

## Exploring a Culture of Fairness, Respect, and Anti-racism in Health Professions Education: Language Matters

### February 22, 2022

**Workshop Session Objective:** To explore the importance of language for setting up action on improving DEI and eliminating racism structures in health professions education

WELCOME	
4:30pmET	<p><b>Welcome &amp; Framing Remarks</b></p> <ul style="list-style-type: none"> <li>Tanya Smith Brice, Chair of Workshop Planning Committee</li> </ul>
LANGUAGE MATTERS	
4:40pmET	<p><b>Defining DEI vs Anti-racism and Anti-Black-racism</b></p> <ul style="list-style-type: none"> <li>Richard Baker, Vice-Chair of Workshop Planning Committee</li> </ul>
4:50pm	<p style="text-align: center; color: #0070C0;"><b>What Does It Mean To Be An Anti-racism Organization?</b></p> <p><b>Moderator:</b> Sherilynn Black, Workshop Planning Committee Members <b>Speaker:</b> Mary Klotman, Dean, School of Medicine, Duke University</p> <p><b>Participants:</b> Expand the conversation by adding questions and comments to the chat</p>
MOVING THE NEEDLE WITH STRONG LEADERS	
5:20pm	<p style="text-align: center; color: #0070C0;"><b>Moving the Needle to Improve DEI &amp; Promote Anti-racism Structures</b></p> <p><b>Moderators:</b> Lemmietta McNeilly &amp; Marcus Henderson, Workshop Planning Committee</p> <p>Framing the Discussion: Thomas A. LaVeist, Dean &amp; Weatherhead Presidential Chair in Health Equity</p> <p><b>Roundtable Discussants:</b></p> <ul style="list-style-type: none"> <li>Nadeem Karimbux, Dean, School of Dental Medicine, Tufts University</li> <li>Ramona Denby-Brinson, Dean of the School of Social Work, University of North Carolina at Chapel Hill</li> <li>Antonia M. Villarruel, Dean of Nursing, University of Penn</li> <li>Dawn Richardson, Associate Dean, Social Justice, OHSU-PSU School of Public Health</li> <li>Catherine R. Lucey, Vice Dean for Education, School of Medicine, University of California, San Francisco</li> <li>Thomas A. LaVeist, Dean and Weatherhead Presidential Chair in Health Equity</li> </ul> <p><b>Participants:</b> Expand the conversation by adding questions and comments to the chat</p>
6:20pm	<p><b>Closing Comments from Chair &amp; Vice Chair</b></p>
6:30pm	<p><b>Adjourn</b></p>

## **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, MMSD 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**

See pages 3-7

## 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.

## Planning Committee Moderators



**Sherilynn Black, PhD** is the Associate Vice Provost for Faculty Advancement at Duke University. She provides leadership in faculty advancement and development for pre-tenure, mid-career, and non-tenure system faculty. She has expertise in creating interventions to increase representation and equity among faculty and students across disciplines and leads work nationally to catalyze systemic change in academia.

Dr. Black is an Assistant Professor of the Practice of Medical Education and engages in social neuroscience research on the effectiveness of interventions to promote diversity and equity in academia. She served as the founding Director of the Office of Biomedical Graduate Diversity for

Duke University School of Medicine and was a Principal Investigator of the NIH-IMSD funded Duke Biosciences Collaborative for Research Engagement (BioCoRE) Program.

Dr. Black holds national appointments with NIH, HHMI, AAMC, Burroughs Wellcome Fund, the National Academies of Science, Engineering and Medicine, and the Society for Neuroscience. She currently serves on the Advisory Committee to the Director of NIH (Working Group on Diversity) and has won a number of distinctions, including the Samuel Debois Cook Society Award, the Deans Award for Inclusive Excellence in Graduate Education, and the Equity, Diversity and Inclusion Award. She was named one of Cell's 'Most Inspiring Black Scientists in America'.

Dr. Black earned her BS in Psychology and Biology with highest honors at UNC-Chapel Hill as a Morehead-Cain Scholar. She earned her PhD in Neurobiology at Duke University and completed additional studies in educational statistics and intervention assessment in the School of Education at UNC-Chapel Hill.



**Marcus D. Henderson, MSN, RN**, is currently in his first year pursuing a PhD at Johns Hopkins University School of Nursing, in Baltimore, MD. His research interest is in child and adolescent mental health, mental health disparities, social determinants of health, and mental health services research. His goal is to improve care, eliminate disparities, and optimize outcomes for children and adolescents from marginalized backgrounds.

