



Center for  
Healthcare  
Innovation

# Diversity, Inclusion, & Health Equity Symposium - West Coast

February 14-16, 2023

Faegre Drinker  
Four Embarcadero Center, 27th Floor  
San Francisco, California 94111





# CHI'S DIVERSITY, INCLUSION & HEALTH EQUITY SYMPOSIUM

Click on the image to view video recap or visit [youtu.be/IXjXfXXEj1I](https://youtu.be/IXjXfXXEj1I)

## INTRODUCTION

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 3-day hybrid symposium features both live and virtual panel discussions, keynote addresses, a career fair, 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. The symposium also features a career fair that connects participants with many of the country's leading healthcare organizations specifically focusing on hiring underrepresented talent. 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.

**REGISTER NOW ▶**



## Mr. Joseph Gaspero

CEO & Co-Founder  
Center for Healthcare Innovation



## Dr. James Gillespie, PhD, JD, MPA, MS

President & Co-Founder  
Center for Healthcare Innovation

Dear Health Sector Professionals and Diversity and Inclusion Advocates,

We invite you to the CHI's Diversity, Inclusion, & Health Equity Symposium - West Coast in San Francisco on February 14-16, 2023. The Symposium is a leading annual collaborative event focusing on health equity and health disparities in the U.S. The Symposium brings together leading healthcare professionals, executives, physicians, patient groups, patients, researchers, academics, clinical trial professionals, and diversity and inclusion advocates to discuss health equity.

The Symposium focuses on the latest DEI trends, challenges, and opportunities in both the marketplace and workplace, specifically focusing on how to best serve an increasingly diverse patient base. We also aim to address the broader health disparity challenges in the U.S., and the Symposium equips attendees with the latest insights and ideas. Attendees will learn practical solutions, share perspectives, and meet new industry and marketplace colleagues.

This year's Symposium will include topics such as health disparities in the U.S., best practices for recruiting, hiring, & promoting professionals of color, diversity in clinical trials, and the priorities of the next generation of healthcare leaders. The 3-day hybrid symposium features live and virtual panel discussions, keynote addresses, a career fair, and networking opportunities.

The Symposium is designed to empower you and your organization with real-world, actionable ideas on the intersection of diversity, inclusion, and healthcare in the 21st century. We hope to see you in San Francisco on February 14, 2023.

Joey and James  
Co-Founders of CHI

A handwritten signature in black ink that reads "James J. Gillespie". The signature is written in a cursive style.

# PRESENTED BY



Center for  
Healthcare  
Innovation

## Center for Healthcare Innovation

The Center for Healthcare Innovation (CHI) is an independent, non-profit 501(c)(3) research and educational institute dedicated to making healthcare more equitable for all patients. Our vision is to be the leading global platform for meaningful change in health equity. Our mission is to bring together experts and ideas from all over the world to improve healthcare for everyone, regardless of socioeconomic status, gender, race, ethnicity, or other social determinants.



#DIHES2023

## Get Social

Bring the symposium's important conversation online via social media. Tweet with #DIHES2023 about the symposium, new insights, diversity in clinical trials, diversity in the workplace, healthcare disparities, or any other pressing DEI topics.

# SPONSORS



# HEALTH EQUITY AT A GLANCE



## Breast Cancer Mortality

Breast cancer mortality rate is 40% higher for African American women than white women. <sup>1</sup>

>50%

## Uninsured Rate

More than half of U.S. residents without health insurance are people of color.

2X

## Chronic Liver Disease

Both Hispanic men and women have a chronic liver disease rate that is twice that of the non-Hispanic white population. <sup>2</sup>

9%

## Heart Attack & Stroke

Women have a 9% higher mortality rate within 5 years of suffering a heart attack or stroke than men. <sup>7</sup>



## Cardiovascular Disease

Cardiovascular disease comprises 40% of the difference in life expectancy between African Americans and whites.

5.5

## Life Expectancy

American Indians and Alaska Natives born in 2019 have a life expectancy that is 5.5 years less than the U.S. all races population.

2X

## Infant Mortality

African American infant mortality rate is more than double the rate of white, Asian, and Hispanic infants. <sup>4</sup>

-20%

## Access to Care

Only 70% of LGBTQ+ adults seek health care services or have regular access to a health care provider, compared to 90% of heterosexuals.



## Obesity Rate

More than 77% of Latino adults are overweight or obese, compared to 67% of white adults.

2X

## Diabetes Prevalence

African Americans are nearly twice as likely to have diabetes than whites.

1. [Morbidity and Mortality Weekly Report](#). CDC. 2016 (accessed 12/5/21)  
2. [Chronic Liver Disease and Hispanic Americans](#). DHHS, Office of Minority Health. 2021 (accessed 8/31/21)  
3. [Morbidity and Mortality Weekly Report, Surveillance Summaries](#). CDC. 2018 (accessed 12/14/20)  
4. [Infant Mortality and African Americans](#). DHHS, Office of Minority Health. 2021 (accessed 2/15/22)  
5. [Obesity and Hispanic Americans](#). DHHS, Office of Minority Health. 2020 (accessed 1/7/22)  
6. [Key Facts about the Uninsured Population](#). The Kaiser Family Foundation. 2020 (accessed 9/15/21)  
7. [Acute Myocardial Infarction in Women: A Scientific Statement](#). American Heart Association. 2016 (accessed 7/30/20)  
8. [Disparities Fact Sheet](#). Indian Health Service. 2019 (accessed 5/12/21)  
9. ["Coming out" against cancer: How local outreach to the LGBT community can reduce cancer disparities](#). Journal of Clinical Oncology. 2020 (accessed 11/18/21)  
10. [Diabetes and African Americans](#). DHHS, Office of Minority Health. 2021 (accessed 3/1/22)

# WHY ATTEND?

## **JOIN**

the country's leading symposium focusing specifically on health equity and diversity.

## **UNDERSTAND**

obstacles to clinical trials and how to make the clinical trial ecosystem more diverse and inclusive for all patients.

## **ACQUIRE**

knowledge on how to reduce health disparities by building culturally competent organizations best suited to provide care for diverse patient populations.

## **FOCUS**

on building inclusive organizational cultures that attract the best and brightest people, resulting in a diverse and innovative workforce.

## **DISCUSS**

how to strategically reduce health disparities to create a more equitable U.S. healthcare system.

## **CREATE**

a workplace that embraces and promotes an inclusive environment by leveraging the latest D&I trends and ideas.

## **LEARN**

to leverage a more diverse marketplace and a more inclusive workforce to create bottom-line growth opportunities.

## **NETWORK**

and share ideas with many of the country's leading health sector professionals who are passionate about health equity and diversity.

## **RECOGNIZE**

the impact of systemic racism and structural inequities in healthcare and in the workplace.

# SYMPOSIUM AGENDA

**TUESDAY, FEBRUARY 14, 2023**

**FAEGRE DRINKER**

**FOUR EMBARCADERO CENTER, 27TH FLOOR**

**SAN FRANCISCO, CALIFORNIA 94111**

<b>Tuesday February 14</b>	
<b>8:00 AM - 9:00 AM</b>	<b>Registration &amp; Networking</b>
<b>9:00 AM - 9:30 AM</b>	<b>Distinguished Welcoming Address</b>
<b>9:30 AM - 10:15 AM</b>	<b>Panel 1 - Health Disparities in the US: Lessons from COVID &amp; the Path Forward</b>
<b>10:30 AM - 11:15 AM</b>	<b>Panel 2 - Building a Diverse Healthcare Workforce: Best Practices for Recruiting, Hiring, &amp; Promoting Professionals of Color</b>
<b>11:30 AM - 12:00 PM</b>	<b>Distinguished Keynote Address</b>
<b>12:00 PM - 1:00 PM</b>	<b>Lunch</b>
<b>1:00 PM - 1:45 PM</b>	<b>Panel 3 - The Future of Health Equity: Priorities of the Next Generation of Healthcare Leaders</b>
<b>2:00 PM - 2:45 PM</b>	<b>Panel 4 - Clinical Trial Diversity: What We've Learned &amp; What's Next?</b>
<b>2:45 PM - 3:00 PM</b>	<b>Closing Remarks</b>
<b>3:00 PM - 4:00 PM</b>	<b>Networking</b>

# SYMPOSIUM AGENDA

WEDNESDAY, FEBRUARY 15, 2023 &  
THURSDAY, FEBRUARY 16, 2023

Virtual

## Wednesday February 15

11:00 AM - 11:30 AM

Distinguished Welcoming Keynote

11:30 AM - 4:00 PM

Diversity Career Fair

## Thursday February 16

11:00 AM - 11:45 AM

Virtual Panel - The Importance of Mentoring in  
Diversifying America's Healthcare Workforce

11:45 AM - 12:00 PM

Distinguished Closing Remarks



# DISTINGUISHED SPEAKERS



## Mr. Julius Pryor III

**Chair of the Board of Directors, Center for Healthcare Innovation**

**DISTINGUISHED WELCOMING ADDRESS  
TUESDAY, FEBRUARY 14 | 9:00 AM - 9:30 AM PST**

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*.



## Dr. Owen Garrick, MD, MBA

**Chief Medical Officer, Clinical Trial Services, CVS Health**

**DISTINGUISHED KEYNOTE ADDRESS  
TUESDAY, FEBRUARY 14 | 11:30 AM - 12:00 PM PST**

Owen Garrick, MD is Chief Medical Officer of CVS Health Clinical Trial Services. In this role, Dr. Garrick is responsible for the overall medical strategy across the portfolio, overseeing medical compliance, clinical insights, publications and clinical innovation. He will build out the medical affairs function across CTS. Dr. Garrick will continue to be the Executive Sponsor for the CTS-wide equity efforts, including diversity in clinical trials. Dr. Garrick joined CVS Health as Vice President, Conduct Delivery for Clinical Trial Services, in April 2021. He helped build the nationwide, patient-centric clinical trial delivery model currently in expansion, as well as the Commitment on Diversity and Equity (CODE) in clinical trials initiative. Prior to joining CVS Health, Owen was President of Bridge Clinical Research, where he had responsibility for the Clinical Trials, Research Analytics, Health Services Research and Healthcare Communications business units. Which at Bridge Clinical he helped launch multiple collaborative efforts in advancing precision medicine research and data science. His study "Does Diversity Matter for Health? Experimental Evidence from Oakland" won the 2021 Research Paper of the Year by the American Society of Health Economists. Prior to joining Bridge Clinical, Dr. Garrick was Director of Strategy and Business Development at McKesson Corporation. Before joining McKesson, Dr. Garrick was Global Head of M&A Negotiations at Novartis Pharmaceuticals. Dr. Garrick is a nationally recognized leader in the field of research and research ethics. He was confirmed and completed a term with the Department of Health and Human Services Advisory Council on Human Research Protections from 2012-2016. He has co-authored industry advisory documents around biospecimen data security and patient engagement in research and currently serves on the board of Professional Responsibility in Medicine & Research (PRIMR). Dr. Garrick earned his MD from Yale School of Medicine and his MBA from Wharton School of Business. He holds an AB in Psychology from Princeton University.

# DISTINGUISHED SPEAKERS



## **Dr. Ebbin Dotson, PhD, MHA**

**Assistant Professor, Department of Health Management and Policy, University of Michigan School of Public Health**

**WEDNESDAY, FEBRUARY 15, 2023 | 11:00 AM - 11:30 AM PST**

Ebbin Dotson, PhD, MHA is an Assistant Professor in the Department of Health Management and Policy (HMP), the Faculty Director for the UM Summer Enrichment Program (UMSEP), and the Director for the Health Equity Leadership Pipeline Collaborative (The Collaborative) at the University of Michigan School of Public Health. Dr. Dotson's research topics include organizational theory and behavior, health equity, leadership competencies, health professions pipelines, workforce diversity, predictive assessment, health literacy, and community health. In HMP, Dr. Dotson teaches courses in organizational behavior, leadership, and health equity management. He is the student case competition faculty director and is the faculty liaison to the HMP Alumni Board. Within SPH, Dr. Dotson supports recruitment and retention pipeline program initiatives, and advises the student organization Public Health Student of African Descent (PHSAD). On campus, Dr. Dotson enjoys his work with The Edward Ginsberg Center, the Center for Interprofessional Education, and the Men of Color Faculty Writing Group. Before joining UM SPH, Dr. Dotson served as the Assistant Dean of the Office of Diversity and Inclusion and an Assistant Professor in Community Health Sciences at the University of Illinois at Chicago School of Public Health. Dr. Dotson received his PhD in Health Services and Policy Analysis from the University of California at Berkeley School of Public Health. He earned a Masters of Health Services Administration degree and a Bachelors of Science degree in Organizational Studies from the University of Michigan, Ann Arbor. He was also an administrative fellow at Michigan Medicine. Dr. Dotson serves on the University of Michigan SPH Health Management and Policy Program Alumni board, and several of his community service efforts are focused on mentoring youth, especially young men.

# SYMPOSIUM PROGRAM - FEBRUARY 14

## Panel 1 - Health Disparities in the US: Lessons from COVID and the Path Forward

**In-Person**

**Tuesday, February 14 | 9:30 AM - 10:15 AM PST**

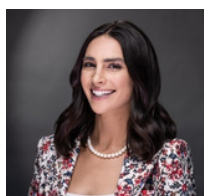
Health disparities, which have always existed throughout the nation's history, have been well documented for decades. However, the global COVID-19 pandemic has brought health disparities to the forefront of a national dialogue around inequities in our healthcare system. Communities of color have been disproportionately impacted by COVID-19, particularly when it comes to 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 exorbitant 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 result in a more just and equitable healthcare system.



