



**RISE for Equity:**  
**Reflect, Inspire, Strengthen and Empower**  
*Art, Science and the Transformation of Equity, Inclusion and Diversity*

July 21 – July 23, 2022

\*\* All times listed are in Central Daylight Time Zone\*\*

| 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><br/>           Sherry S. Chesak, Ph.D., M.S., R.M. – <i>Assistant Professor of Nursing, Mayo Clinic</i><br/>           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><br/>           Maneesh Goyal – <i>Chief Operating Officer, Mayo Clinic Platform at Mayo Clinic</i><br/>           Divya Pathak – <i>Vice Chair, Artificial Intelligence/Machine Learning &amp; Analytics, Mayo Clinic</i><br/>           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><br/>           Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i><br/>           Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i><br/>           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><br/>           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><br/> <b>Moderators:</b><br/>           Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i><br/>           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><br/> <b>Moderators:</b><br/> 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><br/> <b>3:50 PM – 4:35 PM</b><br/> <b>4:45 PM – 5:30 PM</b></p> <p><b>Option 1 - Microaggressions, Stereotype Threat and Impostor Syndrome: Coaching</b><br/> Shikha Jain, M.D. – <i>President of Women in Medicine, Assistant Professor of Medicine, University of Illinois</i><br/> Karen M. Mellum, Ph.D., SPHR – <i>Director Leader Assessment and Development, Mayo Clinic</i><br/> Amelia Bueche – <i>Founder &amp; Program Director at Coaching for Institutions</i><br/> 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><br/> Patrick Decker-Tonnesen – <i>Equity, Inclusion, and Diversity Advisor, Mayo Clinic</i><br/> Kara Saliba, HR Manager – <i>Office of Equity, Inclusion and Diversity, Mayo Clinic</i><br/> 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><br/> Kolanda L. Douglas – <i>Equity, Inclusion and Diversity Advisor, Mayo Clinic</i><br/> Monica Ibarra, M.S. – <i>Equity, Inclusion and Diversity Advisor, Mayo Clinic</i><br/> Erick Garcia – <i>Equity, Inclusion and Diversity Advisor, Mayo Clinic</i></p> <p><b>Option 4 - Everything Data for Equity Inclusion Diversity</b><br/> Ajai Sehgal – <i>Chief Data &amp; Analytics Officer, Mayo Clinic</i><br/> Darren W. Brownlee – <i>Instructor in Health Care Administration, Sr. Division Chair-Education, Mayo Clinic</i><br/> 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><br/> 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><br/> Seth Butler – <i>Spoken Word Artist, Director of Intercultural Student Services, University of Findlay</i><br/> Eve Mayer, <i>CEO of Diversity Crew</i><br/> 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><br/> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i><br/> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i><br/> 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><br/> 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><br/> <b>Moderators:</b> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i><br/> 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>• Prathibha Varkey, M.B.B.S., M.B.A. – <i>President, Mayo Clinic Health System</i></li> <li>• Christina Zorn - <i>Chief Administrative Officer, Mayo Clinic</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><br/> <b>9:55 AM – 10:50 AM</b><br/> <b>11:00 AM – 11:55 AM</b></p> <p><b>Option 1: Establishing: Pathways for Workforce Diversity (healthcare)</b><br/> <b>Moderator:</b> Michele Y. Halyard, M.D. – <i>Vice Dean Mayo Clinic School of Medicine, Mayo Clinic</i><br/> Ian G. Mwangi – <i>Workforce Learning Advisor, Mayo Clinic</i><br/> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i><br/> Alyx B. Porter, M.D.– <i>Consultant, Neurology, Mayo Clinic, Fiscal Support for URM Medical Students and Anatomy of a Successful Pathway Program</i></p> <p><b>Option 2 : Leveraging Community and Collaboration, Eliminating Health Disparities</b><br/> Mark Wieland, M.D., M.P.H. – <i>Professor and Chair, Division of Community Internal, Mayo Clinic</i><br/> Folakemi T. Odedina, Ph.D. - <i>Professor &amp; Deputy Director, Center for Health Equity &amp; Community Engagement Research, Mayo Clinic</i><br/> Felicity Enders, Ph.D. - <i>Professor of Biostatistics, Mayo Clinic</i></p> <p><b>Option 3 : Strengthening Policy for Health Equity and Value</b><br/> Sean C. Dowdy, M.D. – <i>Chief Value Officer, Mayo Clinic</i><br/> Katherine (Kate) L. Johansen, J.D. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i><br/> 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><br/> Benjamin J. Houge, M.S. – <i>Senior Advisor, Patient Experience Training, Education and Coaching, Mayo Clinic</i><br/> Maryane M. Dinkins – <i>Director of Equity, Inclusion and Diversity, Assistant Professor of Physical Therapy, Mayo Clinic</i><br/> Jay-Sheree Allen, M.D. – <i>Assistant Professor of Family Medicine, 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><br/>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><br/><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> </ul>                                                                                                                    |
| 2:05 PM | <p><b>Healthcare Platform to Address Health Disparities: Where Rubber Meets the Road</b><br/>John Halamka, M.D., M.D. – <i>President, Mayo Clinic Platform</i></p>                                                                                                                                                                                                                                                                                                                                                                                               |
| 2:35 PM | <p><b>Q&amp;A</b><br/><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><br/><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>The Disparity of Invisibility: Adding the Sonder Lens</b><br/><b>Moderators:</b> Guy Finne – <i>Director, Office for Academic Partnerships</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><br/>Sulaimon (Wale) A. Elegbede, M.B.A., PMP – <i>Instructor in Health Care Administration, Director-Strategy Management Services, Mayo Clinic</i><br/>Erin Sexton – <i>Director, Enterprise Community Engagement, Mayo Clinic</i></p>                                                                                                                                                                                                                                     |
| 5:35 PM | <p><b>RISING TOGETHER: Moderated Poster Session + Presentations</b><br/><b>Moderators:</b> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i><br/>Shannon Laughlin-Tommaso, 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  | <b>Breakfast, Exhibitors and Networking Roundtables</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 8:00 AM  | <p><b>Welcome to Day 3</b><br/> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i><br/> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i><br/> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                |
| 8:05 AM  | <p><b>Eradicating Structural and Aversive Racism: Are You Committed?</b><br/> Ivor Horn, M.D. MPH – <i>Director, Health Equity &amp; Social Determinants of Health at Google</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 8:20 AM  | <b>Fireside Chat</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 8:45 AM  | <p><b>Black Men in White Coats Panel</b><br/> <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><br/> Mayra Guerrero, M.D. – <i>Interventional Cardiologist, Mayo Clinic</i><br/> 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><br/> Nneka Comfere, M.D. – <i>Professor of Dermatology, Mayo Clinic</i><br/> Narjust Florez, 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><br/> 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><br/> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i><br/> Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i><br/> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 12:50 PM | <b>Adjourn Conference</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |