



NATIONAL ACADEMIES Sciences
Engineering
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Unequal Treatment Revisited

A Workshop Series: Part 2

August 16, 2023 • 11:00 AM - 3:30 PM EST

August 17, 2023 • 11:00 AM - 1:00 PM EST

Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

*A Workshop Series: Part 2 Briefing Book
August 16-17, 2023*

For any logistics questions please contact:

Unequaltreatment2@nas.edu

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Consensus Study on Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

A Workshop Series: Part 2

August 16, 2023; 11:00am -3:30pm EST

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WORKSHOP AGENDA

WEDNESDAY, AUGUST 16, 2023

11:00AM TO 3:30PM ET

11:00 am	Welcome and Introductory Remarks <i>Georges Benjamin, Committee Co-chair</i>
11:10	<p>SESSION 1: Innovative Approaches: Opportunities and Challenges</p> <p>Co-Moderators: <i>Darrell Gaskin, Johns Hopkins</i> <i>Brian Rivers, Morehouse School of Medicine</i></p> <p>Session Objectives: To examine innovative and promising approaches within and outside the health care system aimed at addressing racial and ethnic inequities in healthcare access, utilization, and quality of care, and to discuss how those approaches can be scaled and replicated.</p> <p>Session Keynote: Racial and Ethnic Inequities in Health Care: What Have We Learned about Approaches in the Past Two Decades? What Needs to be Done Differently?</p> <ul style="list-style-type: none"> • Reed Tuckson, Tuckson Health Connections, LLC <p>Clinical Perspective</p> <ul style="list-style-type: none"> • Marshall Chin, The University of Chicago Medicine <p>Community Health Perspective</p> <ul style="list-style-type: none"> • Alyce S. Adams, Stanford Medicine Innovation Professor and Professor of Epidemiology and Population Health, Stanford University <p>Leveraging Healthcare Technology Tools</p> <ul style="list-style-type: none"> • Dominic Mack, Morehouse School of Medicine <p>Technology Development and Health Care Equity</p> <ul style="list-style-type: none"> • Ivor Horn, Director of Health Equity and Product Inclusion, Google Health <p>Health Insurance Industry & Healthcare E-commerce Perspectives</p> <ul style="list-style-type: none"> • Neema Stephens, National Medical Director for Health Equity, Cigna • Joneigh Khaldun, Vice President and Chief Health Equity Officer, CVS Health <p>Panel Discussion and Audience Q&A</p>
1:00 pm	Break
1:30	SESSION 2: Sociopolitical and Legal Opportunities and Challenges

	<p>Co-Moderators: Sara Rosenbaum, George Washington University Georges Benjamin, Committee Co-chair</p> <p>Session Objective: To examine the promises and realities of US civil rights policy as it relates to health care and its enforcement.</p> <p>American Indians and Alaska Natives Health Care Perspective</p> <ul style="list-style-type: none"> • Donald Warne, Center for Indigenous Health, Johns Hopkins University <p>Asian-Pacific American Health Care Perspective</p> <ul style="list-style-type: none"> • Juliet K. Choi, Asian & Pacific Islander American Health Forum <p>Immigrant Health Care Perspective</p> <ul style="list-style-type: none"> • Tanya Broder, National Immigration Law Center <p>Panel Discussion and Audience Q&A</p>
2:30	<p>A historical Perspective on Discrimination in Health Care and the Development of US civil Rights Policy</p> <ul style="list-style-type: none"> • Dayna Bowen Matthew, GW Law <p>Overview of Section 1557 of the Affordable Care Act</p> <ul style="list-style-type: none"> • Mara Youdelman, National Health Law Program <p>Panel Discussion and Audience Q&A</p>
3:30	<p>Closing Remarks and Wrap-Up Georges Benjamin, Committee Co-chair</p>
<p>THURSDAY, AUGUST 17, 2023 11:00AM TO 1:00PM ET</p>	
11:00 am	<p>Welcome and Recap of Day 1 Georges Benjamin, Committee Co-chair</p>
11:10	<p>SESSION 3: Data, Measures, and Research to Advance Health Care Equity</p> <p>Co-Moderators: Kosali Simon, Indiana University Bloomington Consuelo Wilkins, Vanderbilt University Medical Center</p> <p>Session Objectives: To examine data and measurement needs to advance health equity research, discuss the use and effectiveness of health equity assessment tools, explore the gaps in existing research, and discuss opportunities for future research.</p> <p>Leveraging Upstream Data</p> <ul style="list-style-type: none"> • Randall Akee, University of California, Los Angeles <p>Leveraging Administrative Data</p> <ul style="list-style-type: none"> • Cara V. James, Grantmakers In Health <p>Leveraging Clinical and Biomedical Data</p>

	<ul style="list-style-type: none"> • Peter Embi, Vanderbilt University Medical Center <p>Leveraging Better Ways to Build Algorithms</p> <ul style="list-style-type: none"> • Sendhil Mullainathan, The University of Chicago Booth School of Business <p>Panel Discussion and Audience Q&A</p>
12:00pm	<p>Measuring Structural Racism in Health Equity Research</p> <ul style="list-style-type: none"> • Brigitte Davis, University of Minnesota School of Public Health <p>Opportunities for New Research: Implementation Science Perspective</p> <ul style="list-style-type: none"> • Lisa Cooper, Johns Hopkins University <p>Opportunities for New Research: Community Engagement Perspective</p> <ul style="list-style-type: none"> • Melody Goodman, New York University <p>Opportunities for New Research: Translational Research Perspective</p> <ul style="list-style-type: none"> • Brian Mustanski, Northwestern University <p>Panel Discussion and Audience Q&A</p>
12:50	<p>Closing Remarks and Wrap-Up Georges Benjamin, Committee Co-chair</p>
1:00	<p>Adjourn</p>

**Unequal Treatment Revisited:
The Current State of Racial and Ethnic Disparities in Health Care**

Statement of Task

An ad hoc committee of the National Academies of Sciences, Engineering, and Medicine will examine the current state of racial and ethnic healthcare disparities in the U.S. This work will include support for the infrastructure and activities required to update the 2003 Unequal Treatment report. The update will highlight the major drivers of healthcare disparities, provide insight into successful and unsuccessful interventions to reduce disparities, identify gaps in the evidence base, and propose strategies to close those gaps. The committee will consider ways to scale and spread effective interventions to reduce racial and ethnic disparities in health care and make recommendations to advance health equity.

