



2022 NATIONAL HEALTHCARE DEI CONFERENCE

An arm of the National Diversity Council

PLANNING OUR PATH TO EQUITY

JULY 19 & 20

9:00 AM - 4:00 PM (ET) | HYBRID
PITTSBURGH, PENNSYLVANIA

SPONSORED BY



Creating a better future **together.**

UPMC is proud to support the National Diversity Council
and this year's National Healthcare DEI Conference.

UPMC
LIFE CHANGING MEDICINE

NDC WELCOME

Greetings Participants,

Welcome to the annual National Healthcare DEI Conference. We are thrilled to present this event as a national platform to discuss the importance of cultural awareness and competency in the healthcare industry. The purpose of this event is to create a positive impact on individuals, organizations, and the healthcare community as a whole.

Our theme this year is “Planning our Path to Equity.” By bringing together healthcare leaders from across the nation to focus on these important topics, we hope this event will inspire healthcare professionals to focus on addressing health equity in their organizations, to increase their cultural competency, and offer them ways to help diversify the healthcare pipeline.

We would like to thank our sponsors for your financial contributions and continued support. Without you all, this event would not be possible. We would also like to thank our speakers for investing their time and knowledge of diversity best practices within the healthcare field. Finally, thank you to our conference organizers for their exceptional leadership and commitment to this event’s success. We hope you all enjoy your time with us at the National Healthcare DEI Conference!

Sincerely,



Ángeles Valenciano
Chief Executive Officer
National Diversity Council

HDC WELCOME

Greetings Participants,

Welcome to our annual National Healthcare Diversity Conference. We appreciate you taking time to come together as a community to hear from international experts on the best practices to advance equity and inclusion in healthcare. Our organization was founded with a vision to be the preeminent resource for cultural awareness in the healthcare industry. As our country continues to grow in its diversity we see Americans continue to be challenged with taking the actions required to adapt to the changes this diversity brings.

Our organization has remained vigilant in our pursuit of equity and social justice in healthcare and beyond. We have been and continue to be responsive to the call to stand for a nation that values opportunity, independence, and equality. We are unwavering in our focus to support the healthcare industry and its professionals in the development of fair and just health communities and access to care that enables all individuals to reach their highest potential health and well-being.

We hope you will be our partners in this important work of advocating for more equitable and inclusive work and healthcare environments. We intend for this conference to provide you with the resources and tools you need to be an effective agent for positive change within the healthcare industry and our community at large. Thank you for joining us.

Sincerely,



Dr. Tiffany Love, PhD FACHE
Associate Vice President, Chief Nursing Officer
University of Vermont Health Network's - Porter Medical Center

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Louisiana



Ángeles Valenciano

Chief Executive Officer
National Diversity Council

HDC MISSION AND VISION

MISSION

Engage in dialog and action with the healthcare community on inclusion & leadership best practices. Address all issues pertaining to cultural awareness in the health industry in order to create a positive impact on individuals, organizations, and the community.

VISION

Be the preeminent resource for information on cultural awareness and services in the healthcare industry to promote culturally competent care, inclusiveness, and equity. We envision healthcare institutions that mirror the increasingly global community of our nation.

KEYNOTE SPEAKER



Ramita Tandon

Chief Clinical Trials Officer
Walgreens

As Chief Clinical Trials Officer at Walgreens, Ramita Tandon is responsible for leading and driving growth for the Company's new clinical trials division. In her role, Ramita will work across the healthcare and life sciences industries to enable next-generation clinical trials so that effective breakthrough treatments reach patients faster. Her team is focused on unlocking value and improving access, awareness and trust by efficiently matching diverse patient populations to trials, reducing trial operational complexities and patient burdens, as well as capitalizing on Walgreens' deep patient insights and leveraging real-world data from owned and partner assets.

Ramita brings more than 25 years of leadership and operational experience across a portfolio of industry-leading businesses and services in real-world evidence and patient-centered health outcomes. Prior to joining Walgreens, she was the Chief Operating Officer at Trio Health and Executive Vice President, Commercialization and Outcomes at ICON.

As a transformational leader, she is passionate in her belief that a best-in-class operating model employing insights and innovation can deliver gains in operations and forge stronger connections with all stakeholders, including biopharmaceutical companies, healthcare systems and payers. She was a recipient of the 2018 PharmaVOICE Top 100, recognized for her contributions to bring visionary and pioneering ideas into the clinical R&D landscape and product lifecycle to optimize biopharmaceuticals' product value.

Ramita is an internationally recognized speaker and author focused on how to bridge the gap between commercial and clinical development, and is a graduate of the University of Michigan and the Boston University of School of Public Health.

AGENDA

DAY 1 – JULY 19TH, 2022

- 9:00am – 10:00am ET **REGISTRATION & CONTINENTAL BREAKFAST**
- 10:00am – 11:00am ET **CONCURRENT SESSION I**
- Allegheny Room* **Allyship in Healthcare**
Effective allyship requires transparency and empathy between providers, patients and healthcare professionals. You will speak to what it means to be an authentic ally and best-practices for growing as an ally. Additionally, you will speak to the opportunity to reflect on how organizations can provide the advantages, opportunities, resources, and power to identify and speak on racism and bigotry towards individuals or systemic levels.
- Ohio Room* **How DEI is Impacting Corporate Culture in Healthcare Organizations**
Diversity, equity and inclusion has impacted corporate culture by focusing on opportunities for culturally competent healthcare provision, improved patient and provider relations, along with the implementation of effective human resources policies, procedures and promotional opportunities. It's important that we create and foster a more diverse and inclusive environment where we are building a workforce that reflects America's demographics. As we progress in the healthcare profession, we have to remember to provide care that is tailored to meet the needs of diverse behaviors, beliefs and values that can help reduce healthcare inequities. How do we prepare our workforce for that future? Let's explore the skills and practices needed to help build a more diverse workforce and address challenges that face us in the future.
- Monongahela Room* **Workshop: Incorporating Culturally Competent Leadership in Healthcare Systems**
Issues with cultural competency gaps and equity issues in healthcare have been long recognized, but the Covid-19 pandemic has shed even more light on these issues over the past year. How can we ensure that every patient has access to culturally competent care and equitable treatment, regardless of their background? This session will offer steps both individuals and organizations can take to ensure they are providing a high level of care to their patients and clients.
- 11:15am – 11:30am ET **WELCOME & OPENING REMARKS**
- 11:30am – 12:45pm ET **KEYNOTE ADDRESS & LUNCHEON**
- 1:15pm - 2:15pm ET **CONCURRENT SESSION II**
- Allegheny Room* **Wellness in the Workplace: Post-Pandemic Management of Mental Health Issues**
During the June 24-30, 2020 time period, The Morbidity and Mortality Weekly Report indicated overall, 40.9% of respondents reported at least one adverse mental or behavioral health condition, including symptoms of anxiety disorder or depressive disorder (30.9%), symptoms of a trauma-and stressor-related disorder (TSRD) related to the pandemic (26.3%), and having started or increased substance use to cope with stress or emotions related to COVID-19 (13.3%). The percentage of respondents who reported having seriously considered suicide in the 30 days before completing the survey (10.7%) was significantly higher among respondents aged 18-24 years (25.5%)(Alexander, Stroller, Haffajee, and Saloner, 2020). Grief, loss, and fear were the predominate feelings that for many are still unresolved. Despite the nation's efforts to reintroduce normalcy, the way we live and do business has forever been changed. As the nation rebuilds and recovers, the need for employers to develop mental health healing plans of actions for their employees will be imperative to the success of their wellness and productivity. This session will focus on post-pandemic management of mental health and substance abuse responses in employees who are returning to the workplace.

AGENDA

DAY 1 – JULY 19TH, 2022

1:15pm - 2:15pm ET

Ohio Room

CONCURRENT SESSION II

Managing Your Workforce During a Crisis

It's one thing to manage a team on a regular day-to-day basis; it's another thing entirely to have to manage them during a global pandemic. For organizations in the medical device manufacturing space, and other similar areas, that challenge is amplified by multiple production sites, the necessity of keeping up production, and shift scheduling difficulties. In this session, you'll hear best practices in workforce management from manufacturing leader B.Braun Medical Inc.

Monongahela Room

Workshop: The Indigenous Experience During the Pandemic & Practicing Health Equity

For the most vulnerable in our communities, including those impacted by mental illness, the pandemic exacerbated existing challenges. As COVID-19 restrictions ease and we move from pandemic to endemic, we are focusing on rebuilding and repairing the communities where we live and work. This workshop will explore how Blue Shield of California applied a 'trusted-messenger' model to address a 2021 California state public health mandate to close the Covid-19 vaccine gap among vulnerable populations. This health equity-centered strategy involved the application of an unprecedented \$1.6 million of unrestricted community investment grants to organizations serving Black, Indigenous, and people of color (BIPOC) to effect change during a 6-month sprint. The workshop will highlight the strategic architecture around this health-equity work, with a specific focus on Indigenous populations; discuss the lessons learned and best practices of affirming the principles of self-determination, decolonization and building agency with Indigenous peoples. This interactive workshop will be facilitated by an indigenous woman of Oceania.

2:30pm - 3:30pm ET

Allegheny Room

CONCURRENT SESSION III

Workshop: Activation: Sustainable Inclusion & Equity Workforce Strategies

It is imperative for organizational leaders to improve health equity by including equity in the organization's strategy and goals. Equity is viewed as mission critical in building the infrastructure to support inclusion and equity. Health care organizations must develop strategies to address the multiple determinants of health, including health care services, organizational policies, the organization's physical environment, the community's socioeconomic status, and encouraging healthy behaviors.

