to CDC, he was Director of the Division in the Center for Quality Improvement and Patient Safety at the Agency for Healthcare Research and Quality (AHRQ) that designed and produced the National Healthcare Quality and Disparities Report, submitted annually to Congress, and related web tools. He has also worked as a Director of Research and Assistant Vice President at the Association of American Medical Colleges, Assistant Professor at the University of Maryland School of Medicine, and Emergency Care Physician at the Baltimore VAMC. He was selected to serve as the first Academy Health Innovator-in-Residence.



**Eliseo Perez Stable, MD**

National Institute on Minority Health and Health Disparities  
U.S. Department of Health and Human Services

Eliseo J. Pérez-Stable is Director of the National Institute on Minority Health and Health Disparities (NIMHD) at the National Institutes of Health (NIH). He oversees NIMHD's annual budget to advance the science of minority health and health disparities research. NIMHD conducts and supports research programs to advance knowledge and understanding of health disparities, identify mechanisms to improve minority health and reduce health disparities, and develop effective interventions to reduce health disparities in community and clinical settings. Since joining NIMHD in September 2015, Dr. Pérez-Stable has been cultivating the Institute's position on the cutting edge of the science of minority health and health disparities. Through this effort, the Institute has produced a collection of resources that guide and facilitate the conduct of research to promote health equity. These include the NIH Minority Health and Health Disparities Strategic Plan 2021-2025; the NIMHD Research Framework; the PhenX Social Determinants of Health Assessments Collection, a research toolkit; a collection of 30 science visioning Strategies to Promote the Advancement of Health Disparities Science; special



journal supplements Structural Racism and Discrimination: Impact on Minority Health and Health Disparities and Addressing Health Disparities through the Utilization of Health Information Technology; and The Science of Health Disparities Research textbook, among other resources. Prior to becoming NIMHD Director, Dr. Pérez-Stable was a professor of medicine and chief of the Division of General Internal Medicine, at the University of California, San Francisco (UCSF). Dr. Pérez-Stable's research interests have centered on improving the health of individuals from racial and ethnic minority communities through effective prevention interventions, understanding underlying causes of health disparities, and advancing patient-centered care for underserved populations. Dr. Pérez-Stable was elected to the National Academy of Medicine (formerly the Institute of Medicine) of the National Academy of Science in 2001 and the American Society of Clinical Investigation in 1996. He earned a B.A. in chemistry in 1974 and an M.D. in 1978 from the University of Miami. He then completed his primary care internal medicine residency and a research fellowship in general internal medicine at UCSF before joining the faculty as an assistant professor in 1983. Dr. Pérez-Stable practiced primary care internal medicine for 37 years at UCSF following a panel of about 200 patients and supervised and taught students and residents in the ambulatory care and hospital settings.



**Robert Sivinski, MS**

Office of Management and Budget

Bob Sivinski is a Senior Statistician in the Office of the Chief Statistician of the United States, the Chair of the Interagency Technical Working Group on Race and Ethnicity Standards, and a third-generation civil servant. He designs and implements policies that support the integrity, objectivity, accuracy, and usefulness of federal statistics. He's always looking for opportunities to help federal statisticians and scientists coordinate across agencies, tackle difficult measurement challenges, and communicate effectively with the public.



**Micky Tripathi, PhD, MPP**

Health Information Technology

U.S. Department of Health and Human Services

Micky Tripathi is the National Coordinator for Health Information Technology at the U.S. Department of Health and Human Services, where he leads the formulation of the federal health IT strategy and coordinates federal health IT policies, standards, programs, and investments. Dr. Tripathi has over 20 years of experience across the health IT landscape. He most recently served as Chief Alliance Officer for Arcadia, a health care data and software company focused on population health management and value-based care, the project manager of the Argonaut Project, an industry collaboration to accelerate the adoption of FHIR, and a board member of HL7, the Sequoia Project, the CommonWell Health Alliance, and the CARIN Alliance. Dr. Tripathi served as the President and Chief Executive Officer of the Massachusetts

