



Equity and Inclusion in Healthcare

October 25-26, 2019

Friday October 25, 2019			
7:00 a.m.	Registration and Networking Breakfast		
7:45 a.m.	Welcome and Kick-Off Sharonne N. Hayes, M.D., Cathy H. Fraser, M.B.A., John M. Knudsen, M.D.		
	Being Black in Healthcare: Equity and Inclusion in the Workforce, the Clinic and Community (a mini-symposium)		
8:05 a.m.	Diversity in Medicine Saves Lives: A Call to Action Quinn Capers, IV, M.D.		
8:25 a.m.	Being Black: Equity and Inclusion in the Healthcare Workforce <ul style="list-style-type: none"> • Quinn Capers, IV, M.D. • Barbara L. Jordan • Kenneth G. Poole, Jr., M.D. • André R. Watkins, M.P.H. 		
9:10 a.m.	Partnerships to Achieve Health Equity in Black Communities <ul style="list-style-type: none"> • LaPrincess C. Brewer, M.D., M.P.H. • Marion K. Kelly, M.D. • Jane W. Njeru, M.D. • Floyd B. Willis, M.D. 		
9:55 a.m.	Break		
10:15 a.m.	Concurrent 90-minute Workshops Select one to attend. Pre-Registration Required. <ol style="list-style-type: none"> 1. Evidence-Based Solutions to Reduce Implicit Bias and Increase Diversity Academic Medical Centers - Quinn Capers, IV, M.D. 2. Microaggressions in Healthcare: Addressing Behavior and Reducing Their Impact - Catherine W. Njathi-Ori, M.D., Erin K. O'Brien, M.D., Nafisseh S. Warner, M.D. 3. Advancing Conversations About Race, Gender, and Other "Unspeakables" Lor N. Lee, Mary T. Peters, M.Ed., Alyx B. Porter, M.D., Kaia C. Yngve, M.P.H. 		
11:45 a.m.	Break		
12:00 p.m.	Lunch		
Breakouts	Equity and Inclusion in Health Care Dr. John H. Noseworthy Hall	Inclusion and Talent: Key to The Healthcare Workforce of the Future Doctors Mayo Hall 1	Achieving Equity for Patients: Culture, Communication, Caring Doctors Mayo Hall 2
12:45 p.m.	How Race and Gender Affect Patient Experience and Outcomes: Patients AND Clinicians Kenneth G. Poole, Jr., M.D. Mustaqeem A. Siddiqui, M.D. Sheila K. Stevens, M.S.W. Rahma M. Warsame M.D.	Creating an Effective Diversity and Inclusion Organizational Infrastructure Shamayne D. Braman James Burroughs, II, J.D. Sharonne N. Hayes, M.D. Lor N. Lee Jacqueline Thomas-Hall, M.B.A.	Building Resilience in Diverse Populations Anjali Bhagra, M.D. Susanne M. Cutshall, D.N.P., APRN, CNS

1:30 p.m.	Break		
1:40 p.m.	Social Media in Medicine: Intersecting Culture, Professionalism, Patient Experience and Reputation Erin K. O'Brien M.D. Ivan E. Porter, II, M.D.	Creating High Impact Employee Resource Groups in Healthcare Nicole Dinello Lor N. Lee Lori A. Mickelson Michael P. Wright, Ed.D.	From The Ground Up: Inspiring and Empowering Communities to Improve Their Health LaPrincess C. Brewer, M.D. Clarence Jones, M.Ed., CPH, CHW Richard O. White, M.D.
2:25 p.m.	Break		
2:35 p.m.	How Addressing Social Determinants of Health Improves Outcomes Jennifer H. Mieres, M.D.	Hot Topics in HR Annie M. Burt Cathy H. Fraser, M.B.A. Kathrine L. (Kate) Palmer Keri A. Slegh, M.A., SPHR, SHRM-SCP	Historical Trauma and Its Impact on Today's Health and Disease Patina Park
3:20 p.m.	Break		
3:40 p.m.	Employee Resource Groups + Clinical Practice= High Impact Innovations Andrew W. Austin Marcy L. Averill Jeffrey W. Bolton Pamela L. Delano, M.S.N., M.B.A., R.N.	Think Different, Work Different: The Diversity and Equity Opportunity in Nursing Ryannon K. Frederick, M.S., R.N. Christopher M. Kohler, R.N. Amanda D. Lyons, M.S.N., R.N.	Improving Care with Best Practice Medical Interpretation Practices Samira Y. Jubran, CHI, MAIS, TCI Dan J. Tschida-Reuter
4:25 p.m.	Travel		
4:30 p.m.	Active Allyship: Addressing Our Biases and Improving Care René Salazar, M.D.		
5:00 p.m.	Adjourn		
5:45 - 7:00 p.m.	Course Reception		