Ohio Room

Embracing Change in Healthcare

In a world of fast changing demographics, many recognize the importance of the workforce changing along with it. Leaders at all levels need to enable their organization to develop a culture that embraces change as a dynamic force of innovation creating the ultimate business advantage. According to Intelligence Insider, U.S. health spending will increase to \$8.3 trillion in 2040 due to the adoption of emerging health focused technology like remote patient monitoring systems. As the way healthcare is administered changes, companies must be able to adapt to growing tides in the industry to ensure that patient provider relations are enhanced in a post-pandemic world.

Monongahela Room

Being an Inclusive Leader in the Healthcare Industry

The healthcare system is becoming one of the most diverse industries. Not only does the industry serve the communities in which we live, but it also employs people of diverse cultures. As we progress into the future, the industry is making a concerted effort to implement diversity, equity and inclusion best-practices. To meet this demand, companies have increased recruitment efforts for Chief Diversity Officers and support staff for diversity, equity and inclusion departments in the healthcare industry. With these efforts for increasing inclusion in healthcare organizations, It is imperative to draw attention to what it means to be an inclusive leader in healthcare.

3:45pm – 4:45pm ET

NETWORKING HOUR

AGENDA

DAY 2 – JULY 20TH, 2022

9:00am – 10:00am ET **REGISTRATION & CONTINENTAL BREAKFAST**

10:00am – 11:00am ET **CONCURRENT SESSION IV**

Allegheny Room

LGBTQ+ Healthcare: Providing Services in the Community

Societal stigma and discriminatory practices can affect the quality of care provided for the range of physical and mental health disparities faced by LGBTQ+ individuals. According to the Office of Disease Prevention and Health Promotion, experiences of violence and victimization attributed to LGBTQ+ individuals has been associated with high rates of psychiatric disorders, substance abuse and suicide. Healthcare administered to LGBTQ+ individuals should focus on providing holistic, wraparound services that encompass the whole individual's needs for acceptance, belonging, empathy and compassion.

Ohio Room

Supporting Your Community During a Crisis

In addition to supporting employees through the Covid-19 crisis, many organizations have also been focusing on ways to support their local communities. From community vaccination clinics, to Covid-19 awareness campaigns, and beyond, organizations have developed innovative ways to ensure their communities feel safe and supported. This session will feature 3 leaders sharing their organizational strategies and initiatives surrounding community support during the Covid-19 pandemic.

Monongahela Room

Best Practices in Patient Provider Communication

Keeping open lines of communication between patients and their provider(s) is a pivotal ingredient in promoting patient health. From patient portals to Patient Centered Medical Homes (PCMH) to telemedicine, there are lots of unique ways that can help patients connect with their providers about key health issues. In this session you will hear from 3 experts who will detail best practices for good communication strategies between patients and their providers.

11:15am – 12:45pm ET **LUNCHEON, REMARKS & AWARDS CEREMONY**

AGENDA

DAY 2 – JULY 20TH, 2022

1:00pm - 2:00pm ET

CONCURRENT SESSION V

Allegheny Room

Racism Roundtable: How to Overcome Different Aspects of Racism in Healthcare

We know that racism in healthcare has been around for countless decades, but the Covid-19 pandemic has put a renewed focus on this issue as we continue to see unequal treatment for certain patient populations. Now is the time to refocus and pioneer new ways to tackle an issue that continues to affect patient care and health outcomes. This panel will talk about current challenges, and strategies for moving forward.

Ohio Room

Advancing Health Equity in Vulnerable Communities

Vulnerable communities are more likely to be susceptible and impacted by pandemics, healthcare disparities and lack of access to life-saving quality care. When faced with these challenges, healthcare systems in vulnerable communities are often overwhelmed and unable to provide the best healthcare delivery practices or culturally competent care. As organizations focus on advancing health equity, they must be prepared to find effective ways to outreach to vulnerable communities and advocate for change in healthcare delivery.

Monongahela Room

Origins of Health Disparities: Learning from the Past to Protect the Future

The past 18 months has shined a light on many different health disparities. However, many of these issues have been around for decades, which leads to the question of why do they exist, and how can we address them? In this session, the panel will discuss some of the history of health disparities in the U.S., and how we can learn from what has been highlighted during the pandemic to ensure we address these disparities with more vigor than ever before going forward.

2:15pm - 3:15pm ET

CLOSING REMARKS

HEALTHCARE DIVERSITY LEADERS AWARD

DR. HARRY GIBBS LEGACY AWARD



Dr. Laura K. Guyer, PhD, MEd, RDN

Associate Director, Global Health Education and Adj.
Associate Professor, College of Medicine
University of Florida

Laura K. Guyer, PhD, MEd, RDN returned to the University of Florida in 2011 to establish the “Health Disparities in Society” (HDS) minor in the Center for Gender, Sexualities and Women’s Studies Research in the College of Liberal Arts & Sciences. Her teaching program introduces undergraduate preprofessional students to health disparities in marginalized populations, social determinants of health, cultural competence, advocacy and social justice. Her research investigates health disparities in vulnerable and minority populations [LGBTQ+, rural, low literacy and more], access to health care and the education of health professionals.

Dr. Guyer engages with community health and public health professionals to provide service learning practicum experiences for students enrolled in the Health Disparities in Society minor. As faculty advisor for the Community Health Service Corps Pre-professional Organization, she uses her extensive professional network to provide research, leadership and service opportunities for students. She is passionate about preparing the next generation of health professionals to provide inclusive, culturally competent and patient-centered care.

Dr. Guyer is the former Associate Director at Suwannee River Area Health Education Center (AHEC) and was a community nutritionist, consultant and clinical dietitian. She was a tenured Associate Professor in Food Science and Human Nutrition at UF and directed the undergraduate and graduate dietetics programs. She is a registered dietitian with the Academy of Nutrition and Dietetics. Associate Director, Global Health Education and Adj. Associate Professor

HEALTHCARE DIVERSITY LEADERS AWARD

CHAMPION FOR ADVANCING HEALTH EQUITY



David Epstein

Director of Human Resources & Talent Strategy
Mobilization for Justice, Inc

A frequent contributor to publications like Forbes.com, HR Magazine, and peer-reviewed journals, David serves as the U.S. subject matter expert on strategic human resources issues, ranging from diversity, equity, and inclusion (DEI) and talent management to international benefits and wellness initiatives. David is currently the Director of Human Resources & Talent Strategy for Mobilization for Justice based in NY City <https://mobilizationforjustice.org>, where he serves on the senior management team. “Mobilization for Justice’s mission is

to achieve social justice, prioritizing the needs of people who are low-income, disenfranchised or have disabilities. We do this by providing the highest quality direct civil legal assistance, conducting community education, and building partnerships, engaging in policy advocacy, and bringing impact litigation.” For over a decade, David served as a member of the Doctors Without Borders/MSF-USA management team, he is also a frequent lecturer and panelist on DEI, human resources, insurance/risk management, and international employment—including at Cornell University’s School of Industrial and Labor Relations and the American Bar Association International Employment Law Conference in Dublin. David recently was awarded the George Washington Honor Medal from the Freedoms Foundation at Valley Forge (2019) for his speech at the Women in Leadership Symposium. He is a member of the SHRM Global Expertise Panel, a Board Member of the Tri-State Diversity Council, and the Academy of Advanced Practitioners of the Association for Conflict Resolution. Prior to joining MSF-USA, David was Director of Human Resources at the New York Foundling Hospital Center for Pediatric, Medical and Rehabilitative Care (Elizabeth Seton Pediatric Center) where he received the NYAHS (now LeadingAge New York) Professional of the Year Award for his contributions to pediatric long-term care. A graduate of Cornell’s School of Industrial and Labor Relations, he is also a member of the Board of Advisors and Faculty of National Paralegal College and is a Kellogg (Northwestern University) Executive Scholar. He has taught courses for eCornell, the SHRM preparation course and long-term care administration for New England College. David has more than 20 years of human resources experience and holds master’s and post-master’s degrees in management and international employment law. He is a Certified Diversity Professional, Senior Certified HR Professional, Career Management Fellow, coach, and a Certified Wellness Practitioner. He received the Tri-State Diversity Council’s “Most Engaged Leader” and “Company of the Year Award” in 2018. David serves on the National Staff of the U.S. Coast Guard Auxiliary in the Diversity Directorate and received the prestigious U.S. Coast Guard Meritorious Unit Citation—the service’s highest non-combat peacetime award, as well as the Meritorious Team Commendation. He is also a U.S. Coast Guard Academy Admissions Partner. David serves on the “Design Thinking Program” at Pace University’s Lubin School of Business and volunteers for the Life Raft Group, a cancer research organization. He is also a graduate of the Harvard Humanitarian Institute for Urban Emergencies and the Harvard Program on Negotiation. In 2019, David was selected as one of the “Top 3 Healthcare Leaders” which was presented at MD Andersen Cancer Center (Healthcare Diversity Council Conference). He also received the “Healthcare Diversity Advocate” honor from the Tri-State Diversity Council that same year, as well as Get5’s “Compassion in Employee Relations” award. In 2020, he was awarded the “Authentic Leadership Award” and “Most Engaged Leader” by the Tri-State Diversity Council. He also presented a workshop on leadership, strategy, and culture at the 2020 National Diversity Council’s Annual Conference, which will be included in the National Diversity Council’s best practice online toolkit. In 2021, he was awarded the National Disability Inclusion Award and presented on wellness and well-being for Cornell University. In addition, David serves as a Board Member of the Coalition for Racial Justice & Equity which develops strategies to address systemic racism in education and the justice system.

