

Roundtable on the Promotion of Health Equity

Diversity, Equity, Inclusion and Health Equity Commitments: Experiences from the Field: A Webinar





Board on Population Health and Public Health Practice Roundtable on the Promotion of Health Equity

Diversity, Equity, Inclusion and Health Equity Commitments: Experiences from the Field: A Webinar

ATTENDEE PACKET

December 14, 2023 | 1:30-3:00PM ET | Virtual | [Event Webpage](#)

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DIVERSITY, EQUITY, INCLUSION AND HEALTH EQUITY COMMITMENTS: EXPERIENCES FROM THE FIELD: A WEBINAR

AGENDA

December 14, 2023 | 1:30-3:00PM ET | [Webinar](#)

Background:

In October 2023, The National Academies [Roundtable on the Promotion of Health Equity](#) hosted a public hybrid workshop in Oakland, CA on [Exploring Diversity, Equity, Inclusion, and Health Equity Commitments and Approaches by Health Organization C-Suites](#). Speakers explored the history of diversity, equity, inclusion (DEI) and health equity efforts and how they have been implemented by health organizations. This public webinar is in response to positive feedback and requests for more information on DEI and health equity implementation, metrics for evaluating progress, and emerging best practices. Join us as three health leaders who are on this journey share their perspectives on these efforts.

Objectives:

- Explore lessons learned from health organization C-suites on their approach to framing health equity as a business imperative to ensure alignment across their institution in setting, prioritizing, implementing, and evaluating diversity, equity, and inclusion (DEI) and health equity goals and initiatives.
- Discuss example milestones that a health organization can strive towards and metrics for evaluating progress while on their DEI and health equity journey.
- Examine emerging best practices of health organizations that vary in structure and size to advance DEI and health equity initiatives.

1:30pm **Introductory Remarks and October 2023 Workshop Recap**
Ronique Taffe, National Academies
Winston Wong, Kaiser Permanente UCLA Center for Health Equity

1:40pm **Diversity, Equity, Inclusion and Health Equity Experiences from the Field**

Facilitated Discussion Panel Moderator: **Reginald Tucker-Seeley**, Health Equity Strategies and Solutions

Rishi Manchanda, HealthBegins
Consuelo H. Wilkins, Vanderbilt University Medical Center
Panel Reactor **Alex Li**, L.A. Care Health Plan



2:30pm **Open Forum: Audience Q&A**

2:55pm **Closing Remarks & Reflections**

Winston Wong, Kaiser Permanente UCLA Center for Health Equity

Ronique Taffe, National Academies

This event was planned by the following experts: Winston Wong, Kaiser Permanente UCLA Center for Health Equity (Planning Committee and *Roundtable on the Promotion of Health Equity* Chair); Sarah Javier, Center for Innovation to Implementation (Ci2i), VA Palo Alto Healthcare System and Stanford University School of Medicine; Reginald Tucker-Seeley, Health Equity Strategies and Solutions.

HEALTH AND MEDICINE DIVISION ROUNDTABLE ON THE PROMOTION OF HEALTH EQUITY ROSTER

The Roundtable on the Promotion of Health Equity of the National Academies of Sciences, Engineering, and Medicine has a unique role as the conveners of the nation's experts in health disparities and health equity, with the goal of raising awareness and driving change. The Roundtable works to advance the visibility and understanding of the inequities in health and health care. The Roundtable promotes health equity and the elimination of health disparities by:

- Advancing the visibility and understanding of the inequities in health and healthcare among racial and ethnic populations,
- Amplifying research, policy, and community-centered programs, and
- Catalyzing the emergence of new leaders, partners and stakeholders.

MEMBERS

Winston F. Wong, MD, MS, Chair

Scholar in Residence
Kaiser Permanente UCLA
Center for Health Equity
San Francisco, CA

Yvette Calderon, MD, MSc

Professor of Emergency Medicine
Mount Sinai Beth Israel
New York, New York

Ned Calonge, MD, MPH

Associate Professor of Family Medicine
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Chief Health Equity Officer,
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Teshia G. Arambula Solomon, PhD

Associate Professor/Distinguished Outreach
Faculty
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Reginald D. Tucker-Seeley, ScD, MA, ScM

Principal and Owner
Health Equity Strategies and Solutions
Los Angeles, CA

**Veterans Health Administration Health
Equity Roundtable Fellows**

Alicia J. Cohen, MD, MSc, FAAFP

Assistant Professor of Family Medicine
(Research)
Alpert Medical School of Brown University
Assistant Professor of Health Services
Policy and Practice (Research)
Brown University School of Public Health
Providence, RI

Sarah Javier, PhD

Core Investigator
Center for Innovation to Implementation (Ci2i),
VA Palo Alto Healthcare System (152-MPD)
Menlo Park, CA



