

ROUNDTABLE ON THE PROMOTION OF HEALTH EQUITY

Exploring the Changing Diversity, Equity, and Inclusion Legislation and Policy Landscape and its Impact on Health and Public Health's Workforce, Education, Training, and Research: A Workshop

October 9, 2024 | 9:00–4:30pm ET | National Academy of Sciences

ATTENDEE PACKET

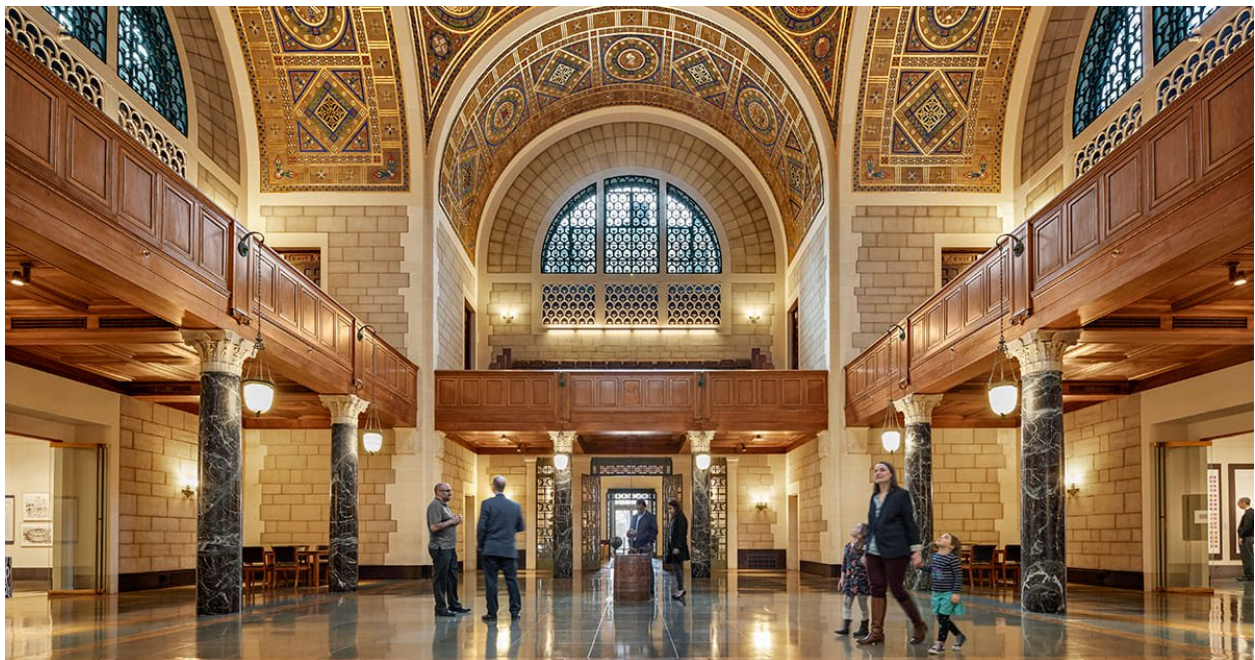


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Agenda



Wednesday, October 9, 2024 | 9:00-4:30PM ET | National Academy of Sciences:
2101 Constitution Ave. NW, Washington, DC 20418 | Room 125 | [Live Webcast](#)

Background

Following the June 2023 Supreme Court ruling against affirmative action in colleges and universities, many states introduced legislation in higher education to disband diversity, equity, and inclusion (DEI) efforts. As of August 2024, 86 bills in 28 states have introduced DEI legislation for colleges and university to:

- disband diversity offices or staff,
- ban mandatory diversity training,
- prohibit institutions to use diversity statements in hiring and promotion, or
- bar colleges from considering race, sex, ethnicity, or national origin in admissions or employment.

Objectives

- Explore recent changes in state diversity, equity, and inclusion (DEI) legislation and policies affecting the health care and public health workforce,
- Examine the impact of these policy changes on medical and public health training and curriculum, and health research,
- Discuss student recruitment and faculty recruitment and retention for educating and training the health and public health's workforce, and
- Investigate potential solutions for mitigating adverse impacts of policy changes.

9:00am

Welcome

Winston Wong, Kaiser Permanente UCLA Center for Health Equity | Roundtable on the Promotion of Health Equity and Planning Committee *Chair*

Ronique Taffe, Director of Roundtable on the Promotion of Health Equity

- 9:10am** **Panel I: The History, Evolution, and Current State of Diversity, Equity, and Inclusion (DEI) Legislation and Policy Landscape and its Impact on Health and Public Health's Workforce, Education, Training, and Research**
- Panel Moderator: Kristi Guillory Reid**, Kristi Guillory Reid Enterprises LLC | Planning Committee Member
- Jeremy Greene**, Johns Hopkins University
- Mark Lazenby**, University of California, Irvine
- David Allison**, Indiana University Bloomington
- David Acosta**, Association of American Medical Colleges (*virtual*)
-
- 10:40am** **BREAK**
-
- 11:00am** **Panel II: National Student Associations Perspectives on DEI Legislation in Academic Health Institutions**
- Facilitated Discussion Panel Moderator: Aletha Maybank**, American Medical Association | Roundtable and Planning Committee Member
- Nina Uzoigwe**, Student National Medical Association | New York University
- André Harris**, National Association of Social Workers | University of Houston
- Ethan Slocum**, National Student Nurses Association | Case Western Reserve University (*virtual*)
-
- 12:00pm** **LUNCH and *Power to Heal* Film Viewing and Presentation**
- Join us for a catered lunch outside of room 125 starting at 12:00pm. A showing of the 30-minute film, *Power to Heal* by Barbara Berney, will begin at 12:30pm followed by a 10-minute presentation at 1:10pm and brief Q&A.*
- Barbara Berney**, *Power to Heal* Filmmaker
-
- 1:15pm** **Panel III: Academic Health Institutions Strategies and Approaches for Advancing DEI**
- Facilitated Discussion Panel Moderators: Yvette Calderon**, Icahn School of Medicine at Mount Sinai | Roundtable on the Promotion of Health Equity and Planning Committee Member; **Kennedy Musgrave**, George Washington University
- Tanya K. Hernández**, Fordham University (*virtual*)
- Leon McDougale**, Ohio State University
- Bertha Hidalgo**, University of Alabama at Birmingham (*virtual*)
- Thomas LaVeist**, Tulane University (*virtual*)

2:15pm

Panel IV: The Impact of DEI Legislation in Health Professions Accreditation Agencies

Facilitated Discussion Panel Moderator: Kendall Campbell, University of Texas | Planning Committee Member

William McDade, Accreditation Council for Graduate Medical Education

Barry Eckert, Commission on Accreditation of Allied Health Education Programs (*virtual*)

Laura Rasar King, Council on Education for Public Health (*virtual*)

3:15pm

Panel V: Minority-Serving Institutions Perspectives and Strategies on Sustaining DEI

Facilitated Discussion Panel Moderators: Luther Clark, Merck & Co., Inc | Roundtable and Planning Committee Member

Quinn Capers, Howard University (*virtual*)

Kent Smith, Oklahoma State University (*virtual*)

Iveris Martinez, California State University, Long Beach

Valerie Montgomery Rice, Morehouse School of Medicine (*virtual*)

4:15pm

Closing Remarks and Reflections

Reginald D. Tucker-Seeley, Health Equity Strategies and Solutions | Roundtable and Planning Committee Member

Ronique Taffe, Director of Roundtable on the Promotion of Health Equity

This event was planned by the following experts: Winston Wong, Kaiser Permanente UCLA Center for Health Equity (Roundtable on the Promotion of Health Equity and Planning Committee Chair); Yvette Calderon, Icahn School of Medicine at Mount Sinai; Ned Calonge, University of Colorado; Kendall M. Campbell, University of Texas; Luther T. Clark, Merck & Co., Inc; Mario R. De La Rosa, Florida International University; Kristi C. Guillory, Kristi Guillory Reid Enterprises LLC; Aletha Maybank, American Medical Association; Melissa A. Simon, Northwestern University; Reginald D. Tucker-Seeley, Health Equity Strategies and Solutions.

Note: The planning committee's role is limited to organizing the event. A proceedings based on the event will be prepared by an independent rapporteur.

Article I. Roundtable & Planning Committee Member 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 the promotion of health equity and elimination of health disparities by:

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

The Roundtable brings together key stakeholders to share ideas, exchange knowledge and insights, and create collaborative networks.

MEMBERS

Winston 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
Dean and Vice President for
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Icahn School of Medicine at
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New York, NY

Ned Calonge, MD, MPH

Associate Dean for Public Health
Practice
Associate Professor of
Epidemiology
Colorado School of Public
Health
Associate Professor of Family
Medicine
University of Colorado
Aurora, CO

Kendall M. Campbell, MD **

Professor and Chair
Sealy Hutchings and Lucille
Wright Hutchings Chair
Department of Family Medicine,
University of Texas Medical
Branch
Galveston, TX

Luther T. Clark, MD, FACC, FACP

Executive Director, Patient
Innovation & Engagement,
Global Medical and Scientific
Affairs
Merck Research Laboratories
Rahway, NJ

Mario R. De La Rosa, PhD, MSSA

Distinguished and Endowed
Professor of Health Equity,
Social Work
Robert Stempel College of
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Miami, FL

Kristi C. Guillory Reid, JD **

President & CEO
Kristi Guillory Reid Enterprises
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Alexandria, VA

K. Aletha Maybank, MD, MPH

Chief Health Equity Officer
Senior Vice President
American Medical Association
Chicago, IL

Melissa A. Simon, MD, MPH

Vice Chair of Clinical Research
Department of Obstetrics and
Gynecology
Director, Chicago Cancer Health
Equity Collaborative
Northwestern University
Feinberg School of Medicine
Chicago, IL

Reginald D. Tucker-Seeley, ScD, MA, ScM

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

**** Planning Committee Member only. Not a member of the Roundtable.**

National Academies of Sciences Project Staff

Ronique Taffe, MPH

Director, Roundtable on the Promotion of Health Equity
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Article II. Biosketches of Speakers



David Acosta, MD

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 Equity, Diversity, and Inclusion 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 as Associate Vice Chancellor for Diversity and Inclusion and Chief Diversity Officer at UC Davis Health System. He previously served as the first Chief Diversity Officer at the University of Washington (UW) School of Medicine, where he established the Center for Equity, Diversity, and Inclusion and the 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, California — an affiliate of the UC San Francisco School of Medicine — and a faculty development fellowship at the UW Department of Family Medicine.



David Allison, MA, PhD

David B. Allison, is an American obesity researcher, biostatistician, and psychologist. He is the Dean and Distinguished Professor at the Indiana University School of Public Health-Bloomington, is an elected member of the National Academy of Medicine of the National Academies. Before joining the IU faculty, Dr. Allison served as the Associate Dean for Research and Science in the School of Health Professions at the University of Alabama at Birmingham. In 2006, Allison received a Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring, the nation's highest award for mentoring, given to no more than 10 individuals nationally each year and selected through a peer-review process. In 2008, *Nature* listed Allison as one of the 22 scientists in the world with the most NIH grants. In 2012, he received a Transformative R01 grant from the NIH, a grant given to only 20 research groups in the country, to conduct seven interrelated experiments designed to test an integrated theory connecting adiposity, longevity, perceptions of energetic insecurity, and disparities in social status. Allison was elected to the European Academy of Sciences and Arts, one of the most prestigious learned societies. He was just the second member of the IU faculty to earn this honor. He is renowned nationally and internationally for his research on nutrition and obesity as well as his efforts to explore new ideas, challenge common perceptions, and promote scientific research that is conducted with maximum rigor. Allison was also an elected fellow of the National Academy of Medicine as well as the Academy of Europe and the Academy of Behavioral Medicine Research. Allison received the IU Bicentennial Medal in August 2019 in recognition of his distinguished service as Dean of IU Bloomington's School of Public Health.



Barbara Berney, MPH, PhD

Dr. Barbara Berney is a distinguished scholar in public health, environmental justice, and the U.S. health care system. Dr. Berney is an Emeritus Associate Professor at the City University of New York (CUNY) Graduate School of Public Health and Health Management. She was inspired to produce *Power to Heal* by hearing eyewitness accounts from physicians, nurses and government staffers involved in the effort to desegregate hospitals and those who struggled to provide health services in rural areas lacking the most basic medical care. She taught health policy analysis, the US healthcare system, and documentary production for public health practitioners at CUNY. Prior to teaching at CUNY, she did advocacy and community and worker education on environmental and occupational health and HIV/AIDS. She got her MPH in

health administration from UCLA. She has a PhD in public policy from Boston University. She earned a BA in political science from Reed College.



