



Center for
Healthcare
Innovation

JANUARY 18 - 20, 2023
New York, New York

DIVERSITY, INCLUSION, & HEALTH EQUITY SYMPOSIUM - EAST COAST

EXECUTIVE SUMMARY



CONTENTS

Introduction	3
Background	4
Distinguished Keynote Addresses	5
Panel Discussions	6
Focus Group	11
Virtual Panel	12
Key Themes & Insights	14
Special Thanks	15
Key Contacts	16
Upcoming Symposium	17
CHI Team	18

INTRODUCTION

On January 18 - 20, 2023, the [Center for Healthcare Innovation \(CHI\)](#) held its Diversity, Inclusion, & Health Equity Symposium - East Coast 2023 in New York.

This annual symposium was a collaborative event that focused specifically on health equity, health disparities, and critical diversity, equity, and inclusion (DEI) issues impacting healthcare in the U.S. The hybrid symposium featured both live and virtual panel discussions, keynote addresses, and networking opportunities. The event brought together leading healthcare executives, physicians, researchers, patient groups, academics, authors, clinical trial professionals, and DEI advocates in a collaborative forum to discuss health equity. The symposium focused on the latest trends, challenges, and opportunities in the marketplace and workplace. Panel discussions included understanding how social determinants impact health inequities, how diversity drives business outcomes, achieving diversity in clinical trials, and the need for culturally competent healthcare professionals. Key opinion leaders and symposium participants discussed new ideas and perspectives on addressing the broader health disparities that disproportionately impact marginalized communities in the U.S.

This executive summary aims to:

- Discuss best practices for diversifying clinical trials to include underrepresented groups.
- Outline steps toward a more diverse workforce and inclusive workplace.
- Identify strategies for reducing systemic health disparities that disproportionately affect marginalized communities of color.

The industry-wide shift towards patient-centered care, increasing emphasis on access to care, and the prioritization of diversity throughout the workforce highlight the healthcare industry's commitment to fostering equitable change. This executive summary aims to guide ideas and insights regarding the challenges and calls to action in addressing these issues.

BACKGROUND

CHI's Diversity, Inclusion, & Health Equity Symposium is one of the country's leading and longest-running events focusing specifically on health equity, health disparities, and critical diversity, equity, and inclusion (DEI) issues impacting healthcare in the U.S. The hybrid symposium features both live and virtual panel discussions, keynote addresses, and networking opportunities. The symposium brings together leading healthcare executives, physicians, researchers, patient groups, academics, authors, clinical trial professionals, and DEI advocates in a collaborative forum to discuss health equity. The symposium focuses on the latest trends, challenges, and opportunities in the marketplace and workplace. Key opinion leaders and symposium participants will discuss new ideas and perspectives on (1) diversifying clinical trials to include underrepresented groups, (2) developing a diverse workforce and inclusive workplace, and (3) reducing systemic health disparities that disproportionately affect marginalized communities of color. This 3-day event also aims to address the broader health disparities that disproportionately impact marginalized communities in the U.S. Participants will learn the latest insights and industry-tested solutions, share new ideas and perspectives, and meet new industry and marketplace colleagues.



JANUARY 18, 2023

DISTINGUISHED KEYNOTE ADDRESSES



Ms. Ricki Fairley, MBA

CEO, Touch - The Black Breast Cancer Alliance

DISTINGUISHED WELCOMING ADDRESS

WEDNESDAY, JANUARY 18 | 9:00 AM - 9:30 AM EST

Ricki Fairley is a seasoned marketer with over 30 years of marketing experience in brand management at Johnson & Johnson, Nabisco, Reckitt & Colman and The Coca-Cola Company, and agency leadership encompassing strategic planning and consulting for numerous Fortune 500 companies. She is passionate about helping clients identify marketplace opportunities, establish insight-based objectives and strategies, and build results-driven campaigns with resonating creative. Ricki holds the Leadership Award from the Creative Thinking Association of America, and was named a Top 100 Marketer by Black Enterprise Magazine in February 2011. In November 2013, Ricki received the Association of National Advertisers Multicultural Excellence Award for the African American advertising for the Obama for America campaign. In February 2014, Ricki was inducted into The HistoryMakers. In March 2014, she received the Game Changer Award from Café Mocha and the Atlanta Tribune. In May 2014, DOVE Marketing received the US Trade & Commerce Institute Excellence in Marketing Award. Ricki was featured as Chapter 8 in "The 50 Billion Dollar Boss," New York Times Best Seller List 2016 for Best Business books. Ricki holds a BA from Dartmouth College and an MBA from Kellogg School of Management, Northwestern University. She is the President Emeritus of the Black Alumni of Dartmouth Association. She is a member of the 2011 Class of Leadership Atlanta.



