

## DISMANTLING STRUCTURAL RACISM: TRANSFORMING HIGHER EDUCATION 2021 NADOHE ANNUAL VIRTUAL CONFERENCE March 9 through 12

### Health Equity Track

## Wednesday, March 10, 2021

### 12:15 - 1:30 PM (EST)

#### **(1) Cultural Humility in a Disparate Health Care Society**

**PRESENTER:** JULIANA MOSELY, Ph.D., Special Assistant to the President for Diversity, Equity & Inclusion, Salus University  
**(MODERATOR:** MARCINE PICKRON-DAVIS, Ph.D., Chief Diversity and Community Relations Officer, Philadelphia College of Osteopathic Medicine)

*This session will challenge participants to consider and further explore the use of cultural humility as a foundational framework for training and education on their campuses and clinics. Further, it will encourage attendees to explore their own personal biases and collectively learn to truly embrace, appreciate, and live communally with those with different experiences and values than theirs.*

### 2:00 - 3:15 PM (EST)

#### **(2) Race-Evasive Approach in the Recruitment Practices in Health Profession Colleges of Black, Indigenous and People of Color (BIPOC) Students: An Intersectional Analysis**

**PRESENTERS:** CLARA OKORIE-AWÉ, Ph.D., Ed.D. Associate Dean for Diversity and Inclusion, Clinical Associate Professor, University of Illinois at Chicago, College of Pharmacy and TIFFANY BUMPERS, M.Ed. and Ph.D. Candidate, Associate Director of Urban Health Program University of Illinois at Chicago, College of Pharmacy

*The presenters deconstruct "best practices" that reproduce racial biases in admissions policies and recruitment practices that lead to low numbers of BIPOC health professionals. Attendees will learn how a College of Pharmacy reconstructed policies and practices that align with institutional diversity and inclusion statement/s to produce positive growth in BIPOC health professions pipelines.*

**(MODERATOR:** TITA GRAY, Ed.D. Senior Vice President of Access, Diversity, and Inclusion American Dental Education Association)

### 5:00 - 6:00 PM (EST)

#### **(3) An Anti-Racism Framework for Educating Health (Care) Professionals Panel Discussion,**

**PRESENTERS:** Health Professions Council Executive Board: SANDRA DAVIS, Ph.D, DPM, ACNP-BC, FAANP, Assistant Dean for Diversity, Equity, and Inclusion, George Washington University School of Nursing; MEKBIB GEMEDA, MA, Vice President for Diversity and Inclusion, Eastern Virginia Medical School, TITA GRAY, Ed.D. Senior Vice President of Access, Diversity, and Inclusion American Dental Education Association., JUDY MARTIN-HOLLAND, Ph.D, MPA, RN, CNS, FNP, FAAN, Associate Dean, Diversity, Inclusion, and Community Outreach and Clinical Professor, UCSF School of Nursing, GLORIA RAMSEY, JD, RN, FNAP, FAAN, Associate Dean for Diversity, Equity, and Inclusion Johns Hopkins School of Nursing; DENNIS MITCHELL, DDFS, MPH, Vice Provost for Faculty Advancement, Columbia University in the City of New York

*Health Professions Educators will be introduced to a comprehensive unifying framework to fundamentally conceptualize, analyze, teach and assess learner outcomes with racism centered throughout the curriculum as both a social and structural determinant of health as well as a root cause of disparities and inequities.*

**(MODERATOR:** MARIO CURTIS BROWNE, MPH, CHES, CDP, Director, Office of Health Sciences Diversity, Equity & Inclusion, Interim Associate Dean of Equity, Engagement, and Justice, School of Pharmacy, University of Pittsburgh)



## Thursday, March 11, 2021

### 11:00AM-12:30 PM (EST)

**Welcome/Introduce Health Professions Council (Mekbib Gemed, MA, Vice President for Diversity and Inclusion, Eastern Virginia Medical School)**

#### **HEALTH EQUITY TRACK OPENING SPEAKER:**

**PRESENTER:** CAMARA JONES, MD, MPH, Ph.D, Senior Fellow at Satcher Health Leadership Institute and Adjunct Professor of Community Health and Preventative Medicine at Morehouse School of Medicine - "Racism is a Public Health Crisis: A Call to Action."