### **MODERATOR: Mx. Jae Iñiguez, MA, MS**

**Associate Director of Operations, Training & Health Equity Collaborative, University of California, San Francisco**

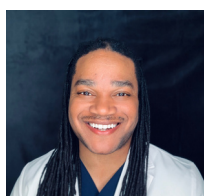
Jae Rouse Iñiguez, MSHA, MA is a healthcare management expert with over 20 years of professional experience in the Greater San Francisco Bay Area. They've managed projects with public health departments, academic health center teams, and clinic-based teams in various practice settings. As a Family & Community Medicine Unit Manager they are responsible for administration and operations, contracts, finance, personnel, and HR for all grants awarded to the Training & Health Equity Collaborative administrative unit. They enjoy playing music in local bands, volunteering, organizing social justice work, and spending time with their partner and rescue dogs.



### **Ms. Ellie Baer**

**Regional Vice President, Large Enterprise Sales, Included Health**

Ellie is a mission-driven professional in the digital health, employee benefits, and entrepreneurship spaces, currently serving as Regional Vice President of Sales for Included Health. She is passionate about bridging the health equity gap by working with forward-thinking employers to offer specialized navigation for marginalized communities. Included Health is a new kind of healthcare company, delivering integrated virtual care and navigation. Included Health breaks down barriers to provide high-quality care for every person in every community – no matter where they are in their health journey or what type of care they need, from acute to chronic, behavioral to physical. We offer our members care guidance, advocacy, and access to personalized virtual and in-person care for everyday and urgent care, primary care, behavioral health, and specialty care. It's all included. Ellie has founded two of her own companies - Lavelas, an online marketplace for handmade artisan goods from developing countries, and Bridge the Media, a Google Chrome extension that exposes readers to alternative political viewpoints in order to help people extend past their political echo chambers.



### **Dr. Italo Brown, MD, MPH**

**Assistant Professor, Dept. of Emergency Medicine, Stanford School of Medicine**

Italo M. Brown, MD MPH (Morehouse College '06, Boston University '08, Meharry Medical College '15) is a Board-certified Emergency Physician, an Assistant Professor in Emergency Medicine, and Health Equity & Social Justice Curriculum Thread Lead at Stanford University School of Medicine. Throughout his career, Italo has been at the frontlines of social medicine and health equity. He is the Chief Impact Officer of T.R.A.P. Medicine, a barbershop-based wellness initiative that leverages the cultural capital of barbershops to address the physical and emotional health of Black men and boys. Italo also serves as a diversity, equity, and inclusion consultant for organizations like Google and YouTube, has contributed health equity & wellness commentary to The New York Times, NPR, USA Today, GQ, Men's Fitness, and Bloomberg.



## Dr. Ronald Copeland, MD

**Senior Vice President & Chief Equity, Inclusion & Diversity Officer,  
Kaiser Permanente**

Ronald L. Copeland, MD, FACS, is senior vice president of National Equity, Inclusion, and Diversity strategy and policy and chief equity, inclusion, and diversity officer for Kaiser Permanente. Through multiple collaborations, he leads Kaiser Permanente's program-wide efforts to ensure our strategic vision for equity, inclusion, and diversity is successfully implemented to drive strategic business and mission outcomes, empower communities we serve, and result in all Kaiser Permanente members achieving health and health care outcomes that are high quality, equitable, and increasingly more affordable. The Rochester, N.Y., native earned his bachelor's degree from Dartmouth College and his medical degree from University of Cincinnati Medical College. He completed his residency in general surgery at State University of New York Upstate Medical Center in Syracuse. He also attended the Advanced Management Program at Harvard Business School.



## Ms. Parul Kashyap, MBA, MPH

**Account Director, Provider Solutions, Amwell**

Parul Kashyap (she/her) is a bay area native, first generation Indian immigrant and has an MBA and MPH from Boston University. Her 10+ years of experiences in Boston, Honduras, India, Silicon Valley, and Tanzania explored the dichotomy of privilege and injustice of health care access. Parul brought her global lens to Amwell, where co-founded its Diversity, Equity and Inclusion Committee and is currently Account Director, Provider Solutions. Amwell is a leading digital care delivery organization looking to democratize healthcare and is hiring!



## Dr. John Maa, MD

**Board of Directors Western States Affiliate, American Heart  
Association**

John Maa is a general surgeon at Marin General Hospital since 2014, where he was Chief of the Division of General and Acute Care Surgery from 2018 to 2020. Maa was an Assistant Professor of Surgery at the University of California, San Francisco Department of Surgery from 2004 to 2013. He served as a Captain in the U.S. Army Reserve from 1991 to 2000, and was the 2018 President of the San Francisco Marin Medical Society. He also served as Chair of the University of California Office of the President Tobacco Related Disease Research Program from 2013 to 2017, and President of the American College of Surgeons from 2013 to 2014. He is a member of the Asian Art Museum Board of Trustees and the American Heart Association Board of Directors. He earned a Doctor of Medicine degree from Harvard Medical School and a AB from the University of California at Berkeley.



## Dr. Thomas Summerfelt, PhD

**Chief Research Officer, Feeding America**

Values-driven and Charismatic Executive Leader with extensive experience revolutionizing business through strategy, leadership and administration. Adeptly develops organizational infrastructure, growth strategies, and programs that drive new revenue streams, service expansion, and break-through results. Visionary, collaborative leader with strong business and finance acumen that inspires success beyond the predictable through well-honed, listening skills, innate approachability, and unwavering commitment. Proven ability to engage customers, stakeholders, and team members to power growth.

# SYMPOSIUM PROGRAM - FEBRUARY 14

## Panel 2 - Building a Diverse Healthcare Workforce: Best Practices for Recruiting, Hiring, and Promoting Professionals of Color

### In-Person

Tuesday, February 14 | 10:30 AM - 11:15 AM PST

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 discordance 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.



### MODERATOR: Ms. Chere Nabor

Executive Consultant, The Kaleidoscope Group

Cheré Nabor is an Executive Consultant for The Kaleidoscope Group, a full-service DE&I consulting firm based in Chicago. Cheré leads Fortune 500 executive teams and business leaders across industries to implement DE&I solutions and increase organizational capability. Through her time at KG, she has served a variety of healthcare industry clients including Ohio Health, The College of American Pathology, Trihealth, North Shore, Pediatrix, and City of Hope. Cheré has 25 years of leadership experience in diversity and inclusion management, human resources, quality management, and labor relations. Prior to working at KG, Cheré served as the Chief Diversity Officer at W.W. Grainger inc. and the Senior Director of Diversity at McDonalds. Throughout her career, she has served as a board member for the Women's Foodservice Forum, the American Society for the Blind, the Center for Business and Economics, Elmhurst College, and Quad County Urban League. Currently, she is a member of the National Association of African Americans in Human Resources, the American Association of Christian Counselors, the American Society of Training and Development, and the Society of Human Resource Managers. Cheré's leadership has earned numerous awards including the "Human Resources Excellence Award," from McDonalds and the "Black and Hispanic Achievers Award," from YMCA of Metropolitan Chicago and Chicago Tribune. Cheré's education includes undergraduate studies at the University of Detroit in Business Administration and graduate studies at DePaul University in Organizational Leadership and Communications. She is certified in Change Management, Quality Management, Diversity Practitioning, and Co-Active Coaching. Outside of work, she enjoys art and reading. She currently resides in West Bloomfield, Michigan.