eHealth Collaborative (MAeHC), a non-profit health IT advisory and clinical data analytics company. He was also the founding President and CEO of the Indiana Health Information Exchange, a statewide HIE partnered with the Regenstrief Institute, an Executive Advisor to investment firm LRVHealth, and a Fellow at the Berkman-Klein Center for Internet and Society at Harvard University. He holds a PhD in political science from the Massachusetts Institute of Technology, a Master of Public Policy from Harvard University, and an AB in political science from Vassar College. Prior to receiving his PhD, he was a Presidential Management Fellow and a senior operations research analyst in the Office of the Secretary of Defense in Washington, DC, for which he received the Secretary of Defense Meritorious Civilian Service Medal.



**Melanie Fontes Rainer, JD**

Office for Civil Rights

U.S. Department of Health and Human Services

Melanie Fontes Rainer serves as the Director of the Office for Civil Rights at the U.S. Department of Health & Human Services where she leads the Department's enforcement of federal civil rights and privacy laws and directs related policy and strategic initiatives. Previously, Melanie served as Counselor to Health & Human Services Secretary Xavier Becerra, providing strategy guidance to the Secretary on issues pertaining to civil rights, patient privacy, reproductive health, the Affordable Care Act, competition in healthcare, equity, and the private insurance market. In this role, she led the implementation of the bipartisan No Surprises Act, helping to increase transparency in medical billing and save consumers money. She also served as the Secretary's designee on the White House Competition Council leading cross-cutting Department work and a

whole-of-Government approach on price transparency, costs, and competition to benefit American consumers. Before joining the Biden-Harris Administration, Melanie served as the Special Assistant to the Attorney General and Chief Health Care Advisor at the California Department of Justice, where she led a national team to save the Affordable Care Act and protect healthcare coverage for over 133 million Americans. During this time, she facilitated the creation of a new office, the Health Care Rights and Access, devoted to proactively advancing laws pertaining to health care civil rights, privacy, competition, and consumer protection. Melanie also worked on multiple groundbreaking settlements, such as the \$575 million historic settlement against one of the largest health systems in California to increase competition and consumer choice in the state and multiple bipartisan settlements to address the national opioid epidemic. Melanie previously served in the U.S. Senate as a Senior Aide and Women's Policy Director to Chair Patty Murray on the Health, Education, Labor and Pensions and the Budget Committees. In these roles, she helped pass several transformative health care laws, including the 21st Century Cures Act, Every Student Succeeds Act, and the Justice for Victims of Trafficking Act, among other laws and led the Senate's work on the Affordable Care Act, reproductive rights, and gender equity. Melanie has a J.D. from the University of Arizona, M.S.M.E. from the City University of New York, Brooklyn College, and a B.S.B.A. from the University of Arizona.



**Roselyn Tso**

Indian Health Service

U.S. Department of Health and Human Services

Roselyn Tso, an enrolled member of the Navajo Nation, is the director of the Indian Health Service, an agency within the U.S. Department of Health and Human Services. The IHS is the principal federal health care advocate and provider of health care services for American Indians and Alaska Natives. As director, Ms. Tso administers a nationwide health care delivery program that is responsible for providing preventive, curative, and community health care to approximately 2.7 million American Indians and Alaska Natives in hospitals, clinics, and other settings throughout the United States. She previously served as the director of the IHS Navajo Area since 2019, where she was responsible for providing leadership in the

administration of a comprehensive federal, tribal, and urban Indian health care system for over 244,000 American Indians and Alaska Natives throughout Arizona, New Mexico, and Utah. Ms. Tso began her career with the IHS in 1984. She has served in various roles in the IHS Portland Area, both at the service unit level as the administrative officer for the Yakama Service Unit, and at the area level as the planning and statistical officer, equal employment officer and special assistant to the area director. In 2005, she assumed the role of director for the Portland Area's Office of Tribal and Service Unit Operations, where she was responsible for the implementation of the Indian Self-Determination and Education Act and working directly with tribes. Prior to joining the Navajo Area in 2019, she served as the director of the Office of Direct Service and Contracting Tribes at IHS headquarters. Ms. Tso holds a Bachelor of Arts in interdisciplinary studies from Marylhurst University in Portland, Oregon, and a master's degree in organizational management from the University of Phoenix in Portland.



