

The National Academies of
SCIENCES • ENGINEERING • MEDICINE



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

The State of Anti-Black Racism in the United States
A Workshop
December 6 and 7, 2021

<https://nasem.zoom.us/j/98941738178?pwd=QUVhK0M3ZW9iYWxpVEdUN2JxSlBadz09>

Public Agenda

DAY ONE

DECEMBER 6, 2021 - 9:30 AM – 5:00 PM EST

9:30 – 10:00 AM ET Opening Remarks and Introductions

Cato T. Laurencin, MD, PhD

Chair of the Roundtable on Black Men and Black Women in Science, Engineering, and Medicine

Marcia McNutt, PhD

President, National Academy of Sciences

Lynne M. Holden, MD, Co-chair of the Planning Committee

President, Mentoring in Medicine, Inc., Professor, Emergency Medicine, Albert Einstein College of Medicine

Cedric Bright, MD, FACP, Member of the Roundtable

Associate Dean for Admissions, Brody School of Medicine, East Carolina University

SESSION I: ANTI-RACISM PLANS IN ACADEMIC MEDICINE

10:00 AM– 11:30 AM Understanding a range of approaches to doing anti-racism in academic medicine

Moderator: **Camara Phyllis Jones, MD, MPH, PhD, Co-chair of the Planning Committee,**
2021-2022 UCSF Presidential Chair, University of California, San Francisco

Presenters:

- **Charles R. Drew University of Medicine and Science**
 - **Bita Amani, PhD, MHS,** Associate Professor in the Department of Urban Public Health
 - **Janae Asali Oliver, MPH,** CDU Graduate
- **Vanderbilt University Medical Center**
 - **Consuelo H. Wilkins, MD, MSCI,** Senior Vice President and Senior Associate Dean for Health Equity and Inclusive Excellence
 - **Selena McCoy Carpenter, MEd,** Senior Program Manager in the Office of Health Equity
- **Icahn School of Medicine at Mount Sinai**
 - **David Muller, MD,** Dean for Medical Education and Professor and Chair of the Department of Medical Education

- **Jennifer Dias, MD** Candidate and Co-Leader of the Guiding Coalition: Student Sphere for the Racism & Bias Initiative
- **American Medical Association**
 - **Aletha Maybank, MD, MPH**, Senior Vice President and Chief Health Equity Officer
 - **Rohan Khazanchi, MPH**, Medical Student Member for the Council on Medical Education
- **Graduate Medical Education**
 - **Bonnie Simpson Mason, MD, FAAOS**
 - **Derek J. Robinson, MD, MBA, FACEP, CHCQM**, Vice President and Chief Medical Officer, Blue Cross and Blue Shield of Illinois

11:30-11:45 AM Short Break

SESSION II: SYSTEMIC ANTI-BLACK RACISM IN THE FINANCING OF MEDICAL EDUCATION

11:45 AM – 1:15 PM Recognizing the effects of historical and systemic anti-Black racism in the funding of medical education and realizing potential short- and long-term solution

Moderator: **Marc Nivet, EdD, MBA**, Executive Vice President for Institutional Advance at The University of Texas Southwestern Medical Center

Presenters:

- **Louis W. Sullivan, MD**, President Emeritus of Morehouse School of Medicine
- **Helene D. Gayle, MD, MPH**, President and CEO of The Chicago Community Trust
- **Vivian Pinn, MD**, Senior Scientist Emerita at the NIH Fogarty International Center

1:15 PM - 1:45 PM **Break for Lunch**

SESSION III: STAKEHOLDER ENGAGEMENT TO ADDRESS ANTI-BLACK RACISM

1:45 PM – 3:15 PM Understanding the pervasiveness of bias in biomedical research, ways to advance diversity and equity to improve research outcomes, and how to empower physicians and scientists to become agents of change.

Introduction: **George Daley, MD, PhD**, Dean of Faculty and Professor at Harvard Medical School

Presenters:

- **Andrea Reid, MD**, Associate Dean for Student and Multicultural Affairs and Director of the Office of Recruitment and Multicultural Affairs at Harvard Medical School
- **Gilda Barabino, PhD**, President of Olin College of Engineering
- **Cato Laurencin, MD, PhD**, Chair of the Roundtable on Black Men and Black Women in Science, Engineering, and Medicine

Moderator: **Cora Marrett, PhD** Professor Emerita Sociology, University of Wisconsin, Madison, and former Acting Director and Deputy Director, NSF

3:15 PM – 3:30 PM **Short Break**

SESSION IV:

THE IMPACTS OF ANTI-BLACK RACISM IN MENTORSHIP

3:30 PM – 5:00 PM

Exploring how anti-Black racism effects mentoring and advising relationships across career stages and the impacts it had on members of the panel.

