

Roundtable on the Promotion of Health Equity

Examining The History, Consequences, and Effects of Race-Based Clinical Algorithms on Health Equity: A Workshop



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**ATTENDEE PACKET
JULY 2023**



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

Examining The History, Consequences, and Effects of Race-Based Clinical Algorithms on Health Equity: A Workshop

ATTENDEE PACKET

July 6, 2023 | 12:00-4:00 PM ET | Virtual | [Event Webpage](#)

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EXAMINING THE HISTORY, CONSEQUENCES, AND EFFECTS OF RACE-BASED CLINICAL ALGORITHMS ON HEALTH EQUITY: A WORKSHOP

AGENDA

July 6, 2023 | 12:00-4:00PM EST | Virtual | [Live Webcast](#)

Objectives:

- Discuss the premise, history, and development of race-based clinical algorithms and their effect on the health of people of color and on health inequity.
- Explore the parameters for when identifying race and ethnicity as social constructs are legitimate considerations for improving health equity.
- Examine ways to promote race-conscious vs. race-based medicine.

12:00pm	Introductory Remarks Winston Wong , Kaiser Permanente UCLA Center for Health Equity Ronique Taffe , NASEM Board on Population Health and Public Health Practice
12:10pm	Panel I: The History of Race-Based Clinical Algorithms and its Impact in Achieving Health Equity Panel Moderator: Aletha Maybank , American Medical Association Dorothy Roberts , University of Pennsylvania Darshali Vyas , Massachusetts General Hospital Jennifer Tsai , Yale University
1:10pm	BREAK
1:20pm	Panel II: Moving from Race-Based to Race-Conscious Medicine to Address Health Inequities Panel Moderator: Justin List , U.S. Department of Veterans Affairs Amaka Eneanya , University of Pennsylvania & Paul Palevsky , U.S. Department of Veterans Affairs Nirav Bhakta , University of California, San Francisco Nadia Islam , NYU Langone Health



2:20pm

Panel III: Forging a Pathway Forward: Promoting Race-Conscious Medicine in Health Organizations and Systems

Facilitated Discussion Panel Moderator: Reggie Tucker-Seeley, ZERO Prostate Cancer

Michelle Morse, New York City Department of Health & Mental Hygiene

Rohan Khazanchi, Boston Medical Center

Carmel Shachar, Harvard University

3:20pm

Closing Remarks & Reflections

Winston Wong, Kaiser Permanente UCLA Center for Health Equity

Ronique Taffe, NASEM Board on Population Health and Public Health Practice

This event was planned by the following experts: Winston Wong, Kaiser Permanente UCLA Center for Health Equity (Planning Committee and *Roundtable on the Promotion of Health Equity* Chair); Alicia Cohen, Brown University; Justin List, U.S. Department of Veterans Affairs; Aletha Maybank, American Medical Association; Ernest Moy, U.S. Department of Veterans Affairs; Reggie Tucker-Seeley, ZERO Prostate Cancer.

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.

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

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

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

MEMBERS

Winston F. Wong, MD, MS, Chair

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

Yvette Calderon, MD, MSc

Professor of Emergency Medicine
Mount Sinai Beth Israel
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K. Aletha Maybank, MD, MPH

Chief Health Equity Officer,
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Ernest Moy, MD

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Associate Professor/Distinguished Outreach
Faculty
University of Arizona Tucson, AZ

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

Vice President, Health Equity
ZERO Prostate Cancer
Los Angeles, CA

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Equity Roundtable Fellows**

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

Sarah Javier, PhD

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



Examining The History, Consequences, and Effects of Race-Based Clinical Algorithms on Health Equity: A Workshop

Biosketches of Speakers



Nirav Bhakta

Nirav Bhakta is Director of Education and Associate Director in the Adult Pulmonary Function Laboratory at the University of California, San Francisco. As vice chair of the ATS PFT Committee, he is committed to disseminating best practices for PFTs through technical standards and guidelines. After a fellowship in pulmonary and critical care medicine and postdoctoral work in translational asthma research, both at UCSF, Dr. Bhakta joined the faculty in 2013. His computational and clinical research activities in PFTs and asthma synergize with his delivery of evidence-based, patient-centered medicine and education. In addition to the PFT lab, he also attends in the general pulmonary clinics and intensive care units.