## Committee on Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

### Committee Biosketches

**Georges C. Benjamin, M.D.**, is a well-known health policy leader, practitioner, and administrator. He currently serves as the Executive Director of the American Public Health Association (APHA), the nation's oldest and largest organization of public health professionals. At APHA, he serves as the publisher for the *American Journal of Public Health*, the *Nation's Health Newspaper* and APHA Press, the associations book company. Dr. Benjamin has published several articles on public health ethics, Covid-19, and health equity, and is nationally known for his contributions. He is board-certified in internal medicine, a Master of the American College of Physicians, a fellow of the National Academy of Public Administration, and a fellow emeritus of the American College of Emergency Physicians. Dr. Benjamin serves on several nonprofit boards such as Research!America, the Truth Foundation, the Environmental Defense Fund, Ceres, and the Reagan-Udall Foundation. Dr. Benjamin is a former Secretary of Health for the state of Maryland. He is also a former member of the National Infrastructure Advisory Council, a council that advises the President on how best to assure the security of the nation's critical infrastructure. He is a graduate of the Illinois Institute of Technology and received his M.D. at the University of Illinois College of Medicine. Dr. Benjamin has chaired or co-chaired several National Academies' convening activities. He was previously the chair of the National Academies' Division Committee for the Health and Medicine Division. He is a member of the National Academy of Medicine.

**Jennifer E. DeVoe, M.D., DPhil.**, is a practicing family physician and health services researcher based in Portland, Oregon. She is the John and Sherrie Saultz Professor and Chair of the Department of Family Medicine at Oregon Health & Science University (OHSU). In her role as chair, she oversees nearly 250 faculty, 100 resident physicians, and several large primary care clinics. Dr. DeVoe also serves as the inaugural director of OHSU's Center for Primary Care Research and Innovation and is the co-Principal Investigator of the Building Research in Implementation & Dissemination to Close Gaps and Achieve Equity in Cancer Control Center. She and her team were early pioneers in leveraging electronic health records in health disparities research. She conducts a portfolio of research evaluating natural experiments that impact access to primary care, and she studies community-based interventions that aim to reduce health disparities. Dr. DeVoe earned her MPhil and DPhil degrees in economic and social history from Oxford University and her M.D. from Harvard Medical School. She completed her family medicine residency at OHSU. Dr. DeVoe previously chaired the 2018-19 National Academies' Committee on Vibrant and Healthy Kids: Aligning Science, Practice, and Policy to Advance Health Equity and served as a member of the 2020-21 Committee on Implementing High-Quality Primary Care: Rebuilding the Foundation of Health Care. She is a member of the National Academy of Medicine.

**Margarita Alegria, Ph.D.**, is the Chief of the Disparities Research Unit at Massachusetts General Hospital, the Harry G. Lehnert, Jr. and Lucille F. Cyr Lehnert Endowed Chair at the Mass General Research Institute, and a Professor in the Departments of Medicine and Psychiatry at Harvard Medical School. From 2002-2015 she was the Director of the Center for Multicultural Mental Health Research at Cambridge Health Alliance. Dr. Alegria has published several articles on improving health care services delivery for diverse racial and ethnic populations. Her research focuses on the improvement of health care services delivery for diverse racial and ethnic populations, conceptual and methodological issues with multicultural populations, and ways to bring the community's perspective into the design and implementation of health services. She is currently the Principal Investigator of three National Institutes of Health-funded research studies. Dr. Alegria was recently a member of the Robert Wood Johnson Foundation's National Commission to Transform Public Health Data. She was the recipient of the 2020 Rema Lapouse Award for Achievement in Epidemiology, Mental Health and Applied Public Health Statistics from the American Public Health Association. She obtained her B.A. in Psychology from Georgetown University and her Ph.D. from Temple University. Dr. Alegria is currently co-chair of the National Academies' Forum on Mental Health and Substance Use Disorders and serves as a member of the Division Committee for the Behavioral and Social Sciences and Education. She previously served as a member