Saturday October 26, 2019

7:00 a.m.	Registration and Networking Breakfast		
7:45 a.m.	Welcome and Kick-Off Sharonne N. Hayes, M.D., Cathy H. Fraser, M.B.A., John M. Knudsen, M.D.		
	Time's UP in Healthcare: Women in Medicine (a mini-symposium)		
8:00 a.m.	Time's UP in Healthcare Rhonda Acholonu, M.D.		
8:20 a.m.	"Half the Sky": What It Will Take to Achieve Equity for Women In Medicine: <ul style="list-style-type: none"> • Rhonda Acholonu, M.D. • Teresa L. Connolly, D.N.P., R.N., N.E.A.-B.C. • Annie T. Sadosty, M.D. • Lynn Tetrault 		
9:05 a.m.	What Will it Take to Achieve Health Equity for Women? <ul style="list-style-type: none"> • Jamie N. Bakkum-Gamez, M.D. • Denise M. Dupras, M.D., Ph.D. • Stephanie S. Faubion, M.D. • Natya N. Stroud, APRN, C.N.P., D.N.P. 		
9:50 a.m.	Break		
10:15 a.m.	Concurrent 90-minute Workshops Select one to attend. Pre-Registration Required. <ol style="list-style-type: none"> 1. Unconscious Bias in Healthcare – Swapna Reddy, J.D. 2. Advancing Conversations About Race, Gender, and Other "Unspeakables"- Lor N. Lee, Mary T. Peters, M.Ed., Alyx B.Porter, M.D., Kaia C. Yngve, M.B.A. 3. Leveraging Coaching as a Strategy to Cultivate Diverse Leaders: A Skill Building Workshop- Mindy S. Gillis, Neha P. Raukar, M.D., M.S. 4. Microaggressions in Healthcare: Addressing Behavior and Reducing Their Impact - Catherine W. Njathi-Ori, M.D., Erin K. O'Brien, M.D., Nafisseh S. Warner, M.D. 		
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12:00 p.m.	Lunch		
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12:45 p.m.	Sexual Harassment in Healthcare Settings: Policy, Practice, Prevention Erin A. Collins, J.D. Cathy H. Fraser, M.B.A. Sharonne N. Hayes, M.D. Charanjit S. Rihal, M.D.	Preparing a Multigenerational Workforce for Success Pamela L. Delano, M.S.N., R.N. Natalie M. Reinardy Beth A. Riley, M.B.A. Claudia M. Saran	Developing Agility in the Midst of Cultural Uncertainty: Practical Approaches to Finding Your Way Into Your Patient's World Peter Kalina, M.D., M.B.A. John M. Knudsen, M.D.

1:30 p.m.	Break		
1:40 p.m.	Tolerance is Not Enough Lor N. Lee André M. Koen, M.A.	Targeted Recruitment and Support of People with Disabilities, Veterans, and the Under-Employed Guy J. Finne Dawn M. Kirchner R. Brandon Yancey OTD, OTR/L	Sensitive and Effective Care for LGBT Patients: The Sexual History and Beyond Caroline J. Davidge-Pitts, M.B., B.Ch. Cesar A. Gonzalez, Ph.D., L.P., ABPP
2:25 p.m.	Break		
2:35 p.m.	Patients as Perpetrators: Institutional and Personal Responses to Patient Misconduct Sharonne N. Hayes, M.D. Sheila K. Stevens, M.S.W.	Fair and Unbiased Total Rewards in Healthcare Organizations Cathy H. Fraser, M.B.A. Danita L. Last, M.B.A. Katie E. K. Harris, MS, PHR, SHRM-CP Nancy Romanyshyn	Innovations in Improving the Health of Marginalized Populations Allen W. Brown, M.D. Valeria Cristiani, M.D. Irene G. Sia, M.D., MSc René Salazar, M.D.
3:20 p.m.	Break		
3:30 p.m.	Creating Successful Health Models for Underserved Populations, Susan Jepson, R.N., M.P.H		
4:00 p.m.	Wrap-up, reflections and course evaluation		
4:15 p.m.	Adjourn		