### Ms. Amira Barger, MBA

Executive Vice President, Health DEI, Edelman

Amira Barger is an Executive Vice President on the Global Health Sector team, providing senior Diversity, Equity & Inclusion (DEI) and Multicultural counsel to clients. Amira is a scholar, practitioner and thought leader who brings more than 16 years of experience in strategic communications that reach stakeholders, mobilize the community and inspire action. At California State University East Bay she serves as a lecturer in marketing and communications, joining the faculty in 2019. She also lectures at the Harvard T.H. Chan School of Public Health in the new Public Health for Business Leaders program. She is a data-driven/data-informed, organizational architect who leverages design thinking to advance DEI and solve complex challenges. Prior to joining Edelman, Amira served as Senior Vice President, Public Relations and Public Affairs at Ogilvy where she led efforts to support government, corporate and non-profit clients in adopting equity-centered practices to reach historically underserved communities. She also worked in the nonprofit sector for 14 years tackling pressing, public issues that impact us all with organizations like the Public Health Institute, Feeding America and the Crohn's & Colitis Foundation of America. She holds a B.A. in Marketing from Vanguard University, an MBA from Letourneau University, and invested in her professional development by receiving DEI Certifications from Cornell University, University of South Florida, and SDS Global Enterprises Inc. Amira is a passionate life-long learner, having received her CVA (Certified Volunteer Administrator) and CFRE (Certified Fund Raising Executive) designations. Amira maintains active memberships with: American Public Health Association, Public Relations Society of America, Association of Fundraising Professionals, and Chief (a private women's network). She is an avid writer and her thought leadership, from bylines to webinars to podcasts, can be found here: <https://www.clippings.me/amirabarger>



## Mr. Efton Hall, MPH

**Senior Vice President, Healthcare, Life Sciences & Public Sector Practice, Berkeley Search Consultants**

Efton Hall is the Senior Vice President of the Healthcare and Public Sector Practices at Berkeley Search Consultants (BSC). As practice leader, he manages client engagements for mid-to-senior level executive searches in hospitals, health systems, and the public sector. Efton initially joined BSC in 1992 after dedicating 16 years holding executive positions in the healthcare industry and the public sector. After setting up a very successful healthcare executive search practice, he was recruited back into the healthcare industry in 2001. Efton spent the next seven years as a hospital administrator before returning to the firm in 2008 to lead the Healthcare Practice and expand the services to include the Public Sector. Efton earned his Bachelor of Arts degree from Stanford University and his MPH from the University of California, Berkeley. Efton has served as a board member of the California Association of Healthcare Leaders (CAHL), where he chaired the Career Development and Transition Committee and was a founding co-chair of the Diversity, Equity, and Inclusion Committee. He currently serves as a committee member of CAHL's Senior Executive Engagement Committee and is a member of the National Association of Health Service Executives. As a result of his service to the industry, Efton has received the American College of Healthcare Executives Service Award and the ACHE Senior Level Executive Regents Award.



## Dr. Claret Presley, DNP, MS

**Founder & CEO, Operation: INSPIRE LLC**

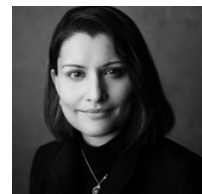
Dr. Presley is the CEO and founder of Operation: INSPIRE, a healthcare consulting company that provides perioperative service solutions, executive and professional coaching, and youth mentorship. She is leading an initiative "Access to Dream" for Black and Brown community, paving the way for the next generation healthcare providers. Dr. Presley served as Associate Medical Group Administrator for Kaiser Permanente in primary care services, medicine subspecialties, mental health, health education and promotion, and diversity, equity, and inclusion. She helped lead the COVID-19 efforts in Marin-Sonoma county for the residential care facilities for the elderly in collaboration with community hospitals and public health. She is an adjunct faculty at Samuel Merritt University for Doctor of Nursing program. Dr. Presley serves as a board of director for Women Health Care Executive and an advisory council for Operation Access. She is a mentor for the University of California Berkeley's Pilipino Association of Health Careers students. She is an active partner and collaborator with minority small business owners and nonprofit organizations: iNeverWorry: Emotional Intelligence, Breaking Down Walls, MedShare, and Slake. Dr. Presley is currently attending Pepperdine University for the Presidents and Key Executive MBA program. She received her DNP at Duke University with specialty in Executive Leadership. She completed her MSN at University of Arizona. Dr. Presley is a member of AORN and ACHE.



## Ms. Emily Reyna, MBA, MS

**Director, Chief Diversity Office Business Partners, Genentech**

Emily Reyna is the Director of Diversity & Inclusion Business Partners in the Chief Diversity Office (CDO) at Genentech. In this role she leads the CDO's Business Partners to advise and strategically partner with senior leaders and changemakers to embed diversity and inclusion into every aspect of our work; leverage D&I data to influence decision making and drive action; and share expertise and best practices to empower D&I at all levels of the organization. She has also led the development of Officer D&I action plans and our Manager Belonging goals. Emily joined Genentech in 2018. She has worked in D&I since 2014, serving as the first Director of Diversity at the non-profit Environmental Defense Fund and then at Twitter as an Inclusion & Diversity Business Partner. She earned a dual MS/MBA degree from the University of Michigan's Ross School of Business and School of Natural Resources and Environment and a BS in Symbolic Systems from Stanford University.



## Dr. Keerthi Vishnudas, PhD, MS

**Director, Partnerships & Innovation, Ultrasound, GE Healthcare**

Keerthi is an MRI imaging scientist by training with 20+ years of experience in medical device R&D, product management and marketing. She has deep experience in launching multi-million-dollar clinician and patient facing oncology hardware/software/cloud informatics products developed in close partnership with academia, healthcare providers and industry partners. Keerthi strongly believes that collaboration and effective partnerships across the healthcare ecosystem are critical to overcoming the challenges in healthcare delivery. Currently at GE Healthcare, Keerthi leads the digital/AI partnerships and innovation strategy for its \$3 billion ultrasound business and via GE's Edison Developer Program, she is supporting healthcare startups across the globe to build, deploy and commercialize clinical AI solutions at scale. Keerthi is an active advocate of STEM education and advises on career transitions based on her personal experiences and journey from academia to industry.



## **Dr. Heather Whelan, MD**

**Professor of Clinical Medicine, Hospital Medicine, San Francisco  
VA/UCSF**

Heather Whelan is a Professor of Medicine in the Division of Hospital Medicine at the San Francisco VA Medical Center and the University of California, San Francisco (UCSF), a Co-Director of Career Advising for the UCSF School of Medicine, a member of the UCSF Academy of Medical Educators, and a medical educator who develops health professions curricula focused on the outsized health impacts of climate change on vulnerable populations, as well as solutions to create resilience in these communities. She has served as a facilitator of trainings for faculty and staff at UCSF on diversity, equity and inclusion and as a longitudinal Coach for medical students, providing small group teaching, academic and career advising over the entire course of their medical school careers. In her clinical care, she cares for older Veterans, many of whom suffer from overlapping vulnerabilities including complex medical problems, substance use, psychiatric challenges and lack of social support or stable housing. In her career advising role, she advises students through all stages of medical school in career exploration, decision-making and preparation for a competitive residency selection process. She is engaged in research to better understand the mentoring needs of students who identify as underrepresented in medicine with the aim of developing programs, mentoring networks and faculty development resources to better meet the needs of these students and support their professional and personal success.