Amaka Eneanya

Amaka Eneanya, MD, MPH, FASN is a nephrologist and Adjunct Associate Professor of Medicine at the University of Pennsylvania. She holds an undergraduate degree from Cornell University, a medical degree from Meharry Medical College, and a master's degree in public health from the Harvard T.H. Chan School of Public Health. She completed her residency in internal medicine at Brigham and Women's Hospital and nephrology training at the combined nephrology fellowship program at Massachusetts General Hospital/Brigham and Women's Hospital. Dr. Eneanya's research and clinical interests center on care delivery models and health equity. Her most recent scholarship resulted in a change in national and international standards for eGFR lab reporting for individuals with and at risk of kidney disease. This work has been heavily cited in leading academic journals and major news outlets including The New England Journal of Medicine, Journal of the American Medical Association, The New York Times, NPR, and Scientific American. In 2020, she was recognized as a 40 under 40 Leader in Minority Health by the National Minority Quality Forum. In 2021, she received the Radhika Srinivasan Award for Humanism & Professionalism from the Department of Medicine at the University of Pennsylvania.



Nadia Islam

Nadia Islam, PhD, is an Associate Professor in the Department of Population Health at the NYU Grossman School of Medicine and the Associate Director for NYU Langone's Institute for Excellence in Health Equity (IEHE). Her rigorous research program, marked by a collaborative approach involving multiple clinical and community stakeholders, focuses on developing culturally relevant community-clinical linkage models to promote health equity in disadvantaged communities. Dr. Islam is a Lead Principal Investigator for several National Institutes of Health (NIH) and Centers for Disease Control and Prevention (CDC)-funded initiatives evaluating the impact of community health worker intervention on chronic disease management and prevention in diverse populations. Dr. Islam also co-directs the NYU-CUNY Prevention Research Center (PRC), the Community Engagement and Population Health Research core of NYU's Clinical Translational Science Institute, and the Community Engagement Pillar for IEHE. She is also a lead investigator in the NYU Center for the Study of Asian American Health, the nation's only NIH-funded research center of excellence dedicated to eliminating disparities in Asian communities. Dr. Islam's work has been featured in the New England Journal of Medicine, JAMA, American Journal of Public Health, and numerous other peer-reviewed journals.



Rohan Khazanchi

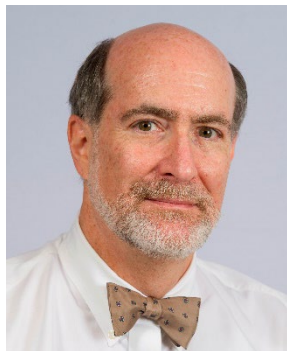
Rohan Khazanchi, MD, MPH, is a health equity advocate, health services researcher, and future internist-pediatrician. He is a resident physician in the Harvard Internal Medicine & Pediatrics ("Med-Peds") combined residency program at Brigham & Women's Hospital, Boston Children's Hospital, and Boston Medical Center. He has a wide array of research and advocacy focus areas including racial/spatial inequities in access to care; intersections of incarceration, health, and health policy; health care utilization and exposure to adverse childhood experiences; structural competency in medical education; and redressing racism in medicine through clinic, institution, and policy-level interventions. Rohan's work broadly aims to advance health equity for and with marginalized populations. He completed medical school at the University of Nebraska Medical Center ('22), where he co-founded and longitudinalized a new community-engaged structural competency curriculum and completed MD capstone research analyzing race and place-based inequities in HIV and COVID-19. He is a graduate of the University of Minnesota School of Public Health ('21), where his MPH practicum with the Health, Homelessness, and Criminal Justice Lab leveraged novel cross-sector data from the Minnesota EHR Consortium to inform local and state COVID-19 policies. He received the Nebraska Medical Association's 2020 Student Advocate of the Year Award for leading the writing and adoption of landmark American Medical Association resolutions on racism as a public health threat, racial essentialism in medicine, reparations for the impacts of race-based medicine, and redressing the harms of the Flexner Report on health workforce diversity, each of which helped fundamentally reshape the organization's investment in efforts to advance health equity. Rohan is an Affiliate Researcher with the FXB Center for Health and Human Rights at Harvard University. He has presented twice to the National Academies of Sciences, Engineering, and Medicine (NASEM) on antiracism in medicine and health policy. He is a Strategic Advisory Council member for the Rise to Health Coalition, a national initiative led by the Institute for Healthcare Improvement to embed equity across the healthcare ecosystem, and an appointed commissioner on The Lancet Commission on Racism & Health. He recently served as a consultant for the NYC Health Department Chief Medical Officer's Coalition to End Racism in Clinical Algorithms (CERCA) and was lead author of CERCA's inaugural report. He was an appointed member of the AMA's Council on

Medical Education from 2020-2022 and was Co-Director of the Clinical Problem Solvers Podcast's Antiracism in Medicine series from 2021-2023.



Michelle Morse

Dr. Michelle Morse is NYC Department of Health and Mental Hygiene's inaugural Chief Medical Officer (CMO). She also serves as Deputy Commissioner for the Center for Health Equity and Community Wellness. Dr. Morse works towards health equity through global solidarity, social medicine, anti-racism education, and activism. She is a general internist, part-time hospitalist at Kings County Hospital, Co-Founder of EqualHealth, and Assistant Professor at Harvard Medical School. Previously, she served as Deputy CMO of Partners In Health, Soros Equality Fellow, and an Robert Wood Johnson Foundation Health Policy Fellow.



Paul Palevsky

Paul M. Palevsky, MD, is Professor of Medicine, Critical Care Medicine and Clinical and Translational Science in the Renal-Electrolyte Division at the University of Pittsburgh School of Medicine, is Chief of the Kidney Medicine Section at the VA Pittsburgh Healthcare System and Deputy National Executive Director of the VHA Kidney Medicine Program. Dr. Palevsky completed his undergraduate and medical education at Northwestern University in Chicago followed by internship and residency training in internal medicine and fellowship training in nephrology at the Hospital of the University of Pennsylvania. Following fellowship training, Dr. Palevsky remained at the University of

Pennsylvania for one year as a research associate prior to joining the faculty at the University of Pittsburgh in 1989, where he has remained since. Dr. Palevsky's research has primarily focused on acute kidney injury and critical care nephrology. Among other clinical trials, he was the study chair of the VA/NIH Acute Renal Failure Trial Network (ATN) study, evaluating intensity of renal replacement therapy in critically ill patients with acute kidney injury and as co-chair of the PRESERVE trial, evaluating the comparative effectiveness of saline and bicarbonate and the efficacy of N-acetylcysteine in preventing kidney damage following angiography, is principal site investigator University of Pittsburgh AKI recruitment site for the NIDDK'S Kidney Precision Medicine Project (KPMP) and is a co-principal investigator for the COPE-AKI study Scientific and Data Research Center. Dr Palevsky has published more than 300 original articles, reviews and book chapters. He has held multiple editorial positions including deputy editor of the Clinical Journal of the American Society of Nephrology from 2011 to 2016, deputy editor of the Journal of the American Society of Nephrology from 2017 to 2020 and is section editor for Acute Kidney Injury for UpToDate. He is a former member of the board of directors and past chair of the Quality, Safety and Accountability committee of the Renal Physicians Association, is chair of the Medical Review Board of Quality Insights Renal Network 4 (ESRD Network 4), is a past member of board of directors and current member of the Medical Advisory Committee of the Forum of ESRD Networks and is immediate past-president of the National Kidney Foundation.



Dorothy Roberts

Dorothy Roberts is the George A. Weiss University Professor of Law & Sociology at the University of Pennsylvania, with joint appointments in the Departments of Africana Studies and Sociology and the Law School, where she is the inaugural Raymond Pace and Sadie Tanner Mossell Alexander Professor of Civil Rights. She is also the founding director of the Penn Program on Race, Science, and Society. Her major books include *Torn Apart: How the Child Welfare System Destroys Black Families—And How Abolition Can Build a Safer World* (Basic Books, 2022); *Fatal Invention: How Science, Politics, and Big Business Re-create Race in the Twenty-first Century* (New Press, 2011); *Shattered Bonds: The Color of Child Welfare* (Basic Books, 2002), and *Killing the Black Body: Race, Reproduction, and the Meaning of Liberty* (Pantheon, 1997). She is an elected member of the National Academy of Medicine, American Academy of Arts and Sciences, and American Philosophical Society and Fellow of the College of Physicians of Philadelphia and the Hastings Center.



Carmel Shachar

Carmel Shachar, JD, MPH, is an Assistant Clinical Professor of Law at Harvard Law School and the Faculty Director of the Health Law and Policy Clinic and the Center for Health Law and Policy Innovation (CHLPI) at Harvard Law School. Previously, Prof. Shachar was the Executive Director of the Petrie-Flom Center for Health Law Policy, Biotechnology, and Bioethics at Harvard Law School. Prof. Shachar's scholarship focuses on law and health policy, in particular the regulation of access to care for vulnerable individuals, the use of telehealth and digital health products, and the application of public health ethics to real world questions. Her work has been published in venues such as the *New England Journal of Medicine*, *JAMA*, the *Hastings Center Report*, and *Nature Medicine*. She has been interviewed and quoted in venues such as BBC News, Politico, CNN, and Slate. She has co-edited several books published with the Cambridge University Press, including *Transparency in Health and Health Care in the United States*, *Disability, Health, Law, and Bioethics*, *Consumer Genetics: Ethical and Legal Considerations of New Technologies*, *Innovation and Protection: The Future of Medical Device Regulation*, *COVID-19 and the Law* (forthcoming), *Diagnosing in the Home* (forthcoming), and *Health Law as Private Law* (forthcoming).



Jennifer Tsai

Jennifer Tsai is a physician, writer, educator, and advocate. Using activism and disruptive pedagogy, she seeks to rethink and advance health and climate justice, expand social medicine praxis, and support equity across health systems. She is an Emergency Medicine doctor in New Haven, Connecticut, with professional experience in basic science, healthcare consulting, journalism, and humanities research. Her academic work centers on the intersection between race, medicine, and inequity. Her essays and reflections have been published in the *New England Journal of Medicine*, *The Lancet*, *Scientific American*, *The Washington Post*, *ELLE Magazine*, *STATnews*, and the *Journal of the American Medical Association* among other outlets. Jennifer's education work is inspired by 1980's Critical Race Theory movement, which challenged the shortcomings of legal education by mobilizing an unrealized imagination: "What would the legal landscape look like today if people of color were the

decision-makers?” Her classrooms pose similar questions: What would medicine—its training, practice, and presumption—look like today if it were created by the scholarship and experiences of vigorously diverse people: people who are impoverished, sociologists, humanitarians, queer, sick, differently-abled, of color? What forces influence bodies, health, justice, and medicine? Jennifer was a 2014 Humanity in Action Fellow. She received undergraduate degrees in Ethnic Studies and Human Biology from Brown University, graduated from The Warren Alpert Medical School of Brown University in 2019, and received a Masters of Education from the Harvard Graduate School of Education.