Mr. Julius Pryor III

Chair of the Board of Directors, Center for Healthcare Innovation

DISTINGUISHED KEYNOTE ADDRESS

WEDNESDAY, JANUARY 18 | 11:30 AM - 12:00 PM EST

Julius Pryor helps companies accelerate innovation and drive business results. Having created and led groundbreaking strategies at six global corporations, Julius practically created the role of the modern Chief Diversity Officer. Every time he held the job, it was a newly created position. He's held executive roles at Johnson & Johnson (J&J), Coca-Cola Enterprises (CCE), Russell Athletic, Abbott, Takeda and Cerner. He was Vice President of Global Diversity at both J&J and CCE. Julius served as Head of Innovation, Diversity & Inclusion at biotech leader Genentech (Roche). He is Chair of the Board of Directors at the Center for Healthcare Innovation, an independent, non-profit research institute dedicated to making healthcare more equitable by leveraging technology, data analytics, and innovative marketplace platforms. Julius is not a traditional diversity officer. His focus is leveraging foundational principles of DEI to drive revenue, market share, new products and unique services. He builds organizational diversity maturity which drives ideas across lines of demarcation and enables leaders to make better decisions. Julius learned a great deal about agility, driving outcomes and clarity of mission during his service in the U.S. Navy. He notes that, "The Navy is a requirement driven culture - you can delegate authority, but not responsibility". He is a U.S. Navy Captain, Surface Warfare Officer and instructor for the Navy Officer Leadership Development Program. He held leadership roles in Atlantic and Pacific fleets including, Unit Commanding Officer, Executive Officer and Fleet Staff Officer. He had the honor of serving on the re-commissioning crew of the historic USS Missouri (BB-63). Julius is a graduate of Morehouse College and The Williston Northampton School (Easthampton, Massachusetts). He sits on the boards of the Andrew Young Center for Global Leadership, AArete Corporation, and is Board Chair for The Center for Healthcare Innovation. He was initiated into the legendary Psi Chapter of the Omega Psi Phi Fraternity while at Morehouse. Julius is the author of Thriving in a Disruptive World: 6 Critical Concepts for Navigating the 21st Century.

PANEL DISCUSSIONS

PANEL 1:

Health Disparities in the U.S.: Lessons from COVID & the Path Forward

MODERATOR

Dr. Knitasha Washington, DHA, MHA

PANELISTS

Dr. Richard (Rick) Chapman, PhD, MS

Dr. Antonio Iglesias, PharmD

Mr. DeRonn Kidd, MBA, MPH

Mr. Kenneth Mendez, MBA

Dr. Elyse Muñoz, PhD

Ms. Shannon Stephenson, MBA

[View the program book to read the speaker bios](#)

PANEL SUMMARY

Health disparities, which have always existed throughout the nation's history, have been well documented for decades. However, the global COVID-19 pandemic has brought health disparities to the forefront of a national dialogue around inequities in our healthcare system. Communities of color have been disproportionately impacted by COVID-19, particularly regarding the financial security of marginalized groups. Furthermore, the critical drivers behind COVID-19 hospitalization and mortality disparities are chronic conditions that overwhelmingly and disproportionately impact communities of color. Health disparities also drive an excessive amount of national healthcare costs. Research from the Kaiser Family Foundation suggests that health disparities lead to \$93 billion in excess costs and \$42 billion in lost productivity per year. This panel reviews what the COVID-19 pandemic has taught us about health disparities and how our national healthcare system can work collaboratively to reduce and ultimately eliminate health disparities. This interdisciplinary group of panelists will discuss the social and political determinants of health that have made communities of color and other marginalized groups more vulnerable to health disparities. The discussion will also review the latest best practices, innovative new ideas, and policy recommendations that providers, payers, pharma, policymakers, and patients can implement to create a more just and equitable healthcare system.