HEALTHCARE DIVERSITY LEADERS AWARD

TOP 3 HEALTHCARE DIVERSITY LEADERS



Archana Vatwani

Associate Professor, Department of Physical Therapy
Nova Southeastern University

Dr. Vatwani is an Associate Professor in the Physical Therapy department at Nova Southeastern University (NSU). She is a National Diversity Council Certified Diversity Professional and strives for efficient organizational processes by incorporating DEI in best practices. She has held service leadership positions including the NSU Dr. Pallavi Patel College of Healthcare Sciences founding chair of the diversity and inclusion faculty committee and the founding co-chair of the Physical Therapy department cultural competence task force. At the state and professional level, she served as the founding co-chair of the Florida Physical Therapy Association Acute Care Special Interest group. She is a certified lymphedema and wound Care therapist (CLWT), certified lean six sigma black belt (CLSSBB), certified project management professional (PMP) and certified in diversity, equity, and inclusion at the workplace. Her primary research interests include cultural competence in healthcare and academia, interprofessional education and practice, simulation-based teaching/learning, healthcare education, physical therapy practice and management specifically in the acute care and cardiovascular and pulmonary fields. She has authored several peer-reviewed articles, abstracts, and presentations. Dr. Vatwani will soon be graduating with her terminal degree, an Education and Leadership in Healthcare Doctorate (EdD) in July 2022.

HEALTHCARE DIVERSITY LEADERS AWARD

TOP 3 HEALTHCARE DIVERSITY LEADERS



Chineye Anako

Regional Director, Diversity, Equity and Inclusion
Trinity Health of New England

N. Chineye (Chi) Anako is a public health practitioner whose work has focused on the intersection of public health and health equity solutions. Past initiatives include work on food security/life cycle, violence prevention in youth and cultural and linguistic programs.

She is the Regional Director for Diversity, Equity and Inclusion for Trinity Health Of New England, a five-hospital system across Connecticut and Massachusetts, part of Trinity Health. Under her leadership, she led the Gender Identity and Sexual Orientation Initiative, which revised the patient demographic questions to be inclusive of all genders and sexual orientation on all hospital in-take forms and in EPIC system throughout the Regional Health Ministry (RHM). She also oversees the 3+1 Language Services Program. The program provides cultural and linguistic care to patients, especially those from marginalized groups. In addition to her role at Trinity Health Of New England, Chi currently serves on the board of the Connecticut Chapter for the National Association for Health Services Executives (NAHSE) and is also the immediate past-president. NAHSE is a healthcare organization that ensures greater participation of minority groups in the healthcare field. She also serves on the board of the Connecticut Public Health Association (CPHA) and Copper Beech Institute (CBI). Chineye holds a master's degree in Public Health with a concentration in Health Promotion from Southern Connecticut State University and a Bachelor of Science in Molecular Cell Biology from the University of Connecticut. She is a Certified Health Education Specialist (CHES) and an EPIC Summer Scholar at the Columbia University Mailman School of Public Health. Chineye Anako is an avid traveler and a native from Nigeria.

HEALTHCARE DIVERSITY LEADERS AWARD

TOP 3 HEALTHCARE DIVERSITY LEADERS



Lucila Ramiro, MD, MBA, FACP

VP Tampa General Medical Group
Tampa General Hospital

Dr Lucila Ramiro is the President of Tampa General Medical Group (TGMG) and Vice President of Physician Practice at Tampa General Hospital (TGH). She started her career in 1994 at TGH Family Care Center Kennedy providing chronic care for the underserved population. Using this experience, she became a consultant, advisor, and speaker for medical advocacy groups and pharmaceutical companies. She collaborated with the University of South Florida (USF) Internal Medicine Department and expanded the training of USF residents in TGMG clinics to promote education for the next generation of physicians. Despite the challenges of caring for patients with complex medical, economic, and social issues, Dr Ramiro championed TGH/TGMG participation in a variety of quality initiatives. This resulted in TGMG's national recognition from the National Committee for Quality Assurance (NCQA) for quality diabetes care and gold recognition from the American Heart Association for excellence in hypertension, cholesterol, and diabetes management. She also spearheaded the physician effort to achieve level 3 Patient Centered Medical Home (PCMH) recognition at the TGMG primary care clinics. In October 2020, she was appointed as co-chair of the Tampa General Hospital Equity Domain to help build the infrastructure and promote equitable care at Tampa General Hospital and the University of South Florida. In her current role, she has provided training to new nurses at TGH regarding diversity, inclusion, and cultural competency in the healthcare setting. She remains active in community volunteer programs and is a member of the Hillsborough Community College Foundation Board. Dr Ramiro currently serves as President of the American Heart Association Tampa Bay Metro Board working to advance cardiovascular health, including identifying and removing barrier to healthcare access and quality. Dr Ramiro is board certified in internal medicine and a fellow of the American College of Physicians. She completed a Master of Business Administration program at the University of South Florida. Despite the demand of her administrative role, she continues to treat her beloved patients one day a week at the TGH Family Care Center Kennedy.

HEALTHCARE DIVERSITY
ORGANIZATION AWARDS



GUIDEWELL



SPEAKERS



Adrian Taylor
Director of Diversity
Premier Health

Adrian Taylor is the Director of Diversity for Premier Health in Dayton, Ohio. He leads programming that supports Premier's commitment to diversity and inclusion with an emphasis on workforce diversity, supplier diversity, patient diversity and community engagement. Because of his commitment and passion for diversity he has won several awards including the 2020 Dayton Business Journal Diversity-

In- Business Diversity Champion Award, 2021 National Diversity Council Diversity, Equity and Inclusion (DEI) Champion Award and the 2021 DiversityMBA Top 50 Under 50 Executive Leader's Award. Adrian also serves as a board member for the Dayton chapter of the National Conference for Community and Justice (NCCJ) and the Dayton Foodbank. Before joining Premier Health in 2014, Mr. Taylor served in key management roles, earning positions of increasing responsibility in the private sector with companies like EDS, NCR and The Berry Company. More recently he worked for four years in the non-profit sector for the Dayton Area Chamber of Commerce. As the Manager of Minority Business Retention and Expansion he advocated for and secured over \$100M in contracted diverse spend for diverse companies in the Dayton region.



Anjanette Elligan
Site Partnership Manager, DE&I in Clinical Trials SME
Sanofi US

Anjanette Elligan has Over 20 years of pharmaceutical research industry experience. Held various leadership roles. Currently a Site Partnership Manager/ DICT SME with Sanofi US. Wife of 19 years in June to Marcel, and a mother of a 24-year-old daughter Gabrielle and a 7-year-old son Axl. Proud HBCU graduate from Spelman College with a BA in Psychology. Received MBA from Beulah Heights

University. Pursuing Ph.D. in Organizational Leadership from Beulah Heights University. Diversity in Clinical Trials (DICT) Certification received from ACMA. Passionate about Health Equity, Diversity, Equality, Equity, Inclusion, and Patient Centricity within the research industry

SPEAKERS



Christen Flack Behzadi, MD

Equity Learning & Development Strategist/Training
IIC Firm

Dr. Behzadi is a board-certified anesthesiologist and published intercultural writer. In 2008, she became inspired to pursue avenues for cultural understanding/unity and allyship after she was racially discriminated against in her medical training and experienced the power of allyship-advocacy from an unlikely source. Dr. Behzadi's approach to diversity, equity and inclusion is rooted in cultural humility. An approach that emphasizes we are the learner and not the authority on cultures, communities

& identities outside of our own. Her work focuses on equity strategies to effectively support communities outside of our own without causing harm. Through a lens of humility and the actions of allyship & advocacy not only can we respectfully work in diverse environments we can also work collectively to do our part in creating equity for all.



Cornetta Levi

HealthCare Supervisor- Chicago Southwest
Walgreens

Dr. Cornetta R. Levi earned her Doctor of Pharmacy degree from Drake University College of Pharmacy and Health Sciences and her Masters of Business Administration from Drake's College of Business and Public Administration in May of 2007. She is currently a Healthcare Supervisor for the Chicago Southwest Area of Walgreens. As a Walgreens Pharmacist, Dr. Levi has submerged herself in the

business of providing comprehensive healthcare services to her community. Her work is concentrated explicitly in Chicago's urban communities with high diabetes, cardiovascular diseases, and HIV/AIDS populations. To better serve her community, she earned additional certifications as a Diabetes Educator (CDE), Medication Therapy Management (MTM), HIV Pharmacotherapy Educator, and Immunizing Pharmacist. Dr. Levi served as President for the National Pharmaceutical Association (NPhA) from 2012-2014. Dr. Levi has been an active member of NPhA since 2007. She embraced a leadership role in the organization in 2008 as Board Member and currently serves as the NPhA Convention Coordinator. Dr. Levi's clinical experience includes the field of pharmacy and direct patient care. She has been a licensed paramedic in Illinois then transitioned into a Critical Care Registered Nurse (CCRN). Prior to her hospital experience, Dr. Levi served as a member of the U.S. Army, where she served her country proudly, both domestically and abroad, as a Medical Coreman for ten years.

SPEAKERS



Dana Beckton
Chief Diversity Officer
Sentara Healthcare

As Chief Diversity Officer at Sentara Healthcare, Dana Beckton, MA, is responsible for the strategic and operational implementation of Sentara’s diversity and inclusion plan. In this position, Dana oversees Sentara’s business and diversity strategies, ensures the growth and retention of a diverse workforce, and cultivates an inclusive work environment where all employees feel valued and have equal opportunities to succeed. Prior to assuming this role, Dana spent the last five years as the Director of Diversity and Inclusion at Christiana Care in Newark, DE. While at Christiana Care, she was responsible for developing and implementing a system-wide diversity and inclusion strategy. She led numerous Employee Resource Groups and worked with the community to host inclusive activities to help diverse students learn about careers in healthcare. Prior to working at Christiana Care Health System, Dana worked for 12 years at the Children’s Hospital of Philadelphia. Dana rose to leadership positions in the Training and Development department and then in the Office of Diversity and Inclusion where she instituted their CEO-led Diversity and Inclusion Executive Council.