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Biosketches of Speakers



Alex Li

Alexander (Alex) Li, M.D. currently serves as the Chief Health Equity Officer of L.A. Care Health Plan, the nation's largest public health plan. Previously, he served as L.A. Care's Deputy Chief Medical Officer and the CEO of the newly formed Ambulatory Care Network of Los Angeles County Department of Health Services (DHS) in 2011 and charged with re-organizing DHS's outpatient primary care and specialty services. Thereafter, he became the Deputy Director of the newly formed Health Agency-which sought to combine the Departments of Health Services, Mental Health and Public Health in 2015 in one umbrella agency. He continues to see patients in South Los Angeles and in East LA. He is

double boarded in internal medicine and pediatrics. His primary clinical and health system's interest centers around access to health and social services resources, care transitions and health equity. Alex is widely credited with leading L.A. Care's designation to be the federally designated Regional Extension Center (HITEC-LA) to support the implementation of electronic health records among providers for L.A. County in 2011. He has also been instrumental in driving changes with the primary care model at DHS and introducing eConsult as a new model to improve specialty access at DHS and in private practice settings (virtual care-eConsult and telehealth).



Rishi Manchanda

Dr. Rishi Manchanda is CEO at HealthBegins, a national mission-driven organization that helps Medicaid-serving managed care plans, health systems, and social sector clients to exceed performance requirements for health care equity and social needs, and achieve long-term impact for people and communities harmed by societal practices. Dr. Manchanda served as the founding director of social medicine for community health centers in south central Los Angeles, as the first lead physician for homeless veterans at the Greater Los Angeles VA, and as the chief medical officer for a self-insured employer with a large rural agricultural

workforce. In his 2013 book - *The Upstream Doctors* - and TED Talk, he introduced "Upstreamists", a new model of healthcare professionals and leaders who improve outcomes by addressing the social and

structural drivers of health equity - patients' social needs, community-level social determinants of health, and structural determinants of health equity including structural racism.



Consuelo H. Wilkins

Consuelo H. Wilkins, M.D., M.S.C.I., tenured Professor of Medicine, is Senior Vice President for Health Equity and Inclusive Excellence, Vanderbilt University Medical Center and Senior Associate Dean for Health Equity and Inclusive Excellence, Vanderbilt School of Medicine. Dr. Wilkins is a nationally recognized thought leader in health equity and in addressing the elimination of systemic inequities that impact the health and well-being of minoritized racial and ethnic groups. Dr. Wilkins' research has evolved from being a clinical investigator focused on mechanisms of disease in her early career--to a clinical researcher who integrates participatory and engagement methods into in every aspect of biomedical discovery. For this work, she is an elected member of the National Academy of Medicine and the American

Society for Clinical Investigation.

As Chief Equity Officer at Vanderbilt, Dr. Wilkins has led the development and implementation of a Racial Equity Plan, which includes more than 200 specific actions the institution is taking to confront racism.

Dr. Wilkins is a highly sought national speaker, research collaborator and mentor. She earned a Bachelor of Science in microbiology and Doctor of Medicine from Howard University. She completed residency in Internal Medicine at Duke University Medical Center and Geriatric Medicine fellowship at Washington University School of Medicine/Barnes-Jewish Hospital. Following medical training, she earned a Master of Science in Clinical Investigation from Washington University School of Medicine.



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Biosketches of Moderators and Planning Committee Members



Winston F. Wong, Planning Committee and *Roundtable on the Promotion of Health Equity* Chair

Dr. Winston Wong is a Scholar-in-Residence at the Kaiser Permanente UCLA Center for Health Equity with a four-decade history of addressing health equity as a clinician, medical director, officer of the U.S. Public Health Service, physician executive, non-profit Board director, federal advisor, and philanthropic leader. He currently leads the National Council of Asian Pacific Islander Physicians after a 17-year career as Medical Director, Community Benefit for Kaiser Permanente. Anchored by his experiences as an FQHC physician serving residents in Oakland

Chinatown, Dr. Wong has led national efforts to advance cultural competence and access to marginalized populations, including chair of the DHHS Advisory Committee on Minority Health. An Associate of the National Research Council, Dr. Wong served on the NASEM's Board on Population Health and Public Health Practice and NASEM committees addressing the Future of Nursing and the Intersection of Public Health and Primary Care. A graduate of the University of California, San Francisco School of Medicine, Dr. Wong's professional contributions have been recognized by the California Primary Care Association, Asian Health Services, the American Journal of Public Health, Latino Health Access, the AT Still School of Osteopathy and Congresswoman Barbara Lee.



Sarah J. Javier

Sarah Javier, PhD (she/her) is a Core Investigator at the Center for Innovation to Implementation (Ci2i) at the VA Palo Alto Healthcare System and Stanford University School of Medicine. Dr. Javier's primary areas of expertise lie at the intersection of health equity, implementation science, and chronic pain. She has over a decade of experience conducting intersectional health equity research and advocating for policies that provide advantage to historically marginalized groups. She is the recent recipient of a competitive Career Development Award from the Department of Veterans Affairs's Health

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Services Research & Development service. She is currently serving as a VA fellow on the NASEM Health Equity Roundtable. Prior to her work in the VA, Dr. Javier received her PhD in Health Psychology from Virginia Commonwealth University, where she developed culturally tailored interventions as a member of the VCU Center for Cultural Experiences in Prevention. During her graduate school tenure, she acted as a graduate policy scholar for the American Psychological Association and consulted on federal health legislation aimed at reducing disparities in marginalized populations.