BEST PRACTICES

- **Utilize a people-centered approach**
 - To effectively address health disparities, healthcare organizations must center all aspects of their work around people and communities, whether meeting communities where they are, developing personalized care, or maintaining cultural humility.
- **Establish novel partnerships**
 - Seeking out unique partnerships in the community and centering them around people and patients will lead to increased trust, along with novel interventions to address health disparities.

- **Data must truly represent communities**

- Historically, data collection and clinical trial participants have been unrepresentative of the general population and especially of the communities most in need, which further perpetuates health disparities. By recognizing the true diversity of communities to a deeper level of granularity, we can better understand the reality of health disparities and how to address them.

- **Understand the social determinants of health**

- Analyzing health through the broader context in which a person exists will enable a better understanding of health disparities and systemic ways to address the issue rather than merely treating the symptoms.

PANEL 2:

Building a Diverse Healthcare Workforce: Best Practices for Recruiting, Hiring, & Promoting Professionals of Color

MODERATOR

Ms.Carolynn Johnson, MBA

PANELISTS

Ms. Seema Bhansali, ESQ, SHRM-SCP, CCDP

Dr. Linda Wiley Bing, PhD

Mr. Paul Bousquet, MBA

Dr. Navneet Kathuria, MD, MPH, MBA

Mr. Dillan Villavisanis

Ms. Tracey Volz, MBA, MS

[View the program book to read the speaker bios](#)

PANEL SUMMARY

With the US expected to become a majority-minority country by 2042, the US healthcare workforce must reflect the country's rich diversity. The nation continues to see profound demographic shifts. The percentage of non-white children born is now greater than 50% in the US. However, our healthcare workforce is not keeping up with the national demographic shifts occurring, and there's a growing discord between healthcare professionals of color and the general population. Workforce demographic data is particularly alarming when looking at physicians and senior leadership. For our country to solve the pervasive underlying health disparities that the pandemic so starkly has shown us, systemic barriers and inequities must be eliminated, and our healthcare workforce must become more diverse. A more diverse healthcare workforce can rebuild trust in marginalized communities and design more inclusive clinical trials. Moreover, decades of empirical evidence indicate that diverse teams drive innovation and perform better in every identifiable metric, including financial performance. However, professionals of color continue to face profound systemic barriers. Healthcare organizations need to adopt new strategies and ways of thinking to not only attract, recruit, and hire professionals of color but also promote them to senior leadership positions that are focused on eliminating health disparities. This discussion reviews how organizations can optimize recruiting strategies to attract and hire professionals of color. The panelists will also discuss best practices for developing and promoting professionals of color.

BEST PRACTICES

- **Understand what diversity means to your organization**
 - To dig deeper and avoid being performative, you must define what diversity means to your organization and allow that to guide your organization's efforts to increase workforce diversity.
- **Commit to more**
 - Commit to more than just implicit bias training. Consider a multifaceted approach to increasing diversity in your organization, especially by being open to incorporating serious, wide-reaching changes.
- **Accountability at all levels**
 - By setting explicit expectations and creating incentives towards workforce diversity at all organizational levels, you can create a culture of accountability in your organization.

PANEL 3:

The Future of Health Equity: Priorities of the Next Generation of Healthcare Leaders

MODERATOR

Ms. Lindsay Moore-Fields

PANELISTS

Mr. Zaire Ali, EdM, MPH

Ms. Brianna Baker

Mr. Derek Huell

Dr. Clarence Kong, MD

Ms. Amelia Papadimitriou, MPH

Ms. Saira Somnay

[View the program book to read the speaker bios](#)