Mr. Henderson has professional experience working in community-based, acute psychiatric, and educational settings. He was a child and adolescent inpatient psychiatric-mental health nurse for over three years in Philadelphia, PA. During that time, Mr. Henderson was also a lecturer in the Department of Family and Community Health at the University of Pennsylvania School of Nursing, where he taught undergraduate community health and psychiatric nursing. Prior, Mr. Henderson served as the Co-Founder and Executive Director of Up and Running Healthcare Solutions, a Philadelphia-based organization that provided case management and other supportive services to homeless individuals. His work on health for homeless individuals and community health workers was funded by the 2017 Presidents Engagement Prize from the University of Pennsylvania. For his work in the Philadelphia community, in 2018 he was recognized as a Community Champion for Positive Change by the Independent Blue Cross Foundation.

Mr. Henderson is an elected board member of the American Nurses Association and served as a member of the Committee on the Future of Nursing 2020-2030 at the National Academy of Medicine. In 2021, he was appointed to serve as a member of the National Commission to Address Racism in Nursing and trustee of the ANA-Political Action Committee. He holds a BSN and MSN in Health Leadership from the University of Pennsylvania School of Nursing, and he also holds a certificate in Health Care Innovation from the Perelman School of Medicine.



**Lemmietta G. McNeilly, Ph.D., CCC-SLP, CAE, FASHA, FNAP** serves on the American Speech-Language-Hearing Association's (ASHA's) Executive Team as the Chief Staff Officer, Speech-Language Pathology, and is responsible for the following units: Governmental Relations and Public Policy, Speech-Language Pathology Practices units (Clinical Issues, Health Care, and School Services), Special Interest Groups, and International Programs.

Her leadership experiences span higher education, health care systems and association management. Her research and clinical expertise are in the areas of developmental language disorders, pediatric dysphagia for medically fragile pediatrics. She has published and conducted seminars internationally for leaders in health care associations and academic arenas on several topics including genomics for health care professionals, social determinants of health, the International Classification of Health Functioning and Disability, practicing at the Top of the License, speech-language pathology scope of practice including mentoring students and support personnel, assessing and managing the needs of culturally and linguistically diverse children, interprofessional education and collaborative practice and communication disorders in children with chronic health conditions.

She is an ASAE Diversity Executive Leadership Scholar and Certified Association Executive; ASHA Fellow and National Academies of Practice Distinguished Scholar and Fellow; also World Health Organization and Global Rehabilitation Alliance consultant. She earned a Doctor of Philosophy degree in Speech-Language Pathology, 1998 from Howard University; a Master of Arts degree in Speech Pathology and Audiology, 1979 from South Carolina State University; and a Bachelor of Science degree in Communication Disorders, 1978 from Hampton University. She has participated in the Global Forum on Innovation in Health Professional Education since 2012 and served on the Planning Forum Committee in 2013, provided response to the Educating Health Professionals in the Social Determinants of Health 2015 workshop.

## Speakers and Roundtable Discussants



**Ramona Denby-Brinson, Ph.D.**, began her appointment as dean of the University of North Carolina at Chapel Hill School of Social Work in August 2021. She is the 13th person and the first Black woman to serve in this role.

Training new generations of social work professionals, Denby-Brinson has taught social work for more than 27 years and served 17 years in academic administration. Creating access to education for diverse students and advancing their success has been one of her critical missions.

In leadership roles at The Ohio State University and the University of Nevada Las Vegas, she grew the enrollment of underrepresented minority and first-generation undergraduate students (32% increase) and graduate students (22%). She led graduate curriculum redesign work to prepare practitioners to practice using an inclusive, antiracist, social justice-oriented curriculum.

Denby-Brinson came to UNC-Chapel Hill from Ohio State's College of Social Work, where she served as professor and associate dean of academic affairs. Previously, she served on the faculty of Arizona State University as associate dean of research with the Watts College of Public Service and Community Solutions and professor in the School of Social Work. She served for 20 years at UNLV in various academic, research, and administrative roles. Denby-Brinson began her career at the University of Tennessee Knoxville as an assistant professor and researcher at the first-ever NIH-funded social work research center on children's mental health services. Denby-Brinson earned her Bachelor of Social Work degree at Arizona State University, Master of Social Work from UNLV, and doctoral degree from Ohio State.



**Nadeem Karimbux, DMD, MMSc**, was appointed dean of Tufts University School of Dental Medicine in July 2019. He also serves as professor in the Department of Periodontology.