Quinn Capers, MD

Dr. Capers is an interventional cardiologist, professor of medicine, and transformational leader in academic medicine. He has been widely decorated as an educator, clinician, and champion of diversity enhancement in medicine. A graduate of Howard University, and The Ohio State University College of Medicine, Capers trained in internal medicine, cardiovascular diseases, and interventional cardiology at Emory University. From 2009-2019, he served as the Associate Dean for Admissions at the Ohio State University College of Medicine. During his tenure the diversity of the medical school classes reached its highest mark ever while the average Medical College Admissions Test scores of the entering classes remained at or above the 90th percentile. While overseeing admissions he led the first study to document the presence and extent of unconscious racial bias in medical school admissions. The manuscript describing this project in *Academic Medicine* has been cited more than 300 times and is used across the US and internationally to mitigate the impact of bias in selection processes. While at the Ohio State University he was voted the "Professor of the Year" by the class of 2019 and inducted into the Society of Master Clinicians and the university's Diversity and Inclusion "Hall of Fame" -the latter for his impact in enhancing diversity in the medical school, various GME training programs, and the faculty. Nationally, he is the recipient of the American Heart Association's Laennec Clinician-Educator Award, the Association of American Medical Colleges Exemplary Leadership Award in Diversity and Inclusion, the American College of Cardiology's Distinguished Award for Excellence in Diversity and Inclusion and he is a member of the Association of University Cardiologists, a national honorary of America's leading academic cardiologists. Capers has published extensively on diversity and healthcare disparities and has been an invited speaker at more than 70 major academic medical centers in the US and abroad.



Barry Eckert, PhD

Dr. Barry Eckert earned his Ph.D. in Anatomy from the University of Miami School of Medicine and did Postdoctoral research in the Department of Cellular, Molecular and Developmental Biology at the University of Colorado. As a faculty member at the University of Buffalo, School of Medicine and Biomedical Sciences he taught gross human anatomy to medical, dental, and allied health students and focused his research in cell biology and biochemistry. Dr. Eckert has served as Provost and Vice President for Academic Affairs at Salus University, Dean of the School of Health Professions at Long Island University, Brooklyn Campus, Dean of the College of Health Professions at Armstrong Atlantic State University in Savannah, Georgia, and Dean of the School of Health Related Professions at the University at Buffalo (SUNY). Dr. Eckert is a fellow of the Association of Schools of Allied Health Professions and has served on the Board of Directors of that organization. Dr. Eckert also served on the Board of Directors of the Association of Specialized and Professional Accreditors (ASPA) and is a Program reviewer for the Commission on Accreditation in Physical Therapy Education (CAPTE). He is a CAAHEP Board Member and is currently the CAAHEP Board President.



Jeremy Greene, MD, PhD

Jeremy A. Greene, MD, PhD is a William H. Welch Professor of Medicine and History of Medicine at Johns Hopkins School of Medicine, where he serves as Director of the Institute of the History of Medicine. Dr. Greene is the Founding Director of the Center for Medical Humanities & Social Medicine, interim Director of the undergraduate Program on Medicine, Science, and Humanities, and co-Editor in Chief of the *Bulletin of the History of Medicine*. Dr.

Greene's research explores the ways in which medical technologies influence our understandings of what it means to be sick or healthy, normal or abnormal, on personal, regional, and global scales. He has published *The Doctor Who Wasn't There: Technology, History, and the Limits of Telehealth* (University of Chicago Press, 2022); *Generic: The Unbranding of Modern Medicine* (Johns Hopkins University Press, 2014); and *Prescribing by Numbers: Drugs and the Definition of Disease* (Johns Hopkins University Press, 2007). His newest research project, *Syringe Tide: Disposable Technologies and the Making of Medical Waste*, focuses on the shift towards disposable technologies in hospitals and clinics, with inevitable environmental consequences. He received his MA in medical anthropology (Harvard, 2004) and the MD and the PhD degree in the history of science (Harvard, 2005). He completed his residency in Internal Medicine at the Brigham & Women's Hospital in 2008 and practices medicine at the East Baltimore Medical Center, a community health center affiliated with Johns Hopkins. His work has been recognized by numerous awards, most recently the 2021 Nicholas Davies Award from the American College of Physicians for "outstanding scholarly activities in history, literature, philosophy, and ethics and contributions to humanism in medicine." Dr. Greene received a Guggenheim Fellowship for study during the 2023–2024 academic year.



André Harris, MSW

André Marcel Harris, MSW (he/him/his) is a sickle cell SURVIVOR, advocate, and researcher. He is a Policy Director for the Sickle Cell Association of Houston and serves in several positions with various stakeholders in the sickle cell and rare disease space. He is currently a fourth-year PhD student in Social Work at the University of Houston Graduate College of Social Work and Immediate Past President of the National Association of Black Social Workers (NABSW) University of Houston Graduate College of Social Work chapter. He received his Master of Social Work (MSW) with a concentration in Political Social Work from the University of Houston and a Bachelor of Social Work (BSW) from Fayetteville State University. He is a proud Phi Beta Sigma Fraternity, Inc. member and serves as the National Sickle Cell Director.



Tanya K. Hernández, JD

Tanya Katerí Hernández is the Archibald R. Murray Professor of Law at Fordham University School of Law, where she teaches Anti-Discrimination Law, Comparative Employment Discrimination, Critical Race Theory, Writing/Righting Race in the Public Sphere, The Science of Implicit Bias and the Law: New Pathways to Social Justice, and Trusts & Wills. She received her A.B. from Brown University, and her J.D. from Yale Law School, where she served as Note Topics Editor of the Yale Law Journal. Professor Hernández is an internationally recognized comparative race law expert and Fulbright Scholar who has visited at the Université Paris Ouest Nanterre La Défense, in Paris and the University of the West Indies Law School, in Trinidad. She has previously served as a Law and Public Policy Affairs Fellow at Princeton University, a Faculty Fellow at the Institute for Research on Women at Rutgers University; a Faculty Fellow at the Fred T. Korematsu Center for Law and Equality, and as a Scholar in Residence at the Schomburg Center for Research in Black Culture. Professor Hernández is a Fellow of the American Bar Foundation, the American Law Institute, and the Academia Puertorriqueña de Jurisprudencia y Legislación. Hispanic Business Magazine selected her as one of its annual 100 Most Influential Hispanics. Professor Hernández serves on the editorial boards of the *Revista Brasileira de Direito e Justiça/Brazilian Journal of Law and Justice*, and the *Latino Studies Journal* published by Palgrave-Macmillan Press. Professor Hernández's scholarly interest is in the study of comparative race relations and anti-discrimination law, and her work in that area has been published in numerous university law reviews like Cornell, Harvard, N.Y.U., U.C. Berkeley, Yale and in news outlets like the New York Times, among other publications including her books *Racial Subordination in Latin America: The Role of the State, Customary*

Law and the New Civil Rights Response (including Spanish and Portuguese translation editions), Brill Research Perspectives in Comparative Law: Racial Discrimination, and Multiracials and Civil Rights: Mixed-Race Stories of Discrimination. Her most recent book from Beacon Press is Racial Innocence: Unmasking Latino Anti-Black Bias and The Struggle for Equality, and its Spanish Translation edition, Inocencia Racial: Desenmascarando la antinegritud de los latinos y la lucha por la igualdad.