David Epstein
Director of Human Resources & Talent Strategy
Mobilization for Justice, Inc

A frequent contributor to publications like Forbes.com, HR Magazine, and peer-reviewed journals, David serves as the U.S. subject matter expert on strategic human resources issues, ranging from diversity, equity, and inclusion (DEI) and talent management to international benefits and wellness initiatives. David is currently the Director of Human Resources & Talent Strategy for Mobilization for Justice based in NY City <https://mobilizationforjustice.org>, where he serves on the senior management team. “Mobilization for Justice’s mission is to achieve social justice, prioritizing the needs of people who are low-income, disenfranchised or have disabilities. We do this by providing the highest quality direct civil legal assistance, conducting community education, and building partnerships, engaging in policy advocacy, and bringing impact litigation.” For over a decade, David served as a member of the Doctors Without Borders/MSF-USA management team, he is also a frequent lecturer and panelist on DEI, human resources, insurance/risk management, and international employment—including at Cornell University’s School of Industrial and Labor Relations and the American Bar Association International Employment Law Conference in Dublin. David recently was awarded the George Washington Honor Medal from the Freedoms Foundation at Valley Forge (2019) for his speech at the Women in Leadership Symposium. He is a member of the SHRM Global Expertise Panel, a Board Member of the Tri-State Diversity Council, and the Academy of Advanced Practitioners of the Association for Conflict Resolution. Prior to joining MSF-USA, David was Director of Human Resources at the New York Foundling Hospital Center for Pediatric, Medical and Rehabilitative Care (Elizabeth Seton Pediatric Center) where he received the NYAHS (now LeadingAge New York) Professional of the Year Award for his contributions to pediatric long-term care. A graduate of Cornell’s School of Industrial and Labor Relations, he is also a member of the Board of Advisors and Faculty of National Paralegal College and is a Kellogg (Northwestern University) Executive Scholar. He has taught courses for eCornell, the SHRM preparation course and long-term care administration for New England College. David has more than 20 years of human resources experience and holds master’s and post-master’s degrees in management and international employment law. He is a Certified Diversity Professional, Senior Certified HR Professional, Career Management Fellow, coach, and a Certified Wellness Practitioner. He received the Tri-State Diversity Council’s “Most Engaged Leader” and “Company of the Year Award” in 2018.

SPEAKERS



Debbie Chisholm
Healthcare Specialty Supervisor
Walgreens

Dr. Debbie Chisholm is an accomplished executive whose career in healthcare spans more than 20 years. As a Healthcare Specialty Supervisor for Walgreens, Dr. Chisholm oversees multiple specialty pharmacies in underserved areas focused on high touch and complex disease states. She is an active member of Walgreens Diversity, Equity, and Inclusion, collaborating on initiatives that promote health equity in local communities. In addition, she is a board member on the Connecticut Commission of Pharmacy where she serves to protect the health and safety of the public. Dr. Chisholm holds a bachelor's degree in pharmacy from Arnold and Marie Schwartz College of Pharmacy at Long Island University, and a Doctor of Pharmacy degree from Massachusetts College of Pharmacy and Health Sciences.



Domineice Hoelyfield
Senior Consultant | Inclusion & Culture - Human Resources
Nationwide Children's Hospital

Domineice Hoelyfield is a Senior Inclusion and Culture Consultant at Nationwide Children's Hospital in Columbus, OH. She has worked in the D.E.I field for more than ten years and has experience with high-impact programming, facilitation, and diversity training. She thrives in an environment that responds to the needs of individuals with diverse identities and life experiences and promotes intercultural intelligence. Having roots in Illinois, Domineice graduated with a B.A. degree in Radio/TV from Southern Illinois University and serendipitously, later obtained an M.S. degree in Higher Education at Illinois State University. She has been a resident of Columbus, OH for seven years. Some of her notable accomplishments include opening the first LGBTQ Resource Center at Missouri State University, effectively increasing OSU's underrepresented graduate student population through a high-impact program called, Summer Research Opportunities Program, served as Board of Trustee for Stonewall Columbus, and has successfully completed United Way of Central Ohio's selective leadership program known as Project Diversity/Pride Leadership.

SPEAKERS



Dr. Airica Steed, Ed.D, MBA, RN, CSSMBB, FACHE, IASSC
System Chief Operating Officer, Executive Vice President
Sinai Chicago

Dr. Airica Steed serves as the first minority appointed System Chief Operating Officer for Sinai Health System, which is an urban teaching healthcare system comprised of four hospitals (acute and post acute), 800 physician medical staff, 4000 employees, an epidemiologic research institute focused on healthcare disparities, and a community institute offering more than 25 programs serving a population of 1.5 million people. Dr. Steed is a highly accomplished and award winning transformational healthcare executive and scholar with over 20 years of exceptional leadership skills and proven track record of driving results and execution excellence. She is currently charged with spearheading and quarterbacking large scale transformation to drive system level integration/alignment, high quality outcomes, profitable growth/retention, organizational excellence, and a world class customer experience to become the “Employer and Provider of Choice”. Dr. Steed is Modern Healthcare’s “Top 25 Innovators and Minority Leaders”, Diversity MBA Magazine’s “Top 100 Executive Leaders Under 50”, and Becker’s Hospital Review “Rising Star” and “Top 130 Female Healthcare Leaders to Know”. She is recognized as a strategic and visionary change leader, cultural architect and international expert in Lean Six Sigma, Malcolm Baldrige framework, and “Big 4” management consulting across community and specialty hospitals, ambulatory clinics and network, academic medical centers, multi-site healthcare systems, and Federally Qualified Health Centers (FQHCs). Dr. Steed is a results driven change agent with significant experience large-scale strategy initiatives to drive high quality care, operational efficiencies, customer satisfaction, workforce and provider engagement, profitable growth, and value optimization. Dr. Steed has served in several key executive leadership roles, including industry firsts, and also holds faculty appointments at several leading academic institutions. She has published numerous peer reviewed articles and book chapters and has been an active speaker in the industry. She holds a Bachelors degree in Nursing, a Masters of Business Administration, and a Doctorate in Leadership, in addition to numerous credentials and certifications, including a Master Black Belt and International Certification in Lean Six Sigma and Fellowship from American College of Health Executives.



Dr. Archana Vatwani
Associate Professor, Department of Physical Therapy
Nova Southeastern University

Dr. Vatwani is an Associate Professor in the Physical Therapy department at Nova Southeastern University (NSU). She is a National Diversity Council Certified Diversity Professional and strives for efficient organizational processes by incorporating DEI in best practices. She has held service leadership positions including the NSU Dr. Pallavi Patel College of Healthcare Sciences founding chair of the diversity and inclusion faculty committee and the founding co-chair of the Physical Therapy department cultural competence task force. At the state and professional level, she served as the founding co-chair of the Florida Physical Therapy Association Acute Care Special Interest group. She is a certified lymphedema and wound Care therapist (CLWT), certified lean six sigma black belt (CLSSBB), certified project management professional (PMP) and certified in diversity, equity, and inclusion at the workplace. Her primary research interests include cultural competence in healthcare and academia, interprofessional education and practice, simulation-based teaching/learning, healthcare education, physical therapy practice and management specifically in the acute care and cardiovascular and pulmonary fields. She has authored several peer-reviewed articles, abstracts, and presentations. Dr. Vatwani will soon be graduating with her terminal degree, an Education and Leadership in Healthcare Doctorate (EdD) in July 2022.

SPEAKERS



Dr. Eloho Ufomata
Internal Medicine Physician
UPMC

Eloho Ufomata, MD MS FACP is an Associate Professor of Medicine at University of Pittsburgh School of Medicine (UPSOM) and a General Internist at UPMC. She earned her medical degree at the University of Kentucky College of Medicine, then completed her residency and fellowship at the UPMC, while earning a masters degree in Medical Education. Dr. Ufomata serves as the Assistant Dean for Justice and Equity

in the Curriculum, and as an Advisory Dean at the School of Medicine. Her focus is on the creating an environment of belonging for all trainees, including those of diverse backgrounds, as well as incorporating themes of anti-racism, equity and justice in medical education. She has been recognized for her achievements in medical education and was awarded the UPSOM Outstanding Early Career Educator Award in 2018 and the 2021 Golden Apple Award which is given to the Best Faculty member. Recognized for humanistic qualities in medicine, Dr. Ufomata was awarded the prestigious Leonard Tow Humanism in Medicine Faculty Award, presented by the Arnold P. Gold Foundation, which recognizes a faculty member who serves as a role model for humanistic behavior. In addition, she was honored with the Class of. She was recently recognized by the National Minority Quality Foundation as one of The 2022 Top 40 under 40 Leaders in Minority Healthcare. Clinically, her areas of expertise include Primary Care, Women's Health, and LGBTQIA+ health. She is the co-founder and Co-Director of the Center for Gender Affirming Care at UPMC.



Dr. J. Joy Gero
Director of Population Health & Improvement
UPMC Western Psychiatric Hospital | UPMC Health Services Division

Joy Gero, Psy.D. (she/her) is a psychologist who began her career at UPMC close to 14 years ago at UPMC Western Behavioral Health. During her time at UPMC, she has worked in leadership and training roles across the health care system including as the leader of patient relations at UPMC Children's Hospital of Pittsburgh. She was named the manager of LGBTQ+ Health Initiatives at UPMC in February of 2019 and

helped lead a team that improved UPMC's participation and designation in the Human Rights Campaign Healthcare Equality Index. Dr. Gero currently serves as the Director of Population Health and Improvement for UPMC. In addition to her work at UPMC, Dr. Gero has facilitated trainings and spoken about topics ranging from implicit bias, being an advocate for intersectional communities, moral injury, suicide, and anxiety.