Before joining TUSDM in 2012, Dr. Karimbux served in numerous positions at Harvard School of Dental Medicine (HSDM), including director of predoctoral periodontology, program director of the Advanced Graduate Education Program in Periodontology and in 1998, assistant dean for dental education. Dr. Karimbux has served on the board of editors for the Journal of Dental Education and as an associate editor for the Journal of Periodontology and MedEdPORTAL. He is the editor for the Journal of Dental Education and the online editor for Carranza's Clinical

Periodontology textbook.

Dr. Karimbux has received numerous honors during his academic career, including the G.W. Teuscher Award from the American Society of Dentistry for Children, the Periodontal Educator Award from the American Academy of Periodontology, and Distinguished Faculty Awards from Harvard School of Dental Medicine. In 2010, he received the Presidential Citation from the American Dental Education Association. He has published more than 100 papers, authored textbooks, and lectured worldwide. In 2015, he received the Provost's Award for Outstanding Teaching and Service from the University.

Dr. Karimbux received his D.M.D. from HSDM in 1991 and his M.M.Sc. and Graduate Certificate in periodontology from HSDM in 1993.



**Mary E. Klotman, MD**, was named dean of the Duke University School of Medicine and vice chancellor for health affairs at Duke University in January 2017, and assumed her new role on July 1, 2017. Prior to her appointment as dean, Dr. Klotman served with distinction as chair of the Department of Medicine in the Duke University School of Medicine for seven years.

Dr. Klotman earned her undergraduate and medical degrees from Duke University. She completed her internal medicine residency and a fellowship in Infectious Diseases in the Department of Medicine at Duke before joining the faculty as assistant professor of medicine. She joined the National Institutes of Health in 1991, where she was a member of the Public Health Service and trained and worked in the Laboratory of Tumor Cell Biology under the

direction of Robert C. Gallo, MD.

Before returning to Duke in 2010, Dr. Klotman joined Mount Sinai School of Medicine where she was the Irene and Dr. Arthur M. Fishberg Professor of Medicine and served as chief of the Division of Infectious Diseases for 13 years. She was also co-director of Mount Sinai's Global Health and Emerging Pathogens Institute, a program designed to translate basic science discoveries into clinical therapeutics for newly emerging and re-emerging infectious diseases.

A pioneering physician-scientist, Dr. Klotman's research interests are focused on the molecular pathogenesis of Human Immunodeficiency Virus 1 (HIV-1) infection. Among many important contributions to this field, Dr. Klotman and her team

demonstrated that HIV resides in and evolves separately in kidney cells, a critical step in HIV-associated kidney disease. Most recently, her group has been defining the role of integrase-defective lentiviral vectors for the delivery of an HIV vaccine.

Dr. Klotman is past president of the Association of American Physicians and past president of the Association of Professors of Medicine. She was elected to membership in the Academy of Medicine in 2014. Dr. Klotman is a former president of the Duke Medical Alumni Association and received a Duke University School of Medicine Distinguished Alumni Award in 2015. Klotman is editor of Annual Reviews of Medicine.



**Thomas A. LaVeist, Ph.D.** is department chair and professor in the Department of Health Policy and Management in the Milken Institute School of Public Health at the George Washington University (GW). Before joining GW he was the William C. and Nancy F. Richardson Professor in Health Policy and Director of the Hopkins Center for Health Disparities Solutions at the Johns Hopkins Bloomberg School of Public Health. He received his bachelor's degree from the University of Maryland Eastern Shore, his doctorate degree in medical sociology from the University of Michigan and postdoctoral fellowship in public health at the Michigan School of Public Health.

Dr. LaVeist has published more than 100 articles in scientific journals including Health Affairs, Journal of General Internal Medicine, American Journal of Public Health, American Journal of Epidemiology, American Journal of Sociology, Milbank Quarterly, Medical Care, Journal of the American College of Cardiology, Ethnicity and Disease, Health Services Research, and Social Science & Medicine. He is a highly sought after lecturer at leading universities, corporations, professional conferences and workshops. His research has been funded by the National Institutes of Health, Center for Disease Control, Department of Defense, Commonwealth Fund, Sage Foundation and the Agency for Healthcare Research.

Dr. LaVeist has provided consultation services for numerous federal agencies and healthcare organizations on minority health and cultural competency issues and racial disparities in health. His dissertation on racial disparities in infant mortality was awarded the 1989 Roberta G. Simmons Outstanding Dissertation Award by the American Sociological Association. He is the recipient of the "Innovation Award" from the National Institutes of Health, and the "Knowledge Award" from the U.S. Department of Health and Human Services, Office of Minority Health. In 2013 he was elected to membership in the National Academy of Medicine (formally the Institute of Medicine) of the National Academy of Science.