Bertha A. Hidalgo, PhD, MPH, FACE



Dr. Bertha Hidalgo is an Associate Professor with tenure in the Department of Epidemiology and Associate Dean for the Office of Access and Engagement at the UAB School of Public Health. She holds degrees from Stanford University, the University of Southern California and the University of Alabama at Birmingham. She leads research programs in genetic epidemiology and dissemination science. Dr. Hidalgo has a highly productive record of peer-reviewed research in relevant research areas with publications as lead or co-lead author in high-impact journals including Nature, Scientific Reports, Diabetes, American Journal of Public Health, with over 100 publications in total as lead, co-author or senior author. She has attained research funding from the Robert Wood Johnson Foundation, National Institutes of Health, the American Heart Association, and internal funding from UAB. Dr. Hidalgo is the past chair of the Minority Affairs committee and President-Elect of the American College of Epidemiology, as well as a long-standing member on the NHLBI Board of External Experts. Dr. Hidalgo is also recipient of the 2019 Robert Wood Johnson Foundation Early Career Achievement Award.

Laura Rasar King, EdD, MPH



Laura Rasar King, EdD, MPH serves as the Executive Director of the Council on Education for Public Health. She has 20 years of experience leading public health and higher education organizations in their quality assurance and improvement efforts. Her work and career have focused on ensuring that academic public health produces graduates that meet the needs of the public health workforce. Dr. King has served in an integral role in advancing workforce development efforts in public health through her professional activities. As a member of the National Board of Public Health Examiners since 2013, she co-chaired the Job Task Analysis steering committee. In addition, she has served in a variety of appointed and elected positions in the American Public Health Association, including as a member of the Education Board. Dr. King also serves in a variety of capacities in the higher education accreditation community. She has served as Chair of the Association of Specialized and Professional Accreditors (ASPA), as well as chair of the Education Policy Committee. She served as the primary negotiator for specialized accreditation on the 2019 and 2024 Negotiated Rulemaking Committees convened by the US Department of Education to renegotiate rules to implement the Higher Education Act. She regularly advocates for professional education and its connection to workforce needs, especially in the health professions, and the importance of quality assurance programs at a national level. Dr. King is a frequent speaker on higher education, accreditation, academic public health and public health workforce issues. She has published several articles in public health journals including: American Journal of Public Health, Health Education & Behavior, Health Promotion Practice, and Frontiers in Public Health. Dr. King received an EdD in Organizational Development with a focus on higher education from Northeastern University and an MPH in health promotion and disease prevention from The George Washington University Milken Institute School of Public Health. She earned a BA in psychology from American University.



Thomas LaVeist, PhD

Thomas A. LaVeist, Ph.D. is Department Chair and Professor in the Department of Health Policy and Management in the Milken Institute School of Public Health at the George Washington University (GW). Before joining GW he was the William C. and Nancy F. Richardson Professor in Health Policy and Director of the Hopkins Center for Health Disparities Solutions at the Johns Hopkins Bloomberg School of Public Health. He received his bachelor's degree from the University of Maryland Eastern Shore, his doctorate degree in medical sociology from the University of Michigan and postdoctoral fellowship in public health at the Michigan School of Public Health. Dr. LaVeist has published more than 100 articles in scientific journals including Health Affairs, Journal of General Internal Medicine, American Journal of Public Health, American Journal of Epidemiology, American Journal of Sociology, Milbank Quarterly, Medical Care, Journal of the American College of Cardiology, Ethnicity and Disease, Health Services Research, and Social Science & Medicine. He is a highly sought after lecturer at leading universities, corporations, professional conferences and workshops. His research has been funded by the National Institutes of Health, Center for Disease Control, Department of Defense, Commonwealth Fund, Sage Foundation and the Agency for Healthcare Research. Dr. LaVeist has provided consultation services for numerous federal agencies and healthcare organizations on minority health and cultural competency issues and racial disparities in health. His dissertation on racial disparities in infant mortality was awarded the 1989 Roberta G. Simmons Outstanding Dissertation Award by the American Sociological Association. He is the recipient of the "Innovation Award" from the National Institutes of Health, and the "Knowledge Award" from the U.S. Department of Health and Human Services, Office of Minority Health. In 2013 he was elected to membership in the National Academy of Medicine (formally the Institute of Medicine) of the National Academy of Science.



Mark Lazenby, PhD

Mark Lazenby, a Professor of Nursing and Philosophy, is the second Dean of the UCI Sue & Bill Gross School of Nursing. As a nurse-philosopher, his books published by Oxford University Press have garnered global attention, extending beyond the nursing community to engage diverse audiences in reflecting on the significance of nursing in fostering a just and compassionate society. As an international expert on psychosocial cancer care, Dean Lazenby's research has focused on the spiritual support of cancer patients from religious minorities. He has conducted psychosocial cancer research in Botswana, Jordan, and the United States, giving him a broad societal and religious basis for addressing the human side of cancer. Prior to UCI, he was Professor of Nursing and Philosophy and Associate Dean for Academic and Student Affairs at the University of Connecticut School of Nursing (2019-2021), where he was Professor of Nursing and Philosophy, and Yale University (2006-2019), where he was Associate Professor of Nursing (Yale School of Nursing), Associate Professor of Religion and Health (Yale Divinity School), and core faculty on The Whitney and Betty MacMillan Center for International and Area Studies.



Iveris Martinez, PhD

Iveris L. Martinez, Ph.D. is the Archstone Foundation Endowed Chair in Gerontology and Director of the Center for Successful Aging at Long Beach State University. Professor Martinez is an applied anthropologist who has received funding from the National Institutes of Health, the Macarthur Foundation, and others for her research on social and cultural factors influencing health, with an emphasis in aging, Latinx, and minority populations. Her current interests include addressing disparities in services for caregivers of persons with Alzheimer's and related dementias, interventions to address social isolation, as well as interprofessional efforts to promote aging in place. She previously served as the Chair of the Board of the Alliance for Aging, Inc., the local area agency on aging for Miami-Dade and Monroe Counties and President

of the Association for Anthropology, Gerontology, and the Life Course. She has a joint Ph.D. in Anthropology and Population & Family Health Sciences from the Johns Hopkins University.