Reginald D. Tucker-Seeley, Moderator

Dr. Tucker-Seeley is the Principal/Owner of [Health Equity Strategies and Solutions](#), a consulting firm focused on advising health/healthcare related organizations, departments, and committees/coalitions in three topic areas: 1) addressing the social determinants of health; 2) defining, measuring, and intervening on health disparities; and 3) health equity strategy development, implementation, and evaluation. Prior to establishing Health Equity Strategies and Solutions, Dr. Tucker-Seeley was the Vice-President of Health Equity at ZERO Prostate Cancer, where he led the development and implementation of

ZERO's health equity strategy to reduce racial/ethnic and place-based disparities in prostate cancer. Dr. Tucker-Seeley completed master and doctoral degrees in public health at the Harvard T.H. Chan School of Public Health (HSPH) and a postdoctoral fellowship in cancer prevention and control at HSPH and the Dana-Farber Cancer Institute (DFCI). His research has focused on social determinants of health across the life course, such as the association between the neighborhood environment and health behavior; and on individual-level socioeconomic determinants of multi-morbidity, mortality, self-rated physical, mental, and oral health. His research has also investigated the association of financial hardship with health across the cancer continuum from prevention to end-of-life care. Dr. Tucker-Seeley has published [50+ peer-reviewed manuscripts](#) and worked with several community organizations in creating tools to raise awareness about and report on health disparities. He serves on two boards of national organizations: the [American Board of Internal Medicine \(ABIM\) Foundation](#) and the [Patient Advocate Foundation/National Patient Advocate Foundation](#).

Dr. Tucker-Seeley has a longstanding interest in the impact of health policy and social policy on racial/ethnic minorities and across socioeconomic groups. He has experience working on local and state level health disparities policy, and he has developed, and taught courses focused on measuring and reporting health disparities. In 2017-2018, Dr. Tucker-Seeley was a Robert Wood Johnson Health Policy Fellow with a placement in the United States Senate. Prior to joining ZERO, he was the inaugural holder of the Edward L. Schneider chair in gerontology and Assistant Professor in the Leonard Davis School of Gerontology at the University of Southern California (USC). Prior to joining USC, he was an Assistant Professor of Social and Behavioral Sciences at DFCI and HSPH.



Background Readings

1. [The Compass for Health Equity Transformation: A Tool to Move from Compliance to Impact - \(healthbegins.org\)](https://healthbegins.org/)
 - HealthBegins published a blog post about a multi-level approach to help health equity leaders clarify and advance their aims.

PREVENTING DISCRIMINATION, HARASSMENT, AND BULLYING EXPECTATIONS FOR PARTICIPANTS IN NASEM ACTIVITIES

The National Academies of Sciences, Engineering, and Medicine (NASEM) are committed to the principles of diversity, integrity, civility, and respect in all of our activities. We look to you to be a partner in this commitment by helping us to maintain a professional and cordial environment. All forms of discrimination, harassment, and bullying are prohibited in any NASEM activity. This commitment applies to all participants in all settings and locations in which NASEM work and activities are conducted, including committee meetings, workshops, conferences, and other work and social functions where employees, volunteers, sponsors, vendors, or guests are present.

Discrimination is prejudicial treatment of individuals or groups of people based on their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws.

Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.

Other types of harassment include any verbal or physical conduct directed at individuals or groups of people because of their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws, that creates an intimidating, hostile, or offensive environment.

Bullying is unwelcome, aggressive behavior involving the use of influence, threat, intimidation, or coercion to dominate others in the professional environment.

REPORTING AND RESOLUTION

Any violation of this policy should be reported. If you experience or witness discrimination, harassment, or bullying, you are encouraged to make your unease or disapproval known to the individual, if you are comfortable doing so. You are also urged to report any incident by:

- Filing a complaint with the Office of Human Resources at 202-334-3400, or
- Reporting the incident to an employee involved in the activity in which the member or volunteer is participating, who will then file a complaint with the Office of Human Resources.

Complaints should be filed as soon as possible after an incident. To ensure the prompt and thorough investigation of the complaint, the complainant should provide as much information as is possible, such as names, dates, locations, and steps taken. The Office of Human Resources will investigate the alleged violation in consultation with the Office of the General Counsel.

If an investigation results in a finding that an individual has committed a violation, NASEM will take the actions necessary to protect those involved in its activities from any future discrimination, harassment, or bullying, including in appropriate circumstances the removal of an individual from current NASEM activities and a ban on participation in future activities.

CONFIDENTIALITY

Information contained in a complaint is kept confidential, and information is revealed only on a need-to-know basis. NASEM will not retaliate or tolerate retaliation against anyone who makes a good faith report of discrimination, harassment, or bullying.

Updated June 7, 2018