NASEM will conduct a scoping review of the literature on racial and ethnic healthcare disparities in the years since the Unequal Treatment report (2003-2022). This task will also provide a comprehensive status update on the implementation of the IOM report recommendations, as well as whether specific healthcare disparities have improved, remained the same, or worsened. The topics will include but are not limited to:

- Societal factors such as bias, racism, discrimination, intersectionality, stereotyping and intersectionality at the individual (clinical and non-clinical staff), interpersonal, institutional, and health system levels.
- Technology factors, such as bias in diagnostic tools and algorithms used in clinical practice and decision-making, and variability in access to broad band internet and other telecommunication technologies, as well as digital inequality
- Geographic factors, such as variability in the social determinants of health, language and English proficiency, and access to both social services, (including those not directly related to health care), language, and health care services for acute and chronic conditions in different communities
- Policy factors, such as federal and state laws and regulations and public health programs
- Health care factors, such as the coverage and design of health plans, institutional or clinic-based access, and the demographic and specialty profile of the clinical workforce
- The impact of clinical training and education in perpetuating disparities, and ways to improve training, enhance cultural competency, and diversify the health care workforce.
- The committee will also consider ways to scale and spread effective interventions to reduce racial and ethnic disparities in health care.

The review and summary of findings will focus on the Office of Management and Budget (OMB) defined racial and ethnic groups, report disaggregated findings where possible (e.g., by country of origin or national heritage). The literature review should also:

- Incorporate evidence on racial and ethnic disparities in healthcare measured by access, utilization and quality of care given that major advancements related to healthcare policy (e.g., ACA), demographic shifts, and public health emergencies (e.g., COVID-19) have differentially impacted people from racial and ethnic groups and may have exacerbated disparities.
- Examine healthcare disparities across the spectrum of healthcare settings with an emphasis on primary care in the continuity outpatient setting but also including specialty outpatient care, emergency or urgent care, and hospital care.
- Examine racial and ethnic healthcare disparities across the lifespan (e.g., between racial and ethnic minority children and older adults compared with their White counterparts and the relationship between adverse childhood experiences [ACEs] and how these pathways develop into health disparities in later life).
- Determine the interventions that have been most effective at the local, state, and federal levels for reducing racial and ethnic disparities in healthcare using the intervention strategies outlined in the previous report as a guide.
- Identify the institutional, community based, or community engaged approaches that have addressed racial and ethnic disparities in healthcare access, utilization and quality of care and quantify those with the most positive impact.
- Determine the community engaged research approaches that are most replicable and scalable.

Drawing on this detailed literature review, and supplemented by public input, the committee will apply its expert judgment in order to develop recommendations with a focus on advancing health equity.

SPEAKER BIOS



Alyce S. Adams, PhD
Stanford Cancer Institute

Alyce Adams is the inaugural Stanford Medicine Innovation Professor. She is a Professor in the Departments of Health Policy, Epidemiology and Population Health, and (by courtesy) Pediatrics. She also serves as Associate Chair for Health Equity and Community Engagement in the Department of Health Policy and as an Associate Director in the Stanford Cancer Institute (Office of Cancer Health Equity) and Stanford Impact Labs. Dr. Adams' research seeks to inform health systems and policy level solutions to promote equitable chronic disease treatment outcomes among older adults with multiple chronic conditions. Dr. Adams co-leads the NIDDK funded Diabetes Research for Equity through Advanced Multilevel Science Center for Diabetes Translational Research. She is also Past Chair of the Board of Directors at AcademyHealth. Before joining Stanford in 2021, Dr. Adams was Associate Director for Health Care Delivery and Policy Research at Kaiser Permanente Division of Research where she maintains an adjunct investigator appointment.



Randall Akee, PhD
UCLA

Randall Akee is an associate professor in the Department of Public Policy and American Indian Studies at UCLA. Previously, he served as a David M. Rubenstein Fellow in Economic Studies at the Brookings Institution. Dr. Akee completed his doctorate at Harvard University in June 2006. Dr. Akee is an applied microeconomist and has worked in the areas of Labor Economics, Economic Development and Migration. Previously, he served on the National Advisory Council on Race, Ethnic, and Other Populations at the US Census Bureau. Dr. Akee co-wrote a National Academies of Sciences commissioned paper on Poverty and American Indian Children in 2017. In 2019, he participated in an NAS research conference focusing on the U.S. Census and Differential Privacy. He is a research fellow at the Harvard Project on American Indian Economic Development and a Research Associate at the National Bureau of Economic Research.



Tanya Broder, JD
National Immigration Law Center

Tanya Broder specializes in the laws and policies affecting access to health care, public benefits, education, and other services for low-income immigrants across the United States. She writes articles, provides technical assistance, supports litigation, and presents trainings to legal and social service providers, government agencies, legislative staff, educators, and community-based organizations. Before joining NILC in 1996, she worked as a policy analyst for the Northern California Coalition for Immigrant Rights and as a staff attorney for the Legal Aid Society of Alameda County in Oakland. Ms. Broder holds a juris doctor from Yale Law School.



Lisa A. Cooper, MD, MPH
Johns Hopkins University School of Medicine

Lisa A. Cooper is the James F. Fries Professor of Medicine and a Bloomberg Distinguished Professor at Johns Hopkins University Schools of Medicine, Nursing, and Bloomberg School of Public Health. She is also the Founder and Director of the Johns Hopkins Center for Health Equity. Dr. Cooper studies how race and socioeconomic factors shape patient care, and how health systems, with communities, can improve the health of populations that experience health disparities. An internal medicine physician, epidemiologist, and health services researcher, Dr. Cooper and her teamwork, in partnership with health systems and community-based organizations, to identify interventions that alleviate health disparities and translate them into practice and policy changes that improve community health.

Dr. Cooper is a 2007 MacArthur Fellow and an elected member of the National Academy of Medicine. She is also a recipient of the Herbert W. Nickens Award for outstanding contributions to promoting social justice in medical education and equity in health care from the Association of American Medical Colleges, the Helen Rodriguez-Trias Social Justice Award from the American Public Health Association, and a Distinguished Scientist Award from the American Heart Association. Dr. Cooper is the author of the book, *“Why Are Health Disparities Everyone’s Problem?”* (Johns Hopkins University Press, 2021). In September 2021, she was appointed by President Biden to the President’s Council of Advisors on Science and Technology.