PANEL SUMMARY

The COVID-19 pandemic brought discussions of healthcare disparities to the forefront of the healthcare industry. As the country begins to emerge from the COVID-19 pandemic, the industry remains committed to addressing disparities impacting communities of color while building a more diverse US workforce. New technologies, care models, and policies to achieve health equity will coincide with an influx of new jobs and talent. The Bureau of Labor Statistics estimates that the healthcare industry will add 2.6 million jobs by 2031. With these new jobs, the industry hopes to attract a talented and diverse healthcare workforce that can help transform the quality of care provided to patients and improve future health outcomes. The next generation of healthcare leaders must be dedicated to addressing many of the pressing health inequities impacting the United States, such as unequal chronic disease outcomes, mental health disparities, lack of access to care, and more. This panel will bring together the next generation of healthcare and life science professionals and leaders to discuss current health equity trends and what these future leaders see as critical foci for the industry in the next decade. In addition, the panel will feature a diverse group of graduate students and early-stage careerists to discuss innovative approaches to addressing health disparities and creating a more equitable healthcare system and workforce that improves health for all communities.

BEST PRACTICES

- **Seek opportunities to share knowledge**
 - To continue the conversation on health equity beyond the COVID-19 pandemic, it is critical to seek out others in the healthcare arena and share knowledge.
- **Establish pipelines and mentorship programs**
 - Create talent pipelines and mentorship opportunities to enable the next generation of healthcare professionals to learn about the field and navigate their future careers in fighting for health equity.
- **Champion health equity in the medical school curriculum**
 - Medical schools must incorporate health equity and cultural humility directly into their curriculum to ensure the future medical workforce is adequately trained to create a more equitable healthcare system.

PANEL 4:

Clinical Trial Diversity: What We've Learned & What's Next?

MODERATOR

Mr. Stephen Morales, MBA

PANELISTS

Dr. Elizabeth Cohn, PhD

Ms. Ricki Fairley, MBA

Ms. Morgan Hanger, MPP

Dr. Wolfgang Liedtke, MD, PhD

[View the program book to read the speaker bios](#)

Dr. Monica Parker, MD

Dr. Andres Quintero, MD, MPH, MBA

Ms. Dianna Coles Lee Sam, MHA

PANEL SUMMARY

The development of COVID-19 vaccines has brought renewed scrutiny and dialogue on the lack of diversity in US clinical trials. According to the latest FDA data, African Americans represent 13% of the US population but comprise only 8% of all US clinical trial participants. Hispanic Americans comprise 19% of the US population but only 11% of all US clinical trial participants. Particularly in the wake of the pandemic, ensuring that all patient populations are confident in the safety and efficacy of drugs has become paramount. Market, governmental, and regulatory forces are also creating renewed pressure on the industry to reduce barriers to clinical trials for underrepresented racial groups. For example, a bipartisan bill, the Diverse and Equitable Participation in Clinical Trials (DEPICT) Act, was introduced in 2022. The bill aims to boost diversity in clinical trials by requiring enhanced data reporting on clinical trial demographics and providing resources to improve access to clinical trials. In a country where people of color are estimated to outnumber Caucasian Americans by 2044, the inclusion of individuals of varied races, ethnicities, ages, gender identities, and sexual orientations in clinical trials and clinical research will help prevent disparities in the evaluation of potential new medicines, therapies, and treatments. This panel discussion includes a cross-sectoral group of physicians, researchers, and industry executives sharing their insights on how to make our clinical trial ecosystem more diverse and inclusive for all patients.

BEST PRACTICES

- **Focus on engagement along with recruitment**
 - Although increasing recruitment efforts amongst underrepresented communities is crucial, ensuring they can feasibly participate in the trial is equally important. This includes meeting patients where they are and connecting them to treatment options regardless of trial participation.
- **Understand what diversity means in clinical trials**
 - To generate true, representative data, clinical researchers must understand their research goal and what a diverse study population should look like accordingly, taking factors such as race, gender, and comorbidities into account.
- **Ensure value returns to communities**
 - A critical part of building trust with underrepresented communities is ensuring that clinical trial benefits are directly felt by the community itself, beginning with transparency of data.
- **Improve diversity among clinical researchers**
 - The clinical research workforce must also diversify to represent the US population better and build trust with underrepresented communities.