SPEAKERS



Dr. Yvette Jackson

Executive Director

Devereux Advanced Behavioral Healthcare

As Devereux Arizona’s executive director, Yvette Jackson, LMSW, DBH, oversees the care and treatment of more than 4,500 children and adolescents each year. Jackson joined the organization in 1998 as a foster parent recruiter/trainer and, in 2002, was promoted to program manager of foster care services. In 2003, Jackson moved into the role of director of community-based services and, six years later, was promoted to assistant executive director. She assumed her current role in November 2019. Jackson has earned the following degrees: Bachelor of Arts in sociology from the University of Arizona, and a Master of Social Work and Doctor of Behavioral Health from Arizona State University. She is a licensed social worker (LMSW). Jackson is deeply committed to diversity, equity, and inclusion (DEI) in healthcare, and is a critical leader in Devereux’s national efforts around DEI. One of her passions is health equity for the LGBTQ+ population. In 2015, she received the “Leadership in LGBTQ Health Care Award,” and in 2021 she received the “Champion of Change Award” for her work on behalf of LGBTQ+ individuals in healthcare. In 2022, she was awarded the “Integrated Health Excellence Award” from Integrated Health Magazine. Jackson is a faculty associate at Arizona State University, where she instructs graduate-level students in the area of social work. She is a member of the Arizona Council of Human Service Providers Board of Directors. She also is a board member of the Tucson LGBT Chamber of Commerce Foundation.



Erica Reynolds

Founder + CEO

E.L. Reynolds & Associates, LLC

Erica has over fifteen years of leadership experience in global organizational development including leadership development, human resources, diversity & inclusion, and communications. She is a Vice President of Enterprise Learning and Talent Development in the healthcare industry, Founder and CEO of E L Reynolds & Associates, LLC which specializes in addressing the factors of human behavior that affect performance and productivity and a Graduate Professor of Ethics and Diversity in Organizations. Erica has a passion for advancing organizations and people beyond their current limitations to achieve greater results. A dynamic leadership professional, Erica’s work entails delivering innovative solutions that yield impactful and sustainable results. She has provided her expertise in industries ranging from Healthcare, Medical Device, Financial, Retail, Education and Technology as well as host of political and non-profit organizations. Milestones of her career include: establishing and directing international leadership development programs, creating global diversity & inclusion initiatives, and multiple organizational development initiatives that resulted in organization and leadership rewards and recognition. Erica holds a BA in Communications Studies and a MA in Industrial-Organizational Psychology. She is a PhD candidate for a doctoral degree in Organizational Psychology. Erica is a member of Forbes Coaches Council, where she contributes as an expert panelist, and has coached thousands of leaders in various roles, industries, and phases of life. She also holds a Senior Professional in Human Resources (SPHR) designation and mediator credential. Erica enjoys spending time with family, mentoring and giving back to her community.

SPEAKERS



Gail Games

Vice President of Training and Organizational Development
Holzer Health System

Gail Games is vice president of training and organizational development for Holzer Health System. Ms. Games began her career in healthcare over 30 years ago and has been a leader for more than 25 years. She has extensive experience in operations from her service at three health systems; she began working in training and organizational development in 2009. Ms. Games joined Holzer in 2017 and promptly

started creating a virtual version of the Holzer Leadership and Innovation Institute. She holds a master's degree from Indiana University and is a certified Emotional Intelligence coach and a Lean Six Sigma black belt. She is board certified in healthcare management as an ACHE Fellow.



Greg Braylock Jr

Vice President
Talent & Organizational Effectiveness
Chief Diversity, Equity, Inclusion Officer
ProMedica

Greg Braylock, Jr. is passionate about community, leadership, young people and learning, and looks for ways to have a measurable and lasting impact on people's lives, organizations, and communities. Married to Tracie – a nurse, mom, and entrepreneur

– Greg and his wife have four young children and reside in Toledo, OH. Greg serves as the vice president and chief diversity, equity, & inclusion officer for ProMedica. In this role, he leads the organization's work to build a culture of inclusion that leverages diversity and creates equity in the workplace, healthcare, and community. Having been with ProMedica since 2013, Greg most recently served as vice president of operations in the metro Toledo acute care division. Before joining ProMedica, Greg worked for United Way of Greater Toledo, where he leads strategies to counter the social, economic, and public health issues that create disparities in education and life outcomes for young people and families. Greg earned a master's degree in business administration from Bowling Green State University and a bachelor's degree in education from the University of Toledo. He was named to Becker's Hospital Review's list of Rising Stars: 50 Health Care Leaders under 40 in 2016.

SPEAKERS



Isaac Baez

Manager, Primary Prevention and At-Risk Populations
Summa Health Equity Center

Isaac Baez joined Summa Health as their Primary Prevention and At-Risk Populations Manager at their Health Equity Center in May 2021. His responsibilities are providing leadership and expertise to reduce chronic disease rates and health disparities in at-risk populations through ongoing community-based health programs and with a team of Certified Community Health Workers who support Chronic Disease patients. He

also supports and collaborates with Summa's Diversity Advisory Council and Employee Resources Groups, such as A+PLUs and Excel. He received his Master in Public Health from NEOMED and his Certified Diversity Executive (CDE) certificate through the Institute of Diversity Certification. In addition, he has conducted training throughout Stark and Summit Counties, including Cultural and Linguistic Competency, Cultural Humility, Language Access, and LGBTQ+ 101. His passion for working with those in need has been why he pursued a career in Public Health. It has also allowed him to work with different groups such as Chair of the March for Akron Pride Festival's Steering Committee, Akron-Canton Latino Committee, Refugee Task Force, and Chair of Outreach & Education Committee for the Board of Plexus LGBT + Allied Chamber of Commerce.



Javay Walton

Vice President, Diversity, Equity & Inclusion
Vituity

Javay Walton is a native of San Francisco, CA and has leveraged a rich background in the healthcare industry for over 15 years at Vituity Physician Partners where he is currently the Vice President of Diversity, Equity, and Inclusion. Working closely with Vituity's Executive, HR, Recruiting, and Education teams, Javay is driven to ensure individuals from historically marginalized communities are represented at all avenues

of their career with equitable access to opportunities for advancement. His vision of Zero Barriers is about building inclusive workplaces that focus on allyship, education, equity, and cultural competency. Growing up in a predominately Black community in San Francisco, it was not until he went to college when he understood the marginalization and disparities in health, wealth, and careers in these communities due to years of systemic issues. This fueled his drive to work on strategies to create equity in organizational practices, processes, and policies. Javay holds a degree from San Jose State University in Business Administration with a concentration in Human Resource Management. He is also a Certified Diversity Professional through the National Diversity Council. In addition to his work at Vituity, he recently served for three years as Treasurer of Beebe Memorial Cathedral CME Church in Oakland, CA, one of the largest Black churches in the SF Bay Area. Javay welcomes the opportunity to network and mentor, and advises mentees "to take advantage of all opportunities presented. The opportunities you are most nervous about, or feel are too big for your experience are the exact opportunities you need to go after and challenge yourself. Every opportunity is an opportunity to connect!" His personal motto is Be You. Inspire. Empower. Javay currently resides in the Houston, Texas area where he enjoys spending quality time with his wife, Lauren, and their two children.

SPEAKERS



Kendell K. LeBray, MPH

Director, Quality Improvement and Health Equity
Enterprise Quality & Accreditation
Health Care Service Corporation

Kendell LeBray is Director of Quality Improvement and Health Equity at HCSC, where he is responsible for implementing, monitoring, and refining the HCSC health equity strategy; as well as providing strategic guidance to achieve reductions in health and health care disparities for HCSC members and communities served. Prior to joining HCSC, Kendell served as Senior Manager of Health Equity and Strategic Partnerships for the Clinical Community Linkages

and Population Health team at the American Medical Association (AMA). In this role, he was responsible for building strategic collaborations by leveraging and sustaining clinical community linkages within the healthcare ecosystem to prevent and control chronic diseases. Previously, he served as Director of Chronic Disease and Prevention for the Louisiana Department of Health and Hospitals, where he addressed chronic disease prevention through promoting healthy lifestyles, created public private partnerships to expand health education and awareness throughout the state, and utilized evidence based interventions to create impact. Kendell has worked as a public health consultant and has had a successful career as an account executive in the pharmaceutical industry, where he received the Circle of Excellence recognition by his former organization as the top producing account executive in the nation. Kendell holds a BA in Sociology from Morehouse College, a Master's in Public Health from the University of Michigan, and advanced healthcare training in Health Systems Management from Tulane University. He holds additional certificates from Loyola University Chicago Quinlan School of Business and The Wharton School of the University of Pennsylvania.



Kendra N. Smith, AICP, MSUS

Vice President, Community Health
Bon Secours Mercy Health

Kendra Smith is Vice President, Community Health with Bon Secours Mercy Health (BSMH). As an experienced thought and practice leader in community development, affordable housing, urban planning, and social determinants of health, she provides direction and oversight of collaborative efforts to implement community health priorities and address social determinants and health inequities in BSMH markets. Previously, Smith served as the Director, Social Determinants of Health for ProMedica, managing community investment, housing and community programming, including the Ebeid Neighborhood Promise, a 10-year,

\$50 million place-based community revitalization health improvement program. In earlier roles as Executive Director of Preferred Properties, Inc. and Senior Housing Planner for the Chicago Metropolitan Agency for Planning, Smith helped leverage more than \$20 million for affordable housing development in city neighborhoods, co-authored regional policies related to fair housing and engaged more than 3,000 residents in community-based planning and investment decisions. Smith earned a master's degree in urban studies with a focus on neighborhood and community development from Cleveland State University and has additional degrees and certifications from Ohio University, Harvard University Kennedy School of Government and La Universidad Pública de Navarra in Pamplona, Spain. Locally, Smith serves on the board of the Rotary Club of Toledo, is a 2017 recipient of the Toledo 20 Under 40 Award, and is a proud member of Delta Sigma Theta Sorority, Inc.

