

Exploring a Culture of Fairness, Respect, and Anti-racism in Health Professions Education through an Accreditation Lens

February 9, 2022

Workshop Objective: To explore shifting institutional structures for improving DEI and eliminating racism and anti-black racism in health professions education

WELCOME & FRAMING THE GOALS	
3pmET	Welcome & Framing Remarks <ul style="list-style-type: none"> Tanya Smith Brice, Workshop Planning Committee Chair
3:10pm	Shifting institutional structures for improving DEI and eliminating racism in HPE <ul style="list-style-type: none"> Richard Baker, Workshop Planning Committee Vice-Chair
PERSPECTIVES FROM ACCREDITATION	
3:20pm	<p>Panel discussion: Sharing experiences of proactive approaches to eliminating racism in HPE</p> <p>Co-Moderators: Miguel Paniagua, Associate Vice President, Assessment Operations & Medical Education (NBME) & Lisa VanHoose, Owner and Executive Director of the Ujima Institute</p> <p>Panel Discussants:</p> <ul style="list-style-type: none"> Council on Social Work Education (CSWE) Megan Fujita, Executive Director, Social Work Accreditation at CSWE Council on Education for Public Health (CEPH) Laura Rasar King, Executive Director of CEPH NLN Commission for Nursing Education Accreditation (CNEA) Teresa Shellenbarger, Executive Director, CNEA Accreditation Council for Graduate Medical Education (ACGME) William McDade, Chief Diversity and Inclusion Officer, ACGME <p>Discussion</p>
4:05pm	<p>Roundtable Discussion: Moving toward proactive approaches to eliminating racism in HPE</p> <p>Co-Moderators: Lisa VanHoose, Owner and Executive Director of the Ujima Institute & Miguel Paniagua, Associate Vice President, National Board of Medical Examiners</p> <p>Roundtable Discussants</p> <ul style="list-style-type: none"> Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) Kimberlee Moore, Director of Accreditation, CAA American Psychological Association, Commission on Accreditation (APA-CoA) Jacqueline Remondet Wall, Director, Office of Program Consultation and Accreditation, APA Accreditation Council for Education in Nutrition and Dietetics (ACEND) Rayane AbuSabha, Executive Director, Accreditation and Education Programs Accreditation Council for Pharmacy Education (ACPE) Mary E. Kiersma, Associate Director of Professional Degree Program Accreditation, ACPE Accreditation Council for Graduate Medical Education (ACGME) William McDade, Chief Diversity and Inclusion Officer, ACGME

4:50pm	Closing Comments from Chair & Vice Chair
5pm	Adjourn

READ AHEAD ARTICLES:

- [Racism and Health: Evidence and Needed Research](#)
- [Structural racism and health inequities in the USA: evidence and interventions](#)

ADEI Definitions

Anti-racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions.

Diversity is the presence of differences that may include, but not limited to, age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion/spirituality, sex, sexual orientation, and tribal sovereign status.

Equity is the fair treatment, access, opportunity, and advancement recognizing that all people do not all start from the same place. Equity is achieved by promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Actively addressing equity issues requires an understanding of the root causes of outcome disparities within our society and making adjustments to imbalances.

Inclusion is the act of creating environments in which individuals and groups are engaged, respected, valued, and supported through the elimination of practices and behaviors that result in marginalization. Inclusion is achieved when all individuals are welcomed to fully participate.

Sources:

National Association of Colleges and Employers. (2022). *Equity*. NACE Center for Career Development and Talent Acquisition. <https://www.nacweb.org/about-us/equity-definition/>

Annie E. Casey Foundation. (2020, August 24). *Equity vs. equality and other racial justice definitions*. <https://www.aecf.org/blog/racial-justice-definitions>

Office of the Senior Vice President for Equity. (2021). *University wide diversity strategic planning toolkit: Charting our inclusive path forward*. Rutgers University. https://diversity.rutgers.edu/sites/default/files/2021-01/Rutgers_Strategic%20Plan_012821_FINAL.pdf

Code for America Labs, Inc. (2020). *A diverse workforce and inclusive culture are central to our work at Code for America*. <https://www.codeforamerica.org/about-us/diversity-equity-inclusion/>

