



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	Registration
9:00 AM	Select One to attend Option #1: RISE - A Mindful Approach to Cultivating Inclusion and Belonging Sherry S. Chesak, Ph.D., M.S., R.M. – Assistant Professor of Nursing, Mayo Clinic Enid Y. Rivera-Chiauszi, M.D. – Assistant Professor of Obstetrics and Gynecology, Mayo Clinic OR Option #2: DATA – Artificial Intelligence and Disparities Maneesh Goyal – Chief Operating Officer, Mayo Clinic Platform at Mayo Clinic Divya Pathak – Vice Chair, Artificial Intelligence/Machine Learning & Analytics, Mayo Clinic Bhavik Patel M.D., M.B.A. – Associate Professor of Radiology, Mayo Clinic
12:00 PM	Lunch before general session

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

2:20 PM	Entwining AI (Artificial Intelligence) & JEDI (Justice, Equity, Diversity, and Inclusion) Moderators: Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> <ul style="list-style-type: none"> David Acosta, M.D. - <i>Chief Diversity Officer AAMC</i> Maia Hightower - <i>M.D., M.P.H., M.B.A. – CEO & Founder, Equality A.I.</i> Sonoo Thadaney Israni - <i>Executive Director, Presence, Stanford</i>
3:35 PM	Break, Exhibitors & Refreshments
<p style="text-align: center;">CONCURRENT SMALL GROUP SESSIONS</p> <p style="text-align: center;"><u>Session Times (Choose 2 of 4 topics below):</u> 3:50 PM – 4:35 PM 4:45 PM – 5:30 PM</p> <p>Option 1 - Microaggressions, Stereotype Threat and Impostor Syndrome: Coaching 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 & 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>Option 2 - MINDSET: Everybody IN - Privilege, Pride, Pronouns 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>Option 3 - Systematic Approach to Healing the Hurts of isms: RISE framework 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>Option 4 - Everything Data for Equity Inclusion Diversity Ajai Sehgal – <i>Chief Data & 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	Transition to General Session
5:35 PM	Reflecting On and Activating JEDI-B Nusheen Ameenuddin, M.D., Ph.D. – <i>Assistant Professor of Pediatrics, Mayo Clinic</i>
5:55 PM	Spoken Art Improvisation to Reflect on Inclusion and Belonging 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>
6:20 PM	Adjourn Day 1
6:35 PM	Welcome Reception

Friday, July 22, 2022 *INSPIRE & STRENGTHEN*

7:00 AM	Breakfast, Exhibitors and Networking Roundtables
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> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i>
8:15 AM	Women in Leadership Lisa Gable – <i>CEO, former US Ambassador, WSJ & USA Today Best Selling Author</i>
8:40 AM	Women in Leadership Moderators: 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> <ul style="list-style-type: none"> • Lisa Gable – <i>CEO, former US Ambassador, WSJ & USA Today Best Selling Author</i> • Prathiba Varkey M.D. – <i>President, Mayo Clinic Health System</i> • Christina Zorn - <i>Chief Administrative Officer, Mayo Clinic</i>
9:25 AM	Break, Refreshments and Poster Viewing
<p align="center">CONCURRENT SMALL GROUP SESSIONS</p> <p align="center"><u>Session Times (Choose 2 of 4 topics below):</u> 9:55 AM – 10:50 AM 11:00 AM – 11:55 AM</p> <p>Option 1: Establishing: Pathways for Workforce Diversity (healthcare) 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, Fiscal Support for URM Medical Students and Anatomy of a Successful Pathway Program</i></p> <p>Option 2 : Leveraging Community and Collaboration, Eliminating Health Disparities 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 & Deputy Director, Center for Health Equity & Community Engagement Research, Mayo Clinic</i> Felicity Enders, Ph.D. - <i>Professor of Biostatistics, Mayo Clinic</i></p> <p>Option 3 : Strengthening Policy for Health Equity and Value 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 & Critical Care Medicine, Mayo Clinic</i></p> <p>Option 4 : Addressing Consumer Bias: Tools and Policy and Procedure (Strengthening Pillar) Benjamin J. Houge, M.S. – <i>Senior Advisor, Patient Experience Training, Education and Coaching, Mayo Clinic</i> Maryane M. Dinkins – <i>Director of Equity, Inclusion and Diversity, Assistant Professor of Physical Therapy, Mayo Clinic</i> Jay-Sheree Allen, M.D. – <i>Assistant Professor of Family Medicine, Mayo Clinic</i></p>	
11:55 AM	Lunch, Exhibitors and Networking Break