JANUARY 19, 2023

FOCUS GROUP

Making Connections with the Next Generation of Diverse Healthcare Professionals

FOCUS GROUP SUMMARY

As demographics in the United States continue to shift, it is essential to have a healthcare workforce that represents the populations it serves. Research shows that Blacks and Hispanics remain significantly underrepresented in the healthcare and life science industries. Despite representing 47% of the US workforce, women only hold 23% of STEM jobs. The breakout session will uncover how the healthcare industry can better reach, recruit, retain, and promote diverse talent and create company cultures attractive to the next generation of healthcare professionals and leaders. The breakout session will be composed of a diverse group of students, early-stage careerists, and a professional moderator. The breakout session will seek to gain a deeper understanding of the unique challenges and experiences African American/Black, Hispanic/Latinx, and female students and early-stage careerists face as they seek to enter the healthcare and life science industries.

BEST PRACTICES

- **Belonging and Representation**
 - When looking for job opportunities, students and early-stage-careerists look for diverse leadership. It is also essential that this representation is present at all levels within an organization to show possibilities for promotion and growth.
 - When conducting info sessions or career fairs, it is important to have diverse representation in presenters or company representatives.
- **Impact Driven Work**
 - Students and early-stage careerists highlighted the importance of impact-driven work when discussing employee retention. Whether through company community service opportunities or highlighting diversity programs/initiatives on social media, it is important to early-stage careerists that healthcare organizations show their commitment to equity.
- **Internships and Accessibility**
 - For internship programs, healthcare organizations should expand the majors & departments they recruit from to access more diverse talent pools. Many students highlighted that certain majors receive more information than others on internship opportunities, despite multiple majors meeting program requirements.

JANUARY 20, 2023

VIRTUAL PANEL

Beyond Clinical Care: Building Inclusive, Culturally Competent Healthcare Organizations

MODERATOR

Mr. Joseph Gaspero

PANELISTS

Dr. Paula Espinal, MD, MPH

Mr. Andrés Gonzalez, MEd

Ms. Rachel King, MBA

Dr. Islam Sadek, MD

[View the program book to read the speaker bios](#)

PANEL SUMMARY

The U.S. is to become a “majority-minority” nation by 2042. With this shift in demographics, addressing racial and ethnic disparities in healthcare and the need for healthcare organizations to serve increasingly diverse communities have become industry-wide priorities. The Health Policy Institute at Georgetown University defines cultural competency as the ability of providers and organizations to effectively deliver healthcare services that meet patients’ social, cultural, and linguistic needs.

As the U.S. becomes a more diverse country, the demand for culturally competent providers and other organizations continues to grow. Cultural competency is fundamental to delivering quality health services, as culture defines healthcare expectations and impacts every encounter. When providers and healthcare organizations prioritize cultural competency and understand culturally diverse backgrounds, they can engage patients more effectively and provide better care, thus improving patient outcomes. Additionally, the need for diverse healthcare providers continues to grow. As of 2019, only 12% of physicians in the U.S. are from historically underrepresented groups. And these needs are most acute when considering the healthcare inequities facing many communities of color in the U.S. Additionally, the need to deliver culturally competent care to diverse communities goes beyond a clinical setting. Cultural competence impacts all healthcare organizations, including the pharmaceutical, pharmacy, marketing, payer, and health technology sectors.

This virtual panel is an in-depth discussion about why culturally competent healthcare is vital to serving the diverse patient communities in the U.S. The panel brings together leading physicians, hospital executives, and cultural competence experts to discuss the importance of building culturally competent organizations. The panel will discuss recent trends, opportunities, and challenges. By building culturally competent organizations and equipping healthcare leaders, clinicians, and other professionals, we can begin to make steps toward addressing the broader healthcare disparities and health inequities that afflict the U.S. healthcare system.

BEST PRACTICES

- **Nurture relationships with the community you are serving**
 - By continually listening to and engaging with the community you're seeking to help, your organization will better stay aligned with their true needs.
- **Involve yourself in diversity and inclusion efforts in your organization**
 - Seeking out and supporting the parts of your organization aimed at increasing diversity and inclusion will enable you to better build cultural competence and cultural humility.
- **Change policies along with behavior**
 - To go beyond surface-level changes to improve cultural competence and inclusion, focus on addressing systemic policies and structures in your organization - especially by centering it at the core of leadership.

