# Equity and Inclusion in Healthcare
**October 25-26, 2019**

## Friday October 25, 2019

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<tr>
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<tr>
<td>7:00 a.m.</td>
<td>Registration and Networking Breakfast</td>
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| 7:45 a.m. | **Welcome and Kick-Off**  
Sharonne N. Hayes, M.D., Cathy H. Fraser, M.B.A., John M. Knudsen, M.D. |
| 8:05 a.m. | **Being Black in Healthcare: Equity and Inclusion in the Workforce, the Clinic and Community**  
(a mini-symposium) |
| 8:25 a.m. | **Diversity in Medicine Saves Lives: A Call to Action**  
Quinn Capers, IV, M.D. |
| 8:50 a.m. | **Being Black: Equity and Inclusion in the Healthcare Workforce**  
- Quinn Capers, IV, M.D.  
- Barbara L. Jordan, M.A.  
- Kenneth G. Poole, Jr., M.D.  
- André R. Watkins, M.P.H. |
| 9:10 a.m. | **Partnerships to Achieve Health Equity in Black Communities**  
- LaPrincess C. Brewer, M.D., M.P.H.  
- Marion K. Kelly  
- 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.  
1. **Evidence-Based Solutions to Reduce Implicit Bias and Increase Diversity Academic Medical Centers** - Quinn Capers, IV, M.D.  
3. **Advancing Conversations About Race, Gender, and Other “Unspeakables”** - Lor N. Lee, MSOD, 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.  
Shamayne D. Braman  
James Burroughs, II, J.D.  
Sharonne N. Hayes, M.D.  
Lor N. Lee, MSOD  
Jacqueline Thomas-Hall, M.B.A.  
Anjali Bhagra, M.D.  
Susanne M. Cutshall, D.N.P., APRN, CNS |

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Program Schedule Subject to Change
Revised 5/30/2019
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<th>Time</th>
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<th>Creating High Impact Employee Resource Groups in Healthcare</th>
<th>From The Ground Up: Inspiring and Empowering Communities to Improve Their Health</th>
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<td>Break</td>
<td>How Addressing Social Determinants of Health Improves Outcomes</td>
<td>Hot Topics in HR</td>
<td>Historical Trauma and Its Impact on Today’s Health and Disease</td>
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<td>Break</td>
<td>Employee Resource Groups + Clinical Practice= High Impact Innovations</td>
<td>Think Different, Work Different: The Diversity and Equity Opportunity in Nursing</td>
<td>Improving Care with Best Practice Medical Interpretation Practices</td>
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<td>5:45 - 7:00 p.m.</td>
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<td><strong>Time’s UP in Healthcare: Women in Medicine</strong> (a mini-symposium)</td>
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<td>8:00 a.m.</td>
<td><strong>Time’s UP in Healthcare</strong>  Rhonda Acholonu, M.D.</td>
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| 8:20 a.m.    | “Half the Sky”: What It Will Take to Achieve Equity for Women In Medicine:  
                      - Rhonda Acholonu, M.D.  
                      - Teresa L. Connolly, D.N.P., R.N., N.E.A.-B.C.  
                      - Annie T. Sadosty, M.D.  
                      - Lynn Tetrauld          |
| 9:05 a.m.    | **What Will it Take to Achieve Health Equity for Women?**  
                      - 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**  
                      1. Unconscious Bias in Healthcare – Swapna Reddy, J.D.  
                      2. Advancing Conversations About Race, Gender, and Other “Unspeakables”-  
                          Lor N. Lee, MSOD, Mary T. Peters, M.Ed., Alyx B.Porter, M.D., Kaia C. Yngve, M.P.H.  
                      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-Orí, M.D., Erin K. O’Brien, M.D.,  
                          Nafisseh S. Warner, M.D. |
| 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.   | **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.       |
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Lor N. Lee, MSOD  
André M. Koen, M.A.          |
| 1:40 p.m. | Tolerance is Not Enough  
Lor N. Lee, MSOD  
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                      | **Patients as Perpetrators: Institutional and Personal Responses to Patient Misconduct**  
Sharonne N. Hayes, M.D.  
Sheila K. Stevens, M.S.W.          |
| 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 Romanyszyn |
|         | 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                      | **Creating Successful Health Models for Underserved Populations,**  
Susan Jepson, R.N., M.P.H |
| 3:30 p.m. | Creating Successful Health Models for Underserved Populations,  
Susan Jepson, R.N., M.P.H | **Wrap-up, reflections and course evaluation** |
| 4:00 p.m. | Wrap-up, reflections and course evaluation | **Adjourn** |

Program Schedule Subject to Change  
Revised 5/30/2019