Darshali Vyas

Darshali Vyas, MD, is a resident physician in Internal Medicine and an Instructor in Medicine at Massachusetts General Hospital. After growing up in Lexington, KY, she attended Harvard College where she studied social and political theory. In medical school, she was involved in student organizing around racial justice, and last summer, she co-authored a study challenging the use of race correction in common clinical algorithms.



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Biosketches of Moderators and Planning Committee Members

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

Dr. Winston Wong is a Scholar-in-Residence at the Kaiser Permanente UCLA for Health Equity with a four-decade history of addressing health equity as a clinician, medical director, officer of the U.S. Public Health Service, physician executive, non-profit Board director, federal advisor, and philanthropic leader. He currently leads the National Council of Asian Pacific Islander Physicians after a 17-year career as Medical Director, Community Benefit for Kaiser Permanente. Anchored by his experiences as an FQHC physician serving residents in Oakland Chinatown, Dr. Wong has led national efforts to advance cultural competence and access to marginalized populations, including chair of the DHHS Advisory Committee on Minority Health. An Associate of the National Research Council, Dr. Wong served on the NASEM's Board on Population Health and Public Health Practice and NASEM committees addressing the Future of Nursing and the Intersection of Public Health and Primary Care. A graduate of the University of California, San Francisco School of Medicine, Dr. Wong's professional contributions have been recognized by the California Primary Care Association, Asian Health Services, the American Journal of Public Health, Latino Health Access, the AT Still School of Osteopathy and Congresswoman Barbara Lee.

Alicia J. Cohen

Alicia Cohen, MD, MSc, FAAFP is a family physician and health services researcher. She is an Investigator at the VA Center of Innovation in Long Term Services and Supports, and an Assistant Professor of Family Medicine and Health Services, Policy, and Practice at the Brown University Alpert Medical School and School of Public Health. Dr. Cohen practices primary care at the VA Providence's Homeless clinic and Women's Health clinic. Her research aims to understand and improve patient, community, health system, and structural-level processes to identify and address adverse social determinants of health and advance health equity. She has published extensively on social determinants of health and social care integration, food insecurity, and health disparities, and her work has been cited in Congressional testimony on Veteran and military hunger. She serves on the VA Health Equity Coalition, the Research Advisory Committee for the Social Interventions Research and Evaluation Network (SIREN), and the Government Affairs & Public Policy Committee for the national anti-hunger nonprofit Mazon. Dr. Cohen earned her MD from the Icahn

School of Medicine at Mount Sinai and completed her family medicine residency at UCSF-Santa Rosa. She was a Robert Wood Johnson Foundation Clinical Scholar at the University of Michigan, during which time she earned her MSc in Health and Health Care Research. She is a James C. Puffer/American Board of Family Medicine Fellow with the National Academy of Medicine, and a VA Fellow on the National Academies' Roundtable on the Promotion of Health Equity.

Justin List, Moderator

Justin List, MD, MAR, MSc, FACP is Director of Health Care Outcome in the Veterans Health Administration (VHA) Office of Health Equity, Clinical Instructor in the Department of Internal Medicine at Yale School of Medicine, and a primary care general internist. His prior roles include Chief Quality Officer of NYC Health + Hospitals/Gotham Health, Assistant Vice President in the NYC Health + Hospitals/Office of Ambulatory Care and Population Health, and Director of Clinical and Scientific Affairs in the NYC Health Department Bureau of Chronic Disease Prevention and Tobacco Control. Dr. List focuses on driving equity-guided quality improvement strategies across VHA and works with internal stakeholders to eliminate racial bias in clinical algorithmic decision support tools. He was one of the founding steering committee members of the NYC Health + Hospitals Equity & Access Council. He is a Fellow of the American College of Physicians and has received awards including the Early Career Achievement Alumni Award from Stritch School of Medicine and the Navin Narayan Award for Achievement in Health and Human Rights Student Activism from Physicians for Human Rights. Dr. List has advanced degree training in ethics and health services research. He completed his internal medicine residency training in the Yale Internal Medicine-Primary Care Program and fellowship training in the Robert Wood Johnson/VA Clinical Scholars Program at the University of Michigan.