Marshall H. Chin, MD, MPH
University of Chicago

Marshall H. Chin, Richard Parrillo Family Distinguished Service Professor of Healthcare Ethics at the University of Chicago, is a practicing general internist and health services researcher who has dedicated his career to advancing health equity through interventions at individual, organizational, community, and policy levels. Through the Robert Wood Johnson Foundation Advancing Health Equity: Leading Care, Payment, and Systems Transformation program, Dr. Chin collaborates with teams of state Medicaid agencies, Medicaid managed care organizations, frontline healthcare delivery organizations, and community-based organizations to implement payment reforms to support and incentivize care transformations that advance health equity. He co-chairs the Centers for Medicare & Medicaid Services Health Care Payment Learning and Action Network Health Equity Advisory Team. Dr. Chin co-directs the Chicago Center for Diabetes Translation Research. He is Associate Director of the MacLean Center for Clinical Medical Ethics and applies ethical principles to reforms that advance health equity and discussions about advocating for patients. Dr. Chin is a graduate of Harvard College and the University of California at San Francisco School of Medicine, and he completed residency and fellowship training in general internal medicine at Brigham and Women’s Hospital, Harvard Medical School. He is a former President of the Society of General Internal Medicine. Dr. Chin was elected to the National Academy of Medicine (NAM) in 2017. He is on the Steering Committee for the NAM paper series on structural racism and health and is a co-author of the Asian American paper.



Juliet K. Choi
Asian & Pacific Islander American Health Forum

Juliet K. Choi is the president and Chief Executive Officer of the Asian & Pacific Islander American Health Forum (APIAHF), a national health justice organization which influences policy, mobilizes communities, and strengthens programs and organizations to improve the health of Asian Americans, Native Hawaiians, and Pacific Islanders. She is an accomplished cross-sector leader and coalition builder who specializes in change management, system reform and stakeholder relations,

particularly in the areas of immigration, civil rights, healthcare and disaster relief. A senior executive, she served in the Obama administration as the former chief of staff and senior advisor of two federal agencies: U.S. Citizenship and Immigration Services (USCIS) at the U.S. Department of Homeland Security; and the Office for Civil Rights (OCR) at the U.S. Department of Health and Human Services. Prior to her political appointments, she led disaster relief operations and strategic partnerships at the American Red Cross as a member of the disaster leadership team. She has previously worked at the Partnership for Public Service, Asian American Justice Center, Mental Health America, and a Fortune 500 corporation. Juliet received her law school's Alumni Association Award for Leadership and Character and Rising Star Alumnus Award. Currently, she serves on the boards of the NAPABA Law Foundation and national YWCA USA. A certified mediator, Juliet received her J.D. from the University of Maryland School of Law and clerked for the Dennis M. Sweeney (ret.) of the Circuit Court for Howard County, Maryland. She received her B.A. in Economics from the University of Virginia.



Peter J. Embí, MD, MS, FACP, FACMI, FAMIA, FIAHSI
Vanderbilt University Medical Center

Peter Embí is an internationally recognized researcher, educator and leader in the field of clinical and translational research informatics, with numerous peer-reviewed publications and presentations describing his innovations in the field. Dr. Embí serves as Professor and Chair of the Department of Biomedical Informatics, Professor of Medicine and Senior Vice-President for Research and Innovation at Vanderbilt University Medical Center. Prior to joining VUMC, he served as President and CEO of the Regenstrief Institute, Professor and Associate Dean for

Informatics and Health Services Research at the Indiana University School of Medicine, Associate Director at Indiana CTSI and Vice President for Learning Health Systems at IU Health and on the faculty of the University of Cincinnati, where he was the founding director of the UC Center for Health Informatics. Among his other leadership roles, he was the Past President and Chair of the Board of Directors of AMIA and on the National Advisory Council for the Agency for Healthcare Research and Quality.



Melody S. Goodman, PhD
New York University

Melody Goodman received her B.S. summa cum laude in applied mathematics-statistics and economics (double major) from Stony Brook University. She received her M.S. in biostatistics from the Harvard T.H. Chan School of Public Health and her Ph.D. from the Department of Biostatistics at Harvard University with minors in theoretical statistics and the social determinants of health disparities. She is the Vice Dean for Research, Professor of Biostatistics, and Director of the Center for Anti-racism, Social Justice & Public Health, at New York University School of Global

Public Health. She has over 100 peer-reviewed journal articles and two books (2018 Routledge/Taylor & Francis Group); 1) Public Health Research Methods for Partnerships and Practice and 2) Biostatistics for Clinical and Public Health Research. Dr. Goodman is a biostatistician and research methodologist. Her research interest is on identifying origins of health inequities and developing, as necessary, evidence-based primary prevention strategies to reduce these health inequities. She is a Fellow of the American Statistical Association (2021) and the inaugural recipient of the societal impact award from the Caucus for Women in Statistics (2021).



Ivor Braden Horn, MD, MPH, FAAP

Google Health

Ivor Horn is Chief Health Equity Officer at Google where she leads a cross-functional team that provides health equity leadership to ensure that health-related products, research, and other initiatives are diverse, fair, accessible, and inclusive. Before joining Google, Dr. Horn served as Chief Medical Officer at Accolade. Before Accolade, she served as Medical Director of the Center for Diversity and Health Equity at Seattle Children's Hospital, and Professor of Pediatrics at the University of Washington School of Medicine. Dr. Ivor Horn is an internationally recognized leader in health equity, social determinants of health, and healthcare innovation. A pediatrician and health services researcher, her work focuses on using technology to address health inequities. She has authored several peer-reviewed journal publications on health communication and health equity. She is an active angel investor and currently serves on the Board of Care Academy and as a Trustee of the Board at Boston Children's Hospital.



Cara V. James, PhD

Grantmakers In Health

Cara V. James is President and CEO at Grantmakers In Health (GIH). Prior to joining GIH in 2020, she served as Director of the Office of Minority Health at the Centers for Medicare & Medicaid Services (CMS) in the US Department of Health and Human Services where she provided leadership, vision, and direction to advance health equity. Under her guidance, CMS developed its first CMS Equity Plan to Improve Quality in Medicare, its first Rural Health Strategy, created an ongoing initiative to help individuals understand their coverage and connect to care, increased the collection and reporting of demographic data, and developed numerous tools and resources to advance health equity. Before joining CMS, Dr. James served as Director of the Disparities Policy Project and Director of the Barbara Jordan Health Policy Scholars Program at the Kaiser Family Foundation. Dr. James holds a doctorate in health policy and a bachelor's degree in psychology from Harvard University. Dr. James is a member of the National Advisory Committee on Rural Health and Human Services, and she serves on the board of the Association of American Medical Colleges, District of Columbia Hospital Association, and Health Care Cost Institute.