In addition to his scholarly writing, Dr. LaVeist has written articles for Newsweek Magazine, Black Enterprise Magazine, and the Baltimore Sun. The second edition of his edited volume, Race, Ethnicity and Health: A Public Health Reader (Jossey-Bass Publishers) was published fall 2012. His textbook, Minority Populations and Health: An Introduction to Race, Ethnicity and Health in the United States, (Jossey-Bass) was published in 2005. He is also the author of The DayStar Guide to Colleges for African American Students (Stanley Kaplan/Simon and Schuster), and co-author of "8 Steps to Help Black Families Pay for College (Princeton Review/Random House). His most recent book project, Legacy of the Crossing: Life, Death, and Triumph among Descendants of the World's Largest Forced Migration was published in 2017.



**Catherine R. Lucey, MD, MACP** is Vice Dean for Education and Executive Vice Dean for the School of Medicine at the University of California, San Francisco (UCSF). She directs the undergraduate, graduate and continuing medical education programs of the School of Medicine and the Office of Medical Education. Dr. Lucey is on the executive management team for the School of Medicine's Differences Matters Initiative and oversees other strategic initiatives for the medical school and the campus.

Dr. Lucey's national portfolio of work has included membership on the National Academy of Medicine, the Board of Directors of the Association of American Medical Colleges and the American Board of Medical Specialties. Additionally, she served as Chair of the American Board of Internal Medicine. In these roles, she has worked to influence the direction of academic medicine and the continuum of medical education in ways aligned with UCSF's approach to education, culture and community.

Dr. Lucey joined UCSF from Ohio State University, where she was Vice Dean for Education for the College of Medicine and Associate Vice President for Health Sciences Education for the Office of Health Sciences. She completed her residency in internal medicine at UCSF, including service as Chief Resident at the UCSF affiliated San Francisco General Hospital.

She earned her medical degree from Northwestern University School of Medicine.



**Dawn M. Richardson, DrPH, MPH (she/her/hers)** is the Associate Dean for Social Justice in the OHSU-PSU School of Public Health (SPH) where she is advancing the school’s antiracism initiative. Her efforts in the Dean’s office are informed by her scholarship as an Associate Professor: Dr. Richardson is a social epidemiologist whose research is informed by the principles of community-based participatory research. With her research Dr. Richardson seeks to build understanding of how structural inequities impact health and to develop upstream interventions to advance health equity. A growing focus of her scholarship is on the development and incorporation of “pathway” programs intended to center and celebrate the expertise of Black, Indigenous, and other Scholars of Color in the academy, particularly in public health. Her most recent research efforts include: an NIH-funded study examining the role of documentation status on immigrant women's health; an evaluation of paid leave policies and related analysis of structural racism as a driver of barriers to accessing such policies; and a pilot project aimed at understanding how to best support BIPOC Women Scholars pursuing STEM-focused degrees to promote public health.



**Antonia M. Villarruel, PhD, RN, FAAN** is the Margaret Bond Simon Dean of Nursing at the University of Pennsylvania School of Nursing and Director of the School’s WHO Collaborating Center for Nursing and Midwifery Leadership. As a bilingual and bicultural nurse researcher, Dr. Villarruel has extensive research and practice experience with diverse Latino and Mexican populations and communities, health promotion and health disparities research and practice. She incorporates a community-based participatory approach to her research. Specifically, her research focuses on the development and testing of interventions to reduce sexual risk behaviors among Mexican and Latino youth. She has been the PI and Co-PI of seven randomized clinical trials concerned with reducing sexual and other risk behaviors. As part of this program of research, she developed an efficacious program to reduce sexual risk behavior among Latino youth – entitled *Cuidate!*. This program is disseminated nationally by the CDC. In addition to her research, Dr. Villarruel has assumed leadership in many national and local organizations. Dr. Villarruel currently Chairs the National Academy of Medicine (NAM) and Robert Wood Johnson Foundation (RWJF) Health Policy Fellowship Program, co-Chairs the Strategic Advisory Committee of the AARP/RWJ Center for Health Policy Future of Nursing Campaign for Action and is the former chair of the National Academy of Sciences Roundtable on the Promotion of Health Equity. She has received numerous honors and awards including International Nurse Researcher Hall of Fame from Sigma Theta Tau International, membership in the American Board of Internal Medicine, selection as a Fellow in the American Academy of Nursing, the Global Philadelphia Association’s Gloyb Award for Educational Leadership and is an elected Fellow of the College of Physicians of Philadelphia. Dr. Villarruel earned an MSN from the University of Pennsylvania, and her PhD in nursing from Wayne State University.