



**RISE for Equity:**  
**Reflect, Inspire, Strengthen and Empower**  
*Art, Science and the Transformation of Equity, Inclusion and Diversity*  
 July 21 – July 23, 2022

Thursday, July 21, 2022 Pre-Course Sessions	
8:00 AM	<b>Registration</b>
9:00 AM	<p><b>Select One to attend</b></p> <p style="text-align: center;"><b>Option #1: RISE - A Mindful Approach to Cultivating Inclusion and Belonging</b>            Sherry S. Chesak, Ph.D., M.S., R.M. – <i>Assistant Professor of Nursing, Mayo Clinic</i>            Enid Y. Rivera-Chiauszi, M.D. – <i>Assistant Professor of Obstetrics and Gynecology, Mayo Clinic</i></p> <p style="text-align: center;">OR</p> <p style="text-align: center;"><b>Option #2: DATA – Artificial Intelligence and Disparities</b>            Maneesh Goyal – <i>Chief Operating Officer, Mayo Clinic Platform at Mayo Clinic</i>            Divya Pathak – <i>Vice Chair, Artificial Intelligence/Machine Learning &amp; Analytics, Mayo Clinic</i>            Bhavik Patel M.D., M.B.A. – <i>Associate Professor of Radiology, Mayo Clinic</i></p>
12:00 PM	<b>Lunch before general session</b>

Thursday, July 21, 2022 REFLECT	
12:00 PM	<b>Registration and Networking</b>
1:00 PM	<p><b>Welcome and Kick-Off to RISE</b>            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>            Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
1:15 PM	<b>Gianrico Farrugia, M.D., CEO of Mayo Clinic - Leadership message</b>
1:20 PM	<p><b>Digital: The Great Opportunity and Peril for Equity, Inclusion and Diversity</b>            Lisa Argrette Ahmad – <i>Founder &amp; Principal of Second Wave Advisory</i></p>
1:50 PM	<p><b>Equity is a Team Sport: How are the Teams Evolving? Panel Discussion</b>  <b>Moderators:</b>            Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i>            Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p> <ul style="list-style-type: none"> <li>• Lisa Argrette Ahmad - <i>Founder &amp; Principal of Second Wave Advisory</i></li> <li>• Cynthia Soledad – <i>Co-Lead, Global Diversity &amp; Inclusion; Consultant, Chief Marketing Officer and Consumer Practice at Egon Zehnder</i></li> <li>• Michael Petersen, M.D. – <i>Clinical Transformation Physician Lead, Managing Director, PwC</i></li> </ul>

2:20 PM	<p><b>Entwining AI (Artificial Intelligence) &amp; JEDI (Justice, Equity, Diversity, and Inclusion)</b>  <b>Moderators:</b>  Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p> <ul style="list-style-type: none"> <li>• David Acosta, M.D. - <i>Chief Diversity Officer AAMC</i></li> <li>• Maia Hightower - <i>M.D., M.P.H., M.B.A. – CEO &amp; Founder, Equality A.I.</i></li> <li>• Sonoo Thadaney Israni - <i>Executive Director, Presence, Stanford</i></li> </ul>
3:35 PM	<b>Break, Exhibitors &amp; Refreshments</b>
<p><b>CONCURRENT SMALL GROUP SESSIONS</b></p> <p><u>Session Times (Choose 2 of 4 topics below):</u>  <b>3:50 PM – 4:35 PM</b>  <b>4:45 PM – 5:30 PM</b></p> <p><b>Option 1 - Microaggressions, Stereotype Threat and Impostor syndrome: Coaching</b>  Shikha Jain, M.D. – <i>President of Women in Medicine, Assistant Professor of Medicine, University of Illinois</i>  Karen M. Mellum, Ph.D., SPHR – <i>Director Leader Assessment and Development, Mayo Clinic</i>  Amelia Bueche – <i>Founder &amp; Program Director at Coaching for Institutions</i>  Sherry S. Chesak, Ph.D., M.S., R.M. – <i>Assistant Professor of Nursing, Mayo Clinic</i></p> <p><b>Option 2 - MINDSET: Everybody IN - Privilege, Pride, Pronouns</b>  Patrick Decker-Tonnesen – <i>Equity, Inclusion, and Diversity Advisor, Mayo Clinic</i>  Kara Saliba, HR Manager – <i>Office of Equity, Inclusion and Diversity, Mayo Clinic</i>  Fadi W. Adel, M.D. – <i>Clinician-Investigator Fellow, Mayo Clinic</i></p> <p><b>Option 3 - Systematic Approach to Healing the Hurts of isms: RISE framework</b>  Kolanda L. Douglas – <i>Equity, Inclusion and Diversity Advisor, Mayo Clinic</i>  Monica Ibarra, M.S. – <i>Equity, Inclusion and Diversity Advisor, Mayo Clinic</i>  Erick Garcia – <i>Equity, Inclusion and Diversity Advisor, Mayo Clinic</i></p> <p><b>Option 4 - Everything Data for Equity Inclusion Diversity</b>  Ajai Sehgal – <i>Chief Data &amp; Analytics Officer, Mayo Clinic</i>  Darren W. Brownlee – <i>Instructor in Health Care Administration, Sr. Division Chair-Education, Mayo Clinic</i>  Daryl J. Kor, M.D. – <i>Professor of Anesthesiology, Chair of Data Governance and Enablement Committee, Mayo Clinic</i></p>	
5:30 PM	<b>Transition to General Session</b>
5:35 PM	<p><b>Reflecting On and Activating JEDI-B</b>  Nusheen Ameenuddin, M.D., Ph.D. – <i>Assistant Professor of Pediatrics, Mayo Clinic</i></p>
5:55 PM	<p><b>Spoken Art Improvisation to Reflect on Inclusion and Belonging</b>  Seth Butler – <i>Spoken Word Artist, Director of Intercultural Student Services, University of Findlay</i>  Eve Mayer, <i>CEO of Diversity Crew</i>  Chris Moreland – <i>Chief Diversity Officer, Diversity Crew</i></p>
6:20 PM	<b>Adjourn Day 1</b>
6:35 PM	<b>Welcome Reception</b>