Joneigh S. Khaldun, MD, MPH, FACEP

CVS Health

Joneigh S. Khaldun is a nationally recognized health care executive, health policy, and public health expert who currently serves as the Vice President and Chief Health Equity Officer for CVS Health. In this role she advances the company's data-driven strategy to improve access to services, address social determinants of health, and decrease health disparities. Dr. Khaldun previously served as Chief Medical Executive for the State of Michigan where she led the state's COVID response and oversaw the state's public health, Medicaid, and behavioral health services. In 2021, she was appointed by President Biden to the COVID 19 Health Equity Task Force. She has received numerous awards including 2021 US News Woman of the Year and 2020 Crains Detroit Newsmaker of the Year. Dr Khaldun obtained her B.S. from the University of Michigan, M.D. from the University of Pennsylvania, MPH in Health Policy from George Washington University, and completed her emergency medicine training at SUNY Downstate/Kings County Hospital Center in Brooklyn, NY. She is on the Board of the Milbank Memorial Fund, is an Aspen Health Innovator's Fellow, and currently practices emergency medicine at Henry Ford Hospital in Detroit.



Dayna Bowen Matthew, JD, PhD

George Washington University Law School

Dayna Bowen Matthew is the Dean and Harold H. Greene Professor of Law at the George Washington University Law School. A leader in public health and civil rights law who focuses on disparities in health, health care, and the social determinants of health, Dean Matthew joined GW Law in 2020. She also is the founder and inaugural faculty director of GW's newly chartered Equity Institute, an interdisciplinary research hub dedicated to addressing racial, ethnic, and socioeconomic injustice. A prolific writer, Dean Matthew is the author of two bestselling books, *“Just Medicine: A Cure for Racial Inequality in American Health Care,”* and the recently released *“Just Health: Treating Structural Racism to Heal America,”* and the co-author of a case book on public health law, ethics, and policy.



Dominic H. Mack MD, MBA

Morehouse School of Medicine

Dominic Hugo Mack is a Professor of Family Medicine at Morehouse School of Medicine (MSM) and serves as Director of the National Center for Primary Care (NCPC). Dominic leads NCPC's promotion of health equity and population health through the development of strategies to further research, innovations and trainings that advance primary care systems. NCPC concentrates program development in four areas: Big Data Health Equity Research, Health Policy, Substance Use Prevention and Treatment, and Digital Health. He is the Principal Investigator and Director of the National COVID-19 Resiliency Network (NCRN), an Office of Minority Health cooperative agreement with MSM. Dominic is founder and past president of Mack Medical Consultants, a health advisory company dedicated to the improvement of business practices in medical organizations. Dr. Mack has practiced in Georgia for many years and served in various local, state, and national leadership roles within non-profit and for-profit organizations including service in the US Federally Qualified Health Center system. Dominic strives to develop national partnerships in rural and urban communities to implement equitable and sustainable community-based interventions for better health outcomes for all people.



Sendhil Mullainathan

The University of Chicago Booth School of Business

Sendhil Mullainathan is the Roman Family University Professor of Computation and Behavioral Science at Chicago Booth. His current research uses machine learning to understand complex problems in human behavior, social policy, and especially medicine, where computational techniques have the potential to uncover biomedical insights from large-scale health data. In addition to being a co-PI at the joint Berkeley-UChicago Laboratory for Systems Medicine, Dr. Mullainathan is the cofounder of the computational medicine initiative, Nightingale. He's also a cofounder of Pique, an app that changes how people read books and learn; and Dandelion, a company that catalyzes AI in healthcare. In past work, he has combined insights from economics and behavioral science with causal inference tools—lab, field, and natural experiments—to study social problems such as discrimination and poverty. Prior to joining Booth, Sendhil was the Robert C. Waggoner Professor of Economics in the Faculty of Arts and Sciences at Harvard University, where he taught courses about machine learning and big data. He began his academic career at the Massachusetts Institute of Technology. Sendhil is a recipient of the MacArthur “Genius Grant,” has been designated a “Young Global Leader” by the World Economic Forum, was labeled a “Top 100 Thinker” by Foreign Policy Magazine and was named to the “Smart List: 50 people who will change the world” by Wired Magazine (UK). His hobbies include basketball, board games, googling, and fixing up classic espresso machines.



Brian Mustanski, PhD

Northwestern University Feinberg School of Medicine

Brian Mustanski is tenured Professor of Medical Social Sciences, Psychology, and Infectious Diseases at Northwestern University, Founding Director of the Institute for Sexual and Gender Minority Health and Wellbeing, and Director of the Third Coast Center for AIDS Research (CFAR). His research focuses on the health and development of LGBTQ youth and the application of new media and technology to sexual health promotion and HIV prevention. He has been a Principal Investigator of over \$60 million in federal and foundation grants and has published over 360 journal articles that according to Clarivate place him as one of the most highly cited researchers globally. He is a frequent advisor to federal agencies and other organizations on LGBTQ health and HIV prevention, including serving as an appointed member of the National Advisory Council on Minority Health and Health Disparities, the NIH Council of Councils Sexual and Gender Minority Research Working Group, and many health clinics and research centers. Some recognition for his work includes being named a William T Grant Scholar and NBC News selecting him in 2017 from 1,600 nominees to their inaugural list of 30 changemakers and innovators making a positive difference in the LGBTQ community.



Reed V. Tuckson, MD, FACP

Tuckson Health Connections, LLC

Dr. Reed V. Tuckson is Managing Director of Tuckson Health Connections, LLC, a vehicle to advance initiatives that support optimal health and wellbeing. Currently, Dr. Tuckson's focus is on his role as a Co- Convener of the Coalition for Trust In Health & Science which is dedicated to bringing together the entire health related ecosystem to address mistrust and misinformation. In addition, he continues to advance his work as a co-founder of the Black Coalition Against COVID, a multi-stakeholder and interdisciplinary effort working to mitigate the COVID-19 pandemic in Washington, D.C. and nationally by coordinating the four historically Black medical schools, the NMA, the National Black Nurses Association, the National Urban League, and BlackDoctor.org. Previously, he enjoyed a long tenure as Executive Vice President and Chief of Medical Affairs for UnitedHealth Group, a Fortune 20 Health and wellbeing company. A recognized leader in his field, Dr. Tuckson is honored to have been appointed to leadership roles at the National Institutes of Health; National Academy of Medicine; numerous Federal Advisory Committees; and corporate, non-profit, and academic boards.