of the Committee on the Mental Health Workforce for Geriatric Populations and the Committee on Standardized Collection of Race-Ethnicity Data for Healthcare Quality Improvement. She is a member of the National Academy of Medicine.

**John Zaven Ayanian, M.D., M.P.P.**, is the Alice Hamilton Distinguished University Professor of Medicine and Healthcare Policy and the Inaugural Director of the Institute for Healthcare Policy and Innovation at the University of Michigan. His research focuses on access to care, quality of care and health equity. He leads a multi-disciplinary team conducting the federally authorized evaluation of the Healthy Michigan Plan, which has expanded Medicaid to one million adults in Michigan. Dr. Ayanian has published extensively on health and healthcare disparities. He is the founding editor in chief of *JAMA Health Forum*. He is a member of American Society for Clinical Investigation and Association of American Physicians. He is a Master of the American College of Physicians. He has received the John Eisenberg National Award for Career Achievement in Research from the Society of General Internal Medicine and the Distinguished Investigator Award from AcademyHealth. He earned his AB degree in history and political science from Duke University, MD from Harvard Medical School, and MPP from the Harvard Kennedy School. He completed residency and fellowship training in primary care internal medicine at Brigham and Women's Hospital and a post-doctoral fellowship in health services research at the Harvard School of Public Health. Dr. Ayanian has served as a member on numerous National Academies' committees including the Committee on Accounting for Socioeconomic Status in Medicare Payment Programs, Committee on A National Surveillance System for Cardiovascular and Select Chronic Diseases, and Committee on Guidance for Designing a National Health Care Disparities Report. He is a member of the National Academy of Medicine.

**Elaine E. Batchlor, M.D., M.P.H.**, is the Chief Executive Officer of MLK Community Healthcare, a state-of-the-art, CMS 5-star-rated hospital and health system that provides care to 1.3 million residents of the medically underserved community of South Los Angeles. In this role, as well as in her previous position as Chief Medical Officer for LA Care, the nation's largest public insurance plan, Dr. Batchlor has devoted her career to reducing health disparities and expanding health care quality and access for the most vulnerable communities. Her first-hand observations of the people, policy and payment challenges to health equity have been widely published, including in *Health Affairs*, *The Atlantic*, *The Washington Post*, *The Los Angeles Times* and more. Her innovative efforts to address provider shortages, payment inequities, and other structural and environmental obstacles to health earned her the James Irvine Foundation Leadership Award, and the Partners in Care Vision and Excellence in Healthcare Leadership Award. An internist and rheumatologist by training, Dr. Batchlor received her M.D. from Case Western Reserve University School of Medicine and M.P.H. from UCLA Fielding School of Public Health. She is a member of the National Academy of Medicine.

**Darrell J. Gaskin, Ph.D., M.S.**, is the William C. and Nancy F. Richardson Professor in Health Policy and Director of the Hopkins Center for Health Disparities Solutions in the Department of Health Policy and Management at the Johns Hopkins Bloomberg School of Public Health. Dr. Gaskin is a health services researcher and health economist and has published extensively on health and healthcare disparities. He is internationally recognized for his contribution. He seeks to identify and understand how contextual factors influence access to care, quality of care and health outcomes for minority, low socioeconomic status, and other vulnerable populations and consults on the economic burden of health inequities. His research strives to develop and promulgate policies and practices that address the social determinants of health and promote equity in health and well-being. He is a research associate of the National Bureau of Economic Research. He serves on the Congressional Budget Office Panel of Health Advisors and the Board of Directors of the American Society of Health Economists. Dr. Gaskin has served in leadership roles in AcademyHealth, the American Public Health Association, the National Academy for State Health Policy, and the National Economics Association. He is a member of Maryland Department of Health's Advisory Committee on Minority Health, the Maryland Health Equity Policy Committee, Health Affairs' Health Equity Advisory Committee, and the National Institute of Neurological Disorders and Stroke Health Disparities Steering Committee. He is a 2019 recipient of the Presidential Early Career Award for Scientists and Engineers. Dr. Gaskin has a Ph.D. in public health economics from the Johns Hopkins University. He holds a M.S. in economics from the Massachusetts Institute

