

The National Academies of
SCIENCES • ENGINEERING • MEDICINE

**Best Practices for Patient-Clinician Communication for People with Disabilities
in the Era of COVID-19**

A Webinar

June 19, 2020

Speaker Biosketches

Moderator

Maya Sabatello, LL.B., Ph.D., Assistant Professor of Clinical Bioethics and Co-Director, Precision Medicine: Ethics, Politics, and Culture Project, Department of Psychiatry, Columbia University

Maya Sabatello is an Assistant Professor of Clinical Bioethics, and the Co-Director of the Precision Medicine: Ethics, Politics, and Culture Project, at the Department of Psychiatry, Columbia University. Her research focuses on law, medicine, society, and disability and on the ethical, legal and social implications of genetics. Recent projects explored the uses of psychiatric genetics evidence in civil litigation; teenagers in the genomic era; and disability inclusion in precision medicine research. Dr. Sabatello has extensive experience in policy-making and work with national and international organizations to promote human rights. She was a member of the working group that drafted the United Nations' Convention on the Rights of People with Disabilities, served as the co-chair of the International Disability Rights Interests Group, the American Association of International Law (ASIL), and co-edited *Human Rights and Disability Advocacy* (2014). Dr. Sabatello serves as a member at various ethics- and genomic-related committees, including Columbia University's Program in Women and Children's Bioethics and the Institutional Review Board (IRB) of the national, NIH's Precision Medicine Initiative, the All of Us Research Program.

Speakers

Roger Severino, J.D., M.P.P., Director, Office for Civil Rights, U.S. Department of Health and Human Services

Roger Severino is the Director of the Office for Civil Rights at the U.S. Department of Health and Human Services. Prior to joining the Department, Mr. Severino served as Director of the DeVos Center for Religion and Civil Society at The Heritage Foundation. Before joining Heritage in 2015, Mr. Severino was a trial attorney for seven years in the Department of Justice's Civil Rights Division where he enforced the Fair Housing Act, the Religious Land Use and Institutionalized Persons Act, and Title II and Title VI of the Civil Rights Act of 1964. He has litigated cases under sex, race, national origin, religion, disability, and familial status discrimination and served as the attorney advisor to the fair housing testing program. Mr. Severino was previously chief operations officer and legal counsel for the Becket Fund for Religious Liberty. Mr. Severino holds a J.D. from Harvard Law School, received a master's degree in public policy, with highest distinction, from Carnegie Mellon University, and has a bachelor's degree in business from the University of Southern California, where he was a National Merit Scholar.

Marcie Roth, Executive Director and CEO, World Institute on Disability

Marcie Roth is WID's Executive Director and Chief Executive Officer. She joined WID in September 2019, bringing her lifelong commitment to advancing the rights of people with disabilities and expanding disability leadership locally, nationally and globally. Active in the Independent Living movement since 1982, Marcie has served in senior and executive leadership roles for national and global disability advocacy and public policy organizations since 1995, establishing, supporting and leading coalitions committed to operationalizing disability inclusion as an intersectional imperative for global social justice. In the immediate aftermath of the 9/11/01 terrorist attacks, she focused her advocacy on improving emergency preparedness and disaster outcomes for people with disabilities and building accessible disaster resilient communities. Marcie was subsequently appointed by President Obama to the U.S Department of Homeland Security – Federal Emergency Management Agency from 2009 to 2017, where she served as Senior Advisor to the Administrator; establishing and directing the Office of Disability Integration and Coordination. At FEMA, and subsequently in launching the Partnership for Inclusive Disaster Strategies, she led national and global transformation towards disability inclusive emergency management and disaster risk reduction as critical elements for expanding global climate adaptation and disaster resilience.

Michael M. McKee, M.D., M.P.H., Associate Professor, Department of Family Medicine, University of Michigan Medical School

As a family medicine physician with a hearing loss, Dr. McKee has witnessed the impact of inaccessible health care, inadequate health literacy, poor health communication, and ongoing health inequities in Deaf and Hard of Hearing (DHH) populations. He has focused his clinical and research energy to address these issues. His current research portfolio centers on health care access, health literacy, and health communication for individuals with significant hearing loss, including Deaf American Sign Language (ASL) users. Dr. McKee is also leading a separate R01 that is studying key differences in attitudes, knowledge, and skills related to health information between Deaf and hearing individuals and determine key mechanisms of health literacy in this population. Furthermore, he is also leading or collaborating on several grants to address health care issues for DHH and other people with disabilities, including a) studying hearing loss' impact on hospital readmissions; b) investigating factors that promote healthy aging of adults with long-term physical impairments and disabilities, and c) identification of risk factors for prevalent health conditions for individuals with sensory disabilities through national claims data. He also directs the Deaf Medical Clinic and the MDisability department program. The Deaf Health Clinic is designed to be a model clinic to provide best practices for other clinics when addressing gaps in care for individuals with hearing loss. This clinic also provides a rich environment to test innovative ideas, including the use of accessible communication principles. The MDisability is a collaborative program focused on improving the inclusion of people with disabilities in healthcare research, education, practice and community engagement.