K. Aletha Maybank, Moderator

Aletha Maybank, MD, MPH currently serves as the Chief Health Equity Officer and Senior Vice President for the American Medical Association (AMA) where she focuses on embedding health equity across all the work of the AMA and leading the Center for Health Equity. She joined the AMA in April 2019, as their inaugural Chief Health Equity Officer. Dr. Maybank previously served as Founding Director for the Center for Health Equity at the NYC Department of Health and Mental Hygiene (2014) and the Office of Minority Health in the Suffolk County Department of Health Services (2006). She is a nationally recognized speaker, writer and advisor on issues related to health equity, the future of medicine, and public health impact.

Ernest Moy

Ernest Moy is the Executive Director of the VHA Office of Health Equity. This office manages and supports efforts to understand and reduce disparities in health and health care affecting Veterans. Currently, the office is coordinating analyses and messaging related to disparities in testing and treatment among Veterans and building tools to address structural bias, discrimination, and social determinants of health.

Prior to joining VHA, he was a Medical Officer in the Office of Analysis and Epidemiology at the National Center for Health Statistics of the CDC. At CDC, he studied rural health disparities, analyzed linked hospital-vital statistics data to identify care patterns that placed patients at high risk for opioid poisoning death, and developed new data visualizations and partnerships for disseminating health statistics.

Prior to CDC, he was a Division Director in the Center for Quality Improvement and Patient Safety at AHRQ and produced the National Healthcare Quality and Disparities Report, submitted annually to Congress, and related web tools. He has also worked as an Assistant Vice President at the Association of American Medical Colleges, Assistant Professor at the University of Maryland School of Medicine, and Emergency Care Physician at the Baltimore VAMC.

Ernest is a graduate of Harvard College, New York University School of Medicine, and Columbia University School of Public Health. Following internal medicine residency, he was a general internal medicine fellow at Columbia University and a Robert Wood Johnson Health Care Finance fellow at Johns Hopkins University.

Ernest's research interests include disparities in access and quality of care, particularly the application of electronic health records, machine learning, and systems science modeling to improve health care. He was selected to serve as the first Academy Health Innovator-in-Residence and on a team that won an award at the 2019 MIT DC Grand Hack.

Reginald D. Tucker-Seeley, Moderator

Dr. Tucker-Seeley is currently 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. Dr. Tucker-Seeley completed master and doctoral degrees in public health at the Harvard T.H. Chan School of Public Health (HSPH) and a postdoctoral fellowship in cancer prevention and control at HSPH and the Dana-Farber Cancer Institute (DFCI). His research has focused on social determinants of health across the life course, such as the association between the neighborhood environment and health behavior; and on individual-level socioeconomic determinants of multi-morbidity, mortality, self-rated physical, mental, and oral health. His research has also investigated the association of financial hardship with health across the cancer continuum from prevention to end-of-life care.

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



Background Readings

1. [Abolish Race Correction - ScienceDirect](#)
2. [Leveraging Affordable Care Act Section 1557 To Address Racism In Clinical Algorithms | Health Affairs](#)
3. [Health Inequities and the Inappropriate Use of Race in Nephrology \(nih.gov\)](#)
4. [Prevention of Bias and Discrimination in Clinical Practice Algorithms | Clinical Decision Support | JAMA | JAMA Network](#)
5. [New York City Coalition to End Racism in Clinical Algorithms \(CERCA\) Inaugural Report](#)
6. [Small Practices, Big \(QI\) Dreams: Customizing Quality Improvement \(QI\) Efforts for Under-Resourced Primary Care Practices to Improve Diabetes Disparities - PMC \(nih.gov\)](#)

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

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

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

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

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

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

REPORTING AND RESOLUTION

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

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

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

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

CONFIDENTIALITY

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

Updated June 7, 2018