

## Exploring a Culture of Fairness, Respect, and Anti-racism in Health Professions Education: Influencing Institutional Structures

**March 23, 2022**

**Workshop Session Objective:** To explore actions and perspectives from funders on dismantling institutional structures that perpetuate discriminatory treatments, unfair policies, or biased practices based on race; and to consider metrics for measuring anti-racism structures of institutions

TAKING RACISM OUT OF INSTITUTIONAL STRUCTURES	
3pmET	<p><b>Welcome &amp; Framing Remarks</b></p> <p>Tanya Smith Brice, Chair, &amp; Richard Baker, Vice-Chair, Workshop Planning Committee</p>
3:10pm	<p><b>Taking Racism Out of Institutional Structures</b></p> <p><b>Funders Panel Discussion</b></p> <p>Moderators: Lemmietta McNeilly &amp; Marcus Henderson, Workshop Planning Committee</p> <p>Panelists:</p> <ul style="list-style-type: none"> <li>• Sheldon Oliver Watts, Robert Wood Johnson Foundation</li> <li>• Sandra Gasca-Gonzalez, Center for Systems Innovation, Annie E. Casey Foundation</li> <li>• Holly J. Humphrey, President, Josiah Macy Jr. Foundation</li> </ul> <p><b>Participants:</b> Use Q&amp;A function to ask questions/make comments</p>
3:50pm	<p><b>Measuring Racism and Anti-racism within Institutional Structures</b></p> <p><b>Metrics Panel Discussion</b></p> <p>Moderators: Lyuba Konopasek, Senior Associate Dean for Education, Quinnipiac University &amp; Marcus Henderson, Workshop Planning Committee</p> <p>Panelists:</p> <ul style="list-style-type: none"> <li>• Sonal Batra, PI of the Social Mission Metrics Initiative, Beyond Flexner Alliance</li> <li>• Mary Clifford, Community Anti-Racism Education Initiative (C.A.R.E.), St. Cloud State University, Minnesota</li> <li>• Priya Garg &amp; Maria L. Soto-Greene, Co-Chairs, AAMC Medical Educator Senior Leaders Anti-racism Taskforce</li> </ul> <p><b>Participants:</b> Use Q&amp;A function to ask questions/make comments</p>
4:50pm	<p><b>Closing</b></p> <p>Tanya Smith Brice, Chair, &amp; Richard Baker, Vice-Chair, Workshop Planning Committee</p>
5pmET	<p><b>Adjourn</b></p>

## **RESOURCES:**

- [The Social Mission of Medical Education: Ranking the Schools](#)
- [Social Mission Metrics: Developing a Survey to Guide Health Professions Schools](#)



Clifford, M., Evan, R., Kishimoto, K., Prescott, M., & St. Clair, D. (2022) "Antiracist Praxis Framework," is licensed under a Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License."

## **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 & Moderator Biographies**

See pages 3-7

## Planning Committee Speakers/Moderators



**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.



**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 on the Planning Forum Committee in 2013, provided response to the Educating Health Professionals in the Social Determinants of Health 2015 workshop.



**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.

## Panel Discussants & Moderator



**Sonal Batra, MD, MST, FACEP** Sonal Batra, MD, MST, FACEP is a board-certified emergency medicine physician and an Assistant Professor in the School of Medicine and Health Sciences at the George Washington University. She holds a secondary appointment as Assistant Professor in the Department of Health Policy and Management in the Milken Institute School of Public Health and is a lead researcher in the Fitzhugh Mullan Institute for Health Workforce Equity. Dr. Batra began her education career teaching seventh grade science through Teach for America while earning a Masters of Science in Teaching. She spent six years as Associate Residency Director of the Emergency Medicine Residency, teaches several medical school population health courses, and has served as faculty for training programs in India. Dr. Batra was a founding board member of the Beyond Flexner Alliance, an organization dedicated to advancing social mission in health professions education. Her current research



projects include serving as PI of the Social Mission Metrics Initiative, a project aimed at developing a framework for measuring the social mission of health professions schools. She is particularly interested in diversifying the healthcare workforce and has worked on pipeline programs for high school students across Washington, D.C.