Workshop Planning Committee Members

- Tanya Smith Brice, PhD, MSW (Chair), Vice President of Education Council on Social Work Education
- Richard (Rick) Baker, MD, (Vice Chair), Vice Dean for Medical Education, Professor of Ophthalmology, Wayne State University School of Medicine
- Vineet Arora, MD, MAP, Associate Chief Medical Officer - Clinical Learning Environment, University of Chicago

- Sherilynn J. Black, PhD Assistant Professor of the Practice, Medical Education and Associate Vice Provost for Faculty Advancement, Duke University
- Hadiya Green Guerrero, PT, DPT, American Physical Therapy Association
- Marcus Darnell Henderson, MSN, RN, Lecturer, Family and Community Health, University of Pennsylvania School of Nursing, PhD Student, Johns Hopkins University School of Nursing
- Lynne Holden, MD, Professor, Emergency Medicine, Albert Einstein College of Medicine Vice-Chair, Diversity and Inclusion, Department of Emergency Medicine, Albert Einstein College of Medicine
- Nadeem Karimbux, DMD, MMS Dean, Tufts University School of Dental Medicine
- Lemmietta G. McNeilly, Ph.D., CCC-SLP, CAE, FASHA, FNAP Chief Staff Officer, Speech-Language Pathology American Speech-Language-Hearing Association
- Ryan J. Petteway, DrPH, MPH, Assistant Professor, Community Health/Health Promotion, OHSU-PSU School of Public Health

Speaker Biographies

Planning Committee



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

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

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



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

Ophthalmology, associate vice president for Research, associate dean for Research and director of the Charles Drew NIH-RCMI Biomedical Research Center. Previous leadership positions at UCLA include associate dean at the UCLA David Geffen School of Medicine and associate director of the Jules Stein Center for Eye Epidemiology.

Dr. Baker is the founding director of the Drew Health Services Research Center, and co-founder and executive director of the Drew Urban Telemedicine Center of Excellence. He serves on the Board of Directors of the Southeast Michigan Center for Medical Education, the National Medical Fellowships Alumni Association and

the Latino Physicians of California. His previous board service includes the Board of Directors of the California Medical Association, the Los Angeles County Medical Association, the Association of Minority Health Professions Schools, the Hispanic Serving Health Professions Schools, the UCLA School of Medicine Board of Visitors, the California Black Health Network, the Drew Economic Development Corp., the Drew Faculty Practice Plan, and founding board member of the Los Angeles Eye Institute.

Co-Moderator Biographies



Miguel A. Paniagua, MD, FACP, FAAHPM, FCPP received his undergraduate degree from Saint Louis University before earning his MD at the University of Illinois College of Medicine, Chicago. Dr. Paniagua completed his internal medicine residency and gerontology & geriatric medicine fellowship at the University of Washington, Seattle. Miguel is a forum member representative to the Global Forum on Innovations in Health Professions Education, and a member of the Alpha Omega Alpha medical honor society. He is a fellow of the American College of Physicians, the American Academy of Hospice & Palliative Medicine, and the College of Physicians of Philadelphia. Dr. Paniagua currently serves as

Associate Vice President Assessment Operations and Medical Education at the National Board of Medical Examiners. His work at NBME includes the development of novel assessments, consulting and teaching, work on the impact of patient characteristics in exams, and wellness and burnout. Dr. Paniagua practices consultative Hospice and Palliative Medicine at the Hospital of the University of Pennsylvania and is Adjunct Professor of Medicine in the faculty of the Perelman School of Medicine at the University of Pennsylvania. He is the co-editor of the fifth & sixth edition of "Constructing Written Test Questions for the Basic and Clinical Sciences," and the fifth edition of "Essential Practices" (UNIPAC) palliative medicine book series.'