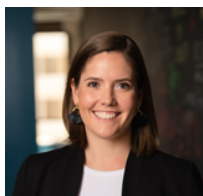
# SYMPOSIUM PROGRAM - FEBRUARY 14

## Panel 3 - The Future of Health Equity: Priorities of the Next Generation of Healthcare Leaders

### In-Person

**Tuesday, February 14 | 1:00 PM - 1:45 PM PST**

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 2026. 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, residents, 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.



### **MODERATOR: Ms. Amy Qualliotine**

**Executive Vice President, Edelman**

Amy is an Executive Vice President at Edelman, a global communications agency. She co-leads Edelman's West Coast Health team where she develops and executes comprehensive communications campaigns for clients across the health industry. Amy and her team build cross-functional communications campaigns tell their clients' compelling healthcare stories to a variety of target audiences including consumers/patients, physicians, health care executives, payers, advocacy organizations and policymakers across disease areas. She provides strategy and counsel to leading healthcare systems, biopharmaceutical companies and medical device manufacturers who are looking to break through the noise - whether they are trying to bolster their corporate reputation, attract talent, galvanize patients to take action, and more. Prior to joining Edelman, Amy was a consultant with Deloitte where she provided strategic planning and tactical support for the Department of Veteran's affairs as they implemented a new \$10 billion+ healthcare program. She got her start in communications at the National Women's Law Center where she managed public education/advocacy campaigns and grassroots activist mobilization on a portfolio of employment, education, economic security, and health issues. Amy graduated from Georgetown University's School of Foreign Service and upon graduation taught fourth grade in rural Louisiana as a Teach For America corps member.



### **Ms. Isabel Brown**

**Inclusive Research and Health Equity, Genentech Research and Early Development, Clinical Operations, Genentech**

Isabel Brown (she/her) currently works on the Inclusive Research and Health Equity team for Genentech's Research and Early Development, Clinical Operations group. She serves as an advisor for early phase study teams in developing inclusive clinical trials. Also within Genentech, she is a core member of the Advancing Inclusive Research Site Alliance and leads the company's LGBTQ+ Health equity strategies.



### **Ms. Audrey Funwie**

**Patient Inclusion and Health Equity Intern , Genentech**

Audrey Funwie works in the Patient Inclusion and Health Equity team of Genentech's Chief Diversity Office. In this position, she focuses on initiatives to advance health equity and literacy for underserved communities as it relates to clinical trial access. Additionally, Audrey collaborates with colleagues to co-create educational resources as a part of the core team of the innovative Advancing Inclusive Research Site Alliance, which focuses on addressing disparities in clinical research studies. Before working at Genentech, she graduated from the Johns Hopkins Bloomberg School of Public Health with a Master of Bioethics and received her Bachelor's from the University of Michigan. Audrey strives to do meaningful work that combines and applies her bioethics background while prioritizing and addressing health equity in the context of clinical studies, patient experience, and policy.





## Mr. Amanuel Gebre, MPH

**Program Director, Blue Heart**

Amanuel is a proud Ethiopian immigrant, son, brother, curious strategist, and determined advocate. Raised in the Bay Area, his lived experiences have deepened his foundation and passion for championing innovative approaches and transformational opportunities for resource-denied communities. Throughout his career, Amanuel has worked with local Bay Area nonprofits like the Tenderloin Neighborhood Development Corporation, First Graduate, En2action, Blue Heart, and the YWCA to re-envision programs working at the intersections of community and economic development. Through this work, Amanuel has created several initiatives that have made a significant impact across communities, such as the first local food resource asset map created by the Healthy Corner Store Coalition, workforce programs for communities of color created by En2action, and a comprehensive cultural preservation report of San Francisco's Bayview Hunters Point, a historically Black neighborhood, conducted by the San Francisco African American Arts and Cultural District. Amanuel holds degrees from three different institutions: an Associate of Arts in Liberal Arts in Behavioral Sciences from De Anza College, a Bachelors of Science in Exercise Physiology from Chico State University, and a Masters of Public Health and Community Practice from the University of San Francisco. His research work focused primarily on the implications of public-private partnerships and impact investing within the social service ecosystem, and the broader mechanisms of public services. This year, Amanuel aims to launch Ke'inyaga Capital, a solution to reducing social sector funding inefficiencies through streamlined technology by utilizing pay-for-success approaches.



## Ms. Tracey Kirui

**Consultant, ModelExpand & UC Berkeley MPH Candidate**

Tracey Kirui is a consultant with ModelExpand and Master of Public Health student at UC Berkeley dedicated to promoting diversity, inclusion, and health equity. She understands the crucial role that these factors play in ensuring that all individuals have access to quality healthcare services, regardless of their background or circumstances. With expertise in crafting diversity, equity, and inclusion strategies for organizations, she works to remove barriers and create inclusive environments that enable all individuals to reach their full potential. She is a first-generation Kenyan American passionate about advocating for marginalized communities and driving positive change in the world.



## Ms. Tania Perez, MPH

**Independent Health Equity Consultant**

Tania S Perez, MPH (she/her) is a Zapotec, Mexican-American first generation college graduate and daughter of immigrants. She is an independent consultant that works closely with local governments, and community based organizations on health justice and racial equity projects. She has worked alongside communities to advocate for resources that increase access for historically marginalized groups ranging from mental health and substance use services to COVID-19 vaccines. Through her time in local government she worked to co-create processes alongside community members from historically excluded populations, and advocated for power-sharing, rebuilding of trust as well as shared accountability. She is passionate about racial equity, systems change and centering community voices in decision-making processes. She obtained her Bachelors in Public Health from the University of Arizona and a Masters in Public Health with a Community Health Sciences concentration from UCLA.

## Panel 4 - Clinical Trial Diversity: What We've Learned & What's Next?

### In-Person

Tuesday, February 14 | 2:00 PM - 2:45 PM PST

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.



**MODERATOR: Dr. Scott Treiber, PhD, MBA**  
**EVP, Strategic Development, Ergomed PLC**

He is an experienced professional with over 25 years of increasing responsibility in the biopharmaceutical and device industry. Dr. Treiber has expertise in clinical operations, clinical development, medical affairs, data management/statistics, pharmacovigilance/safety and medical writing. He also has broad therapeutic expertise in CNS, oncology, hematology, pain, cardiovascular, gastroenterology, respiratory and women's health. Dr. Treiber also has experience managing budgets (>\$200M), resources, metrics and quality systems. His prior roles include Senior Vice President and General Manager, Neuroscience at inVentiv Health Clinical; and VP, Global Clinical Operations and Medical Affairs at Hospira.



