



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**

Course Directors:
 Anjali Bhagra, M.D., Cathy H. Fraser, M.B.A., John D. Halamka, M.D., M.S., and Barbara L. Jordan, M.A.

Thursday, July 21, 2022 Pre-Course Sessions (<i>additional fees apply</i>)	
8:00 AM	Registration
9:00 AM	<p>Select one to attend</p> <p>GRAND BALLROOM, 7th FLOOR Option 1: RISE – A Mindful Approach to Cultivating Inclusion and Belonging Sherry S. Chesak, Ph.D., M.S., R.M. – <i>Assistant Professor of Nursing, Mayo Clinic</i> Enid Y. Rivera-Chiauszi, M.D. – <i>Assistant Professor of Obstetrics and Gynecology, Mayo Clinic</i></p> <p style="text-align: center;">OR</p> <p>BURNHAM, 8th FLOOR Option 2: DATA – Artificial Intelligence and Disparities Maneesh Goyal – <i>Chief Operating Officer, Mayo Clinic Platform at Mayo Clinic</i> Divya Pathak – <i>Vice Chair, Artificial Intelligence/Machine Learning & Analytics, Mayo Clinic</i> Bhavik Patel M.D., M.B.A. – <i>Associate Professor of Radiology, Mayo Clinic</i></p>
12:00 PM	Lunch provided for workshop attendees <u>only</u> Served in SULLIVAN, 8th floor

Thursday, July 21, 2022 REFLECT	
12:00 PM	Registration and Networking
12:30 PM	Grand Ballroom doors open to attendees
1:00 PM	<p>Welcome and Kick-Off to RISE Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> Cathryn (Cathy) H. Fraser, M.B.A. – <i>Chief HR Officer, Mayo Clinic</i> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
1:15 PM	Gianrico Farrugia, M.D., CEO of Mayo Clinic – Leadership message
1:20 PM	<p>Digital: The Great Opportunity and Peril for Equity, Inclusion and Diversity Lisa Argrette Ahmad – <i>Founder & Principal of Second Wave Advisory</i></p>
1:50 PM	<p>Equity is a Team Sport: How are the Teams Evolving? Panel Discussion Moderators: Cathryn (Cathy) H. Fraser, M.B.A. – <i>Chief HR Officer, Mayo Clinic</i> Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p> <ul style="list-style-type: none"> • Lisa Argrette Ahmad – <i>Founder & Principal of Second Wave Advisory</i>

	<ul style="list-style-type: none"> • Cynthia Soledad – <i>Co-Lead, Global Diversity & Inclusion; Consultant, Chief Marketing Officer and Consumer Practice at Egon Zehnder</i> • Michael Petersen, M.D. – <i>Clinical Transformation Physician Lead, Managing Director, PwC</i>
2:20 PM	<p>Entwining AI (Artificial Intelligence) & JEDI (Justice, Equity, Diversity, and Inclusion) Moderator: 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 - <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, and Refreshments
3:50 PM	<p>CONCURRENT SMALL GROUP SESSIONS <i>Choose 1 of 4 topics below</i></p> <p><u>GRAND BALLROOM – 7th FLOOR</u> 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><u>BURNHAM – 8th FLOOR</u> 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><u>HOLABIRD – 8th FLOOR</u> 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><u>WRIGHT – 8th FLOOR</u> 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>
4:35 PM	<p>Transition to Next Concurrent Small Group Session ** Please note room assignments **</p>
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5:35 PM	Transition to General Session
5:50 PM	Reflecting On and Activating JEDI-B Nusheen Ameenuddin, M.D., Ph.D. – <i>Assistant Professor of Pediatrics, Mayo Clinic</i>
6:10 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>
6:35 PM	Adjourn Day 1
6:35 – 8:00 PM	Welcome Reception in Empire Ballroom