1:00 PM	Building Organizational Strategy for Inclusion and Belonging Kari Snaza – <i>Chief Strategy Officer, Mayo Clinic</i>
1:20 PM	Fireside Talk Building Organizational Strategy and Synergy for Inclusion and Belonging Moderator: Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> <ul style="list-style-type: none"> • Kari Snaza – <i>Chief Strategy Officer, Mayo Clinic</i> • Anne Schletty, M.B.A. – <i>Principal Business Analyst, Mayo Clinic</i> • Jerri Irby – <i>Chair of Human Resources, Mayo Clinic</i>
2:05 PM	Healthcare Platform to Address Health Disparities: Where Rubber Meets the Road John Halamka, M.D., M.D. – <i>President, Mayo Clinic Platform</i>
2:35 PM	Q&A Moderator: Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i>
2:50 PM	Workforce Opportunities and Disruptions in EID: Great Resignation, Reverse Discrimination, Off Duty Conduct, and Harassment Moderator: Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i> <ul style="list-style-type: none"> • Eve Mayer – <i>CEO of Diversity Crew</i> • Chris Moreland – <i>Chief Diversity Officer, Diversity Crew</i> • Joshua B. Murphy, J.D. – <i>Chief Legal Officer, Mayo Clinic</i> • John Caviness, M.D. – <i>Professor of Neurology, Mayo Clinic</i>
3:20 PM	Break, Refreshments and Poster Viewing
3:50 PM	The Disparity of Invisibility: Adding the Sonder Lens Moderators: Guy Finne – <i>Director, Office for Academic Partnerships</i> <ul style="list-style-type: none"> • Jennifer L. Koehler - <i>Research Technologist, Mayo Clinic</i> • Val I. Kleinhans – <i>Medical Administrative Assistant, Mayo Clinic</i> • Alfredo Cerrato – <i>Senior Cultural Workforce Development Officer at University of Wisconsin - Madison</i>
4:50 PM	Inspiration From Next Gen: Mayo Clinic and NAACP partnership RISE for Youth Sulaimon (Wale) A. Elegbede, M.B.A., PMP – <i>Instructor in Health Care Administration, Director-Strategy Management Services, Mayo Clinic</i> Erin Sexton – <i>Director, Enterprise Community Engagement, Mayo Clinic</i>
5:35 PM	RISING TOGETHER: Moderated Poster Session + Presentations Moderators: 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>
6:40	Adjourn Day 2

Saturday, July 23, 2022 EMPOWER

7:00 AM	Breakfast, Exhibitors and Networking Roundtables
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> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i>
8:05 AM	Eradicating Structural and Aversive Racism: Are You Committed? Ivor Horn, M.D. MPH – <i>Director, Health Equity & Social Determinants of Health at Google</i>
8:20 AM	Fireside Chat
8:45 AM	Black Men in White Coats Panel Moderator: Charanjit (Chet) S. Rihal, M.D. – <i>Professor of Medicine, Mayo Clinic</i> <ul style="list-style-type: none"> • Lewis R. Roberts, M.B., Ch.B., Ph.D. – <i>Peter and Frances Georgeson Professor in Gastroenterology and Hepatology, Mayo Clinic</i> • Corey Shy, M.D. – <i>Instructor in Medicine, Washington University School of Medicine St. Louis</i> • Eddie Greene, M.D. – <i>Associate Professor of Medicine, Mayo Clinic</i> • 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>
9:55 AM	Strengthening Organizational Culture: Cultivating and Measuring Belonging with Novel Tools Mayra Guerrero, M.D. – <i>Interventional Cardiologist, Mayo Clinic</i> Ryannon Frederick, M.S., R.M. – <i>Chief Nursing Officer, Mayo Clinic</i>
10:35 AM	Q&A
10:50 AM	Break, Refreshments and Poster Viewing
11:20 AM	Advocacy, Knowing Your Power 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>
11:50 AM	Mentorship and Allyship Sharonne N. Hayes, M.D. – <i>Cardiologist and Professor of Cardiovascular Medicine, Mayo Clinic</i>
12:20 PM	Q&A
12:40 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> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i>
12:50 PM	Adjourn Conference