**(MODERATOR:** MARCINE PICKRON-DAVIS, Ph.D, Chief Diversity and Community Relations Officer, Philadelphia College of Osteopathic Medicine: **SPEAKER INTRODUCTION/Q&A)**

#### **Panel Topics/Invited Presenters: (75 Minutes)**

### **PANEL I: 1:00-2:15 PM (EST)**

**Panel I: "Best Practices: Health Professions in Workforce Development to Address Health Equity."**

**(MODERATOR:** MEKBIB GEMEDA, MA, Vice President for Diversity and Inclusion, Eastern Virginia Medical School)

**PANELISTS:** DAVID ACOSTA, MD, Chief Diversity and Inclusion Officer, Association of American Medical Colleges; ROGER L. WORTHINGTON, Ph.D., Professor, Department of Counseling, Higher Education, and Special Education, Executive Director, Center for Diversity and Inclusion in Higher Education; DENNIS MITCHELL, DDFS, MPH, Vice Provost for Faculty Advancement, Columbia University in the City of New York; VERNELL DEWITTY, Ph.D., MBA, RN, Director for Diversity and Inclusion, American Association of Colleges of Nursing

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*A deadly pandemic and racial violence have magnified the social inequities and racist ideas and practices that continue to disenfranchise communities of color. Protests and calls for racial justice across the nation have heightened the urgency to explore and address structural racism which remains ingrained in all aspects of American life. Health professions schools and the professional organizations established to guide and support them in advancing quality and equity in healthcare have identified these structural factors as root causes of inequities in health and have advocated for interventions including enhancement of diversity and inclusion in health professions education and practice. This session will help us explore how the recent events have informed the diversity, inclusion and equity work of these organizations and the schools they represent and gain insight into best practices and challenges in anti-racism and health equity efforts at health professions schools.*

### **Panel II: 2:30-3:45 PM (EST)**

**ROUND TABLE Panel II: "Advancing Equity and Quality Through Accreditation."**

**(MODERATOR:** JUDY MARTIN-HOLLAND, Ph.D, MPA, RN, CNS, FNP, FAAN, Associate Dean, Diversity, Inclusion, and Community Outreach and Clinical Professor, UCSF School of Nursing)

**PANELISTS:** PAMELA SIMMONS, PhD, RN, FNP-BC, CNE; Vice Chairperson, Commission on Collegiate Nursing Education (CCNE) Board of Commissioners and Senior Director & Professor, College of Nursing; Northwestern State University of Louisiana; Shreveport, LA

VERONICA CATANESE, MD, MBA; Senior Director, Accreditation & Liaison Committee on Medical Education (Co-Secretary); American Association of Medical Colleges, Washington, DC.

KERI NUNN-ELLISON, EdD, RN, MSN, Med, CNE; Director, Accreditation Commission for Education in Nursing; Atlanta, GA  
SHARON YOUNANS, PharmD, MPH, FAPhA; Board Member & Reviewer, Accreditation Council for Pharmacy Education (ACPE); Vice Dean & Professor, Clinical Pharmacy; University of California, San Francisco, San Francisco, CA

PAMELA D. RITZLINE, EdD, PT; Chair, Commission on Accreditation in Physical Therapy Education (CAPTE); Chair, CAPTE Diversity, Equity, & Inclusion Committee; Dean, School of Behavioral & Health Sciences & Professor, Physical Therapy; Walsh University, North Canton, OH

LAURA R. KING, EdD, MPH; Executive Director, Council on Education for Public Health; Silver Spring, MD

