

The National Academies of
SCIENCES • ENGINEERING • MEDICINE



ROUNDTABLE ON
BLACK MEN & BLACK WOMEN
IN SCIENCE, ENGINEERING & MEDICINE

The Impacts of Racism and Bias on “Black” People Pursuing Careers in Science, Engineering, and Medicine: A Workshop

Monday, April 13, 2020 @ 9:30 AM EST

Virtually via ZOOM
Registration is Required using

https://nasem.zoom.us/webinar/register/WN_FpR1JAdBQ2KVLpcae5RF1Q

Monday, April 13

- 9:30 AM **Opening Remarks**
Victor Dzau, M.D. - President, National Academy of Medicine
Vaughan Turekian, Ph.D. - Executive Director, Policy and Global Affairs Division
Cato T. Laurencin, M.D., Ph.D. - Chair of the Roundtable
Camara Phyllis Jones, MD, MPH, PhD, Co-Chair, Racism and Bias Action Group
Cedric M. Bright MD FACP, Co-Chair, Racism and Bias Action Group
- 10:00 AM **Keynote**
Camara Phyllis Jones, MD, MPH, PhD – Newest Aspects of Racism
- 10:45 AM -
11:30 AM **Harriet A. Washington**
Medical and Public Health History
What is the history of the involvement of “Black” people in medicine?
What is the history of the involvement of “Black” people in public health?
What is the history of proposing healthcare as a right in this country?
- 11:30 AM -
12:00 PM Question and Answer
- 12:05 PM -
12:50 PM **Richard Rothstein**
Federal legislation segregating housing and education
What is the history of the “Black”-“White” wealth disparity over time in this country?
What mechanisms are in place that perpetuate initial historical injustices?

What is the impact of the GI bill on housing segregation and the resultant educational, employment, environmental, healthcare, and other segregation?

What is the impact of funding public schools based on local property taxes?

Why is access to excellent public education not a right guaranteed by our Constitution?

12:50 PM -

1:05 PM Question and Answer

1:05 PM -

1:50 PM **Lunch**

1:50 PM -

2:35 PM **David A. Acosta, M.D.**

Attacks on Diversity/Equity/Inclusion in Education.

What is the historical trend of the enrollment of "Black" people in medical schools? Engineering schools? The sciences?

What has been the impact of the Flexner Report on these numbers? The Bakke decision? The Fischer decision? Other court challenges and Supreme Court decisions regarding the use of "race" in admissions?

What is the historical trend of "Black" faculty representation in medicine? Engineering? The sciences?

2:35 PM -

3:20 PM Question and Answer

3:25 PM -

4:10 PM **Howard Ross**

Racism in relation to Black Men and Black Women in Science, Engineering, and Medicine

What is racism?

How does it relate to bias?

How does it structure opportunity?

How does it assign value?

How does it sap the strength of the whole society?

How can implicit and explicit bias training mitigate the impacts of these biases on "Black" people?

Does implicit and explicit bias training combat the effects of racism? If not, what else is needed?

4:10 PM -

4:25 PM Question and Answer

4:25 PM

Final Questions - Moderated by Dr. Jones

4:50 PM

Concluding Remarks from Co-Chairs

5:00 PM

Adjourn

Harriet Washington is an award-winning medical writer and editor, and the author of the best-selling book, *Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present*. In her work, she focuses mainly upon bioethics, history of medicine, African American health issues and the intersection of medicine, ethics and culture. *Medical Apartheid*, the first social history of medical research with African Americans, was chosen as one of *Publishers' Weekly* Best Books of 2006. The book also won the National Book Critics Circle Nonfiction Award, a PEN award, 2007 Gustavus Myers Award, and Nonfiction Award of the Black Caucus of the American Library Association. It has been praised in periodicals from the *Washington Post* and *Newsweek* to *Psychiatric Services*, the *Economist*, *Social History of Medicine* and the *Times of London* and it has been excerpted in the *New York Academy of Sciences' Update*. Experts have praised its scholarship, accuracy and insights.

Washington wrote *Medical Apartheid* while she was a Research Fellow in Ethics at Harvard Medical School. She has worked as a Page One editor for *USA Today*, as a science editor for metropolitan dailies and several national magazines, and her award-winning medical writing. Her work has appeared in *Health*, *Emerge* and *Psychology Today*, as well as such academic publications as the *Harvard Public Health Review*, the *Harvard AIDS Review*, *Nature*, *The Journal of the American Medical Association*, *The American Journal of Public Health* and the *New England Journal of Medicine*. Her awards include the Congressional Black Caucus Beacon of Light Award, two awards from the National Association of Black Journalists and a Unity Award from *Emerge*. She is the founding Editor of *The Harvard Journal of Minority Public Health* and has presented her work at universities in the U.S. and abroad.