**Mary Clifford, PhD**, is a Professor of Criminal Justice Studies and Interim Lead Organizer of the Community Anti-Racism Education (CARE) Initiative at St. Cloud State University, St Cloud, Minnesota. She helped co-develop one of the first working definitions of "environmental crime" and edited one of the first interdisciplinary text books on the subject, *Environmental Crime: Law, Policy and Social Responsibility* (Aspen Publishing, 1998; Jones and Bartlett, 2nd ed, 2011). Other books by Dr. Clifford include *Identifying and Exploring Security Essentials* (Pearson Prentice Hall, 2001) and *Sex Crimes and Offenders: Exploring Questions of Character and Culture*, (Rowman and Littlefield, 2022). She is currently helping to coordinate a collaborative research project outlining the history of racism and resistance on the St. Cloud State University campus, has co-developed a course in the use of Artificial Intelligence in Criminal Justice and Public Safety, is a co-coordinator of the Antiracism Pedagogy Across the Curriculum Institute for higher education educators, and is a co-founder of the new St. Cloud State University Antiracism Institute for Teaching and Learning, established this year (2022). She continues to teach, research, study, and present on various criminal justice topics including environmental crime, crime theories, sex crimes and offenders, and the role of race in American history—specifically within the field of criminal justice studies.



**Priya Garg, MD** is Associate Dean of Medical Education at Boston University School of Medicine (BUSM). She is a board-certified pediatrician at Boston Medical Center and practices as a pediatric hospitalist. Previously, Dr. Garg was the Pediatric Residency Program Director at Tufts University School of Medicine (2010-2017) and Associate Director for Graduate Medical Education for Quality and Safety (2014-2017). As Associate Dean at BUSM she has focused her work on addressing health inequities and structural determinants of health through undergraduate medical education. Since 2020, she has also served as co-chair of the AAMC Medical Education Senior Leaders task force focused on Addressing Racism in Medicine. In 2021, the group published a Roadmap to Address Racism in Medical Education and continues to work on developing tools for medical schools to create an anti-racist learning environment. Dr. Garg has received numerous teaching awards and honors including the Tufts University School of Medicine Excellence in Teaching Award, Outstanding Teacher in the Clerkship Years, the Natalie Zucker Award for Outstanding Innovation and the Community Mentor Award. She is married to a pediatrician, and they have two daughters who are 15 and 12.



**Sandra Gasca-Gonzalez, MS**. As vice president of the Annie E. Casey Foundation's Center for Systems Innovation, Sandra Gasca-Gonzalez oversees national and state reform efforts in three key areas: child welfare, young people transitioning into adulthood and juvenile justice. Prior to assuming this role in 2018, Gasca-Gonzalez served as the director of the Jim Casey Youth Opportunities Initiative, which aims to equip young people leaving foster care with the relationships, resources and opportunities needed to achieve well-being and success as they transition into adulthood.

A former Children and Family Fellow, Gasca-Gonzalez joined the Foundation in 2015. She previously worked at KVC Health Systems, a national leader in behavioral health care, child welfare, and community health and wellness. As the nonprofit's executive vice president of practice and leadership integration, Gasca-Gonzalez led efforts to transform child welfare systems with results-based decision making and clinical best practices.

Gasca-Gonzalez's career stops include the Child and Family Services Agency in Washington, D.C., KVC Nebraska and Youthville (now EmberHope), a Kansas-based nonprofit serving at-risk youth and families. Gasca-Gonzalez is a graduate of the National Hispanic Leadership Institute and holds an Executive Leadership Certificate from Harvard University. She earned a master's degree in psychology from Emporia State University and a bachelor's degree from Southwestern College in Kansas.



**Holly J. Humphrey, MD, MACP**, became the eighth president of the Josiah Macy Jr. Foundation—the only national foundation dedicated solely to improving the education of health professionals—in July 2018. Previously, she served for 15 years as the Ralph W. Gerard Professor in Medicine and Dean for Medical Education at The University of Chicago. Dr. Humphrey earned her MD degree with honors from The University of Chicago and as a member of Alpha Omega Alpha honor society. Following an internal medicine residency, pulmonary and critical care fellowship, and Chief Residency, all in the department of medicine at The University of Chicago, she served for 14 years as Director of the Internal Medicine Residency Program, which provided the foundation for her medical education career. Her signature programs in medical education have focused on diversity and inclusion, mentoring, and professional identity formation. She is an elected member of the National Academy of Medicine, a Master of the American College of Physicians, and a Fellow of the Royal College of Physicians (London). Crain's Chicago Business featured her as one of their "Women to Watch," and the NorthShore University HealthSystem created the Holly J. Humphrey Medical Education Fund with a one-million-dollar gift to The University of Chicago. Her teaching honors include selection as a favorite faculty teacher by graduating University of Chicago Pritzker School of Medicine students more than 25 times.