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, M.B.A. – <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 Moderator: Cathryn (Cathy) H. Fraser, M.B.A. – <i>Chief HR Officer, Mayo Clinic</i> <ul style="list-style-type: none"> • Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i> • Lisa Gable – <i>CEO, former US Ambassador, WSJ & USA Today Best Selling Author</i> • Prathibha Varkey, M.B.B.S., M.B.A. – <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>9:55 AM</p>	<p>CONCURRENT SMALL GROUP SESSIONS <i>Choose 1 of 4 topics below</i></p> <p><u>GRAND BALLROOM – 7th FLOOR</u> 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></p> <ul style="list-style-type: none"> • 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><u>BURNHAM – 8th FLOOR</u> 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><u>HOLABIRD – 8th FLOOR</u> 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><u>WRIGHT – 8th FLOOR</u> 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>
<p>10:50 AM</p>	<p>Transition to Next Concurrent Small Group Session ** Please note room assignments **</p>
<p>11:05 AM</p>	<p>CONCURRENT SMALL GROUP SESSIONS <i>Choose 1 of 4 topics below</i></p> <p><u>HOLABIRD – 8th FLOOR</u> 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></p> <ul style="list-style-type: none"> • 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><u>WRIGHT – 8th FLOOR</u> 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>GRAND BALLROOM – 7th FLOOR</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>BURNHAM – 8th FLOOR</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>
12:00 PM	Lunch, Exhibitors, and Networking Break
1:00 PM	<p>Building Organizational Strategy for Inclusion and Belonging Kari Snaza – <i>Chief Strategy Officer, Mayo Clinic</i></p>
1:20 PM	<p>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></p> <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> • Ashraf Shehata – <i>U.S. National Sector Leader for Healthcare & Life Sciences and Global Center of Excellence, KPMG</i>
2:05 PM	<p>Healthcare Platform to Address Health Disparities: Where Rubber Meets the Road John Halamka, M.D. – <i>President, Mayo Clinic Platform</i></p>
2:35 PM	<p>Q&A Moderator: Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
2:50 PM	<p>Workforce Opportunities and Disruptions in EID: Great Resignation, Reverse Discrimination, Off Duty Conduct, and Harassment Moderator: Cathryn (Cathy) H. Fraser, M.B.A. – <i>Chief HR Officer, Mayo Clinic</i></p> <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	<p>The Disparity of Invisibility: Adding the Sonder Lens Moderators: Guy Finne – <i>Director, Office for Academic Partnerships, Mayo Clinic</i></p> <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>