**Dr. Deepak Behera, MD**  
**President & CEO, Adaptive Research**

Deepak Behera is an industry executive in clinical development and medical affairs, and the Founder & CEO of Adaptive Research, with a mission to democratize clinical trials so that everyone may have a chance to participate. In addition, he is a strategic advisor and consultant to multiple pharma/biotech/device companies, helping with clinical and regulatory strategy, product positioning and market launches, and evaluate new technologies for product-market fit, development status, and investment potential. Deepak enjoys the challenge of balancing the structured world of medical and regulatory environments with the innovative realm of creating commercial value by not only identifying existing pathways but helping develop, define and implement new medical and commercial paths. His goal is to nudge healthcare towards a better patient outcome while at the same time generating value along the way for all stakeholders. Deepak trained as a physician and performed translational research at Stanford for a number of years prior to moving to industry. In his spare time, Deepak enjoys volleyball, hiking and road trips and loves spending time with his family of four.



## Dr. Ivy Kam, PharmD

**Director of DEI Sciences, Global Diversity, Equity and Inclusion Office, Regeneron Pharmaceuticals**

As Director of DEI Sciences at Regeneron, Ivy marries her her passion in health equity with 20+ years of experience in clinical practice and in the biopharmaceutical industry, leading company-wide strategies that drive diverse and inclusive science and equitable access to medicines. Previous to this position, she has served in various roles in Clinical Development and Medical Affairs at Regeneron, Novartis and Sanofi since 2003, where she has published and presented at various conferences in areas of cardiovascular/ metabolism and oncology medicine. She has served as adjunct faculty as an Assistant Clinical Professor at University of California San Francisco School of Pharmacy since 2010, where she completed her general practice residency (1999-2000), after obtaining her Pharm.D. from University of Washington. Ivy has served in various leadership positions in science and health equity in the past 15 years, notably serving as Chair of the American Heart Association (AHA) Chinese Community Cardiac Council, and Vice Chair of the AHA Western States Affiliate Asian Pacific-Islander Task Force. She is one of the Co-Founders and current Co-Chairs of the Regeneron Asian and Pacific Islander Employee Resource Group.



## Ms. Meghan McKenzie, MA

**Principal Inclusion, Patient Inclusion and Health Equity in Chief Diversity Office, Genentech**

Meghan joined Genentech's Clinical Research Group in 2005 and the Genentech Chief Diversity Office in Patient Inclusion and Health Equity in 2020. In her role, she develops strategies to drive greater inclusion of racial and ethnically representative patient populations in clinical research and to advance health equity. She has over 25 years of clinical research experience working in biotech and clinical research organizations, and spanning multiple diseases, including oncology, ophthalmology, immunology, neurology, infectious diseases, and rare disease. Gaining patient and clinician insights early in program development is integral to developing what is important to patients and improving access to treatments for all patients, regardless of race, ethnicity, sexual orientation, gender identity, socioeconomic status and ability/disability. Meghan received her Master's Degree in Human Biology at San Francisco State University and her Bachelor's Degree in Economics at University of North Carolina, Chapel Hill.



## Dr. Shilpen Patel, MD

**Executive Medical Director-Global Medical Affairs, Gilead Sciences**

Dr. Shilpen Patel is a radiation oncologist and is an executive medical director at Gilead Sciences where he serves overseeing global medical affairs solid tumors. He recently was at Genentech where he served as a principal medical director for health equity and inclusive research. He has an affiliate appointment as an associate professor in the University of Washington Department of Global Health as well as an affiliate appointment in the Division of Public Health at the Fred Hutchinson Cancer Research Center. He continues to see patients in the Bay Area and just completed his Medical Justice Advocacy Fellowship at the Satcher Health Leadership Institute and the American Medical Association (AMA). He has been actively involved in nonprofit organizations including the AMA (serving as chair of the young physician Section and as chair of the LGBTQ advisory Committee), being a board member with Equal Rights Washington where he served as chair from 2009-2011, served on the National LGBTQ Task Force (Co- Chair from 2013-2015 and Chair of the National Action Council from 2018-2020), and served as Co-Chair of the board of Generations Aging with Pride. He currently serves on the board of the Horizons Foundation, Phi Chi Medical Foundation (Current Chair of the Executive Trustees), the board of Radiating Hope, and the board of RAD AID international. While on faculty at the University of Washington he served as the faculty advisor to Qmed and as the director of the Health Disparities Pathway for medical students. He also previously served as the director of the Clinical Outcomes Assessment Program for the Foundation for Health Care Quality for the State of Washington.



## **Dr. Maria Raven, MD, MPH, MS**

**Chief of Emergency Medicine, UCSF Medical Center, UCSF School of Medicine**

Dr. Maria Raven is a Professor of Clinical Emergency Medicine, a physician and health services researcher, is the Chief of Emergency Medicine at UCSF and is a Vice Chair of the Emergency Medicine Department at UCSF. She is a Faculty Lead at the UCSF Benioff Homelessness and Housing Initiative and Affiliate Faculty at the UCSF Philip R. Lee Institute for Health Policy Studies. Prior to joining the UCSF faculty in 2011, Dr. Raven completed her residency and a research fellowship at NYU/Bellevue Hospital Center and oversaw one of six New York State Department of Health-funded Chronic Illness Demonstration Projects for the New York City Health and Hospitals Corporation and New York State Medicaid. In addition to working clinically in the ED at UCSF, Maria speaks locally and nationally about caring for complex populations, frequent emergency department users, and the link between homelessness and health. She has published and peer-reviewed extensively on these and other topics. Dr. Raven was Co-Principal Investigator for the San Francisco Whole Person Care Pilot evaluation, focused on improving care for chronically homeless high users of health and social care services. She was also the lead evaluator for a Santa Clara County Pay for Success program providing permanent supportive housing for chronically homeless frequent users of the County health system and jail. She is co-editor of the first Social Emergency Medicine textbook and is currently working on multiple funded initiatives to improve care for individuals with substance use disorders in emergency departments. Since March 2020, her focus has been on UCSF emergency department operations and preparedness in the face of COVID-19, and related research, and she is co-Principal Investigator on a CDC/NIOSH funded study evaluating the safety of reuse and extended use of N95 respirators in six emergency departments across the nation.



## **Ms. Rhonda Smith, MBA**

**Executive Director, California Black Health Network**

Rhonda currently serves as the Executive Director of the California Black Health Network. She previously served as the Executive Director of the Life Serve Youth Foundation and as the Interim Executive Director for Integrative Medicine for the Underserved (IM4US). Prior to this role, Rhonda served as the IM4US Board President-elect. Before her tenure with IM4US, Rhonda was the Consultant/Project Director for the LiveHealthy OC Initiative, a three-year initiative that transformed the model of care of a network of FQHCs from a disease-focused treatment model to a prevention and wellness model to provide a whole person care approach. Before the LiveHealthy OC Initiative, Rhonda served as the Consultant/Statewide Project Manager for the Susan G. Komen® Circle of Promise California Initiative, an intensive four-year effort to identify evidence-based strategies to decrease the high mortality rate of African American women diagnosed with breast cancer, and address disparities at the system, community, and individual levels. Rhonda has also consulted on an NIH/NCI funded breast cancer survivorship research study at the Sylvester Comprehensive Cancer Center in Miami targeting the diverse population of Black women in the South Florida community. The study focused on evaluating the impact of stress management and wellness education on survivors who were within twelve months of competing treatment. Her responsibilities included marketing, PR, community outreach and recruitment, and facilitating the study's ten-week health and wellness education program to the control group cohorts. Rhonda earned her MBA in Marketing and Operations Management from the Colgate Darden School of Business at the University of Virginia and her B.S. Degree in Civil Engineering from Virginia Tech. Rhonda served the Mission Integration Chair for the American Cancer Society 2012 Making Strides Against Breast Cancer Walk and a member of the Baptist Health South Florida Breast Center's Patient and Family Advisory Council. Rhonda is a Leadership Charlotte alumna, Past-Chair of the Board of The Women's Fund of Miami-Dade, and a past CEO Forum member of The Commonwealth Institute South Florida. Rhonda served on the 2007 NFL Super Bowl Special Events Committee, and in 2006 was named one of South Florida's "25 Most Prominent and Influential African-American Women" by Success South Florida Magazine.