of Technology, and a B.A. in economics from Brandeis University. He has served as a member of numerous National Academies committees including the Committee on Rising Midlife Mortality Rates and Socioeconomic Disparities, and the Committee on Valuing Community-Based, Non-Clinical Prevention Policies and Wellness Strategies. He is a member of the National Academy of Medicine.

**Valarie Blue Bird Jernigan, Dr.PH, M.P.H.,** is Professor of Rural Health and Medicine and Director of the Center for Indigenous Health Research and Policy at Oklahoma State University Center for Health Sciences. Dr. Jernigan has been the Principal Investigator or Co-Investigator on more than 10 NIH-funded trials to improve food systems and health in Indigenous communities. She led the National Heart, Lung, and Blood Institute-funded THRIVE study, the first randomized trial of healthy makeovers in tribally-owned convenience stores, the National Institute on Minority Health and Health Disparities-funded FRESH study, a farm-to-school intervention to support healthy eating patterns among Native American children, and a newly launched tribal community supported agriculture study to promote sustainable changes to the food environment and health in Osage Nation. Dr. Jernigan is the PI for the Center for Indigenous Innovation and Health Equity, funded by the Office of Minority Health, which supports community-based initiatives to restore traditional food systems and practices in American Indian, Alaska Native, and Native Hawaiian communities. Dr. Jernigan is a citizen of the Choctaw Nation of Oklahoma and has argued for increased funding for tribal health services and access to care for Indigenous communities. She received her doctorate in public health from the University of California, Berkeley, and completed a postdoctoral fellowship in cardiovascular disease prevention at Stanford University. Dr. Jernigan was a member of the National Academies' workshop planning committee on Health Equity Approach to Obesity Efforts.

**Thomas A. LaVeist, Ph.D.,** is the Dean and Weatherhead Presidential Chair in Health Equity at the School of Public Health & Tropical Medicine at Tulane University. His career has been dedicated to understanding the causes of inequity in health and its potential solutions. He currently is a compensated member of the AstraZeneca Health Equity Advisory Council, which advises the company on its health equity agenda. He also serves as a judge for the Johnson & Johnson Health Equity Innovation Challenge. Dr. LaVeist is the director and executive producer of *The Skin You're In*, a documentary series that discusses racial health inequities. He is also author of six books including *Minority Population and Health: An introduction to health disparities in the United States* (the first textbook on health disparities). As an award-winning research scientist, Dr. LaVeist has received the "Innovation Award" from National Institutes of Health, the "Knowledge Award" from the U.S. Department of Health and Human Services. He received his B.A. in sociology from the University of Maryland Eastern Shore, his M.A. in sociology from the University of Michigan, and his Ph.D. in medical sociology from the University of Michigan. He is a member of the National Academy of Medicine.