**Lyuba Konopasek, MD** is the Senior Associate Dean for Education at the Frank H. Netter MD School of Medicine at Quinnipiac University. Dr. Konopasek received a BA in Biology from Brown University, her MD from the Pritzker School of Medicine at the University of Chicago, and completed her training in Pediatrics at the Massachusetts General Hospital. Prior to joining Netter, she was the Director for Physician Engagement and Well-Being Programs and the Designated Institutional Official for New York-Presbyterian Hospital in New York, overseeing graduate medical education at both the Columbia and Weill Cornell campuses. She served a three-year term as Associate Dean for Medical Education at the Weill Cornell Medical College in Qatar. Dr. Konopasek's activities in medical education span the continuum from undergraduate medical education to residency training and faculty development. She has presented numerous faculty development workshops on topics including effective teaching skills, professionalism, communication skills, clinical reasoning, and feedback and assessment strategies both nationally and internationally. Over the past five years she has focused her faculty development activities on physician well-being and has served on the ACGME's Task Force on Physician Well-Being. She is a member of the AAMC's Medical Education Senior Leader (MESL) Steering Committee and the MESL Anti-Racism Task Force.



**Maria L. Soto-Greene, MD, MS-HPed, FACP** is currently executive Vice Dean of Rutgers New Jersey Medical School. Dr. Maria Soto-Greene has over 30 years of experience in all aspects of medical education. Initially, Dr. Soto-Greene focused on the care of the critically ill patient and the impact on vulnerable patients and their loved ones. These experiences, combined with her own life in a family which was uninsured and educationally and economically disadvantaged, influenced her to champion initiatives for individuals from similar backgrounds. She is committed to advancing the school's health equity and social justice education with the goal of attaining health equity.

Dr. Soto-Greene has been continuously funded by federal and private agencies since the early 1990s and has passionately worked to create unequalled opportunity for thousands of Hispanic and other individuals under-represented in medicine and science. These programs support individuals beginning at the pre-college level through medical school faculty, contributing to career advancement and cultivating the next generation of champions for social justice. She has been a leader in disseminating best practices to other medical schools. She is a past Chair for the Association of American Medical Colleges (AAMC) Group on Diversity and Inclusion and a past President of the Hispanic-Serving Health Professions Schools (HSHPS). She has been the proud recipient of numerous awards recognizing her contributions to advancing diversity in medical education and faculty including being named for the AAMC 2019 Herbert W. Nickens Award.



**Sheldon Oliver Watts, PhD**, program officer, joined the Robert Wood Johnson Foundation (RWJF) in 2019, bringing his expertise in academic and community settings to his work with the Foundation’s Research, Evaluation, and Learning (REL) unit. Through his work he weds his interest and experience in population/community health and well-being with RWJF’s goal of advancing health equity and promoting a Culture of Health. He views his role as contributing to the Foundation’s multi-pronged approach to health, furthering its respect for diversity and inclusion, and supporting its resolve in tackling health inequities. As he puts it: ‘We are tapping into complicated and sealed systems using novel collaborative strategies; focusing on equity; and reducing inequity in health and well-being across the lifespan.’”

Previously, Sheldon was the national director of the Council on Black Health (formerly the African American Collaborative Obesity Research Network (AACORN)), and a clinical research professor at the Drexel University Dornsife School of Public Health, Department of Community Health and Prevention. He also served as the director of undergraduate studies and assistant professor in the Department of Social and Behavioral Sciences at Temple University, Philadelphia. In this position, he was instrumental in instituting an undergraduate intensive 4+1 Master of Public Health option that enabled exceptional public health students to earn a graduate degree in Public Health in five years rather than six.