Lisa VanHoose, PT, PhD, MPH has practiced oncologic physical therapy since 1996. She is a Board-Certified Clinical Specialist in Oncologic Physical Therapy. As a NIH, PCORI, and industry funded researcher, Dr. VanHoose investigates cancer related side effects with an emphasis on minority and rural cancer survivorship using the socioecological model. Investigations of distress in cancer survivors revealed that African American women were concerned about provider bias and other racial issues during their care. She expanded that work to explore physical and psychosocial factors responsible for health disparities in diverse groups of cancer survivors. Her team published a systematic review explaining the impact of perceived racism on health outcomes for a variety of medical conditions and diseases affecting African American women. Other work includes qualitative investigations into community identified risk factors of cardiovascular disease in African American men.



She serves on the Diversity, Equity, and Inclusion staff workgroup for the American Physical Therapy Association (APTA). She currently serves on the Special Populations: Nursing Home subcommittee for Gov. John Bel Edwards Louisiana COVID-19 Health Equity Task Force. She has been an advocate for movement of all persons, including the elimination of social policies and practices that are barriers to movement friendly environments. Dr. VanHoose received her PhD in Rehabilitation Science and MPH from the University of Kansas Medical Center. She completed fellowships at the University of Arkansas Medical Sciences Donald W. Reynolds Institute on Aging and the National Institute of Heart, Lung, and Blood Institute PRIDE Summer Institute with an emphasis in Cardiovascular Genetic Epidemiology. Her Bachelor of Science in Health Science and Master of Science in Physical Therapy were completed at the University of Central Arkansas.

Panel and Roundtable Discussants



Rayane AbuSabbha, PhD, RD is the Executive Director of the Accreditation Council for Education in Nutrition and Dietetics (ACEND). She is also Professor Emerita at The Sage Colleges in Troy, NY where she served as the Department Chair of Nutrition Science and directed several nutrition and dietetics programs at the undergraduate and graduate levels. Before coming to Sage, Rayane was the Executive Director of the Spinal Cord Injury Board and the Breast Cancer Research Board at the New York State Department of Health. She also served as Research Analyst at the United States Department of Agriculture, Food and Nutrition

Service. She has over thirty years of research experience and is well published in the area of nutrition education.

Megan Fujita, Ph.D., MSW, is the Executive Director of Accreditation at the Council on Social Work Education. In this role, she oversees accreditation operations, and supports the candidacy and reaffirmation of more than 900 social work programs and post-Master's fellowship programs across the United States. Dr. Fujita has held a variety of administrator roles across higher education. Most recently, she served as the Assistant Dean of Assessment and Evaluation at the George Washington University School of Nursing, and has experience in curriculum development and instructional design. Megan holds a Ph.D. in education policy from George Mason University and earned her MSW and bachelor's degrees from the University of Michigan. Megan is a lecturer at George Washington University where she teaches statistics, and holds a faculty affiliate appointment at George Mason University College of Education and Human Development, where her research focuses on decision-making and supports among college students with disabilities.



Mary E. Kiersma, PhD, PharmD, MS, is the Associate Director of Professional Degree Programs Accreditation at the Council for Pharmacy Education. Dr. Kiersma's roles include engaging professional degree program stakeholders, leading site visits, designing and conducting research, and speaking about ACPE activities at training sessions and professional meetings. Prior to joining ACPE, Dr. Kiersma was the Director of Assessment and Assistant Professor of Pharmacy Practice at Manchester University College of Pharmacy in Fort Wayne, Indiana. Dr. Kiersma received her PharmD from Purdue University. After working as a community pharmacist, she returned to Purdue to pursue MS and PhD degrees, with a focus on evaluation and assessment in pharmacy education.

Dr. Kiersma received her PharmD from Purdue University. After working as a community pharmacist, she returned to Purdue to pursue MS and PhD degrees, with a focus on evaluation and assessment in pharmacy education.

