Day 1: How Did We Get Here?

10:00 AM  Welcome

Mildred Solomon, EdD, President, The Hastings Center

Reed Tuckson, MD, elected member of the National Academies of Sciences, Engineering, and Medicine, co-founder of the Black Coalition against Covid, and former Executive Vice President and Chief of Medical Affairs for UnitedHealth Group, will make opening remarks.

10:10 AM  The History of Unequal Opportunity

Isabel Wilkerson, author of *Caste: The Origins of Our Discontents* and *The Warmth of Other Suns* will describe the Great Migration and her research on caste systems via stories about the lives of the people featured in her books.

Richard Rothstein, author of *The Color of Law*, will discuss the history of the federal, state, and local laws and policies that actively created segregation and other inequities.

Mildred Solomon will serve as moderator.

11:50 AM  *** Break *** (10 minutes)

12:00 PM  How Unequal Opportunity Created Unequal Health

David Williams, MPD, PhD, Professor of Public Health and chair of the Department of Social and Behavioral Sciences, Harvard T.H. Chan School of Public Health, will connect the history described by Wilkerson and Rothstein to the health inequities we see today. How do federal and state policies, residential segregation, poorer schools, and the wealth gap translate into poorer health outcomes?

Michele Goodwin, JD, professor and founding director of the Center for Biotechnology and Global Health Policy, University of California, Irvine, will serve as moderator.

12:50 PM  Closing Session, Day One

Michele Goodwin will offer reflections on the day’s program.

1:00 PM  Day One ends
Day 2: Justice in Health and Health Care—by Design

10:00 AM Welcome and Overview

Mildred Solomon, EdD, President, The Hastings Center

Philip Alberti, PhD, Senior Director of Health Equity Research and Policy and Founding Director of the Center for Health Justice, AAMC

10:10 AM The Political Determinants of Health

Daniel Dawes, JD, Executive Director, Health Leadership Institute at Morehouse School of Medicine, was a key architect of the Affordable Care Act. In this talk, Dawes will delve into the themes of his influential book *The Political Determinants of Health*. Drawing on his firsthand experience helping to shape major federal policies, Dawes argues that political determinants of health create the social drivers that affect all other dynamics of health.

Philip Alberti will serve as moderator.

11:00 AM The Evidence Base for Health Equity: What We Know Works

To develop evidence in support of interventions and policies that will shift entire communities toward health requires asking the right research questions, co-creating with the right stakeholders, and ensuring research-derived innovations are trusted and equitably accessible. Three national experts on what health equity research can achieve within and beyond our health care system will discuss what we know (but have not yet implemented), and how building authentic, bidirectional relationships with patient and communities in service of science and racial justice can improve the health of all.

Philip Alberti will offer opening remarks and serve as moderator.

Panelists: Consuelo Wilkins, MD, MSCI, Senior Vice President and Senior Associate Dean for Health Equity and Inclusive Excellence, Vanderbilt University; Kirsten Bibbns-Domingo, PhD, MD, MAS, Professor and Chair of the Department of Epidemiology and Biostatistics, University of California, San Francisco; and Marshall Chin, MD, MPH, Associate Director, MacLean Center for Clinical Medical Ethics, The University of Chicago Medical Center

11:40 AM Addressing Health Inequities through Law and Policy

Building on the foundation laid in Day 1’s discussion of how laws and policy influence health, this panel discussion will feature experts in health policy who will discuss opportunities for advancing racial justice through health and science policy reform. Key topics will include policy solutions for addressing racial inequities at the population level, how seemingly race-neutral (“colorblind”) policies can perpetuate and exacerbate health inequities, and ways healthcare institutions can break the cycle of economic deprivation in the neighborhoods they serve.

Emily Cleveland Manchanda, MD, MPH, Director of Social Justice Education and Implementation, AMA, will offer opening remarks and serve as moderator.

Panelists: Paula Lantz, PhD, Professor of Public Policy and Health Management & Policy, University of Michigan; Thea James, MD, Associate Chief Medical Officer and Vice President of the Mission, Boston Medical Center; Amol Navathe, MD, PhD, Assistant Professor of Health Policy and Medicine and a Senior Fellow at the Leonard Davis Institute for Health Economics, University of Pennsylvania

12:20 PM Break
12:30 PM  **Finding and Fixing Structural Barriers to Equitable Healthcare in Clinic**  
It is well known that implicit bias leads to delayed and worse treatment for patients of color. Equitable treatment is also stymied by structural factors, often the result of policy, research, education, common protocols, and everyday habits. Three distinguished speakers will talk about strategies that can help health care live up to its ethical obligations.

**Susan Dorr Goold**, MD, MHSA, MA, Director, University of Michigan Health Policy Path of Excellence, will offer opening remarks and serve as moderator.

**Panelists:**  
**Sergio Aguilar-Gaxiola**, MD, PhD, Director of Center for Reducing Health Disparities, University of California, Davis;  
**Tom Sequist**, MD, PhD, Chief Medical Officer, Mass General Brigham;  
**Michelle E. Morse**, MD, Chief Medical Officer, New York City Department of Health and Mental Hygiene

1:10 PM  **From the Walls to the Halls: Changing Health Professions Education to Advance Health Equity**  
Health professions education is taking bold steps to modify its mission, vision, values and policies. The goal is to equip the next generation of health professionals with an understanding of health professionals’ responsibilities in identifying and addressing health inequities in partnership with colleagues, patients, and communities. This session highlights national leaders in medicine and nursing who are working with ingenuity towards the educational shifts necessary for health equity to be valued in the delivery of care as a primary commitment, rather than as an afterthought.

**Rumay Alexander**, EdD, RN, FAAN, Scholar-In-Residence, ANA, will offer opening remarks and serve as moderator.

**Panelists:**  
**Ann-Gel Palermo**, Dr PH, Senior Associate Dean for Diversity, Equity, and Inclusion, Icahn School of Medicine at Mount Sinai;  
**Marilyn Oermann**, PhD, RN, ANEF, FAAN, Professor of Nursing, Duke University School of Nursing;  
**Peggy Chinn**, RN, PhD, FAAN, Professor Emerita of Nursing, University of Connecticut;  
**Priya Garg**, Associate Dean, Boston University School of Medicine;  
**Alec Calac**, MD and PhD Student, University of California, San Diego;  
**Malika Sharma**, MD, Assistant Professor, University of Toronto, Department of Medicine

2:20 PM  **Reflections and Next Steps**  
**Mildred Solomon** will offer final remarks.

2:30 PM  **Conclusion**

*This event is made possible by the generous support of Hastings Center Advisory Council members  
Frank Trainer and Andrew Adelson.*
Speakers and Panelists

Sergio Aguilar-Gaxiola, MD, PhD, is professor of clinical internal medicine, School of Medicine, University of California, Davis. He is the founding director of the Center for Reducing Health Disparities at UC Davis Health and the director of the Community Engagement Program of the UCD Clinical Translational Science Center (CTSC). His applied research program has focused on identifying unmet mental health needs and associated risk and protective factors to better understand population mental health needs and achieve equity in health and mental health disparities in underserved populations.

Philip Alberti, PhD, is the founding director of the AAMC Center for Health Justice. He also currently serves as the AAMC’s senior director of health equity research and policy. His previous roles included leading health equity research and evaluation efforts alongside community partners in New York City for the NYC Department of Health and Mental Hygiene. His two decades of professional experience have nurtured a long-standing passion for researching, implementing, and evaluating systems and policies that can help every community have an equitable chance to thrive. At the Center for Health Justice, he is developing efforts to build true community collaborations and an aligned agenda for better health throughout the country.

G. Rumay Alexander, EdD, RN, FAAN, is the scholar-in-residence at the American Nurses Association focused on addressing the persistent problem of systemic racism in the nursing profession. Dr. Alexander is dean for relational excellence at the University of North Carolina at Chapel Hill, where she previously served as director of the School of Nursing’s Office of Multicultural Affairs and, at the university-wide level, as associate vice chancellor for diversity and inclusion/chief diversity officer.