William McDade, MD, PhD

William McDade, MD, PhD is the Chief Diversity, Equity, and Inclusion Officer for the Accreditation Council for Graduate Medical Education (ACGME) and adjunct professor of Anesthesiology at Rush Medical College. Prior to that, he was Executive Vice-President/Chief Academic Officer for the Ochsner Health System and adjunct professor at the University of Queensland; Professor of Anesthesia and Critical Care at the University of Chicago, Associate Dean for Multicultural Affairs at the Pritzker School of Medicine; and Deputy Provost for Research and Minority Issues for the University of Chicago. He is founder of the James E. Bowman Society at the University of Chicago whose focus is on achieving diversity in academic excellence and the elimination of health inequities. Dr. McDade has been a past-president and board chair of the Chicago Medical Society and Illinois State Medical Society; and president of the Cook County Physicians Association, Chicago Society of Anesthesiologists and the Prairie State Medical Society. He has served as Chair of the National Medical Association's Anesthesiology Section and the American Medical Association's Council on Medical Education. He served on the US Department of Education's National Committee on Foreign Medical Education and Accreditation; and has been a representative to the Coalition for Physician Accountability; a board member for the National Board of Medical Examiners and for the ACGME, where he chaired the Taskforce on Diversity in Graduate Medical Education; and, has served as a member of the Board of Trustees of the American Medical Association and on the Executive Committee of the Board of the Joint Commission. Dr. McDade is a board-certified Anesthesiologist having graduated from Pritzker's Medical Scientist Training Program earning a PhD in Biophysics and Theoretical Biology. He completed his internship in internal medicine at UChicago and residency at the Massachusetts General Hospital. He is a member of AOA and the Bucksbaum Institute for Clinical Excellence.



Leon McDougale, MD, MPH

Leon McDougale is Professor of Family Medicine with tenure and the first Chief Diversity Officer for the Wexner Medical Center. He directs several workforce diversity programs including the MEDPATH Postbaccalaureate Program. A graduate of the University of Toledo and the Ohio State College of Medicine, he completed a family medicine residency at the Naval Hospital Camp Pendleton, California, and earned a Master of Public Health degree from the University of Michigan School of Public Health, Department of Health Management and Policy. Dr. McDougale has been a family physician on the Near Eastside of Columbus since 2001, and believes that lifestyle must be a focus of both the treatment and prevention of chronic diseases such as diabetes and high blood pressure. His research is focused diversity and inclusion and eliminating health disparities. Dr. McDougale is serving as President of the National Medical Association (NMA) for a one-year term (2020–2021), which makes him a voting member of the Board of Trustees and Executive Committee. Dr. McDougale is a past Chair for the Association of American Medical Colleges (AAMC) Group on Diversity and Inclusion, and provides service for the AAMC as faculty for the Healthcare Executive Diversity and Inclusion Certificate Program and Minority Faculty Leadership Seminar. Dr. McDougale was appointed to serve as the NMA representative on the National Collegiate Athletic Association Coronavirus Medical Advisory Group in July 2020. He is a Diplomate of the American Board of Family Medicine, a Fellow of the American Academy of Family Physicians and a member of the Association of Military Surgeons of the United States.



Valerie Montgomery Rice, MD

Valerie Montgomery Rice, MD, FACOG, provides a valuable combination of experience at the highest levels of patient care and medical research, as well as organizational management and public health policy. Marrying her transformational leadership acumen and strategic thinking to tackle challenging management issues, she has a track record of redesigning complex organizations' infrastructures to reflect the needs of evolving strategic environments and position the organization for success through sustainability tactics. The sixth president of Morehouse School of Medicine (MSM) and the first woman to lead the freestanding medical institution, Montgomery Rice serves as both the president and CEO. A renowned infertility specialist and researcher, she most recently served as dean and executive vice president of MSM, where she has served since 2011. Prior to joining MSM, Montgomery Rice held faculty positions and leadership roles at various health centers, including academic health centers. Most notably, she was the founding director of the Center for Women's Health Research at Meharry Medical College, one of the nation's first research centers devoted to studying diseases that disproportionately impact women of color. Dedicated to the creation and advancement of health equity, Montgomery Rice lends her vast experience and talents to programs that enhance pipeline opportunities for academically diverse learners, diversifies the physician and scientific workforce, and fosters equity in health care access and health outcomes. To this end, she holds memberships in various organizations and participates on a number of boards, such as the following: member, National Academy of Medicine, the Association of American Medical Colleges Council of Deans, and the Horatio Alger Association and board of directors for The Metro Atlanta Chamber, Kaiser Permanente School of Medicine, The Nemours Foundation, UnitedHealth Group, Westside Future Fund, Josiah Macy Jr. Foundation, Headspace, Wellpath and CARE. A Georgia native, Montgomery Rice holds a bachelor's degree in chemistry from the Georgia Institute of Technology, a medical degree from Harvard Medical School, an honorary degree from the University of Massachusetts Medical School and a Doctor of Humane Letters honorary degree from Rush University. All reflect her lifetime commitment to education, service, and the advancement of health equity. She completed her residency in obstetrics and gynecology at Emory University School of Medicine and her fellowship in reproductive endocrinology and infertility at Hutzel Hospital.



Ethan Slocum

Ethan Slocum is the 73rd president of the National Student Nurses' Association, representing nearly 50,000 pre-licensure nursing students across the United States. He is a fourth-year traditional Bachelor of Science in Nursing at the Frances Payne Bolton School of Nursing at Case Western Reserve University in Cleveland, Ohio. After he graduates in May of 2025, he plans to work as a pediatric intensive care nurse in Cleveland. Since being elected in April 2024, Ethan has had the opportunity to speak before the American Nurses' Association General Membership Assembly, White House Council on Environmental Quality, and the Environmental Protection Agency to advocate for progressive change for future nurses and patients. He speaks with the support of nearly 72 years worth of student policy resolutions advocating for changes in many areas across the healthcare sector. Through policy NSNA, hopes to improve the state of nursing and nursing education for all pre-licensure nursing students.