**Monica E. Peek, M.D., M.P.H., MSc.,** is the Ellen H. Block Professor of Health Justice at the University of Chicago, the Associate Vice-Chair for Research Faculty Development at the University of Chicago Department of Medicine, the Executive Medical Director of Community Health Innovations, Associate Director of the Chicago Center for Diabetes Translation Research, and the Director of Research/Associate Director of the MacLean Center for Clinical Medical Ethics. She is a health services researcher, bioethicist, and internist focused on health equity. Dr. Peek's research focuses on promoting equitable doctor-patient relationships among racial minorities, integrating medical and social needs of patients, and addressing discrimination and structural racism that impact health outcomes. She receives funding from the Merck Foundation for work on health equity and diabetes. She has published extensively on social determinants of health, health disparities, and health care education. She has served on the National Advisory Council of AHRQ, the National Executive Council of the American Diabetes Association, the National Council of the Society of General Internal Medicine, and the International Board of Directors for Physicians for Human Rights. She is currently a consultant to CME Outfitters, where she provides health equity education to health providers. Dr. Peek received her M.D. from Johns Hopkins University School of Medicine, completed her residency at Stanford University Hospital, received her M.P.H. from Johns Hopkins University School of Hygiene & Public Health, and her M.Sc. from the University of Chicago. Dr. Peek was a planning committee member of the National Academies'

workshop series on Evolving Crisis Standards of Care and Lessons from COVID-19. She is a member of the National Academy of Medicine.

**Vincent Guilamo-Ramos, Ph.D., M.S.N, M.P.H, FAAN.,** is Dean and Bessie Baker Distinguished Professor of the Duke University School of Nursing, Vice Chancellor for Nursing Affairs, Duke University, and Director of the Center for Latino Adolescent and Family Health. Dr. Guilamo-Ramos is a nurse practitioner dually licensed in primary care and psychiatric-mental health nursing. His research focuses on improving healthcare access, quality, and outcomes for Latinos and other populations experiencing structural adversity, with a focus on mitigating the mechanisms through which the social determinants of health (SDOH) shape health inequities. Dr. Guilamo-Ramos' research has been federally funded for over two decades by NIH and various other agencies. He has published extensively in leading peer-reviewed scientific and health journals, including *The Lancet Infectious Diseases*, *JAMA Pediatrics*, *Pediatrics*, and the *American Journal of Public Health*. In addition, Dr. Guilamo-Ramos and his CLAFH colleagues have developed and applied a novel framework and toolkit for SDOH mitigation ([www.DUSONTrailblazer.com](http://www.DUSONTrailblazer.com)). He serves as a member of the HHS Presidential Advisory Council on HIV/AIDS, the HHS Panel on Antiretroviral Guidelines for Adults and Adolescents, the CDC/HRSA Advisory Committee on HIV, Viral Hepatitis and STD Prevention and Treatment. Dr. Guilamo-Ramos received a PhD in Social Welfare from SUNY Albany, an MSN degree from Duke University, and MPH, MSW, and MS degrees from New York University.

**Brian Rivers, Ph.D., M.P.H.,** is the Director of the Cancer Health Equity Institute and Professor of Community Health and Preventative Medicine at the Morehouse School of Medicine. Dr. Rivers is nationally and internationally recognized as a thought leader in health disparities research. Dr. Rivers' research portfolio has endeavored to expand the application of population-based intervention science to address cancer health disparities in clinical and community-based settings, utilizing multi-level, multi-domain, and multi-sectoral approaches, such as novel technological platforms and iterations of the Patient Navigation model. Dr. Rivers has presented his novel and innovative research findings in diverse settings including the First Congress on Oncology Clinical Trials (Lagos, Nigeria), Movember International Prostate Cancer Consortium (Queensland, Australia), The Atlantic Magazine, The People vs Cancer, South by Southwest (SXSW) conferences, and the National Press Foundation. Dr. Rivers is an active member in the American Association for Cancer Research (AACR) community and serves in several leadership capacities, such as the steering committee for the inaugural AACR Cancer Disparities Progress Report, Chairperson for AACR Minorities in Cancer Research Council, Conference Co-Chair for the 11th AACR Conference on Cancer Health Disparities, and Co-Chair for the AACR Think Tank on Cancer Health Disparities, and the National Advisory Committee for the Robert A. Winn Diversity in Clinical Trials Award Program established by Bristol Myers Squibb, Virginia Commonwealth University, AACR, and Gilead Sciences. Dr. Rivers also serves as Co-Chair for the Georgia Cancer Control Consortium (GC3), a state-funded entity responsible for developing the state's cancer plan and maintaining the cancer prevention and control infrastructure. Dr. Rivers is a retired member of the National Advisory Council on Minority Health and Health Disparities of the National Institutes of Health. Dr. Rivers holds a Ph.D. in health behaviors from the University of Alabama at Birmingham School of Public Health, M.P.H. in social and behavioral sciences from the Morehouse School of Medicine, and a B.S. in Biology, from Vanderbilt University.