# SYMPOSIUM PROGRAM - FEBRUARY 15

## CHI's Diversity Career Fair

**Virtual**

**Wednesday, February 15 | 11:00 AM - 4:00 PM PST**

The Diversity Career Fair will connect diverse professionals with many of the country's leading healthcare organizations that are actively seeking diverse talent. The career fair is specifically designed to provide career opportunities for underrepresented professionals, including BIPOC, women, and LGBTQ+ job seekers. Participants will have the opportunity to connect with leading healthcare companies recruiting talent for a wide variety of roles such as physicians, R&D, clinical, nursing, legal, and patient advocacy. The career fair will feature virtual company booths staffed by talent acquisition representatives, where attendees can learn more about companies, submit resumes, and schedule 1-on-1 meetings.

Powered By



Welcome to CHI's *Diversity Career Fair*. Meet organizations, submit résumés, and interview with leading DEI-focused healthcare companies in search of diverse healthcare professionals of all career stages.



**Learn About DEI-Focused Healthcare Companies**

Learn more information about participating companies



**Meet Company Representatives**

Join the virtual meeting room or schedule one on one meetings with company representatives



**Submit Résumés**

Submit résumés directly to company talent acquisition teams and HR departments

# SYMPOSIUM PROGRAM - FEBRUARY 16

## The Importance of Mentoring in Diversifying America's Healthcare Workforce

**Virtual**  
**Thursday, February 16 | 11:00 AM - 11:45 AM PST**

With the COVID-19 pandemic laying bare the profound health disparities that impact the US healthcare landscape, healthcare organizations and the industry have responded by committing to addressing health disparities. Across the industry, efforts to reduce systemic barriers and recruit, hire, and promote professionals of color and other underrepresented professionals expanded as a key element in health equity strategies. However, much remains to be done. As of 2019, only 12% of physicians in the U.S. are from historically underrepresented groups, with the percentage of black male physicians unchanged since 1940. And workforce disparities are not limited to clinical roles. Women of color represent 20% of healthcare's entry-level workforce; however, they represent only 5% of c-suite executives. Healthcare organizations must devise innovative strategies that aim to recruit and hire professionals from underrepresented backgrounds, with mentoring as a central component. Community mentoring programs, starting at the high school level, are an effective strategy for diversifying talent pipelines. Mentorship programs not only foster community collaboration but also provide pathways of opportunity for historically underrepresented communities into healthcare. Therefore, creating more diverse healthcare organizations, from leadership to entry-level, is critical in addressing health inequities in the United States healthcare system. This webinar will discuss the importance of diversifying healthcare talent pipelines and the role mentorship plays in DEI and health equity strategies.



**MODERATOR: Mr. Joseph Gaspero**  
**CEO & Co-Founder, Center for Healthcare Innovation**

Mr. Joseph Gaspero is the CEO and Co-Founder of CHI. He is a healthcare executive, strategist, and health disparity researcher. He founded CHI in 2009 as an independent, objective, and interdisciplinary research and education institute for reducing health disparities for marginalized communities of color. Joseph leads research and educational initiatives at CHI, including research focused on increasing diversity in clinical trials, building diverse, culturally competent teams, understanding how social determinants of health drive health disparities for BIPOC communities, decreasing medical mistrust, and understanding how chronic conditions disproportionately impact Black and Brown communities. He has been the lead organizer for one of the country's preeminent health equity and diversity symposia in the U.S. In his role as CEO, he sets and executes CHI's strategy, devises marketing tactics, leads fundraising efforts, and manages CHI's Management team. His leadership stems from a wide array of experiences, including founding and operating several non-profit and for-profit organizations, serving in the U.S. Air Force in support of 2 foreign wars. Joseph's skills include strategy, management, research, marketing, and finance. He has lived in six countries, traveled to over 40 more, and speaks three languages, and he brings a global approach to strategy and problem-solving. Joseph has a B.S. in Finance from the University of Illinois at Chicago.



## **Dr. Aileen Dinkjian, EdD, MPH**

**Associate Vice President of Population Health & Executive  
Director of the Lewis-San Antonio Healthy Communities  
Institute at San Antonio Regional Hospital**

Dr. Aileen Dinkjian has 25 years of experience working in multiple sectors (e.g., governments, private organizations, education, health care etc.) bringing forth unique skills and resources for specific healthcare initiatives. Dr. Dinkjian currently manages and collaborates on high-profile strategic projects serving both internal and external stakeholders in a dynamic matter, and have successfully identified viable opportunities to create and implement strategic plans to drive the long-term vision of an organization. Dr. Dinkjian also co-leads the San Antonio Regional Hospital Health Equity, Diversity and Inclusion Council which includes diverse perspectives from a sub-Community Advisory Council. As the Executive Director of the Lewis-San Antonio Healthy Communities Institute, Dr. Dinkjian helps create innovating, inclusive solutions by co-creating structures, programs, and specific training centered around addressing health equity and health disparities. Part of her program includes addressing the shortage of health care workers and elements of the educational gap through a "Wellness Starts With You" program bridging healthcare and wellness directed at middle and high school students. Under her leadership, the institute provides community practicum experience for undergrad and graduate students and community partnerships to support community health improvement and in leading the Community Health Needs Assessment. Dr. Dinkjian had also supported the launching of a new College of Health and Community Well-Being at the University of La Verne to help meet the critical and ongoing demands for diverse, qualified healthcare professionals, brought into sharp focus by the tragedies of the global COVID-19 pandemic. Dr. Dinkjian has a deep passion for disease prevention and community health and as a regional leader, Dr. Dinkjian has led national models for high quality education that is innovative in the 21st century health and community well-being. As specific program included an NIH-funded program to diversify scientific grant reviews by involving community members in the review committee process. The programs she currently leads offer career preparation and research opportunities that emphasizes the need to address health inequities and social determinants of health. Dr. Dinkjian received her B.A. in Political Science at Cal Poly Pomona, an MPH at the George Washington University and a doctorate in education at the University of Southern California.