Kent Smith, PhD

Kent Smith, Ph.D. is an enrolled member of the Comanche Nation with Chickasaw and Cherokee heritage. Kent earned his doctoral degree in Zoology from the University of Oklahoma (OU) where he was appointed to the position of Assistant Professor of Zoology and Research Associate at the Sam Noble Oklahoma Museum of Natural History which he still holds. Currently, he is the founding Associate Dean of the Office of American Indians in Medicine and Science (OAIMS) and is a Professor of Anatomy at Oklahoma State University Center for

Health Sciences (OSUCHS), College of Osteopathic Medicine at Cherokee Nation. In 2014, Kent founded the OAIMS at OSUCHS with a vision to increase the number of First American physicians, scientists, and educators. For nearly three decades, he has directed and taught numerous STEM and medical courses for undergraduate, graduate and medical students and has mentored postdoctoral fellows, residents, and physicians as well. Kent is well recognized for his research focused on the taxonomy, systematics, and paleobiogeography of fossil rodents, carnivores, and ungulates that occurred during the Middle Miocene Climatic Optimum and for his training programs aimed to increase the number of First Americans in science and medical careers. Kent has received numerous institutional and national accolades for his excellence in teaching, research, and outreach. Kent serves professional societies and Indigenous communities as a founding member to the Association of American Colleges of Osteopathic Medicine's Council on Diversity and Equity and the Society of Vertebrate Paleontology's "Futures Award", and for the American Association of Anatomists as an ad hoc member of the Diversity, Equity, and Inclusion subcommittee. He is an active advocate and consultant for the American Indian Science and Engineering Society, for the Native Forward Scholars Fund (formerly American Indian Graduate Center); for the Southern Region Education Board; for various Oklahoma-based Tribal education departments and foundations (e.g., elected as Secretary for Red Earth Inc.); and for a state task force (Oklahoma Education Board Equity Task Force) and board (Anatomical Board of the State of Oklahoma). He also serves on numerous advisory boards for colleagues in Oklahoma and beyond who have received federal funding (e.g., National Institutes of Health, National Science Foundation, and Human Resources and Services Administration) to support their STEM research and training programs for First Americans. Collectively, Kent's research and training programs aimed to increase the number of First Americans in science and medicine have resulted in funding from various agencies (e.g., NIH, HRSA, U.S. Department of Education), Tribes (Chickasaw Nation, Cherokee Nation, and Choctaw Nation of Oklahoma), and private foundations (Whitten-Newman Foundation, Native Explorers Foundation, and Mellam Family Foundation). Kent's passion to introduce science and medicine to First American youth inspired him to create the nationally recognized Native Explorers program and co-found the Chickasaw Nation's Junior Explorers program. In 2023 and 2024, the Native Explorers program received the prestigious "Insight Into Diversity Inspiring Programs in STEM Award."



Nina Uzoigwe

Nina Uzoigwe is a fourth year MD/PhD candidate within the NIH Medical Scientist Training Program at NYU Grossman School of Medicine. A child of Nigerian immigrant parents, she was born and raised in Brooklyn, NY and went to Stuyvesant High School, where she was awarded a NYC Council Proclamation for Exemplary Academic Achievements and recently received the Young Pegleg award, the highest distinction recognized by Governor of NY State from the Executive Chamber, the Mayor of NYC, and the Manhattan Borough President awarded to rising alumnus. After capturing national attention for being accepted to seven Ivy League schools, she graduated from Harvard College as a John Harvard Scholar (awarded to the top 5% of her class), concentrating in Bioengineering with a Secondary in Global Health and Health Policy. Her senior thesis, which won the Thomas T. Hoopes Prize (an award which recognizes outstanding scholarly work or research by students selected by a committee of faculty from Harvard University's Faculty of Arts and Sciences) examined pulmonary valve replacement in neonates with congenital heart defects at Boston Children's Hospital. Now, in the PhD phase of her training studying cardio-immunology, she is extremely passionate about cardiac regenerative medicine and global health equity. She aims to use her education as a cardiothoracic surgeon-scientist to bridge and expand research, clinical, and social sectors to address the burden of cardiovascular disease, especially in the Black and African American communities with her expertise. Since starting medical school, Nina has become a Co-Founder and Executive Director of RISE UP (a URIM outreach physician-scientist program for high school students), Executive Secretary of the Thoracic Surgery Medical Students Association (TSMA), and National Diversity Research Committee Co-Chair and Board of Directors member of the Student National Medical Association (SNMA).

Article III. Biosketches of Moderators and Planning Committee Members



Winston Wong, MD, MS

Planning Committee and Roundtable Chair

Winston Wong is a Scholar in Residence at the UCLA Kaiser Permanente Center for Health Equity. Dr. Wong's career has encompassed leadership roles at community health centers, federal service and most recently at Kaiser Permanente, where he served as Medical Director for Community Benefit for over 17 years. His commitment to addressing health equity began as a bilingual family physician at an FQHC serving the Asian immigrant community in Oakland, which led him to leadership roles in the U.S. Public Health Service, where he served as HRSA's Clinical Officer for a Region IX, spanning 4 states and the Pacific. At Kaiser Permanente, he was responsible for its national strategies to support clinical and population management programs with safety net partners, and for its initiatives to address disparities within KP. In 2016 he was appointed to the US DHHS Advisory Committee on Minority Health, and in 2019 was appointed chair. He currently serves as chair on the National Academy of Medicine's Roundtable on the Promotion of Health Equity, and has served as member on the Roundtable on Health Literacy, and the Board on Population Health and Public Health Practice. He previously served as Board Chair for the School Based Health Alliance and is the current acting CEO and Chair of the National Council of Asian Pacific Islander Physicians. His work in developing programs and policies to address health equity has been recognized by awards from the California Primary Care Association, Latino Health Access, the Minority Health Foundation, Asian Health Services, and Congresswoman Barbara Lee. A graduate of UCSF School of Medicine, Dr. Wong also received an honorary Doctor of Humane Letters from the A. T. School of Osteopathic Medicine, and currently serves on the Board of the CDC Foundation.



Yvette Calderon, MD

Planning Committee and Roundtable Member

Dr. Calderon is currently a tenured Professor of Emergency Medicine (EM) at the Icahn School of Medicine and Chair of the Department of EM at Mount Sinai Beth Israel. She is renowned for her lifelong commitment to providing care to the underserved, finding solutions to address disparate medical care in vulnerable communities and promoting diversity in the field of medicine to reflect the diversity of patients served. It must be stressed that her research has been nationally and internationally transformational in incorporating public health initiatives in EM. She designed and implemented screening programs to identify patients with undiagnosed and/or untreated HIV/HCV and successfully linked these patients to care. Dr. Calderon was named as Dean / VP for Equity in Clinical Care this year and will lead efforts to ameliorate disparities in treatment and improve health outcomes for patients of the Mount Sinai Health System and School. She was appointed to the National Academy of Medicine in 2022. Dr. Calderon received her medical degree and Master of Science in Clinical Research Methods from Albert Einstein College of Medicine and her undergraduate degree at Brown University. Dr. Calderon completed her medical internship at Beth Israel Medical Center and her residency at Jacobi Medical Center.