**Friday, July 22, 2022 *INSPIRE & STRENGTHEN***

7:00 AM	<b>Breakfast, Exhibitors and Networking Roundtables</b>
8:00 AM	<p><b>Welcome to Day 2</b>  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>  Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
8:15 AM	<p><b>Women in Leadership</b>  Lisa Gable – <i>CEO, former US Ambassador, WSJ &amp; USA Today Best Selling Author</i></p>
8:40 AM	<p><b>Women in Leadership</b>  <b>Moderators:</b> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i>  Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p> <ul style="list-style-type: none"> <li>• Lisa Gable – <i>CEO, former US Ambassador, WSJ &amp; USA Today Best Selling Author</i></li> <li>• Prathiba Varkey M.D. – <i>President, Mayo Clinic Health System</i></li> <li>• Christina Zorn - <i>Chief Administrative Officer, Mayo Clinic</i></li> <li>• Cheryl Willman, M.D. – <i>Executive Director, Mayo Clinic Cancer Programs, Mayo Clinic Comprehensive Cancer Center</i></li> </ul>
9:25 AM	<b>Break, Refreshments and Poster Viewing</b>
<p><b>CONCURRENT SMALL GROUP SESSIONS</b></p> <p><u>Session Times (Choose 2 of 4 topics below):</u>  <b>9:55 AM – 10:50 AM</b>  <b>11:00 AM – 11:55 AM</b></p> <p><b>Option 1: Establishing: Pathways for Workforce Diversity (healthcare)</b>  Moderator: Michele Y. Halyard, M.D. – <i>Vice Dean Mayo Clinic School of Medicine, Mayo Clinic</i>  Ian G. Mwangi – <i>Workforce Learning Advisor, Mayo Clinic</i>  Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i>  Alyx B. Porter, M.D.– <i>Consultant, Neurology, Mayo Clinic</i></p> <p><b>Option 2 : Leveraging Community and Collaboration, Eliminating Health Disparities</b>  Mark Wieland, M.D., M.P.H. – <i>Professor and Chair, Division of Community Internal, Mayo Clinic</i>  Folakemi T. Odedina, Ph.D. - <i>Professor &amp; Deputy Director, Center for Health Equity &amp; Community Engagement Research, Mayo Clinic</i>  Felicity Enders, Ph.D. - <i>Professor of Biostatistics, Mayo Clinic</i></p> <p><b>Option 3 : Strengthening Policy for Health Equity and Value</b>  Sean C. Dowdy, M.D. – <i>Chief Value Officer, Mayo Clinic</i>  Katherine (Kate) L. Johansen, J.D. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i>  Erin DeMartino, M.D. – <i>Assistant Professor of Medicine, Pulmonary &amp; Critical Care Medicine, Mayo Clinic</i></p> <p><b>Option 4 : Addressing Consumer Bias: Tools and Policy and Procedure (Strengthening Pillar)</b>  Benjamin J. Houge, M.S. – <i>Senior Advisor, Patient Experience Training, Education and Coaching, Mayo Clinic</i></p>	
11:55 AM	<b>Lunch, Exhibitors and Networking Break</b>
1:00 PM	<p><b>Building Organizational Strategy for Inclusion and Belonging</b>  Kari Snaza – <i>Chief Strategy Officer, Mayo Clinic</i></p>