SPEAKERS



Dr. LaTasha Guy
Pharmacy Manager
Walgreens

Latasha Guy has been a pharmacist with Walgreens for over 19 years. Currently, she supports the Health Equity Team, where she manages the health equity stores and helps develop and implement programs to help improve health outcomes in underserved communities. During the pandemic, she helped develop and support local partnerships in some of the most vulnerable communities. In addition, she has assisted with COVID vaccine equity and testing efforts by coordinating mass vaccination clinics and mobilizing Walgreen’s mobile trailer. She has worked and lived on the South and West sides of Chicago and experienced first-hand the need to improve health education and access to people in the community. She is passionate about ensuring everyone has an equal chance to live their healthiest life.



Lainie Chase
Lead Consultant, Inclusion & Culture
Nationwide Children’s Hospital

As the Lead Consultant for the office of Inclusion and Culture at Nationwide Children’s Hospital, Lainie is responsible for helping to drive diversity, equity, and inclusion programs and initiatives. As an essential member of the team, Lainie leverages her experience in project management and data analysis to deliver exceptional service to NCH team members and the organization. A southern California native, Lainie has called central Ohio home since 2004. Lainie joined Nationwide Children’s Hospital in December 2020 as a Senior Consultant for the Office of Inclusion & Culture. Previously Lainie’s HR career has been in Labor Relations, Employee Relations, and Business Analysis, all while being an active member, organizer, advocate, and leader in DEI spaces and initiatives. In her own words, “My passion to share and gather knowledge, has shaped me in my career to strive to provide the highest quality of work. I have established myself as a trusted colleague through building relationships that are mutually beneficial and meaningful. I believe that being genuine, authentic, and kind can lead to powerful experiences in which you can learn about people’s diverse backgrounds for an inclusive and successful environment where everyone is welcome.”

SPEAKERS



Lindsey Morrison

Process Architect at Keck Medicine
University of Southern California

Lindsey (pronouns: she/her/hers) received her Master's in Health Administration from the Price School at University of Southern California in May 2016. She has worked at Keck Medical Center of USC since 2009, and joined the Value Improvement Team in 2015. Her work centers around the Care Delivery Redesign initiative, working with service lines and other departments on improving the patient journey and removing operational barriers for providers. She presented "Using Performance Improvement Tools to Improve Timely Access to Inpatient Rehab Care" with Erika Cooley at the 2018 UDSMR Annual Conference, and was invited back to the 2019 UDSMR conference to present "Empowering Staff to Create a Culture of Improvement for Inpatient Rehabilitation." Lindsey also leads the health system's efforts to create a more welcoming and affirming environment for lesbian, gay, bisexual, transgender, and queer (LGBTQ) patients, family members, faculty members, and staff. She successfully led the USC hospitals' efforts to achieve the Human Rights Campaign Healthcare Equality Index designation of "Leader in LGBTQ Healthcare Equality" for 4 years. Lindsey also created and currently chairs the Keck Pride Committee, which focuses on the design and implementation of LGBTQ-centered efforts across Keck Medicine of USC. She has provided over 2000 hours of LGBTQ+ cultural competency training throughout the health system, and has been an expert panelist and speaker at several local, regional, and national conferences and events.



Lourdes Negrón-McDaniel

Director, Inclusion and Culture
Nationwide Children's Hospital

Lourdes Negrón-McDaniel is the Director of Inclusion and Culture at Nationwide Children's Hospital in Columbus, Ohio, where she helps to lead the organization's diversity, equity, and inclusion (DEI) strategy and people initiatives and programs. Lourdes serves on the leadership team for the health system's Stand Against Racism and Stand for Health Equity framework, also known as STAND. Within this enterprise-wide framework, Lourdes co-chairs the education and development efforts for the organization on diversity, equity, and inclusion, and serves on a variety of committees representing the overall strategic framework. Lourdes previously served as director for DEI at The MetroHealth System in Cleveland, Ohio, integrating and operationalizing DEI best practices to achieve equity of care and service. Lourdes has substantive experience through the life cycle of diversity strategic planning and implementation, focused on the intersection of health care and community wellness, including intentionally addressing the social determinants of health. As an executive consultant, Lourdes leveraged her expertise in diversity, equity, and inclusion frameworks to support hospitals, health and healthcare serving entities, and community-based groups advance health and economic equity for key stakeholders. Lourdes is founder and principal for a consulting practice that provided training and development, coaching, and change management services to clients in industries including healthcare, higher education, nonprofit and community-based organizations, councils, and associations; leading the work through an inclusive lens that creates inclusive environments and leverages diversity for greater impact. A graduate of the University of Toledo in Toledo, Ohio, Lourdes holds a B.A. in Social Work, a master's degree in Education (M.Ed.) in Curriculum & Instruction, and a Master of Arts (M.A.) in Organizational Psychology with a specialization in Diversity Management from Cleveland State University in Cleveland, Ohio.

SPEAKERS



Mavis Nimoh

Executive Director, Center for Health + Justice Transformation
Lifespan

Mavis Nimoh is an award-winning executive-level management and leadership professional in the non-profit, education, business, and government sectors. In 2008, she was appointed director of Dauphin County Department of Drug and Alcohol Services, a Single County Authority in Pennsylvania's capital region, leading a recovery-oriented system of care for uninsured and under-insured individuals with substance abuse disorders, as well as designing community and data-driven evidence-based prevention strategies. Mavis was also appointed to the board of directors for Capital Area Behavioral Health Collaborative, a not-for-profit

company administering and executing Pennsylvania's HealthChoices behavioral healthcare contracts for five member counties and the contract with the counties' managed care partner, PerformCare. She was also among a handful of statewide trainers for Pennsylvania's substance use disorder diagnostic tool, the Pennsylvania Client Placement Criteria 3rd edition. She was later appointed Secretary of the Pennsylvania Board of Pardons and was the first Black woman in Pennsylvania history to hold the position. In this role, Mavis managed Pennsylvania's clemency process including pardons, commutations, and reprieves as well as oversaw and administered public hearings. Presently, Mavis is the Executive Director at the Center for Health and Justice Transformation, formerly the Center for Prisoner Health and Human Rights, which is a partnership with The Miriam Hospital and affiliated with Brown University. The center works on advancing health equity for justice involved populations. Her center also co-hosts the National Institutes of Health-funded Center for Biomedical Research Excellence on Opioids and Overdose. She is co-chair of Lifespan Corporation's Anti-Racism and Health Equity Collaborative. Lifespan is Rhode Island's largest health system and employer and is also a board member of the Providence and Boston Center for AIDS Research-Community Engaged Research Council. Mavis is a White-Riley-Peterson Public Policy Fellow at Furman University and holds a bachelor's degree in Political Science from the University of Rhode Island and a master's degree in Public Administration from Penn State University.



Monique Daley

Diversity Officer
Wheeler Health

Monique Daley, MS, joined Wheeler Health as the first diversity officer at the organization, a statewide leader in integrated primary and behavioral health care. In her role, she promotes and monitors equity, diversity, and inclusion for the Wheeler workforce and patients; lead the Wheeler Diversity and Inclusion Committee; monitor and review the effectiveness of diversity and inclusion efforts; promote

the full integration of National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (The National CLAS Standards) and health equity throughout Wheeler; and much more, including training and education, as well as ensuring Wheeler is working with minority- and women-owned businesses. Monique holds previous experience in higher education at Central Connecticut State University and Trinity College. She is a member of Delta Sigma Theta Sorority, Incorporated and is currently pursuing her Doctorate in Educational Leadership at the University of Hartford. Monique was born and raised in Jamaica before migrating to the United States. Her lived experience informs her approach to understanding diversity, equity, and inclusion. She views diversity as an asset and therefore employs an asset-based lens to her work. She is committed to addressing issues of historical and systemic racism to grant equitable, barrier-free, and just access to care.

SPEAKERS



N. Chineye (Chi) Anako, MPH, CHES

Regional Director, Diversity, Equity and Inclusion
Trinity Health of New England

N. Chineye (Chi) Anako is a public health practitioner whose work has focused on the intersection of public health and health equity solutions. Past initiatives include work on food security/life cycle, violence prevention in youth and cultural and linguistic programs. She is the Regional Director for Diversity, Equity and Inclusion for Trinity Health Of New England, a five-hospital system across Connecticut and

Massachusetts, part of Trinity Health. Under her leadership, she led the Gender Identity and Sexual Orientation Initiative, which revised the patient demographic questions to be inclusive of all genders and sexual orientation on all hospital in-take forms and in EPIC system throughout the Regional Health Ministry (RHM). She also oversees the 3+1 Language Services Program. The program provides cultural and linguistic care to patients, especially those from marginalized groups. In addition to her role at Trinity Health Of New England, Chi currently serves on the board of the Connecticut Chapter for the National Association for Health Services Executives (NAHSE) and is also the immediate past-president. NAHSE is a healthcare organization that ensures greater participation of minority groups in the healthcare field. She also serves on the board of the Connecticut Public Health Association (CPHA) and Copper Beech Institute (CBI). Chineye holds a master's degree in Public Health with a concentration in Health Promotion from Southern Connecticut State University and a Bachelor of Science in Molecular Cell Biology from the University of Connecticut. She is a Certified Health Education Specialist (CHES) and an EPIC Summer Scholar at the Columbia University Mailman School of Public Health. Chineye Anako is an avid traveler and a native from Nigeria.



Patricia Leonard Hartwell

Senior Director, Corporate Human Resources
B.Braun Medical Inc.