**Sara Rosenbaum, J.D.,** is Professor Emerita of Health Law and Policy at the Milken Institute School of Public Health, George Washington University, where she previously held the Harold and Jane Hirsh Professorship and served as founding Chair of the School's Department of Health Policy. She has devoted her career to advancing the health of medically underserved populations. In this capacity, she has developed numerous amicus briefs and written extensively on topics ranging from women's health to Medicaid participation and health equity and disparities. She has served on numerous governmental and other committees, including the Centers for Disease Control and Prevention (CDC) Director's Advisory Committee and the CDC Advisory Committee on Immunization Practice. She was appointed by Congress as a founding Commissioner of Congress's Medicaid and CHIP Payment and Access Commission (MACPAC), which she chaired from January 2016 through April 2017. Professor Rosenbaum is the recipient of many honors and awards, among which are the National

Academy of Medicine's Adam Yarmolinsky Medal, the American Public Health Association Executive Director Award for Service, and the Association of Schools and Programs of Public Health Welch-Rose Award for Lifetime Contributions to the Health of the Public. Professor Rosenbaum also is a past recipient of GW's Trachtenberg Prize for Research. She received her J.D. from Boston University Law School, and her B.A. in American studies from Wesleyan University. She is a member of the National Academy of Medicine.

**Ruth S. Shim, M.D., M.P.H.**, is the Luke & Grace Kim Professor in Cultural Psychiatry in the Department of Psychiatry and Behavioral Sciences at the University of California, Davis, and Associate Dean of Diverse and Inclusive Education at the University of California, Davis School of Medicine. Dr. Shim is an expert on mental health equity, structural racism in medicine, and diversity, equity, and inclusion in academic medicine. She is co-editor of the books, *"The Social Determinants of Mental Health"* and *"Social (In)Justice and Mental Health"* and serves on the Editorial Boards of *Psychiatric Services*, *JAMA Psychiatry*, *Community Mental Health Journal*, and *American Psychiatric Publishing*. She is a member of the Board of Trustees of the Robert Wood Johnson Foundation. She received an MPH in health policy from Rollins School of Public Health at Emory University and an MD from Emory University School of Medicine. Dr. Shim is currently an at-large member of the National Academies' Forum on Mental Health and Substance Use Disorders, and served as a member of the Committee on the Science of Changing Behavioral Health Social Norms.

**Kosali Simon, PhD.**, an economist, is a Distinguished Professor and Herman Wells Professor at Indiana University, Bloomington, O'Neill School of Public and Environmental Affairs where she is also an O'Neill Chair, and the Associate Vice Provost of Health Sciences for the campus. Dr. Simon studies impacts of state and federal health policies on health and related outcomes and disparities among at-risk populations, and has spoken at conferences and other professional venues on the effects of federal and state policies on pharmaceutical and related markets. She has published research on racial equity and inequity in healthcare, specifically related to cancer treatment, opioid use disorder, and Covid-19. She is editor of *Journal of Health Economics (JHE)*, and co-editor of *Journal of Human Resources*. Dr. Simon is a member of the US Congressional Budget Office's panel of health advisors. She is President-elect of the American Society of Health Economists (ASHEcon). Dr. Simon received her Ph.D. in Economics from the University of Maryland. She currently serves on the National Academies' Roundtable on Population Health Improvement. She is a member of the National Academy of Medicine.

