



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-Chiauzzi, 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	<p>Entwining AI (Artificial Intelligence) & JEDI (Justice, Equity, Diversity, and Inclusion) Moderators:</p> <p>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"> • David Acosta, M.D. - <i>Chief Diversity Officer AAMC</i> • Maia Hightower - M.D., M.P.H., M.B.A. – <i>CEO & Founder, Equality A.I.</i> • Sonoo Thadaney Israni - <i>Executive Director, Presence, Stanford</i>
3:35 PM	Break, Exhibitors & Refreshments

CONCURRENT SMALL GROUP SESSIONS

Session Times (Choose 2 of 4 topics below):

3:50 PM – 4:35 PM

4:45 PM – 5:30 PM

Option 1 - Microaggressions, Stereotype Threat and Impostor Syndrome: Coaching

Shikha Jain, M.D. – *President of Women in Medicine, Assistant Professor of Medicine, University of Illinois*

Karen M. Mellum, Ph.D., SPHR – *Director Leader Assessment and Development, Mayo Clinic*

Amelia Bueche – *Founder & Program Director at Coaching for Institutions*

Sherry S. Chesak, Ph.D., M.S., R.M. – *Assistant Professor of Nursing, Mayo Clinic*

Option 2 - MINDSET: Everybody IN - Privilege, Pride, Pronouns

Patrick Decker-Tonnesen – *Equity, Inclusion, and Diversity Advisor, Mayo Clinic*

Kara Saliba, HR Manager – *Office of Equity, Inclusion and Diversity, Mayo Clinic*

Fadi W. Adel, M.D. – *Clinician-Investigator Fellow, Mayo Clinic*

Option 3 - Systematic Approach to Healing the Hurts of isms: RISE framework

Kolanda L. Douglas – *Equity, Inclusion and Diversity Advisor, Mayo Clinic*

Monica Ibarra, M.S. – *Equity, Inclusion and Diversity Advisor, Mayo Clinic*

Erick Garcia – *Equity, Inclusion and Diversity Advisor, Mayo Clinic*

Option 4 - Everything Data for Equity Inclusion Diversity

Ajai Sehgal – *Chief Data & Analytics Officer, Mayo Clinic*

Darren W. Brownlee – *Instructor in Health Care Administration, Sr. Division Chair-Education, Mayo Clinic*

Daryl J. Kor, M.D. – *Professor of Anesthesiology, Chair of Data Governance and Enablement Committee, Mayo Clinic*

5:30 PM	Transition to General Session
5:35 PM	<p>Reflecting On and Activating JEDI-B</p> <p>Nusheen Ameenuddin, M.D., Ph.D. – <i>Assistant Professor of Pediatrics, Mayo Clinic</i></p>
5:55 PM	<p>Spoken Art Improvisation to Reflect on Inclusion and Belonging</p> <p>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	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	<p>Welcome to Day 2</p> <p>Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p> <p>Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i></p> <p>Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
8:15 AM	<p>Women in Leadership</p> <p>Lisa Gable – <i>CEO, former US Ambassador, WSJ & USA Today Best Selling Author</i></p>
8:40 AM	<p>Women in Leadership</p> <p>Moderators: Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i></p> <p>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"> • 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
CONCURRENT SMALL GROUP SESSIONS	
<u>Session Times (Choose 2 of 4 topics below):</u>	
9:55 AM – 10:50 AM	
11:00 AM – 11:55 AM	
<p>Option 1: Establishing: Pathways for Workforce Diversity (healthcare)</p> <p>Moderator: Michele Y. Halyard, M.D. – <i>Vice Dean Mayo Clinic School of Medicine, Mayo Clinic</i></p> <p>Ian G. Mwangi – <i>Workforce Learning Advisor, Mayo Clinic</i></p> <p>Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p> <p>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</p> <p>Mark Wieland, M.D., M.P.H. – <i>Professor and Chair, Division of Community Internal, Mayo Clinic</i></p> <p>Folakemi T. Odedina, Ph.D. - <i>Professor & Deputy Director, Center for Health Equity & Community Engagement Research, Mayo Clinic</i></p> <p>Felicity Enders, Ph.D. - <i>Professor of Biostatistics, Mayo Clinic</i></p>	
<p>Option 3 : Strengthening Policy for Health Equity and Value</p> <p>Sean C. Dowdy, M.D. – <i>Chief Value Officer, Mayo Clinic</i></p> <p>Katherine (Kate) L. Johansen, J.D. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p> <p>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)</p> <p>Benjamin J. Houge, M.S. – <i>Senior Advisor, Patient Experience Training, Education and Coaching, Mayo Clinic</i></p> <p>Maryane M. Dinkins – <i>Director of Equity, Inclusion and Diversity, Assistant Professor of Physical Therapy, Mayo Clinic</i></p> <p>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 Schleddy, 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	<p>Welcome to Day 3</p> <p>Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p> <p>Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i></p> <p>Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
8:05 AM	<p>Eradicating Structural and Aversive Racism: Are You Committed?</p> <p>Ivor Horn, M.D. MPH – <i>Director, Health Equity & Social Determinants of Health at Google</i></p>
8:20 AM	Fireside Chat
8:45 AM	<p>Black Men in White Coats Panel</p> <p>Moderator: Charanjit (Chet) S. Rihal, M.D. – <i>Professor of Medicine, Mayo Clinic</i></p> <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	<p>Strengthening Organizational Culture: Cultivating and Measuring Belonging with Novel Tools</p> <p>Mayra Guerrero, M.D. – <i>Interventional Cardiologist, Mayo Clinic</i></p> <p>Ryannon Frederick, M.S., R.M. – <i>Chief Nursing Officer, Mayo Clinic</i></p>
10:35 AM	Q&A
10:50 AM	Break, Refreshments and Poster Viewing
11:20 AM	<p>Advocacy, Knowing Your Power</p> <p>Nneka Comfere, M.D. – <i>Professor of Dermatology, Mayo Clinic</i></p> <p>Narjust Duma, M.D. – <i>Associate Director of the Cancer Care Equity Program, Dana-Farber Brigham Cancer Center</i></p>
11:50 AM	<p>Mentorship and Allyship</p> <p>Sharonne N. Hayes, M.D. – <i>Cardiologist and Professor of Cardiovascular Medicine, Mayo Clinic</i></p>
12:20 PM	Q&A
12:40 PM	<p>Course Wrap-Up</p> <p>Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p> <p>Cathryn (Cathy) H. Fraser – <i>Chief HR Officer, Mayo Clinic</i></p> <p>Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
12:50 PM	Adjourn Conference