William A. McDade, MD, PhD is the Chief Diversity, Equity, and Inclusion Officer for the Accreditation Council for Graduate Medical Education (ACGME) and adjunct professor of Anesthesiology at Rush Medical College. Prior to that, he was Executive Vice-President/Chief Academic Officer for the Ochsner Health System and adjunct professor at the University of Queensland; Professor of Anesthesia and Critical Care at the University of Chicago, Associate Dean for Multicultural Affairs at the Pritzker School of Medicine; and Deputy Provost for Research and Minority Issues for the University of Chicago. He is founder of the James E. Bowman Society at the University of Chicago whose focus is on achieving diversity in academic excellence and the elimination of health inequities. Dr. McDade has been a past-president and board chair of the Chicago Medical Society and Illinois State Medical Society; and president of the Cook County Physicians Association, Chicago Society of Anesthesiologists and the Prairie State Medical Society. He has served as Chair of the National Medical Association's Anesthesiology Section and the American Medical Association's Council on Medical Education. He served on the US Department of Education's National Committee on Foreign Medical Education and Accreditation; and has been a representative to the Coalition for Physician Accountability; a board member for



the National Board of Medical Examiners and for the ACGME, where he chaired the Taskforce on Diversity in Graduate Medical Education; and, has served as a member of the Board of Trustees of the American Medical Association and on the Executive Committee of the Board of the Joint Commission. Dr. McDade is a board-certified Anesthesiologist having graduated from Pritzker's Medical Scientist Training Program earning a PhD in Biophysics and Theoretical Biology. He completed his internship in internal medicine at UChicago and residency at the Massachusetts General Hospital. He is a member of AOA and the Bucksbaum Institute for Clinical Excellence.



Kimberlee Moore, MPP, is the Director of Accreditation for the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language-Hearing Association (ASHA). She serves as ASHA's chief accreditation officer and Ex-Officio member of the CAA, providing strategic leadership to the Council and overseeing the quality assurance processes for over 380 graduate programs in audiology and speech-language pathology. Ms. Moore holds a Master of Public Policy degree from the University of Maryland, College Park, a Postgraduate Certificate in Business Administration from the Georgetown University School of Continuing Studies, and a Bachelor of Arts degree from the University of Georgia.



Laura Rasar King, EdD, MPH serves as the Executive Director of the Council on Education for Public Health. She has 20 years of experience leading public health and higher education organizations in their quality assurance and improvement efforts. Her work and career have focused on ensuring that academic public health produces graduates that meet the needs of the public health workforce.

Dr. King has served in an integral role in advancing workforce development efforts in public health through her professional activities. As a member of the National Board of Public Health Examiners since 2013, she served on the Job Task Analysis steering committee. In addition, she has served in a variety of appointed and elected positions in the American Public Health Association, including as a member of the Education Board. Dr. King also serves in a variety of capacities in the higher education accreditation community. She has served as Chair of the Association of Specialized and Professional Accreditors (ASPA), where she currently chairs the Education Policy Committee. She served as the primary negotiator for specialized accreditation on the 2019 Negotiated Rulemaking Committee convened by the US Department of Education to renegotiate rules to implement the Higher Education Act. She regularly advocates for professional education and its connection to workforce needs, especially in the health professions, and the importance of quality assurance programs at a national level.

Dr. King is a frequent speaker on higher education, accreditation, academic public health and public health workforce issues. She has published several articles in public health journals including: American Journal of Public Health, Health Education & Behavior, Health Promotion Practice, and Frontiers in Public Health.

Dr. King received an EdD in Organizational Development with a focus on higher education from Northeastern University and an MPH in health promotion and disease prevention from The George Washington University Milken Institute School of Public Health. She earned a BA in psychology from American University.



Jacqueline Remondet Wall, PhD, is the director of the Office of Program Consultation and Accreditation at the American Psychological Association and holds the rank of Professor Emeritus at the University of Indianapolis. She has a doctoral degree in industrial/organizational psychology and completed post-doctoral respecialization training in clinical psychology, with postdoctoral residencies completed in rehabilitation psychology and neuropsychology. Her professional work has focused on assessment and outcome evaluation.

Teresa Shellenbarger, PhD, RN, CNE, CNEcl, ANEF, is the Executive Director for the National League for Nursing Commission for Nursing Education Accreditation (CNEA), Washington DC. Previously she was a Distinguished University Professor and Doctoral Program Coordinator at Indiana University of Pennsylvania, Indiana PA. During her 30 years of classroom and clinical teaching across various programs and levels of nursing education, she has established a reputation as an expert educator, author, mentor, and respected leader advocating for quality and excellence in nursing education.