Neema Stephens, MD

Cigna Healthcare & Evernorth Health Services

Dr. Neema Stephens is a board-certified Nephrologist and Internal Medicine physician with 20 years of experience in the health care industry. She joined Cigna in 2016 and became Cigna's National Medical Director for Health Equity in 2020. Her leadership is focused on driving education and interventions to address social determinants of health and reduce health disparities among the communities she serves. As a member of the Enterprise Diversity, Equity, and Inclusion Council, she collaborates with stakeholders across the enterprise to influence business and clinical strategies and drive health equity initiatives. Prior to joining Cigna, Dr. Stephens was a faculty member at the University of Texas Health Science Center San Antonio. Dr. Stephens earned her medical degree from University of Texas Medical School at Houston. She completed Internal Medicine residency and Transplant Nephrology fellowship at Emory University School of Medicine.



Donald Warne, MD, MPH

Johns Hopkins Bloomberg School of Public Health

Donald Warne (Oglala Lakota) serves as the Co-Director of the Center for Indigenous Health and as a tenured, Full-Professor at the Bloomberg School of Public Health at Johns Hopkins University in Baltimore, MD where he also serves as the Provost Fellow for Indigenous Health Policy. Dr. Warne is also the Senior Policy Advisor to the Great Plains Tribal Leader's Health Board in Rapid City, SD. Dr. Warne is a member of the Oglala Lakota tribe from Pine Ridge, SD and comes from a long line of traditional healers and medicine men.



Mara Youdelman, JD, LLM

National Health Law Program

Mara Youdelman is Managing Attorney of the National Health Law Program's Washington D.C. offices. Mara has worked at the National Health Law Program since 2000 on issues that include Medicaid & CHIP, the Affordable Care Act, language access, and civil rights. Mara coordinates the National Health Law Program's federal legislative and administrative work, leading the organization's efforts at protecting and expanding access to and quality of health care for low-income and underserved populations.

Recognized as a national expert on language access in health care settings, Mara has written several reports and participated on expert advisory panels on the subject. Mara also served as a Founding Commissioner for the Certification Commission for Healthcare Interpreters (www.cchicertification.org). She was named a 2010 Health Reform Champion by SHIRE (the Summit Health Institute for Research and Education) and a 2011 Language Access Champion by the National Council on Interpreting in Health Care (NCIHC). Before joining the National Health Law Program, Mara completed a teaching fellowship at Georgetown University Law Center's Federal Legislation Clinic and spent two years litigating for the Administration for Children's Services in New York City. Mara earned her LL.M. in Advocacy from Georgetown University Law Center in 2000, her J.D. from Boston University School of Law in 1996, and her B.A. from Tufts University in 1991. She also founded AWARE: Actively Working for Acquaintance Rape Education, an interactive educational program on acquaintance rape. Before law school, Mara was the general manager of a non-profit theater company in the Boston area that produced and toured original productions based on social issues. She has biked twice from Washington, DC to Raleigh, NC, and twice from Boston, MA, to New York, NY to raise money for HIV and AIDS programs and research.

Committee on Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

Committee Members

Georges C. Benjamin, M.D., is a well-known health policy leader, practitioner, and administrator. He currently serves as the Executive Director of the American Public Health Association (APHA), the nation's oldest and largest organization of public health professionals. At APHA, he serves as the publisher for the *American Journal of Public Health*, the *Nation's Health Newspaper* and APHA Press, the associations book company. Dr. Benjamin has published several articles on public health ethics, Covid-19, and health equity, and is nationally known for his contributions. He is board-certified in internal medicine, a Master of the American College of Physicians, a fellow of the National Academy of Public Administration, and a fellow emeritus of the American College of Emergency Physicians. Dr. Benjamin serves on several nonprofit boards such as Research!America, the Truth Foundation, the Environmental Defense Fund, Ceres, and the Reagan-Udall Foundation. Dr. Benjamin is a former Secretary of Health for the state of Maryland. He is also a former member of the National Infrastructure Advisory Council, a council that advises the President on how best to assure the security of the nation's critical infrastructure. He is a graduate of the Illinois Institute of Technology and received his M.D. at the University of Illinois College of Medicine. Dr. Benjamin has chaired or co-chaired several National Academies' convening activities. He was previously the chair of the National Academies' Division Committee for the Health and Medicine Division. He is a member of the National Academy of Medicine.

Jennifer E. DeVoe, M.D., DPhil., is a practicing family physician and health services researcher based in Portland, Oregon. She is the John and Sherrie Saultz Professor and Chair of the Department of Family Medicine at Oregon Health & Science University (OHSU). In her role as chair, she oversees nearly 250 faculty, 100 resident physicians, and several large primary care clinics. Dr. DeVoe also serves as the inaugural director of OHSU's Center for Primary Care Research and Innovation and is the co-Principal Investigator of the Building Research in Implementation & Dissemination to Close Gaps and Achieve Equity in Cancer Control Center. She and her team were early pioneers in leveraging electronic health records in health disparities research. She conducts a portfolio of research evaluating natural experiments that impact access to primary care, and she studies community-based interventions that aim to reduce health disparities. Dr. DeVoe earned her MPhil and DPhil degrees in economic and social history from Oxford University and her M.D. from Harvard Medical School. She completed her family medicine residency at OHSU. Dr. DeVoe previously chaired the 2018-19 National Academies' Committee on Vibrant and Healthy Kids: Aligning Science, Practice, and Policy to Advance Health Equity and served as a member of the 2020-21 Committee on Implementing High-Quality Primary Care: Rebuilding the Foundation of Health Care. She is a member of the National Academy of Medicine.

Margarita Alegria, Ph.D., is the Chief of the Disparities Research Unit at Massachusetts General Hospital, the Harry G. Lehnert, Jr. and Lucille F. Cyr Lehnert Endowed Chair at the Mass General Research Institute, and a Professor in the Departments of Medicine and Psychiatry at Harvard Medical School. From 2002-2015 she was the Director of the Center for Multicultural Mental Health Research at Cambridge Health Alliance. Dr. Alegria has published several articles on improving health care services delivery for diverse racial and ethnic populations. Her research focuses on the improvement of health care services delivery for diverse racial and ethnic populations, conceptual and methodological issues with multicultural populations, and ways to bring the community's perspective into the design and implementation of health services. She is currently the Principal Investigator of three National Institutes of Health-funded research studies. Dr. Alegria was recently a member of the Robert Wood Johnson Foundation's National Commission to Transform Public Health Data. She was the recipient of the 2020 Rema Lapouse Award for Achievement in Epidemiology, Mental Health and Applied Public Health Statistics from the American Public Health Association. She obtained her B.A. in Psychology from Georgetown University and her Ph.D. from Temple University. Dr. Alegria is currently co-chair of the National Academies' Forum on Mental Health and Substance Use Disorders and serves as a member of the Division Committee for the Behavioral and Social Sciences and Education. She previously served as a member

of the Committee on the Mental Health Workforce for Geriatric Populations and the Committee on Standardized Collection of Race-Ethnicity Data for Healthcare Quality Improvement. She is a member of the National Academy of Medicine.