Pat is an accomplished Human Resources professional with a broad base of experience as a solution-driven leader and guiding professional teams and individuals through expertise in mentoring, coaching, and conflict resolution. She currently holds the position of Senior Director, Corporate Human Resources at B. Braun Medical Inc., with responsibility for leading the Center of Excellence (COE) for Employee Relations

for B. Braun Medical across the US and Canada. Pat joined B. Braun in 2005 and has provided leadership to human capital management and talent acquisition functions companywide, as well as directly managed HR functions for up to 1,500 employees. She also represents the region on B. Braun's Global Center of Competence (COC) for Diversity. Pat collaborates with business units and senior management to align resources to achieve corporate objectives and goals, while championing DEI, a key part of the company's business strategy. Pat builds partnerships with business, education and government through active community affiliations including the Pennsylvania Diversity Council, the Advisory Council for Diversity, Equity & Inclusion through Lehigh Valley Community Consortium and the Institute for Workplace Equality. Prior to joining B. Braun, Pat worked for Intel Corporation and Philadelphia Life Insurance Company. She also founded The Hartwell Group, a consultancy focused on providing human resources solutions to start-up, turnaround, and high-growth operations. She holds a BA in Sociology from Temple University and an MBA in Human Resources Management from the Fox School of Business at Temple University.

SPEAKERS



Patrick Decker-Tonnesen
Equity, Inclusion, and Diversity Advisor
Mayo Clinic

Patrick Decker-Tonnesen (he/him) is an Equity, Inclusion, and Diversity Advisor at Mayo Clinic. Patrick is also a doctoral candidate of Social Work at Loyola University Chicago, and his dissertation focuses on the experiences of individuals who have historically marginalized identities and serve on nonprofit governance systems. Additionally, Patrick has published several peer reviewed journal articles that focus on populations connected to nonprofits. Prior to becoming a researcher, Patrick lived in Punta Gorda, Belize, for several years working with local indigenous Mayan populations. Patrick's skills include DEI mixed-method assessments and DEI strategic planning and implementation. Patrick holds a Bachelor of Science in Psychology from Mount St. Mary's University, and a Master of Social Work, as well as certificates in Nonprofit Management & Philanthropy and Measurement & Quantitative Methods, from Loyola University Chicago. Patrick also holds a Diversity, Equity, and Inclusion Certificate from the University of South Florida.



Samantha McCrory
Diversity, Equity, and Inclusion Coordinator
Intermountain Health, Colorado

Sam McCrory (she/her) is the Diversity, Equity, and Inclusion Coordinator at Intermountain Health in Colorado and a peer educator and counselor in her community. She has previously held positions at Rally Health, Planned Parenthood of the Rocky Mountains, and has a degree in Global Health from Arizona State University and a graduate certificate in Advanced Clinical Behavioral Health from Colorado State University. Through her DEI work in the healthcare system, Sam seeks to further equitable care for historically excluded populations and institutionalize trauma-informed medical care as a means of harm reduction.

SPEAKERS



Scott Blair, M.Ed.

Sr. Director, Diversity, Equity & Inclusion (DEI)
B. Braun Medical North America

Scott is an accomplished educator, mentor and diversity and inclusion practitioner. Scott joined B. Braun in April 2022, as Sr. Director, Diversity, Equity & Inclusion (DEI), for B. Braun Medical North America, with responsibility for building upon and implementing strategies that will encourage and build an inclusive and diverse workforce. Scott previously served as Associate Vice President for Diversity, Equity

& Inclusion at DeSales University where he was the inaugural leader for university wide efforts in advancing DEI throughout the institution while delivering DEI related professional developments to DeSales' faculty and staff. Scott also led engagement efforts with students to support the enhancement of the campus climate around DEI and community engagement efforts. Prior to his time at DeSales, Scott was Chief Diversity Officer at Northampton Community College where he led the creation of Northampton's first Diversity Strategic Plan (2020) in partnership with the institution's College Diversity Committee. He also hosted the University of Southern California's Race and Equity Center for a series of DEI professional development experiences, and held a variety of positions in diversity, academic and student support and athletics at SUNY-ESF and Syracuse University. Scott is currently a member of the National Association of Diversity Officer's in Higher Education (NADOHE) and holds leadership positions in numerous local efforts in the Lehigh Valley community to advance DEI, including serving as co-chair of the DEI Committee of the United Way of the Greater Lehigh Valley. He was also named to the Pennsylvania Governor's Advisory Commission for Latino Affairs. Scott holds an M.Ed. in Higher Education Administration from Kutztown University, and a BS Ed. in Secondary Education, English from Kutztown University. He also holds an Executive Leadership Certificate from the University of Southern California's Rossier School of Education – Race and Equity Center.



Scott Ollerman

ADN Associate Program Director
Galen College of Nursing

My name is Scott Ollerman, I was born and raised in the suburbs of Detroit. I was never a great student, falling behind due to medical issues in my early elementary years. I have always wanted to be a nurse but took a different journey to get to my nursing profession. I was enlisted in the United States Army as a Licensed Vocational Nurse and was accepted at Bowie State University for their RN to BSN program. I

was Commissioned in the Army and spent just over 2 years as an officer. During my time in the Army I was able to experience aspects of nursing from emergency, ICU to Labor and Delivery. Being a nurse also gave me the ability to work in the civilian sector and as an Emergency Trauma nurse. After my Army career I came to San Antonio Texas and practiced as a Pediatric Critical Care Transport Nurse and Pediatric Emergency room nurse, Medical Program Director for a non-profit caring for unaccompanied minors in the care of the United States government and as the Chief Nurse Executive for a state hospital. I am currently the Associate Program Director for Galen College of Nursing Associate Degree Program and the Director of Nursing for Ohana Pediatric Home Health. I look forward to sharing my knowledge and experience with you all.

SPEAKERS



Susan Baida

Director, Center for Engagement and Inclusion
UPMC

Susan Baida is the Director for the Center for Engagement and Inclusion with UPMC, a \$22 billion healthcare system of 92,000+ employees and 40+ hospitals. She possesses a unique background as a Diversity, Equity and Inclusion leader with combined experience in global marketing, human resources, operations and entrepreneurship. She develops and implements UPMC's systemwide diversity and inclusion strategy

focusing on workforce diversity and cultural competency, employee engagement, community engagement and health equity. Prior to joining UPMC, Susan co-founded a healthcare technology venture, eCareDiary, focused on patient care coordination for family caregivers. She also served as global marketing executive for Fortune 500 companies such as Starwood Hotels, Estee Lauder Companies and Avon, leading international expansion and launching culturally-relevant products and services. Susan graduated from Emory University in Atlanta, Georgia, holds certifications in Diversity Leadership and Strategic Human Resources Business Partnership, and is pursuing a Master of Science in Organizational Leadership from Robert Morris University. She serves on the Board of Directors of the National Healthcare Diversity Council, Casa San Jose, Women's Center and Shelter of Greater Pittsburgh, Pittsburgh Women's Alliance. Susan is first generation to Ecuadorian and Korean immigrant parents and speaks fluent Spanish. Her family includes three children, 9 year old twin sons and a 13 year old daughter, her mother, and recently adopted beagle.



Sydni Howard

Director Diversity, Equity & Inclusion
Central Ohio Primary Care

Sydni N. Howard is currently the Diversity, Equity, and Inclusion Director at Central Ohio Primary Care. She believes the key to success lies in the details; any detail whether it be business, personal or fashion. As a child, Sydni aspired to be a lawyer and impact people's lives by focusing on civil rights. Never did she imagine working in healthcare. As fortune would have it, she has been able to blend work in healthcare

with her childhood dream of being a social justice warrior. She is passionate about educating healthcare professionals on the importance of how culture impacts each patient's health care needs. Educating community members to better understand their healthcare needs and communicate them to their providers. Allowing them to advocate for their health and well-being. Sydni has 20+ years working in healthcare in a wide variety of roles, including educator and project management. She is taking all of this experience to her role in DEI, focusing a strategy based on understanding the intimacy of the customer service relationship needed for effective high quality patient care. Sydni holds a bachelor's degree in Political Science from The Ohio State University, an MBA from Ashland University, a Lean Six Sigma Black Belt Certification, and she is a Certified Diversity Practitioner thru the National Diversity Council. Outside of work she enjoys cooking, bowling, traveling, hosting family and friends for game nights, watching jeopardy and learning the new word of the day!

SPEAKERS



Tamekia Smith

Inclusion & Culture Specialist
Nationwide Children's Hospital

Tamekia MizLadi Smith is affectionately known as “the Singing Speaking Poet”. As the founder of EDU Arts, LLC she utilizes various forms of creative arts to convey a memorable learning experience. Her experience and passion for Health Equity, DEI and Self-Care has been instrumental in her approach to creating programming for Workplace Culture and Wellbeing. With over 20 years of diverse speaking and

training experience her practical approach to aiding corporations in creating a psychologically safe space, has made her a sought after keynote speaker. After speaking at the TED Conference in Vancouver Canada she authored a book entitled “Take the Stage” which provides pre and post stage advice, coaching and life lessons for aspiring public speakers.



Tammy Williams

Founder + CEO
Envision2bWell

Tammy Williams is the Founder & CEO of Envision2bWell Inc dba EnvisionWell. Known as the Chief Democratizer for Social Health Empowerment®, she founded the innovative mission driven digital health and wellness company to address the lack of health equity after an illustrious career leading human resources, corporate communications, business strategy and change management at multiple Fortune companies inclusive of Lockheed Martin, Booz Allen Hamilton, Motorola and mid-size companies. The company's focus is to democratize

360° Wellness by bringing knowledge, support, access and autonomy (KSAA) to all with a powerful unified, integrated and scalable platform that is mobile first but not mobile only, for companies, payers, healthcare partners, community-based organizations and individual consumers. Named one of the 25 Influential Black Women in Business by the Network Journal, is just one of the many honors the accomplished speaker has received, including a Pennsylvania Senate Proclamation presented by then-Senator Andrew Dinniman in recognition of selfless service. She has appeared on Bloomberg Business and has been a featured speaker at national and international conferences. Tammy is involved in activism activities and serves on several boards. In June 2021, Williams further demonstrated her activist bona fides when she presented testimony at a Congressional hearing to advocate for reversing the decline in women entrepreneurship. Tammy is also a proud partner of VisionForward, a national coalition of organizations and individuals working to advance gender equity through women's leadership. A Southern New Jersey native, Williams attended Rutgers University and Kellogg School of Management and holds multiple certifications. She is a self-described “mother, granny, wife, sister, auntie, friend, and businesswoman, who loves to help other women “live Life grand,” and has successfully integrated her business, her volunteerism/advocacy, and family into one life in which she tries every day to live by her mantra to “Live Life Grand.”