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*In light of the COVID-19 pandemic, there is growing recognition and acknowledgement of racial inequities in health and unequal treatment of racial minorities in the U.S. health system. Students and faculty of color are calling for strategies to increase access to quality health professions education for underrepresented students of color, to enhance student success services, and to promote health equity through more inclusive, antiracist curricula. What is the role of accreditation amid the promises made for such transformational change in health professions education? Accreditation organizations, recognized by the U.S. Secretary of Education to ensure the quality and integrity of health professions educational and degree granting programs, not only assess the quality of academic programs in higher education; they foster a culture of continuous improvement of academic quality. This session will feature representatives of health professions accrediting organizations in a discussion of ideas, strategies and best practices to foster continuous improvement in racial equity, mitigating systemic racism, and promoting health equity efforts in health professions education through the accreditation process.*



## Thursday, March 11, 2021

**5:00 - 6:00 PM (EST)**

**(1) Implementing Conversation to Advance Racial Equity: Using Dialogue as a Transformative Tool in the Indiana University School of Medicine ICARE Program**

**PANELISTS:** RICHARD BROWN, MA, SYDNEY Y. RUCKER, MAT, and ALVARO TORI, PhD, Ed.D, JD Indiana University School of Medicine Office of Diversity

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*This session explores diversity, equity, and inclusion program development, identifies opportunities to leverage interdisciplinary campus resources, presents engagement and recruitment strategies for participants, and examines evaluative data of a program.*

**(MODERATOR:** GLORIA RAMSEY, JD, RN, FNAP, FAAN, Associate Dean for Diversity, Equity, and Inclusion Johns Hopkins School of Nursing)

## Friday, March 12, 2021

**9:30 - 10:30 AM (EST)**

**(1) Institute for Diversity, Equity, and Inclusion**

**PRESENTER:** LINDA GRACE SOLIS, PH.D, Assistant Professor of Applied Humanities, University of the Incarnate Word of Osteopathic Medicine

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*During this session, participants will be introduced to the newly created Institute for Diversity, Equity, and Inclusion, a Council on Diversity and Equity initiative of the American Association of Colleges of Osteopathic Medicine. The presenter will share the genesis of the initiative, the engagement of College of Osteopathic Medicine stakeholders, and explore ways to connect and discover best practices.*

**(MODERATOR:** RICHARD SALAS, Ph.D, Chief Diversity Officer, College of Osteopathic Medicine, Des Moines University)

**2:00 - 3:15 PM (EST)**

**(2) An Institution in Crisis: Reacting and Responding to the National Reckoning on Racial Justice**

**PRESENTERS:** SHAILA KOTADIA, PhD, JENNIFER R. COHEN, PhD, TERRANCE MAYES, Ed.D, Stanford Medicine

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*The presenters will share results of a study, conducted from June 2020 - March 2021, that highlights the responses and actions led by institutions of higher education following the murder of George Floyd. An examination of the particular pitfalls, roles and responsibilities, and the challenges of a research-intensive predominantly white institution (PWI) that is highly decentralized will be analyzed. **(MODERATOR:** SANDRA DAVIS Ph.D, DPM, ACNP-BC, FAANP, Assistant Dean for Diversity, Equity, and Inclusion, George Washington University School of Nursing)*

**(3) Stronger Together: An Anti-Racism Initiative Across the Biomedical and Health Sciences Disciplines**

**PRESENTERS:** SANGEETA LAMBA, MD, MS HPEd, CHARLOTTE THOMAS-HAWKINS, PhD, RN, TERI E LASSITER, PhD, MPH, NANCY CINTRON, MSW, Rutgers Biomedical and Health Sciences,

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*This session introduces the implementation of an anti-racist initiative, stakeholder engagement, and building capacity for antiracism work through train-the-trainer programs. The presenters will share their model for developing competencies on structural racism as well as mapping and enhancing curricula on racial literacy. **(MODERATOR:** DENNIS MITCHELL, DDFS, MPH, Vice Provost for Faculty Advancement, Columbia University in the City of New York)*

**3:15 - 4:15 PM (EST)**

**Health Equity Social**