<p>4:35 PM</p>	<p>Inspiration From Next Gen: Mayo Clinic and NAACP Partnership RISE for Youth</p> <ul style="list-style-type: none"> • Sulaimon (Wale) A. Elegbede, M.B.A., PMP – <i>President of the Rochester Branch of NAACP and Director Strategy Management Services, Mayo Clinic</i> • Erin Sexton – <i>Director, Enterprise Community Engagement, Mayo Clinic</i> • Faizza Omar – <i>RISE Up Scholar</i> • Matthew Morcos – <i>RISE Up Scholar</i> • Safa Sheikhibrahim – <i>RISE Up Scholar</i> • Yasmin Ali – <i>RISE for Youth Student Advisory Board Member</i>
<p>5:35 PM</p>	<p>RISING TOGETHER: Moderated Poster Session + Presentations Moderators: Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i> Shannon Laughlin-Tommasso, M.D. – <i>Associate Professor of Obstetrics and Gynecology, Mayo Clinic</i></p> <p>Moving the Needle Forward in Health Disparities: An Education Initiative Presenter: Swapna Reddy, J.D., Dr.PH., M.P.H. Authors: Swapna Reddy, J.D., Dr.PH., M.P.H., Matthew Speer, M.S., Jessica Todsén, & Sarah Umar, M.D.</p> <p>Developing an Analytical Dashboard to Monitor and Reduce Healthcare Disparities Presenter: Ajay Jayakumar, M.S. Authors: Prasaad Ayyanar & Ajay Jayakumar, M.S.</p> <p>Using Simulation Scenarios to Enhance Staff Communication with Transgender Patients Presenter: Lucy Thornton, APRN Authors: Andres (Dante) Bravo, Troy Delaney, M.B.A., Michelle Glanert-Kempf, M.S.N., R.N., & Lucy Thornton, APRN</p> <p>Options for Opportunity in Radiology Presenter: Kristan Johnson, M.B.A., CRA, RT(R)(CT) Author: Kristan Johnson, M.B.A., CRA, RT(R)(CT)</p> <p>Connecting Stroke Patients with Neurologist: Increasing Stroke Treatment in Marginalized Areas Through Telestroke in Mexico. Presenter: Edgar Botello-Hernandez Authors: Edgar Botello-Hernandez, Fernando Gongora-Rivera, M.D., M.Sc., & Alejandro Gonzalez-Aquines, M.D., M.P.H.</p> <p>Mayo Clinic Invest in Success Scholars Presenter: Jessica (Jess) Anderson Authors: Jessica (Jess) Anderson, Jenny Casper, & Guy Finne</p> <p>Racial Disparities in Extended Venous Thromboembolism Prophylaxis after Hysterectomy Presenter: Sim Berlene Mariano, M.D. Authors: Richard Burney, M.D., Sim Berlene Mariano, M.D., Jonathan Kuriakose, M.S., & Wenbo Wu, BS, M.A.</p> <p>Pride Clinic in GIH – Developing an Interdisciplinary, LGBTQ+ Inclusive Inflammatory Bowel Disease Clinic Presenter: Victor Chedid, M.D., M.S. Authors: Anjali Bhagra, M.D., Victor Chedid, M.D., M.S., Abigail Meyers, P.A.-C., & Laura Tibor, M.B.A.</p>
<p>6:40 PM</p>	<p>Adjourn Day 2</p>

Saturday, July 23, 2022 EMPOWER

7:00 AM	Breakfast, Exhibitors, and Networking Roundtables
8:00 AM	<p>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, M.B.A. – <i>Chief HR Officer, Mayo Clinic</i> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
8:05 AM	<p>Eradicating Structural and Aversive Racism: Are You Committed? Ivor Horn, M.D. MPH – <i>Director, Health Equity & Social Determinants of Health at Google</i></p>
8:20 AM	<p>Fireside Chat Moderator: Anjali Bhagra, M.D. – <i>Professor of Medicine, Medical Director of Equity, Inclusion and Diversity, Mayo Clinic</i></p>
8:45 AM	<p>Black Men in White Coats Panel 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 Mayra Guerrero, M.D. – <i>Interventional Cardiologist, Mayo Clinic</i> Ryannon Frederick, M.S., R.M. – <i>Chief Nursing Officer, Mayo Clinic</i></p>
10:35 AM	Q&A
10:50 AM	Break, Refreshments, and Poster Viewing
11:20 AM	<p>Advocacy, Knowing Your Power Nneka Comfere, M.D. – <i>Professor of Dermatology, Mayo Clinic</i> Narjust Florez, 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 Sharonne N. Hayes, M.D. – <i>Cardiologist and Professor of Cardiovascular Medicine, Mayo Clinic</i></p>
12:20 PM	<p>Q&A</p> <ul style="list-style-type: none"> • Nneka Comfere, M.D. – <i>Professor of Dermatology, Mayo Clinic</i> • Narjust Florez, M.D. – <i>Associate Director of the Cancer Care Equity Program, Dana-Farber Brigham Cancer Center</i> • Sharonne N. Hayes, M.D. – <i>Cardiologist and Professor of Cardiovascular Medicine, Mayo Clinic</i>
12:40 PM	<p>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, M.B.A. – <i>Chief HR Officer, Mayo Clinic</i> Barbara L. Jordan, M.A. – <i>Assistant Professor of Health Care Administration, Mayo Clinic</i></p>
12:50 PM	Adjourn Conference