Ned Calonge, MD, MPH

Planning Committee and Roundtable Member

Ned Calonge, MD, MPH, is a Professor of Epidemiology and the Associate Dean for Public Health Practice at the Colorado School of Public Health, and is the Chief Medical Officer for the Colorado Department of Public Health and Environment. He is an Associate Professor of Family Medicine at the University of Colorado School of Medicine. Prior to his current positions, Dr. Calonge was the President and CEO of The Colorado Trust, a private foundation dedicated to achieving health equity for all Coloradans. Nationally, Dr. Calonge chairs HRSA's Advisory Committee on Heritable Disorders of Newborns and Children and is a member of the National Academies of Sciences, Engineering and Medicine (NASEM) Standing Committee on Reproductive Health, Equity and Society and the Roundtable for Achieving Health Equity. He is past chair of the NASEM Board on Population Health and Public Health Practice, past chair of CDC's Community Services Task Force, past chair of the U.S. Preventive Services Task Force and past chair of CDC's Evaluating Genomic Applications in Practice and Prevention Working Group. He has served on and chaired several NASEM consensus studies including studies on health equity, genetic testing in medicine, safety and quality of abortion services, evidence-based public health emergency preparedness and response, PFAS testing, exposure reduction and clinical follow up, the VA Presumptive Decision Process, and alcohol and health. Dr. Calonge received his MD from the University of Colorado, his MPH from the University of Washington, and is board certified in Preventive Medicine. He was elected to the National Academy of Medicine in 2011.



Kendall M. Campbell, MD

Planning Committee Member

Kendall M. Campbell, MD is Professor and Chair of the Department of Family Medicine at the University of Texas Medical Branch in Galveston, Texas. He is the Sealy Hutchings and Lucille Wright Hutchings Chair in Family Medicine. Dr. Campbell is nationally recognized for his research impacting underrepresented groups in medicine. He has published over 100 peer reviewed manuscripts, several book chapters and has contributed to National Academy of Medicine publications. He has received honors and awards for his service including the Martin Luther King, Jr. Distinguished Service Award, the Exemplary Teacher Award, and the 2021 Society of Teachers in Family Medicine (STFM) President's Award. Dr. Campbell is a founding director of the STFM Leadership through Scholarship fellowship through which he mentors and provides faculty and leadership development to early career family medicine faculty all over the country. He has received funding through HRSA to expand this work to faculty beyond family medicine. Dr. Campbell was elected to the National Academy of Medicine as part of the class of 2021. He completed his medical training at the University of Florida College of Medicine and residency at Tallahassee Memorial Healthcare.



Luther Clark, MD, FACP

Planning Committee and Roundtable Member

Dr. Luther T. Clark is Executive Director, Patient Innovation & Engagement, Global Medical and Scientific Affairs at Merck. In this role, he is responsible for (1) collaborating with key internal and external stakeholders to increase the voice of patients, directly and indirectly, in decision-making; (2) supporting implementation of the global clinical trial diversity, inclusion and equity strategic plan; and (3) representing Merck externally, expanding bi-directional scientific exchange and connectivity with key patient and professional leaders and organizations. Dr. Clark co-leads a team that champions diversity, equity and inclusion in clinical research and chairs Merck's Patient Engagement, Diversity and Health Literacy Investigator Initiated Studies

Research Committee. Prior to joining Merck, Dr. Clark was Chief of the Division of Cardiovascular Medicine at the State University of New York Downstate Medical Center (SUNY Downstate) and founding Director of the National Institutes of Health (NIH) funded Brooklyn Health Disparities Research Center. Dr. Clark earned his Bachelor of Arts degree from Harvard College and his Medical degree from Harvard Medical School. He is a Fellow of the American College of Cardiology (FACC) and the American College of Physicians (FACP). He has authored more than 100 publications and edited (as well as being principal contributor) the textbook Cardiovascular Disease and Diabetes (McGraw-Hill). Dr. Clark has received numerous awards and honors, including the Harvard University Alumni Lifetime Achievement Award for Excellence in Medicine.



Mario De La Rosa, PhD, MSSA

Planning Committee and Roundtable Member

Dr. De la Rosa earned a doctorate degree in Social Work in 1986 from the Ohio State University. He is a tenured Professor in the Robert Stempel College of Public Health and Social Work and the Herbert Wertheim College of Medicine at Florida International University (FIU). He is a pioneering health disparities scientist with more than three decades of experience and expertise in substance abuse, HIV/AIDS, and cross-cultural issues targeting Latino populations. Prior to joining FIU he served as a Health Science Administrator in the National Institute on Drug Abuse (NIDA) where he developed in the early 1990's a program of research on the epidemiology of substance abuse research targeting vulnerable populations. Dr. De La Rosa is the Founding and Current Director of the FIU Center for Research on US Latino HIV/AIDS and Drug Abuse (CRUSADA) a nationally recognized multi-disciplinary research, education, and community outreach center dedicated to eliminating health disparities in substance abuse and HIV/AIDS targeting Latino populations in the US. Dr. De La Rosa's research has focused on investigating the individual, interpersonal, and community level socio-cultural determinants of substance abuse and HIV risk behaviors among ethnic and racial minority populations, particularly underserved Latino populations. He has co-authored 185 peer review manuscripts in scientific journals and has been awarded numerous research grants as a principal or co-principal investigator from NIH. He has also served on numerous NIH scientific review committees and is a past member of the National Institute on Minority Health and Health Disparities (NIMHD) National Advisory Council and is a member of the Academy of Science, Engineering, and Medicine of Florida (ASEMFL).



