



RISE for Equity: Reflect, Inspire, Strengthen and Empower

Thursday November 4, 2021 EID FRAMEWORKS, JUSTICE, INNOVATION	
12:00 PM	Registration and Networking Roundtables <i>Lakes Ballroom Foyer</i>
1:00 PM	Welcome and Kick-Off to RISE Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i>
1:10 PM	Message from Gianrico Farrugia, M.D. <i>President & CEO, Mayo Clinic</i>
1:15 PM	Anti-racism and Racial Justice. Is your organization ready? Carolynn Johnson – <i>CEO, DiversityInc</i>
1:45 PM	Strengthening the Framework for Organizational Justice: JEDIB <u>Moderator:</u> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> <ul style="list-style-type: none"> • Chris Moreland – <i>Chief Diversity Officer, Diversity Crew</i> • Justin Terrell – <i>Executive Director, Minnesota Justice Research Center</i> • Carolynn Johnson – <i>CEO, DiversityInc</i>
2:30 PM	Transformation of Global Diversity Chris Moreland – <i>Chief Diversity Officer, Diversity Crew</i>
3:00 PM	Break and Poster Viewing
3:30 PM	Equity Considerations when Leveraging Technology to Advance Inclusion and Belonging Sonoo Thadaney Israni – <i>Executive Director, Presence, Stanford</i>
4:00 PM	Innovative Solutions to Advance Equity, Inclusion and Belonging <u>Moderator:</u> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i> <ul style="list-style-type: none"> • Ajai Sehgal – <i>Chief Data & Analytics Officer, Mayo Clinic</i> • Rita G. Khan – <i>Chief Digital Officer, Mayo Clinic</i> • Sonoo Thadaney Israni – <i>Executive Director, Presence, Stanford</i> • Steve R. Ommen, M.D. – <i>Professor of Medicine, Mayo Clinic</i>
4:45 PM	Close Out Day 1 Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i>
5:00 PM	Adjourn Day 1

Friday November 5, 2021
DATA, HEALTH CARE DISPARITIES, WORKFORCE

7:00 AM	Breakfast, Registration and Networking Roundtables <i>Lakes Ballroom and Foyer</i>
7:15 – 7:45 AM	Meditation Shivani Mukkamala, M.D. – <i>Assistant Professor, Division of Pediatric Anesthesiology, Emory University School of Medicine & Children's Healthcare of Atlanta</i>
8:00 AM	Welcome to Day 2 Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i> John D. Halamka, M.D., M.S. – <i>President, Mayo Clinic Platform</i>
8:15 AM	Bringing Diverse Perspective to the Boardroom Tiffany Love, PhD, FACHE, GNP, ANP-BC – <i>Associate Vice President and Chief Nursing Officer, The University of Vermont Health Network, Porter Medical Center</i>
8:45 AM	Leveraging Data and AI for Health Equity John D. Halamka, M.D., M.S. – <i>President, Mayo Clinic Platform</i> Tim Suther – <i>Senior Vice President and General Manager, Data Solutions for Change Healthcare</i>
9:15 AM	Q & A
9:30 AM	Connecting and Collaborating: Shifting Our Power Chyke A. Doubeni, M.B.B.S., M.P.H. – <i>Director of Health Equity & Community Engagement Research, Mayo Clinic</i> LaPrincess C. Brewer, M.D., M.P.H. – <i>Assistant Professor of Medicine, Mayo Clinic</i>
10:00 AM	Collaborating with Community: Shifting Our Power <u>Moderators:</u> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i> <ul style="list-style-type: none"> Chyke A. Doubeni, M.B.B.S., M.P.H. – <i>Director of Health Equity & Community Engagement Research, Mayo Clinic</i> Andre Crockett: Recipient of EverybodyIN community grant Erin C. Sexton – <i>Director of Enterprise Community Engagement, Mayo Clinic</i> LaPrincess C. Brewer, M.D., M.P.H. – <i>Assistant Professor of Medicine, Mayo Clinic</i>
10:45 AM	Break and Networking
11:00 AM	Systematically Eliminating Healthcare Disparities Claudia F. Lucchinetti, M.D. – <i>Chair for Department of Neurology, Dean for Clinical and Translational Science, Mayo Clinic</i> Dan Brillman – <i>CEO, Unite Us</i>
11:30 AM	Healthcare Disparities and Health Equity <u>Moderators:</u> John D. Poe – <i>Chair of Quality & Affordability, Mayo Clinic</i> Elizabeth B. Habermann, Ph.D. – <i>Professor of Health Services Research, Mayo Clinic</i> <ul style="list-style-type: none"> Claudia F. Lucchinetti, M.D. – <i>Chair for Department of Neurology, Dean for Clinical and Translational Science, Mayo Clinic</i> Dan Brillman – <i>CEO, Unite Us</i> Bo Thao-Urabe – <i>Founder and Executive Director of the Coalition of Asian American Leaders</i> John M. Knudsen, M.D. – <i>Medical Director for the Office of Health Equity, and Inclusion, Mayo Clinic</i>
12:15 PM	Lunch and Networking Break