## **Ms. Leah Pimentel, MBA**

**Director of DEI and Culture & Co-Director of the UCSF School of  
Medicine's Differences Matter, University of California, San  
Francisco**

A graduate of Sonoma State who went on to earn her MBA at Dominican University and a DEI certificate from UCSF, Leah Pimentel became the Department of Anesthesia and Perioperative Care's first Director of DEI and Culture in January 2022. I'm a third-generation native of San Francisco's Bayview district and I grew up in a healthcare world. My mother was a lead medical assistant at Kaiser. Sometimes I would go to work with her, so doctors and nurses were always a part of my life. It's so impactful to see what a hospital does and how much a part of your whole being those people can become. The people my mom worked with are still a part of our family. Growing up and seeing that, I knew it was something I wanted to do. I went to St. Ignatius and did a thousand hours of community service, most of it volunteering with oncology patients at Kaiser. It was so moving, giving someone having a tough time an ear, a shoulder to lean on. It taught me the importance of compassion, hearing, relating, understanding and being supportive. Before I came to UCSF, I had own consulting firm and was a chief customer success officer in technology for a while, but I wanted something more people-focused and more in the hospital area. I started as the Assistant Director of Community Relations at UCSF, working with the community, hearing their growing pains. Then this opportunity came about and...I thought 'This is my job.' As a native San Franciscan, I bring a unique perspective, because UCSF is part of San Francisco. And because of my life experience, I'm able to see things through a different lens, feel when a person is not okay, be in tune with it and bridge the gap to try to bring happiness to people. I want to be approachable and create a place where staff feels represented, even as I collaborate with faculty and residents. I also think it's important to acknowledge my own privilege and power. I'm a homeowner in San Francisco, with a husband and a son and I try to use my privilege for good, doing things like buying N95 masks for my son's school. Power and privilege can be a positive if we give back to others. I want to reframe how we view power, privilege, and allyship. For example, why only be an ally to a person of color? The important question is: How can I have the biggest impact? I also believe DEI and culture can be fun. I tell this story of how I went to Tahoe on vacation and this little boy asked me why I had my hair a certain way. I didn't take offense. He was just curious and that's okay, even important. The point is that DEI concerns won't get fixed today, or even next year, but we're on this journey together. We all see the world, this department differently, but we're pieces of a puzzle and if we concentrate on making a great puzzle together we can do amazing things.





## **Dr. Michael von Poncet, MD, PhD**

**Executive Medical Director Cardiovascular & Metabolism,  
Novartis US**

Dr. Michael von Poncet is Executive Medical Director Cardiovascular & Metabolism at Novartis US and is leading Research Collaborations and Programs with large Academic Centers and Health Care Systems with particular focus on addressing Health Inequity in underserved populations and Communities in the US. Michael von Poncet is a Cardiologist and Internal Medicine Physician who lived in both professional worlds on the European and the US continent, with over 8 years Clinical Practice in a German University Hospital & with 20 years of career in Pharmaceutical Industry. As Medical Director in Industry he lived and worked in different European Countries (Switzerland, Austria, Belgium, Germany) and worked in European Leadership positions leading large Medical Teams and Organizations. This journey was a learning experience about differences in culture, mind-sets, behavioral values and he learned over time about the true value and importance of diversity and inclusion. He was actively mentoring young talents in his teams and external physicians with particular emphasis on actively living and building leadership skills and practices on diversity and inclusion. Since 2018 Michael von Poncet lives in the United States which gave him the specific US reality and perspective of Health Inequity that disproportionately affects communities of color as well as challenges and opportunities in developing a diverse workforce and inclusive workplace.



# SPONSORSHIP LEVELS

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 3-day hybrid symposium features both live and virtual panel discussions, keynote addresses, career fairs, 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. Participants will learn the latest insights and industry-tested solutions, share new ideas and perspectives, and meet new industry and marketplace colleagues.

## Benefits of Sponsorship:

- Build brand recognition and visibility with leading healthcare CXOs, executives, physicians, key opinion leaders, and organizational decision-makers in the health equity space.
- Reach diverse healthcare job seekers of all career stages, including the ability to collect resumes directly from candidates.
- Showcase organizational commitment to diversity, equity, and inclusion (DEI) with community partners, job seekers, patient advocates, and other DEI-focused organizations.
- Meet potential collaborators and alliance partners, including other industry organizations, non-profits, and patient advocacy organizations.
- Position organizational thought leaders in key speaking roles to lead health equity conversations and drive new thinking and innovative approaches to making healthcare more equitable.
- Connect with academia, including Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), minority-serving institutions, and other talent pipeline partners.
- Acquire contact information from many of the country's leading health equity and DEI-focused professionals.
- Gain access to new and diverse markets.
- Cultivate new clients, produce leads, showcase brands, and build relationships with new and influential customers.

# SPONSORSHIP LEVELS

## SYMPOSIUM

Sponsorship Benefits	Lead - \$50,000			
Opportunity to add distinguished keynote speaker	✓			
Custom program book welcome letter	✓			
Opportunity to add Honorary Symposium Chair	✓			
CHI Board Chair acknowledgment during Symposium	✓			
Opportunity to reserve on-site Board room	✓			
Opportunity for reception remarks	✓			
Virtual career fair distinguished welcoming address	✓			
Virtual career fair distinguished address sent to attendees	✓	<b>Gold - \$25,000</b>		
Access to diverse student focus group	✓	✓		
Symposium attendee list	✓	✓		
Virtual career fair company video highlight reels	2	1		
Virtual career fair additional company attachments/links	3	1	<b>Silver - \$10,000</b>	
Virtual career fair placement	Highest	Top	Middle	
Virtual career fair company description	300 words	150 words	75 words	
Virtual career fair company rep 1-on-1 scheduling	✓	✓	✓	
Virtual career fair virtual conference room	✓	✓	✓	
Virtual career fair additional company information	✓	✓	✓	
Opportunity to add speakers	4	2	1	
Social media acknowledgments/thanks	4	2	1	<b>Bronze - \$5,000</b>
Program book advertisement	Front inset full page	Full page	1/4 page	1/4 page
Lobby/reception screen advertisement/logo	Full screen	1/2 screen	1/4 screen	1/4 screen
Complimentary attendees	Unlimited	15	4	4
Company name/logo with hyperlink on website	1 Year	9 months	3 months	3 months
Display Table	✓	✓	✓	✓
Acknowledgement throughout the program	✓	✓	✓	✓

# SPONSORSHIP LEVELS

## CAREER FAIR

Sponsorship Benefits	Diversity Champion- \$25,000		
		Diversity Exemplar- \$10,000	Diversity Supporter- \$5,000
Virtual career fair distinguished welcoming address	✓		
Virtual career fair distinguished address sent to attendees	✓		
Virtual career fair company video highlight reels	2	1	
Virtual career fair additional company attachments/links	3	1	
Virtual career fair placement	Highest	Top	Middle
Virtual career fair company description	300 words	150 words	75 words
Virtual career fair company rep 1-on-1 scheduling	✓	✓	✓
Virtual career fair virtual conference room	✓	✓	✓
Virtual career fair additional company information	✓	✓	✓



# OUR CHI TEAM

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- Ms. Ann Elizabeth, Project Assistant, CHI
- Ms. Hafsah Diakhate, Project Manager, CHI
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- Ms. Lindsay Moore-Fields, Program Manager, 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

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