Moderator:

Joan Reede, MD, MPH, Dean for Diversity and Community Partnership and Professor of Medicine at Harvard Medical School

Presenters:

- **Nwando Olayiwola MD, MPH**, Chief Health Equity Officer & Senior Vice President, Humana
- **Alden Landry MD MPH**, Assistant Dean, Office for Diversity Inclusion and Community Partnership, Associate Director and Advisor of the Castle Society, and Assistant Professor of Emergency Medicine at Harvard Medical School (*invited*)
- **Hannah Valantine, MD**, Professor of Cardiovascular Medicine at Stanford University
- **MaCalus V. Hogan, MD**, Professor and Vice Chair in the Department of Orthopaedic Surgery at the University of Pittsburgh School of Medicine – UPMC
- **Valerae O. Lewis, MD**, Professor and Chair of the Department of Orthopaedic Oncology at The University of Texas MD Anderson Cancer Center

5:00 PM

Day One Adjourned

DAY TWO
DECEMBER 7, 2021 – 12:30 PM – 5:30 PM EST

SESSION V:
ANTI-BLACK RACISM AND HOW IT AFFECTS K-GRAD

12:30 PM – 2:00 PM Examining the obstacles to persistence in STEM for Black students at various educational levels

Moderator: **Lamont Terrell, PhD**, Diversity & Inclusion Lead at GlaxoSmithKline

Presenters:

- **Catherin Riegler-Crumb, PhD**, Professor of Curriculum and Instruction at the University of Texas at Austin
- **Chris Emdin, MD**, Associate Professor of Science Education and Director of Science Education at the Center for Health Equity and Urban Science Education at the Teachers College, Columbia University

SESSION VI:
THE BATTLE OF THE PANDEMICS: RACISM EXPOSED BY COVID

2:00 PM – 3:30 PM Exploring the social determinants of health through five key topics: Neighborhood and Physical Environment, Health and Healthcare, Occupation and Job Conditions, Income and Wealth, Education

Discussants:

- **Christopher S. Blaszczyk-Boxe, PhD**, Associate Research Professor, Penn State's Department of Geoscience
- **Randall C. Morgan, MD, MBA**, Executive Director, W. Montague Cobb/NMA Health Institute
- **Cora Marrett, PhD** Professor Emerita Sociology, University of Wisconsin, Madison, and former Acting Director and Deputy Director, NSF
- **Lynne M. Holden, MD**, President, Mentoring in Medicine, Inc., Professor, Emergency Medicine, Albert Einstein College of Medicine
- **Camara Phyllis Jones, MD, MPH, PhD**, 2021-2022 UCSF Presidential Chair, University of California, San Francisco

3:30 PM – 3:45 PM **Short Break**

SESSION VII:
**ANTI-BLACK RACISM AND THE MENTAL HEALTH OF
BLACK MEN AND BLACK WOMEN IN STEM**

3:45 PM – 5:15 PM Raising the awareness of how pervasive the effects of racism on mental health of Black men and Black women in STEM

Introduction & Moderator: **Vivian Pinn, MD**, Senior Scientist Emerita at the NIH Fogarty International Center

Presenters:

- **Kevin Cokley, PhD**, Professor in the Department of African and African Diaspora

- Studies and the Department of Educational Psychology at The University of Texas
- **Michellene Davis, JD**, President and CEO of the National Medical Fellowships, Inc.
 - **Altha J. Stewart, MD**, Senior Associate Dean for Community Health Engagement, Associate Professor and Chief of Social/Community Psychiatry, and Director, Center for Health in Justice Involved Youth at University of Tennessee Health Science Center
 - **Gabriel Felix, MD**, Psychiatry Resident at Cambridge Health Alliance/Harvard Medical School

Discussants:

- **Evelynn M. Hammonds, PhD**, Barbara Gutmann Rosenkrantz Professor of the History of Science and of African and African American Studies at Harvard University
- **Shirley M. Malcom, PhD**, Senior Advisor and Director of SEA Change at the American Association for the Advancement of Science (AAAS)
- **Vivian Pinn, MD**, Senior Scientist Emerita at the NIH Fogarty International Center

**SESSION VIII:
CLOSING KEYNOTE ADDRESS**

5:15 PM – 5:30 PM **Closing reflections**

Keynote speaker: **Camara Phyllis Jones, MD, MPH, PhD**, 2021-2022 UCSF Presidential Chair, University of California, San Francisco

Final Thoughts: **Cato Laurencin, MD, PhD**, Chair of the Roundtable on Black Men and Black Women in Science, Engineering, and Medicine

5:30 PM **Day Two and Workshop Adjourns**