John Zaven Ayanian, M.D., M.P.P., is the Alice Hamilton Distinguished University Professor of Medicine and Healthcare Policy and the Inaugural Director of the Institute for Healthcare Policy and Innovation at the University of Michigan. His research focuses on access to care, quality of care and health equity. He leads a multi-disciplinary team conducting the federally authorized evaluation of the Healthy Michigan Plan, which has expanded Medicaid to one million adults in Michigan. Dr. Ayanian has published extensively on health and healthcare disparities. He is the founding editor in chief of *JAMA Health Forum*. He is a member of American Society for Clinical Investigation and Association of American Physicians. He is a Master of the American College of Physicians. He has received the John Eisenberg National Award for Career Achievement in Research from the Society of General Internal Medicine and the Distinguished Investigator Award from AcademyHealth. He earned his AB degree in history and political science from Duke University, MD from Harvard Medical School, and MPP from the Harvard Kennedy School. He completed residency and fellowship training in primary care internal medicine at Brigham and Women's Hospital and a post-doctoral fellowship in health services research at the Harvard School of Public Health. Dr. Ayanian has served as a member on numerous National Academies' committees including the Committee on Accounting for Socioeconomic Status in Medicare Payment Programs, Committee on A National Surveillance System for Cardiovascular and Select Chronic Diseases, and Committee on Guidance for Designing a National Health Care Disparities Report. He is a member of the National Academy of Medicine.

Elaine E. Batchlor, M.D., M.P.H., is the Chief Executive Officer of MLK Community Healthcare, a state-of-the-art, CMS 5-star-rated hospital and health system that provides care to 1.3 million residents of the medically underserved community of South Los Angeles. In this role, as well as in her previous position as Chief Medical Officer for LA Care, the nation's largest public insurance plan, Dr. Batchlor has devoted her career to reducing health disparities and expanding health care quality and access for the most vulnerable communities. Her first-hand observations of the people, policy and payment challenges to health equity have been widely published, including in *Health Affairs*, *The Atlantic*, *The Washington Post*, *The Los Angeles Times* and more. Her innovative efforts to address provider shortages, payment inequities, and other structural and environmental obstacles to health earned her the James Irvine Foundation Leadership Award, and the Partners in Care Vision and Excellence in Healthcare Leadership Award. An internist and rheumatologist by training, Dr. Batchlor received her M.D. from Case Western Reserve University School of Medicine and M.P.H. from UCLA Fielding School of Public Health. She is a member of the National Academy of Medicine.

Darrell J. Gaskin, Ph.D., M.S., is the William C. and Nancy F. Richardson Professor in Health Policy and Director of the Hopkins Center for Health Disparities Solutions in the Department of Health Policy and Management at the Johns Hopkins Bloomberg School of Public Health. Dr. Gaskin is a health services researcher and health economist and has published extensively on health and healthcare disparities. He is internationally recognized for his contribution. He seeks to identify and understand how contextual factors influence access to care, quality of care and health outcomes for minority, low socioeconomic status, and other vulnerable populations and consults on the economic burden of health inequities. His research strives to develop and promulgate policies and practices that address the social determinants of health and promote equity in health and well-being. He is a research associate of the National Bureau of Economic Research. He serves on the Congressional Budget Office Panel of Health Advisors and the Board of Directors of the American Society of Health Economists. Dr. Gaskin has served in leadership roles in AcademyHealth, the American Public Health Association, the National Academy for State Health Policy, and the National Economics Association. He is a member of Maryland Department of Health's Advisory Committee on Minority Health, the Maryland Health Equity Policy Committee, Health Affairs' Health Equity Advisory Committee, and the National Institute of Neurological Disorders and Stroke Health Disparities Steering Committee. He is a 2019 recipient of the Presidential Early Career Award for Scientists and Engineers. Dr. Gaskin has a Ph.D. in public health economics from the Johns Hopkins University. He holds a M.S. in economics from the Massachusetts Institute

of Technology, and a B.A. in economics from Brandeis University. He has served as a member of numerous National Academies committees including the Committee on Rising Midlife Mortality Rates and Socioeconomic Disparities, and the Committee on Valuing Community-Based, Non-Clinical Prevention Policies and Wellness Strategies. He is a member of the National Academy of Medicine.

Valarie Blue Bird Jernigan, Dr.PH, M.P.H., is Professor of Rural Health and Medicine and Director of the Center for Indigenous Health Research and Policy at Oklahoma State University Center for Health Sciences. Dr. Jernigan has been the Principal Investigator or Co-Investigator on more than 10 NIH-funded trials to improve food systems and health in Indigenous communities. She led the National Heart, Lung, and Blood Institute-funded THRIVE study, the first randomized trial of healthy makeovers in tribally-owned convenience stores, the National Institute on Minority Health and Health Disparities-funded FRESH study, a farm-to-school intervention to support healthy eating patterns among Native American children, and a newly launched tribal community supported agriculture study to promote sustainable changes to the food environment and health in Osage Nation. Dr. Jernigan is the PI for the Center for Indigenous Innovation and Health Equity, funded by the Office of Minority Health, which supports community-based initiatives to restore traditional food systems and practices in American Indian, Alaska Native, and Native Hawaiian communities. Dr. Jernigan is a citizen of the Choctaw Nation of Oklahoma and has argued for increased funding for tribal health services and access to care for Indigenous communities. She received her doctorate in public health from the University of California, Berkeley, and completed a postdoctoral fellowship in cardiovascular disease prevention at Stanford University. Dr. Jernigan was a member of the National Academies' workshop planning committee on Health Equity Approach to Obesity Efforts.