In her most recent book, *Deadly Monopolies: The Shocking Corporate Takeover of Life Itself*, Washington takes an in depth, eye-opening look at the 40,000+ patents on human genes and their harmful, even lethal, consequences on public health. Her other books include, *Parkinson's Disease*, a monograph published by Harvard Health Publications, *Living Healthy with Hepatitis C* and she is co-author of *Health and Healing for African Americans*.

Ms. Washington has taught at venues that include New School University, SUNY, the Rochester Institute of Technology, University of Rochester, Harvard School of Public Health and Tuskegee University. She has sat on the boards of many organizations, including The Young Women's Christian Association, the School Health Advisory Board of the Monroe County Department of Health and the Journal of the National Medical Association, to name a few.

Ms. Washington has also worked as a laboratory technician, as a medical social worker, as the manager of a poison-control center/suicide hotline, and has performed as an oboist and as a classical-music announcer for WXXI-FM, a PBS affiliate in Rochester, N.Y. She lives in New York City with her husband Ron DeBose.

Richard Rothstein is a Distinguished Fellow of the Economic Policy Institute and a Senior Fellow (emeritus) at the Thurgood Marshall Institute of the NAACP Legal Defense Fund. He is the author of [*The Color of Law: A Forgotten History of How Our Government Segregated America*](#), which recovers a forgotten history of how federal, state, and local policy explicitly segregated metropolitan areas nationwide, creating racially homogenous neighborhoods in patterns that violate the Constitution and require remediation. He is also the author of many other articles and books on race and education, which can be found on his web page at the Economic Policy Institute: <https://www.epi.org/people/richard-rothstein/>. Previous influential books include [*Class and Schools: Using Social, Economic and Educational Reform to Close the Black-White Achievement Gap*](#) and [*Grading Education: Getting Accountability Right*](#). He welcomes correspondence about these topics at rothstein@epi.org.

David A. Acosta, MD, provides strategic vision and leadership for the AAMC's diversity and inclusion activities across the medical education community, and leads the association's Diversity Policy and Programs unit.

Dr. Acosta, a family medicine physician, joined the AAMC from the University of California (UC), Davis School of Medicine where he served as senior associate dean for equity, diversity, and inclusion and associate vice chancellor for diversity and inclusion and chief diversity officer for UC Davis Health System. He previously served as the first chief diversity officer at the University of Washington (UW) School of Medicine (SoM), where he established the Center for Equity, Diversity and Inclusion, and was the founder of the UW SoM Center for Cultural Proficiency in Medical Education.

Dr. Acosta earned his bachelor's degree in biology from Loyola University and his medical degree from the UC, Irvine, School of Medicine. He completed his residency training at Community Hospital of Sonoma County in Santa Rosa, Calif., an affiliate of UC San Francisco School of Medicine, and a faculty development fellowship at the UW Department of Family Medicine.

Howard Ross is a lifelong social justice advocate and the Founder of Cook Ross. He is considered one of the world's seminal thought leaders on identifying and addressing Unconscious Bias. Howard authored the Washington Post best seller, *Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives* (published by Rowman and Littlefield in 2014) and *ReInventing Diversity: Transforming Organizational Community to Strengthen People, Purpose and Performance*, (published by Rowman and Littlefield in conjunction with SHRM in 2011). His new book, *Our Search for Belonging: How the Need for Connection is Tearing Our Culture Apart*, will be published by Berrett-Koehler in 2018.

Howard has delivered programs in 47 states and over 40 other countries carrying out the work of Cook Ross. His audience has included hundreds of Fortune 500 companies and major institutions within healthcare, government, and non-profit sectors, in addition to a variety of other industries. He has led programs at Harvard University Medical School, Stanford University Medical School, Johns Hopkins University, the Wharton School of Business, Duke University, Washington University Medical School, and over 20 other colleges and universities. From 2007-2008, Howard served as the Johnnetta B. Cole Professor of Diversity at Bennett College for Women, the first time a white man had served in such a position at an HBCU. He has been published by the Harvard Business Review, the Washington Post, the New York Times, Fast Company Magazine, Diversity Woman Magazine, Forbes Magazine, Fortune Magazine, and has been a regular guest on National Public Radio for more than 10 years. Howard has served on numerous non-profit boards, including the Diversity Advisory Board of the Human Rights Campaign, the board of directors of the Dignity and Respect Campaign, and the board of the directors for the National Women's Mentoring Network.

In acknowledgement of his significant contributions, Howard was the recipient of the 2009 Operation Understanding Award for Community Service, the 2012 Winds of Change Award from the Forum on Workplace Diversity and Inclusion, the 2013 Diversity Peer Award from Diversity Woman Magazine, the 2014 Catalyst Award from Uptown Professional Magazine, the 2014 Catalyst for Change Award from Wake Forest University, and the 2016 Leadership in Diversity Award by the World Human Resources Development Conference in Mumbai, India.

Howard received his Bachelor of Arts in history and education from the University of Maryland and completed post graduate work in leadership and management at Wheelock College.