SPEAKERS



Terra Fox Williams

Director for the Office of Health Promotion
Public Health - Dayton & Montgomery County

Terra F. Williams is the Director for the Office of Health Promotion at Public Health Dayton & Montgomery County. Mrs. Williams has over 26 years of experience in both the engineering and health care that focus on the impact of health disparities in the community, developing programming that addresses, educates, and creates equitable change, while cultivating and promoting a diverse, ethical, and inclusive workplace culture. Mrs. Williams oversees Public Health – Dayton & Montgomery County Diversity, Equity and Inclusive programs, the divisions of Chronic Disease and Prevention, WIC, and Maternal and Child Health, Local Office of Minority Health, Montgomery County Food Equity Coalition, the EveryOne Reach One Maternal and Infant Vitality Task Force. This includes 6 direct reports, 11 coordinators, 88 staff, and management of multiple grants totaling over \$6 million. Terra’s focus is centered on the wellbeing and holistic health of the community that she feels can be achieved through servant leadership, cooperative partnership, and community collaboration. Because of Terra’s dedication, she was named the 2022 Commission on Minority Health SHERO awardee and also received the key to the City of Dayton by the city’s mayor. Terra currently serves as a board member for the Community Advisory Board for Dayton Daily News, Board of Trustee for Dayton Live, Board of Trustee for Goodwill Easter Seals of Miami Valley, and a Board member of Parity Inc. Before joining Public Health – Dayton & Montgomery County, Terra served in key management and engineering roles, earning positions of increased responsibilities in both the public and private sector with companies such Delphi Automotive Systems, Community Health Centers of Greater Dayton, and Miami Valley Child Development. Terra holds a Bachelor of Science in Mechanical Engineering from Southern University and A&M College and a Master of Science in Public Health from Wright State University. She is married to Stephen A. Williams, and they share two wonderful children.



Tina Loarte-Rodriguez MSN, RN, CIC, CPPS, CPHRM

Vice President of Nursing
Wheeler Health

Tina Loarte-Rodriguez, MSN, RN, CIC, CPPS, CPHRM is the Vice President of Nursing at Wheeler Health, a Federally Qualified Health Center with five integrated primary care locations in central Connecticut. Her priority is supporting the team in providing high quality, safe, patient centered care. She oversees the nursing department, medical assistant practice, and infection control at the Health and Wellness Centers, school and congregate care homes. Her professional experience includes teaching middle school math for four years and over sixteen years in health care in perioperative and primary care nursing, performance improvement, infection control, risk management, and patient safety. A graduate from Cornell University, UCONN, and Quinnipiac University, she is certified in infection prevention and control, patient safety, and healthcare risk management. She is an eternal learner with a passion for health equity and high reliability. Tina is a Hartford Business Journal Healthcare Hero Award winner and led the Wheeler nursing team to win the Ct Nursing Association Excellence in Team Award, both in 2021. An active member of the National Association of Hispanic Nurses- Hartford Chapter and the Ct Nursing Association General Assembly Committee, Tina is committed to giving back and advocacy. She loves dancing, eating, reading, and traveling. Originally born and raised in the Bronx, NY, she now resides in CT with her husband, three children, her father, and two rescue dogs.

SPEAKERS



Tonya Adams

US Head for Diversity, Equity, and Inclusion
UCB

Tonya currently serves as the US Head for Diversity, Equity, and Inclusion at UCB, a global biopharma company focused on creating value for people living with severe diseases. She is an accomplished leader with over 25 years of experience leading global teams that deliver innovative, resourceful, and efficient solutions. Consistently recognized for turning around underperforming workgroups through

process improvement, agile methodology, and change management, Tonya brings a wealth of knowledge in the Diversity, Equity and Inclusion and Learning and Development spaces, having led workforce learning and capability for the nation's second-largest healthcare company for over two decades. She has served in several multi-faceted client service roles and managed regional and national training departments responsible for delivering technical, modular-based content via Instructor-led (ILT) and Virtual Instructor-led (VILT) training medium. As the learning and development world continued to evolve, Tonya attained certification in performance consulting and led the company's transformation from traditional training to performance learning, leveraging interactive decision guides, self-paced learning, and a variety of blended modalities across synchronous and asynchronous methods. Tonya earned the coveted Brandon Hall "Best Learning Strategy & Governance" and the Silver award for implementation of a Standards and Governance Model. Prior to joining UCB, she launched a consulting firm, Premier LCS and partnered for several years with organizations to harness the business benefits of a diverse workforce and inclusive workplace.



Savaliiofilemu (Val) Linhang Jacobo

Community Resilience Program Manager
Blue Shield of California

Savaliiofilemu (pronounced Sah Vah lee oh leh fee leh moo) (Val) LiHang Jacobo is an indigenous Polynesian woman from Oceania hailing from the islands of Oahu and Upolu. She acknowledges that she is a guest occupying Tongva lands in Los Angeles, California, on Turtle Island (North America). Val brings over 30 years of professional experience in public, private and non-profit sectors cultivating community

resilience and ensuring that indigenous communities are seen and included. Val holds a master's degree in public policy administration, which helps her influence bold and systemic transformations through upstream programs and projects. She currently serves as a Community Resilience Program Manager at Blue Shield of California, where she drives health equity outcomes in healthcare. Val will speak on the building blocks of Blue Shield of California's (BSC) Covid-19 vaccine equity strategy in underserved communities and her work in developing the BSC Covid-19 playbook. She will demonstrate how the company used best practices from this playbook to successfully reach 90% of its 2022 vaccine goals for Medi-Cal members. This involved standing up a complex enterprise-wide rapid response team driven by health equity data (Area Deprivation Index), a deep focus on Black, Indigenous, and Pacific Islander communities disproportionately impacted by the pandemic, and a fundamental reliance on trusted messengers.

SPEAKERS



Vanessa Nazario

Corporate Director, Chief Diversity Officer
Memorial Healthcare System

Vanessa Nazario was born in Puerto Rico and raised in Trenton, NJ. She has worked in the field of Community Development, Diversity, Equity and Inclusion for over 25 years. Her career began at MECHA, a Hispanic based nonprofit organization providing home ownership training and counseling to low-to-moderate income families. She later joined PNC Bank where she worked and had the honor of working in several roles over the course of her 20 year career within the Community Development Banking Department. In early 2017, she

transitioned into a new role with RWJ University Hospital, which is part of RWJ Barnabas Health System, as Director of Diversity and Inclusion where she was responsible for diversity and inclusion and healthcare equity initiatives. She managed several key programs that helped transform the culture into an inclusive environment for both staff and patients. Vanessa also launched the Hospital's first Diversity Council and provided oversight for the seven Business Resource Groups. She was also a key leader in the development and launch of the PROUD Gender Medical Center Program: a comprehensive medical program serving the needs of the LGBTQ+ community. In early 2021, she joined Memorial Healthcare System in Hollywood, FL as Director of DEI and to lead the System's diversity, health equity, and inclusion strategy and Language Interpretation Services. In June 2022, she was promoted to Corporate Director, Chief Diversity Officer. In addition, she is leading the System's inaugural health equity strategy. Vanessa serves on several committees: Florida Diversity Council's Education Committee; Human Resources Association of Broward County's (HRABC) DEI Committee; serves as a Student Mentor for Rider University's Women in Leadership Council; HISPA's South Florida Advisory Council; ARC of Broward's Business Advisory Council. Vanessa has spoken at numerous conferences on topics such as: diversity, inclusion; health equity; community development; diverse women in leadership. Vanessa received her MBA from Rider University in Lawrenceville, NJ and also has a Masters in Science degree from Southern New Hampshire University. She completed a Non Profit Management Certificate from Seton Hall University and is certified as a Diversity Executive (CDE) from the Institute for Diversity Certification. She is currently completing an Executive Leadership program at Cornell University.



Wendy Garvin Mayo

Associate Director, Clinical Project Scientist
The Janssen Pharmaceutical Companies of Johnson & Johnson

Wendy Garvin Mayo is a Board Certified Nurse Practitioner, Stress Solution Strategist, International Speaker, #1 Best Selling Author, and Certified John Maxwell Trainer and Coach with 20+ years experience in the healthcare industry. She has thrived in a number of roles in various nursing sectors including clinical, leadership, research, academia, and pharmaceuticals. Mrs. Mayo currently serves as an Associate Director,

Oncology Clinical Scientist, at Janssen Research and Development where she also leads a diversity in clinical trials steering committee with the goal of increasing the number of minorities enrolled in oncology clinical trials. Mrs. Mayo is also a serial entrepreneur having launched several initiatives and continues to serve healthcare organizations. She is the Founder of SHAPE Partners, a collection of resources to support cancer caregivers and the Host of the weekly Nurse Wellness Podcast. Mrs. Mayo is also the CEO of The Stress Blueprint, a personal and professional development firm that empowers individuals and organizations to optimize their health, wellness, and overall well-being through stress management. Lastly, she sits on the Daily Life and Workplace Stress Board for the American Institute of Stress.

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