Christopher J. Moreland, M.D., M.P.H., Associate Professor, Department of Internal Medicine, Dell Medical School, University of Texas, Austin

Christopher Moreland, MD MPH, is an academic internist and hospitalist at Dell Medical School at the University of Texas at Austin. As a nationally recognized medical educator, he serves as

associate residency program director and mentors healthcare professional students across a range of professions. His research addresses health disparities impacting deaf and hard of hearing people, as well as the professional experiences of healthcare professionals with disabilities. He is the current president of the Association of Medical Professionals with Hearing Losses.

Donna M. Fick, Ph.D., R.N., FGSA, FAAN, Elouise Ross Eberly Professor; Director, Center of Geriatric Nursing Excellence, Penn State College of Nursing
Dr. Donna Marie Fick is the Elouise Ross Eberly Endowed Professor of Nursing at The Pennsylvania State University College of Nursing, and Director of the Penn State Center for Geriatric Nursing Excellence. Her research has focused on two critical issues in older adults, inappropriate medication use and delirium superimposed on dementia (DSD). She is a member of the interdisciplinary panel for the American Geriatrics Society Beers Criteria for inappropriate medication use in older adults, the American Geriatrics Society Board and the National Academy of Science Forum on Aging, Disability and Independence. She has co-chaired the Beers Criteria since 2002. This criteria for drugs to avoid in older adults is widely used in practice and has been cited over 3,000 times. She also serves as a faculty and advisory member on Creating an Age Friendly Health System Initiative with the John A. Hartford Foundation and the Institute for Healthcare Improvement.

Dr. Fick has completed as PI and MPI two 5-year NIH funded randomized intervention trials on delirium superimposed on dementia. One tested the efficacy of cognitive stimulation for delirium in persons with dementia in Skilled Nursing Facilities (SNF) and investigated cognitive reserve in persons with dementia and delirium. The main published results showed an increase in executive functioning in the intervention group. The second cluster RCT, Early Nurse Detection of Delirium Superimposed on Dementia (END-DSD) in acute care tested an intervention, which improved nurse detection and management of delirium in hospitalized older adults with dementia. She spent her Sabbatical in 2013 working on the problem of detection of delirium at the bedside with colleagues from Harvard and Hebrew SeniorLife, resulting in an ultra brief 2-item (UB-2) delirium screener, “What is the day of the week?” and “Months of the Year backwards” that has 93% sensitivity to detect delirium and 96% sensitivity to detect DSD, published in the Journal of Hospital Medicine. She is currently in the final year of an RO1 funded by the NIA to further test the cost effectiveness of this screen and a two-step detection process using the UB-2 and the 3D-CAM. This study enrolled 527 older adults and 399 clinicians (including physicians, nurses and nursing assistants). In 2019, she was awarded as co-director a 5 year Workforce training grant to train clinicians in Age and Dementia-Friendly Care using the 4M framework of mentation, mobility, medication, and what matters. Dr. Fick widely disseminates her work through over 120 publications, national media coverage, and presentations, as well as through her work with the John A. Hartford Foundation Age-Friendly Health System initiative. She has been Editor of the Journal of Gerontological Nursing since 2011 and is board certified as a Gerontological Clinical Nurse Specialist through 2024.

Gloria C. Ramsey, J.D., R.N., FNAP, FAAN Associate Dean for Diversity, Equity, and Inclusion; Johns Hopkins School of Nursing
Gloria Ramsey is the inaugural Associate Dean for Diversity, Equity and Inclusion, in the Johns Hopkins School of Nursing, in Baltimore, Maryland. Gloria promotes and strategically furthers

the school's values of diversity and inclusion by bolstering JHSON's excellence, innovation, and impact within education, practice, and the profession. She has been a nurse and attorney engaged in interdisciplinary research/scholarship related to bioethics, end-of-life care, and advance care planning for more than two decades (Hastings Center, American Nurses Association, American Bar Association). She provides leadership to national projects focusing on end-of-life care and advance care planning for African-American patients/families and persons with disabilities. Gloria is also an advocate for engaging racially and ethnically diverse populations and faith communities for participation in research and partnering/collaborating on community-based health disparity interventions. She has taught bioethics, research, public health, military ethics, and health policy to DNP and PhD nursing students and interprofessional graduate students. She is a Distinguished Practitioner of the National Academies of Practice, immediate past member of the Diversity Advisory Council of the National Hospice and Palliative Care Organization, and a member of the American Academy of Nursing and its Cultural Competency and Health Equity and Bioethics expert panels.