**Paul C. Tang, M.D., M.S.**, is an Adjunct Professor in the Clinical Excellence Research Center at Stanford University and an internist at the Palo Alto Medical Foundation (PAMF). He was formerly chief innovation and technology officer at PAMF and vice president, chief health transformation officer at IBM Watson Health. He has over 25 years of executive leadership experience in health information technology within medical groups, health systems, and corporate settings. Dr. Tang was co-chair of the federal Health Information Technology Policy committee from 2009-2017. He has served as board chair for several health informatics professional associations, including the American Medical Informatics Association. He received his B.S. and M.S. in electrical engineering from Stanford University and his M.D. from the University of California, San Francisco. He has served on numerous National Academies' committees and previously chaired the committee that produced the *Patient Safety: A New Standard for Care* report and *Key Capabilities of an Electronic Health Record System* report. He is a member of the National Academy of Medicine.

**Reginald Tucker-Seeley, ScD.**, is the Vice President of Health Equity at ZERO-The End of Prostate Cancer. In this role, he leads the development and implementation of ZERO's health equity strategy to reduce racial/ethnic and place-based disparities in prostate cancer. Prior to joining ZERO, he was the inaugural holder of the Edward L. Schneider chair in gerontology and Assistant Professor in the Leonard Davis School of Gerontology at the University of Southern California (USC). Prior to joining USC, he was an Assistant Professor of Social and Behavioral Sciences at DFCI and HSPH. Dr. Tucker-Seeley's research has focused on social determinants of health across the life course, such as the association between the neighborhood environment and health behavior; and on individual-level socioeconomic determinants of multi-morbidity, mortality, self-rated physical, mental, and oral health. His research has also investigated the association of financial hardship with health



across the cancer continuum from prevention to end-of-life care. Dr. Tucker-Seeley has a longstanding interest in the impact of health policy and social policy on racial/ethnic minorities and across socioeconomic groups. He has experience working on local and state level health disparities policy, and has developed, and taught courses focused on measuring and reporting health disparities. Dr. Tucker-Seeley was a Robert Wood Johnson Health Policy Fellow with a placement in the United States Senate. He currently serves as a board member at the American Board of Internal Medicine Foundation and at the National Patient Advocate Foundation/Patient Advocate Foundation. He is also the chair-elect of the Health Equity and Outcomes Committee of the American Society of Clinical Oncology. Dr. Tucker-Seeley completed an M.A. and Sc.D. in public health (social and behavioral sciences) at the Harvard T.H. Chan School of Public Health (HSPH) and a postdoctoral fellowship in cancer prevention and control at HSPH and the Dana-Farber Cancer Institute. He co-chaired the National Academies' workshop planning committee on Promoting Health Equity in Cancer Care, and currently serves as a member of the Roundtable on the Promotion of Health Equity.

**Consuelo Hopkins Wilkins, M.D., MSCI**, is Senior Vice President and Senior Associate Dean for Health Equity and Inclusive Excellence, Vanderbilt University Medical Center. Dr. Wilkins is a nationally recognized physician-scientist leader in health equity research focused on integrating social, cultural, and environmental factors into clinical and translational research. Throughout her career, Dr. Wilkins has led local and regional centers focused on the elimination of systemic inequities that disproportionately impact minoritized racial and ethnic groups including two NIH-funded centers addressing disparities in African Americans and Hispanic/Latinx populations. She is a member of the American Society of Clinical Investigation. She is a recipient of the prestigious Marion Spencer Fay Award. She earned a B.S. in microbiology and M.D. from Howard University. Dr. Wilkins completed Internal Medicine Residency at Duke University Medical Center; Geriatric Medicine fellowship at Washington University School of Medicine/Barnes-Jewish Hospital and a Master of Science in Clinical Investigation from Washington University School of Medicine. Dr. Wilkins is a member of the National Academy of Medicine.