1:20 PM	<p><b>Fireside Talk Building Organizational Strategy and Synergy for Inclusion and Belonging</b>  <b>Moderator:</b> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p> <ul style="list-style-type: none"> <li>• Kari Snaza – <i>Chief Strategy Officer, Mayo Clinic</i></li> <li>• Anne Schletty, M.B.A. – <i>Principal Business Analyst, Mayo Clinic</i></li> <li>• Jerri Irby – <i>Chair of Human Resources, Mayo Clinic</i></li> </ul>
2:05 PM	<p><b>Healthcare Platform to address health disparities: Where Rubber Meets the Road</b>  John Halamka, M.D., M.D. – <i>President, Mayo Clinic Platform</i></p>
2:35 PM	<p><b>Q&amp;A</b>  <b>Moderator:</b> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
2:50 PM	<p><b>Workforce Opportunities and Disruptions in EID: Great Resignation, Reverse Discrimination, Off Duty Conduct, and Harassment</b>  <b>Moderator:</b> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i></p> <ul style="list-style-type: none"> <li>• Eve Mayer – <i>CEO of Diversity Crew</i></li> <li>• Chris Moreland – <i>Chief Diversity Officer, Diversity Crew</i></li> <li>• Joshua B. Murphy, J.D. – <i>Chief Legal Officer, Mayo Clinic</i></li> <li>• John Caviness, M.D. – <i>Professor of Neurology, Mayo Clinic</i></li> </ul>
3:20 PM	<p><b>Break, Refreshments and Poster Viewing</b></p>
3:50 PM	<p><b>Invisible Disabilities in Visible Marginalized Population – A Panel</b>  <b>Moderators:</b> Guy Finne – <i>Director of Workforce Development, Mayo Clinic</i></p> <ul style="list-style-type: none"> <li>• Jennifer L. Koehler - <i>Research Technologist, Mayo Clinic</i></li> <li>• Val I. Kleinhans – <i>Medical Administrative Assistant, Mayo Clinic</i></li> <li>• Alfredo Cerrato – <i>Senior Cultural Workforce Development Officer at University of Wisconsin - Madison</i></li> </ul>
4:50 PM	<p><b>Inspiration From Next Gen: Mayo Clinic and NAACP partnership RISE for Youth</b>  Sulaimon (Wale) A. Elegbede, M.B.A., PMP – <i>Instructor in Health Care Administration, Director-Strategy Management Services, Mayo Clinic</i></p>
5:35 PM	<p><b>RISING TOGETHER: Moderated Poster Session + Presentations</b>  <b>Moderators:</b> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i>  Shannon Laughlin-Tomasso, M.D. – <i>Associate Professor of Obstetrics and Gynecology, Mayo Clinic</i></p>
6:40	<p><b>Adjourn Day 2</b></p>

**Saturday, July 23, 2022 EMPOWER**

7:00 AM	<p><b>Breakfast, Exhibitors and Networking Roundtables</b></p>
8:00 AM	<p><b>Welcome to Day 3</b>  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>  Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>

8:05 AM	<b>Eradicating Structural and Aversive Racism: Are you committed?</b>
8:20 AM	<b>Fireside Chat</b>
8:45 AM	<b>Black Men in White Coats</b>
9:05 AM	<p><b>Black Men in White Coats Panel</b>  <b>Moderator:</b> Charanjit (Chet) S. Rihal, M.D. – <i>Professor of Medicine, Mayo Clinic</i></p> <ul style="list-style-type: none"> <li>• Lewis R. Roberts, M.B., Ch.B., Ph.D. – <i>Peter and Frances Georgeson Professor in Gastroenterology and Hepatology, Mayo Clinic</i></li> <li>• Corey Shy, M.D. – <i>Instructor in Medicine, Washington University School of Medicine St. Louis</i></li> <li>• Eddie Greene, M.D. – <i>Associate Professor of Medicine, Mayo Clinic</i></li> <li>• Michael G. Knight, M.D., MSHP, FACP – <i>Assistant Professor of Medicine, Associate Chief Quality and Population Health Officer, George Washington University Medical Faculty Associates</i></li> </ul>
9:55 AM	<p><b>Strengthening Organizational Culture: Cultivating and Measuring Belonging with Novel Tools</b>  Mayra Guerrero, M.D. – <i>Interventional Cardiologist, Mayo Clinic</i>  Ryannon Frederick, M.S., R.M. – <i>Chief Nursing Officer, Mayo Clinic</i></p>
10:35 AM	<b>Q&amp;A</b>
10:50 AM	<b>Break, Refreshments and Poster Viewing</b>
11:20 AM	<p><b>Advocacy, Knowing Your Power</b>  Nneka Comfere, M.D. – <i>Professor of Dermatology, Mayo Clinic</i>  Narjust Duma, M.D. – <i>Associate Director of the Cancer Care Equity Program, Dana-Farber Brigham Cancer Center</i></p>
11:50 AM	<p><b>Mentorship and Allyship</b>  Sharonne N. Hayes, M.D. – <i>Cardiologist and Professor of Cardiovascular Medicine, Mayo Clinic</i></p>
12:20 PM	<b>Q&amp;A</b>
12:40 PM	<p><b>Course Wrap-Up</b>  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>  Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
12:50 PM	<b>Adjourn Conference</b>