1:15 PM	Getting to the Heart of Inclusion: Pathways for Workforce Diversity Elizabeth (Liz) M. Valencia, M.D., J.D. – <i>Tri-site Associate Dean for Diversity, Equity and Inclusion, Mayo Clinic Alix School & Assistant Professor Department of Radiology, Division of Breast Imaging & Intervention, Mayo Clinic</i> Shannon K. Laughlin-Tommaso, M.D. – <i>Division Chair of Gynecology, Associate Dean for Education Diversity, Equity, and Inclusion, Mayo Clinic</i>
1:35 PM	Q&A
1:45 PM	Workforce Climate and Culture Kiera Fernandez – <i>Chief Diversity & Inclusion Officer, Senior Vice President HR, Target</i>
2:15 PM	Workforce Development: Climate, Culture and Controversy <u>Moderators:</u> Jerri Irby, M.S., M.B.A – <i>Chair of HR, Mayo Clinic</i> Priscilla R. Gill, Ed.D. – <i>Assistant Professor of Health Care Administration, Director Programs-HR, Mayo Clinic</i> <ul style="list-style-type: none"> Shannon K. Laughlin-Tommaso, M.D. – <i>Division Chair of Gynecology, Associate Dean for Education Diversity, Equity, and Inclusion, Mayo Clinic</i> Joshua B. Murphy, J.D. – <i>Chief Legal Officer, Mayo Clinic</i> Shivani Mukkamala, M.D. – <i>Assistant Professor, Division of Pediatric Anesthesiology, Emory University School of Medicine & Children's Healthcare of Atlanta</i> Kiera Fernandez – <i>Chief Diversity & Inclusion Officer, Senior Vice President HR, Target</i>
3:00 PM	Break, Refreshments and Poster Viewing
3:30 PM	Sexual Harassment: Moving the Needle on Policy and Procedure Charanjit (Chet) S. Rihal, M.D. – <i>Professor of Medicine, Mayo Clinic</i> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i> Erin A. Collins, J.D. – <i>Legal Division Chair, Mayo Clinic</i>
4:00 PM	Innovative Frameworks to Promote Workforce Equity and Belonging: Gender, Ability, Generational Alanna M. Rebecca, M.D. – <i>Associate Professor of Surgery, Chair of Diversity Subcommittee, Mayo Clinic</i> Kenneth G. Poole Jr, MD, MBA, FACP, CPE – <i>Senior Medical Director, Experience for Optum Care</i>
4:30 PM	Q&A
4:45 – 5:15 PM	Women in Medicine Empower: Spoken Art <ul style="list-style-type: none"> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> Hilal Ibrahim – <i>Founder and CEO, Henna and Hijabs</i> Nicole A. Nfonoyim-Hara, M.S. – <i>Program Director Diversity, Equity & Inclusion, Mayo Clinic</i> Tolulope (Tolu) O. Kehinde, M.D., M.B.A. – <i>Anesthesiology Resident, Mayo Clinic</i> Eseosa T. Ighodaro, M.D., Ph.D. – <i>Neurology Resident, Mayo Clinic</i>
5:15 – 6:45 PM	Moderated Poster Session – Skybridge <u>Faculty Leads:</u> Shannon K. Laughlin-Tommaso, M.D. – <i>Division Chair of Gynecology, Associate Dean for Education Diversity, Equity, and Inclusion, Mayo Clinic</i> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i>

Saturday November 6, 2021
ALLYSHIP, ADVOCACY

7:00 AM	Breakfast, Registration and Networking Roundtables <i>Lakes Ballroom and Foyer</i>
8:00 AM	Welcome to Day 3 Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i>
8:15 AM	Courage Over Avoidance, Building Inclusive Teams Matthew (Matt) W. Horace – <i>Chief Security Officer, Mayo Clinic</i>
8:45 AM	Getting Real: Allyship and Advocacy Renaldo C. Blocker, Ph.D. – <i>Associate Professor of Health Care Systems Engineering, Mayo Clinic</i> Gladys B. Asiedu, Ph.D. – <i>Assistant Professor of Health Services Research, Mayo Clinic</i>
9:15 AM	Pride, Privilege and Pronouns Denise M. Dupras, M.D., Ph.D. – <i>Associate Professor of Medicine, Mayo Clinic</i> John M. Knudsen, M.D. – <i>Medical Director for the Office of Health Equity, and Inclusion, Mayo Clinic</i>
9:45 AM	Healing the Hurts of -isms: Building Organizational Support <u>Moderators:</u> Kolanda L. Douglas – <i>Equity, Inclusion & Diversity Advisor, Mayo Clinic</i> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> <ul style="list-style-type: none"> • Darren W. Brownlee – <i>Instructor in Health Care Administration, Sr. Division Chair-Education, Mayo Clinic</i> • Olayemi (Yemi) Sokumbi, M.D. – <i>Associate Professor of Dermatology and Laboratory Medicine and Pathology, Mayo Clinic</i>
10:15 AM	Break and Poster Viewing
10:45 AM	Being an Upstander: Recognizing and Addressing Microaggressions Sulaimon (Wale) A. Elegbede, M.B.A., PMP – <i>Instructor in Health Care Administration, Director-Strategy Management Services, Mayo Clinic</i> Erin O'Brien, M.D. – <i>Associate Professor of Otolaryngology, Rhinology Division Chair, Mayo Clinic</i>
11:15 AM	Social Innovation: Determination, Disability and Employment <u>Moderators:</u> Dawn M. Kirchner – <i>HR Diversity Recruitment Specialist, Mayo Clinic</i> Ben Cockram – <i>Disability Awareness Speaker & Educator</i> <ul style="list-style-type: none"> • Marissa M. Larson – <i>Clinical Research Coordinator, Mayo Clinic</i> • Kate Eifrig – <i>Disability Rights Advocate & Communications Professional</i> • Brittanie Wilson – <i>Communication Officer for the Minnesota Council on Disability</i>
12:00 PM	Bringing It Together: Building an Environment of Empowered Belonging Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i>
12:20 PM	Course Wrap-Up Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i>
12:30 PM	Adjourn Conference