KEY THEMES AND INSIGHTS

- **Meet communities where they are**
 - Whether physically engaging with communities in spaces and avenues they already occupy or conceptually communicating with them in language familiar to them, meeting communities where they are is critical to building trust and maintaining a patient-centered approach.
- **Partner with local organizations in the community**
 - Seeking out novel and creative partnerships with organizations that are trusted and operating within communities you aim to work with will further build trust and ensure that you are staying informed on the reality of what the community is experiencing.
- **Understand diversity and commit to it fully and intentionally**
 - To move beyond surface-level diversity initiatives, be intentional about what diversity means in your organization. Once that is clear, fully commit to championing it at all organizational levels in a multifaceted approach that explicitly sets expectations and maintains a system of accountability.
- **Recognize the true diversity in communities**
 - No community is monolithic and acknowledging the subgroups within the typical broad categories will enable healthcare organizations to better address their specific needs and ultimately health disparities as a whole.
- **Champion diversity in the healthcare workforce**
 - A more diverse workforce leads to better health outcomes, due in part to communities being more receptive to healthcare professionals who have the same experiences as themselves. To accomplish this, talent pipelines and mentorship programs must be created, both in early and higher education, to increase awareness and better enable underrepresented communities to navigate careers in healthcare.

SPECIAL THANKS

SPONSORS



KEY CONTACTS

ABOUT CHI

The Center for Healthcare Innovation is an independent, 501(c)(3) research and educational institute that helps patients and providers increase their knowledge and understanding of the opportunities and challenges of maximizing healthcare value to improve health and quality of life. We aim to make the world a healthier place. CHI encourages and enables meaningful and executable innovation that aims to address existing and ensuing healthcare dynamics through communication, education, training, symposia, reports, and research. By bringing the best and brightest healthcare leaders from all over the world together to share their ideas and expertise, CHI creates a unique opportunity to address and improve healthcare value, which we view as a function of quality, access, and cost. For more information, please visit www.chisite.org.

EXECUTIVE SUMMARY AUTHORS

Ms. Ann Elizabeth

Project Assistant
Center for Healthcare Innovation

Mr. Abdullah Hashsham

Healthcare Analyst
Center for Healthcare Innovation

KEY CONTACTS

Ms. Lindsay Moore-Fields

Executive Director
Center for Healthcare Innovation
lindsay.moorefields@chisite.org

Mr. Joseph Gaspero

President & Co-Founder
Center for Healthcare Innovation
joseph@chisite.org

UPCOMING SYMPOSIUM



11th Annual Diversity, Inclusion, & Health Equity Symposium

June 20: 8:00 - 4:00 PM CST (In-Person - Center for Healthcare Innovation, 625 W. Adams Street, Chicago, IL 60661)

June 21: 11:00 - 4:00 PM CST (Virtual)

June 22: 11:00 - 12:00 PM CST (Virtual)