Kristi Guillory Reid, JD, MS

Planning Committee Member

Kristi Guillory Reid is an attorney, health care expert, published author, and experienced DEI strategist with over two decades of experience leading strategic planning projects and developing stakeholder engagement and advocacy strategies for a wide variety of national healthcare organizations. Kristi has experience in all three branches of government, the private sector, and leading national nonprofit organizations—including the U.S. Department of Health and Human Services, The Council of State Governments, the American Cancer Society, and the Alzheimer's Association. In 2020, Kristi launched her consulting firm, Kristi Guillory Reid Enterprises, to assist organizations with defining and refining their public policy priorities, establishing DEI strategies, and assessing business impact. Kristi has worked with leaders in the public, private, and profit sectors to assess organizational capacity and develop achievable social impact strategies grounded in evidence-based data insights and paired with engaging communications and public engagement strategies. Kristi earned a B.A. in Political Science from Loyola University (New Orleans), a M.S. in Public Policy and Management from Carnegie Mellon University, and a J.D. from Duke University. She is also an alumnus of both the Presidential Management Fellow and Woodrow Wilson National Fellowship Foundation Programs.



K. Aletha Maybank, MD, MPH

Planning Committee and Roundtable Member

Dr. Aletha Maybank, MD, MPH, is a pediatrician, preventative medicine physician, and Senior Vice President at the American Medical Association. As the Chief Health Equity Officer, she spearheads the AMA's Center for Health Equity, advocating for equity and racial justice. Dr. Maybank's leadership extends from her role as Founding Director for the Center for Health Equity at the NYC Department of Health and Mental Hygiene to her impactful publications on topics such as anti-racist praxis in medicine and reparations for Black American descendants. Recognized globally for her pioneering work, she was named amongst the ten executives to watch in 2024 by Modern Health Care and received numerous prestigious awards, including the Allan Rosenfield Alumni Award of Excellence. Dr. Maybank's relentless dedication to health equity serves as a beacon of hope and inspiration within the field of health equity, medicine, and public health.



Kennedy Musgrave

Moderator

Kennedy Musgrave is a second-year student at George Washington University School of Medicine & Health Sciences, concentrating in health policy. She currently serves as chapter president of GW's SNMA, outreach co-chair for the National SNMA Pipeline Mentoring Institute, is a 2023 AAMC Darrel G. Kirch Scholar, and volunteers with the AAMC Office of Diversity and Inclusion. A summa cum laude graduate of Dillard University with a B.A. in Psychology, Kennedy also curates the blog "Doctor-ish," where she shares her medical journey. Grounded in her own experiences, she is committed to advancing health equity by addressing systemic issues that have long marginalized underserved communities.



Melissa Simon, MD, MPH

Planning Committee and Roundtable Member

Melissa A. Simon, MD, MPH is the George H. Gardner Professor of Clinical Gynecology and full tenured professor of Obstetrics and Gynecology, Preventive Medicine, and Medical Social Sciences at the Northwestern University Feinberg School of Medicine. She is the Founder/Director of the Center for Health Equity Transformation and serves as the Vice Chair of Research in the Department of Obstetrics and Gynecology and the Associate Director of Community Outreach and Engagement at the NU Robert H Lurie Comprehensive Cancer Center. Dr. Simon is an internationally recognized expert in implementation science, health services research, health equity, community engaged research and science workforce development. Dr. Simon has dedicated her entire career towards health equity scholarship, health justice and diversity, equity and inclusion and has been recognized for these contributions through election to the National Academy of Medicine in October 2021 and the Association of American Physicians in January 2022.



Reggie Tucker-Seeley, MA, ScM, ScD

Planning Committee and Roundtable Member

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.

Article IV. Recommended Meeting Materials

1. [Power to Heal: Medicare and the Civil Rights Revolution](#) by Barbara Berney. For access to the film, please contact Dr. Berney via email: bberney1@gmail.com
2. [Resolutions Passed by the NSNA House of Delegates](#)
3. [The Color of Law: A Forgotten History of How Our Government Segregated America](#), by Richard Rothstein
4. [White Space, Black Hood: Opportunity Hoarding and Segregation in the Age of Inequality](#), by Sheryll Cashin
5. [Questions and Answers Regarding the Supreme Court's Decision in *Students For Fair Admissions, Inc. v. Harvard College and University of North Carolina*](#)
6. [Letter from Kristen Clarke and Catherine E. Lhamon on the U.S. Supreme Court Decision: *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College and Students for Fair Admissions, Inc. v. University of North Carolina et. al.*](#)

Article V. Directions to the National Academy of Sciences Building

Getting to the National Academy of Sciences Building

The National Academy of Sciences (NAS) building is located at 2101 Constitution Avenue, NW, Washington, DC and is accessible by car or metro.

Driving to the NAS building:

Limited visitor parking is available within the NAS building's main parking lot. To park for free, tell the garage attendant that you are participating in the Case Challenge and provide your name and license plate number. Street parking is also available at normal DC rates.

Taking the Metro:

The closest metro station is Foggy Bottom, located along the blue and orange lines. Upon exiting the metro, head South on 23rd Street, NW. Walk for about half a mile. Turn left onto C Street, NW (before Constitution Avenue, NW) and walk on the side of C Street opposite the State Department. The NAS Building will be the second on your right, after you pass 22nd St NW, which is closed to traffic.

Upon entering the building, you will need to present a photo ID to the guard at the front desk.

Article VI. 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.

Section 6.01 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.

Section 6.02 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.

Article VII. Article V. Diversity, Equity, and Inclusion Statement and Guiding Principles

We, the National Academies of Sciences, Engineering, and Medicine (the National Academies), value diversity among our staff, members, volunteers, partners, vendors, and audiences. We recognize that talent is broadly distributed in society and that many perspectives enhance the quality of our work and drive innovation and impact.

We pledge to cultivate a workplace culture and climate that promotes inclusion, belonging, accessibility, and anti-racism; upholds equity; and values the participation of all who are engaged in advancing our mission.[1] By embracing the values of diversity, equity, and inclusion in our programs, institutional policies and practices, and products, we will be able to better advise the nation on the most complex issues facing society and the world.

Guiding Principles:

The following diversity, equity, and inclusion principles guide our work at the National Academies:

1. Integrate diverse perspectives and experiences into our programs, institutional policies and practices, and products.
2. Foster a culture of inclusion where all staff, members, and volunteers have full access to participation and feel welcomed, respected, valued, and a sense of belonging.
3. Approach scientific endeavors with a consideration of diversity, equity, and inclusion frameworks.
4. Cultivate mutually beneficial diverse partnerships and collaborations with a variety of communities, including, but not limited to, marginalized and underrepresented communities.

Our institutional strategy for putting these values and principles into practice are outlined in the National Academies DEI Action Plan, a comprehensive five-year plan that charts a path toward achieving our diversity, equity, and inclusion goals. The DEI Action Plan is one of many ways that we commit to systems of accountability and transparency to uphold these principles and allow for continuous learning and improvement.

Updated June 7, 2018