Thomas A. LaVeist, Ph.D., is the Dean and Weatherhead Presidential Chair in Health Equity at the School of Public Health & Tropical Medicine at Tulane University. His career has been dedicated to understanding the causes of inequity in health and its potential solutions. He currently is a compensated member of the AstraZeneca Health Equity Advisory Council, which advises the company on its health equity agenda. He also serves as a judge for the Johnson & Johnson Health Equity Innovation Challenge. Dr. LaVeist is the director and executive producer of *The Skin You're In*, a documentary series that discusses racial health inequities. He is also author of six books including *Minority Population and Health: An introduction to health disparities in the United States* (the first textbook on health disparities). As an award-winning research scientist, Dr. LaVeist has received the "Innovation Award" from National Institutes of Health, the "Knowledge Award" from the U.S. Department of Health and Human Services. He received his B.A. in sociology from the University of Maryland Eastern Shore, his M.A. in sociology from the University of Michigan, and his Ph.D. in medical sociology from the University of Michigan. He is a member of the National Academy of Medicine.

Monica E. Peek, M.D., M.P.H., MSc., is the Ellen H. Block Professor of Health Justice at the University of Chicago, the Associate Vice-Chair for Research Faculty Development at the University of Chicago Department of Medicine, the Executive Medical Director of Community Health Innovations, Associate Director of the Chicago Center for Diabetes Translation Research, and the Director of Research/Associate Director of the MacLean Center for Clinical Medical Ethics. She is a health services researcher, bioethicist, and internist focused on health equity. Dr. Peek's research focuses on promoting equitable doctor-patient relationships among racial minorities, integrating medical and social needs of patients, and addressing discrimination and structural racism that impact health outcomes. She receives funding from the Merck Foundation for work on health equity and diabetes. She has published extensively on social determinants of health, health disparities, and health care education. She has served on the National Advisory Council of AHRQ, the National Executive Council of the American Diabetes Association, the National Council of the Society of General Internal Medicine, and the International Board of Directors for Physicians for Human Rights. She is currently a consultant to CME Outfitters, where she provides health equity education to health providers. Dr. Peek received her M.D. from Johns Hopkins University School of Medicine, completed her residency at Stanford University Hospital, received her M.P.H. from Johns Hopkins University School of Hygiene & Public Health, and her M.Sc. from the University of Chicago. Dr. Peek was a planning committee member of the National Academies'

workshop series on Evolving Crisis Standards of Care and Lessons from COVID-19. She is a member of the National Academy of Medicine.

Vincent Guilamo-Ramos, Ph.D., M.S.N, M.P.H, FAAN., is Dean and Bessie Baker Distinguished Professor of the Duke University School of Nursing, Vice Chancellor for Nursing Affairs, Duke University, and Director of the Center for Latino Adolescent and Family Health. Dr. Guilamo-Ramos is a nurse practitioner dually licensed in primary care and psychiatric-mental health nursing. His research focuses on improving healthcare access, quality, and outcomes for Latinos and other populations experiencing structural adversity, with a focus on mitigating the mechanisms through which the social determinants of health (SDOH) shape health inequities. Dr. Guilamo-Ramos' research has been federally funded for over two decades by NIH and various other agencies. He has published extensively in leading peer-reviewed scientific and health journals, including *The Lancet Infectious Diseases*, *JAMA Pediatrics*, *Pediatrics*, and the *American Journal of Public Health*. In addition, Dr. Guilamo-Ramos and his CLAFH colleagues have developed and applied a novel framework and toolkit for SDOH mitigation (www.DUSONTrailblazer.com). He serves as a member of the HHS Presidential Advisory Council on HIV/AIDS, the HHS Panel on Antiretroviral Guidelines for Adults and Adolescents, the CDC/HRSA Advisory Committee on HIV, Viral Hepatitis and STD Prevention and Treatment. Dr. Guilamo-Ramos received a PhD in Social Welfare from SUNY Albany, an MSN degree from Duke University, and MPH, MSW, and MS degrees from New York University.

Brian Rivers, Ph.D., M.P.H., is the Director of the Cancer Health Equity Institute and Professor of Community Health and Preventative Medicine at the Morehouse School of Medicine. Dr. Rivers is nationally and internationally recognized as a thought leader in health disparities research. Dr. Rivers' research portfolio has endeavored to expand the application of population-based intervention science to address cancer health disparities in clinical and community-based settings, utilizing multi-level, multi-domain, and multi-sectoral approaches, such as novel technological platforms and iterations of the Patient Navigation model. Dr. Rivers has presented his novel and innovative research findings in diverse settings including the First Congress on Oncology Clinical Trials (Lagos, Nigeria), Movember International Prostate Cancer Consortium (Queensland, Australia), The Atlantic Magazine, The People vs Cancer, South by Southwest (SXSW) conferences, and the National Press Foundation. Dr. Rivers is an active member in the American Association for Cancer Research (AACR) community and serves in several leadership capacities, such as the steering committee for the inaugural AACR Cancer Disparities Progress Report, Chairperson for AACR Minorities in Cancer Research Council, Conference Co-Chair for the 11th AACR Conference on Cancer Health Disparities, and Co-Chair for the AACR Think Tank on Cancer Health Disparities, and the National Advisory Committee for the Robert A. Winn Diversity in Clinical Trials Award Program established by Bristol Myers Squibb, Virginia Commonwealth University, AACR, and Gilead Sciences. Dr. Rivers also serves as Co-Chair for the Georgia Cancer Control Consortium (GC3), a state-funded entity responsible for developing the state's cancer plan and maintaining the cancer prevention and control infrastructure. Dr. Rivers is a retired member of the National Advisory Council on Minority Health and Health Disparities of the National Institutes of Health. Dr. Rivers holds a Ph.D. in health behaviors from the University of Alabama at Birmingham School of Public Health, M.P.H. in social and behavioral sciences from the Morehouse School of Medicine, and a B.S. in Biology, from Vanderbilt University.

Sara Rosenbaum, J.D., is Professor Emerita of Health Law and Policy at the Milken Institute School of Public Health, George Washington University, where she previously held the Harold and Jane Hirsh Professorship and served as founding Chair of the School's Department of Health Policy. She has devoted her career to advancing the health of medically underserved populations. In this capacity, she has developed numerous amicus briefs and written extensively on topics ranging from women's health to Medicaid participation and health equity and disparities. She has served on numerous governmental and other committees, including the Centers for Disease Control and Prevention (CDC) Director's Advisory Committee and the CDC Advisory Committee on Immunization Practice. She was appointed by Congress as a founding Commissioner of Congress's Medicaid and CHIP Payment and Access Commission (MACPAC), which she chaired from January 2016 through April 2017. Professor Rosenbaum is the recipient of many honors and awards, among which are the National

Academy of Medicine's Adam Yarmolinsky Medal, the American Public Health Association Executive Director Award for Service, and the Association of Schools and Programs of Public Health Welch-Rose Award for Lifetime Contributions to the Health of the Public. Professor Rosenbaum also is a past recipient of GW's Trachtenberg Prize for Research. She received her J.D. from Boston University Law School, and her B.A. in American studies from Wesleyan University. She is a member of the National Academy of Medicine.