Register @ <https://www.chisite.org/events-all/healthequity2023>



OUR CHI TEAM

BOARD OF DIRECTORS

- Mr. Julius Pryor III (Chair), Chair of the Board of Directors, Center for Healthcare Innovation
- Dr. Thomas Summerfelt (Vice Chair), PhD, Chief Research Officer, Feeding America
- Mr. Joseph Gaspero (President & Co-Founder), President & Co-Founder, CHI
- Dr. Neelum Aggarwal, MD, Professor, Department of Neurological Sciences, Rush Alzheimer's Disease Center at Rush University Medical Center
- Mr. Guillermo Amezcua, MBA, General Manager, Baxter US Renal, Baxter International
- Dr. Cheryl Beal Anderson, PharmD, MBA, VP, Global Regulatory Affairs & Quality, Upsher-Smith Laboratories
- Dr. Benée Brown, PharmD, Director, Medical Science Liaisons, Bayer
- Dr. Ronald Copeland, M.D., F.A.C.S., SVP and Chief Equity, Inclusion and Diversity Officer, Kaiser Permanente
- Ms. Erickajoy Daniels, MS, Senior Vice President of Diversity & Inclusion, Advocate Aurora Health
- Ms. Simintha Esson, MA, Chief Development Officer, Council of Chief State School Officers
- Ms. Ricki Fairley, MBA, CEO, Touch: The Black Breast Cancer Alliance; Board; Triple Negative Breast Cancer Foundation
- Dr. James Gillespie, PhD, JD, MPA, Co-Founder, CHI
- Ms. Lynn Hanessian, Chief Science Strategist, Edelman
- Ms.Carolynn Johnson, MBA, CEO, DiversityInc
- Dr. Charlotte Jones-Burton, MD, MS, President and Founder, Women of Color in Pharma
- Dr. Marty Martin, PsyD, MPH, MS, MA, Director and Associate Professor, DePaul University
- Mr. Joff Masukawa, President, Diligentia
- Ms. La Toya McClellan, MA, Senior Director/Head of Engagement, Diversity & Inclusion, Astellas Pharma US
- Mr. Stephen Morales, MBA, Managing Director, Optimity Advisors
- Dr. Andres Quintero, MD, MPH, MBA, Global Medical Affairs Director, Hospital Products and Sterile Injectables, Pfizer
- Dr. Jeff Sherman, MD, FACP, Chief Medical Officer, Horizon Therapeutics
- Mr. Douglas Swill, JD, LL.M., Health Care Transactional and Regulatory Partner, Faegre Drinker Biddle & Reath
- Ms. Ramita Tandon, Chief Clinical Trials Officer, Walgreens Boots Alliance
- Dr. Scott Treiber, PhD, MBA, Vice President, Strategic Development, Synteract
- Mr. Loren Trimble, MBA, CPA, Founder, CEO, and Managing Director, AArete

EXECUTIVE COUNCIL

- Mr. Dennis Urbaniak (Chair), Managing Director, Accenture
- Mr. Mitchell DeKoven, MHSA, Principal, Health Economics and Outcomes Research, IMS Health
- Mr. Rick Goddard, MS, Director of Clinical Innovation, Advocate Health Care
- Ms. Vera Rulon, MS, Founder and President, Tir Health Advisors
- Ms. Bhavini Shah, MBA, Customer Success Director of Healthcare & Life Sciences, Salesforce
- Dr. Eckhard von Keutz, Senior Vice President, Head Global Early Development, Bayer Healthcare

RESEARCH GROUP

- Mr. James Jordan, MBA (Chair), Distinguished Service Professor in Healthcare & Biotechnology Management, Carnegie Mellon University
- Mr. Mark Kwatia, MBA (Vice Chair), Director, Corporate Procurement, Abbott Laboratories
- Dr. Jason Arora, MD, MPH, Director of Value-Based Health Care, Medtronic
- Dr. Ryan Bethancourt, PhD, MBE, CEO, Wild Earth
- Dr. G. Randall Green, MD, JD, MBA, Division Chief, Cardiac Surgery, SUNY Upstate Medical University
- Dr. Marco Quarta, PhD, Co-Founder & CEO, Rubedo Life Sciences Inc.
- Dr. Kate Rosenbluth, PhD, Founder and Chief Scientific Officer, Cala Health
- Dr. James Su, PhD, Chief Science Officer, Lap IQ

MANAGEMENT TEAM

- Ms. Lindsay Moore-Fields, Executive Director, CHI
- Mr. Joseph Gaspero, President & Co-Founder, CHI
- Dr. James Gillespie, PhD, JD, MPA, Co-Founder, CHI
- Ms. Ivory Chang, MS, Program Manager, CHI
- Ms. Ann Elizabeth, Project Assistant, CHI
- Ms. Hafsah Diakhate, Project Manager, CHI
- Mr. Brandon Kortokrax, Director of Corporate Development & Innovation, CHI
- Dr. Ali Solouk, PhD, Director of Strategic Initiatives - Chief of Staff, CHI
- Mr. Justin Williams, Program Manager, CHI

**Our vision is to be
the leading
global platform
for meaningful
change in health
equity.**



625 W Adams St 19th Floor
Chicago, IL 60661
T: 773.330.2416
info@chisite.org

Platinum
Transparency
2022

Candid.

CHI is a 501(c)(3) non-profit, charitable organization, and all donations are tax-exempt. Federal Tax ID # 27-3041119.