Ruth S. Shim, M.D., M.P.H., is the Luke & Grace Kim Professor in Cultural Psychiatry in the Department of Psychiatry and Behavioral Sciences at the University of California, Davis, and Associate Dean of Diverse and Inclusive Education at the University of California, Davis School of Medicine. Dr. Shim is an expert on mental health equity, structural racism in medicine, and diversity, equity, and inclusion in academic medicine. She is co-editor of the books, *"The Social Determinants of Mental Health"* and *"Social (In)Justice and Mental Health"* and serves on the Editorial Boards of *Psychiatric Services*, *JAMA Psychiatry*, *Community Mental Health Journal*, and *American Psychiatric Publishing*. She is a member of the Board of Trustees of the Robert Wood Johnson Foundation. She received an MPH in health policy from Rollins School of Public Health at Emory University and an MD from Emory University School of Medicine. Dr. Shim is currently an at-large member of the National Academies' Forum on Mental Health and Substance Use Disorders, and served as a member of the Committee on the Science of Changing Behavioral Health Social Norms.

Kosali Simon, PhD., an economist, is a Distinguished Professor and Herman Wells Professor at Indiana University, Bloomington, O'Neill School of Public and Environmental Affairs where she is also an O'Neill Chair, and the Associate Vice Provost of Health Sciences for the campus. Dr. Simon studies impacts of state and federal health policies on health and related outcomes and disparities among at-risk populations, and has spoken at conferences and other professional venues on the effects of federal and state policies on pharmaceutical and related markets. She has published research on racial equity and inequity in healthcare, specifically related to cancer treatment, opioid use disorder, and Covid-19. She is editor of *Journal of Health Economics (JHE)*, and co-editor of *Journal of Human Resources*. Dr. Simon is a member of the US Congressional Budget Office's panel of health advisors. She is President-elect of the American Society of Health Economists (ASHEcon). Dr. Simon received her Ph.D. in Economics from the University of Maryland. She currently serves on the National Academies' Roundtable on Population Health Improvement. She is a member of the National Academy of Medicine.

Paul C. Tang, M.D., M.S., is an Adjunct Professor in the Clinical Excellence Research Center at Stanford University and an internist at the Palo Alto Medical Foundation (PAMF). He was formerly chief innovation and technology officer at PAMF and vice president, chief health transformation officer at IBM Watson Health. He has over 25 years of executive leadership experience in health information technology within medical groups, health systems, and corporate settings. Dr. Tang was co-chair of the federal Health Information Technology Policy committee from 2009-2017. He has served as board chair for several health informatics professional associations, including the American Medical Informatics Association. He received his B.S. and M.S. in electrical engineering from Stanford University and his M.D. from the University of California, San Francisco. He has served on numerous National Academies' committees and previously chaired the committee that produced the *Patient Safety: A New Standard for Care* report and *Key Capabilities of an Electronic Health Record System* report. He is a member of the National Academy of Medicine.

Reginald Tucker-Seeley, ScD., is the Vice President of Health Equity at ZERO-The End of Prostate Cancer. In this role, he leads the development and implementation of ZERO's health equity strategy to reduce racial/ethnic and place-based disparities in prostate cancer. 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. Dr. Tucker-Seeley's 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 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 has developed, and taught courses focused on measuring and reporting health disparities. Dr. Tucker-Seeley was a Robert Wood Johnson Health Policy Fellow with a placement in the United States Senate. He currently serves as a board member at the American Board of Internal Medicine Foundation and at the National Patient Advocate Foundation/Patient Advocate Foundation. He is also the chair-elect of the Health Equity and Outcomes Committee of the American Society of Clinical Oncology. Dr. Tucker-Seeley completed an M.A. and Sc.D. in public health (social and behavioral sciences) 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. He co-chaired the National Academies' workshop planning committee on Promoting Health Equity in Cancer Care, and currently serves as a member of the Roundtable on the Promotion of Health Equity.

Consuelo Hopkins Wilkins, M.D., MSCI, is Senior Vice President and Senior Associate Dean for Health Equity and Inclusive Excellence, Vanderbilt University Medical Center. Dr. Wilkins is a nationally recognized physician-scientist leader in health equity research focused on integrating social, cultural, and environmental factors into clinical and translational research. Throughout her career, Dr. Wilkins has led local and regional centers focused on the elimination of systemic inequities that disproportionately impact minoritized racial and ethnic groups including two NIH-funded centers addressing disparities in African Americans and Hispanic/Latinx populations. She is a member of the American Society of Clinical Investigation. She is a recipient of the prestigious Marion Spencer Fay Award. She earned a B.S. in microbiology and M.D. from Howard University. Dr. Wilkins completed Internal Medicine Residency at Duke University Medical Center; Geriatric Medicine fellowship at Washington University School of Medicine/Barnes-Jewish Hospital and a Master of Science in Clinical Investigation from Washington University School of Medicine. Dr. Wilkins is a member of the National Academy of Medicine.

Relevant Reading Materials Shared by Workshop Speakers

August 16-17 Workshop

1. [Algorithmovigilance—Advancing Methods to Analyze and Monitor Artificial Intelligence–Driven Health Care for Effectiveness and Equity](#)
2. [The Constitutionality of Demographic Data Collection](#)
3. [Demographic Data Collection in Medicaid and CHIP: CMS Authority to Collect Race & Ethnicity Data](#)
4. [Risks and Rewards of Demographic Data Collection: How Effective Data Privacy Can Promote Health Equity](#)
5. [Clinical psychological science must move beyond documenting disparities in LGBTQ health toward eliminating them](#)
6. [The science of stakeholder engagement in research: classification, implementation, and evaluation](#)
7. [Systematic Review of Quantitative Measures of Stakeholder Engagement](#)
8. [Evaluating Community Engagement In Research: Quantitative Measure Development](#)
9. [Content validation of a quantitative stakeholder engagement measure](#)
10. [Community partners' responses to items assessing stakeholder engagement: Cognitive response testing in measure development](#)
11. [Construct validation of the Research Engagement Survey Tool \(REST\)](#)
12. [Reaching Consensus on Principles of Stakeholder Engagement in Research](#)
13. [Strategies of community engagement in research: definitions and classifications](#)
14. [A Study Examining the Usefulness of a New Measure of Research Engagement](#)
15. [Development and Validation of a Brief Version of the Research Engagement Survey Tool](#)