Kristen Bibbins-Domingo, PhD, MD, MAS, is professor and chair of the Department of Epidemiology and Biostatistics, and the Lee Goldman, MD Endowed Professor of Medicine at the University of California, San Francisco. She is the inaugural vice dean for Population Health and Health Equity in the UCSF School of Medicine. Dr. Bibbins-Domingo co-founded the UCSF Center for Vulnerable Populations at Zuckerberg San Francisco General Hospital that generates actionable research to increase health equity and reduce health disparities in at-risk populations in the San Francisco Bay Area, California, and nationally. She co-directs the UCSF Clinical and Translational Science Institute and leads the UCSF COVID Community Public Health Initiative.

Alec Calac is an MD and a PhD student at the University of California, San Diego. As the national president-elect of the Association of Native American Medical Students, he works at the local, state, and federal level, identifying barriers and facilitators to greater inclusion of Native Americans in medicine and the allied health professions. His research interests are in medical education and workforce development, vaccine hesitancy and misinformation spread, and social media utilization among Native youth.

Marshall Chin, MD, MPH, is associate director of the MacLean Center for Clinical Medical Ethics at the University of Chicago Medical Center. A general internist, he has extensive experience improving the care of vulnerable patients with chronic disease. He has worked to advance diabetes care and outcomes on the South Side through health care system and community interventions. He also leads initiatives to improve health strategies at a national level as director of the Robert Wood Johnson Foundation (RWJF)’s Finding Answers: Solving Disparities Through Payment and Delivery System Reform Program Office and co-director of the Merck Foundation’s Bridging the Gap: Reducing Disparities in Diabetes Care National Program Office.

Peggy L. Chinn, RN, PhD, is professor emerita of nursing at the University of Connecticut and founding editor of Advances in Nursing Science. She is co-founder of Nurse-Manifest, a project to inspire and empower grassroots action by nurses to shape the future of nursing and health care based on nursing’s fundamental values. Her theory of cooperative group process, Peace and Power, is recognized as a model for critical research methods, teaching and learning, community-based practice, and political activism. Her most recent activist project, Overdue Reckoning on Racism in Nursing, brings together nurses of color and white nurses to engage in “truth and reconciliation” as a path to meaningful systemic change.

Emily Cleveland Manchanda, MD, MPH, is director of social justice education and implementation at the American Medical Association and an assistant professor of emergency medicine at Boston University School of Medicine. Her research and advocacy work focus on mitigating the effects of racism and other forms of discrimination in clinical care and medical education.
Daniel Dawes, JD, is executive director of the Satcher Health Leadership Institute at Morehouse School of Medicine and a professor of health law, policy, and management. A trailblazer and nationally respected voice in the health equity movement, his scholarship and leadership, particularly the innovative political determinants of health framework that he pioneered, have resulted in increased policies and laws prioritizing health equity. By tackling upstream determinants of health, he has ventured into such uncharted territory as the intersection between equity and the social and political determinants of health to change the course of domestic and global policies for the better. Among his many achievements, he was an instrumental figure in developing and negotiating the Mental Health Parity Act, the Genetic Information Nondiscrimination Act, the Americans with Disabilities Act Amendments Act, and an architect of the Affordable Care Act’s health equity-focused provisions.

Priya Garg, MD, is the associate dean of medical education at Boston University School of Medicine and a pediatric hospitalist at Boston Medical Center. She has focused on new curricular content and outcomes related to health equity and addressing health disparities in undergraduate medical education. Since 2020, she has also served as chair of the AAMC Medical Education Senior Leaders task force focused on addressing racism in medicine.

Michele Goodwin, JD, is a Chancellor’s Professor of Law at the University of California, Irvine School of Law and Founding Director of the Center for Biotechnology and Global Health Policy. Her constitutional law scholarship addresses legal questions related to freedom of speech; religious exercise; equal protection; due process; race and sex discrimination; reproductive rights; slavery; and LGBTQ equality. She is credited with helping to establish and shape the health law field. She directed the first American Bar Association-accredited health law program in the nation and established the first law center focused on race and bioethics. Her most recent book is Policing the Womb: Invisible Women and the Criminalization of Motherhood (2020). She is a Hastings Center fellow and board member.

Susan Dorr Goold, MD, MHSA, is a professor of internal medicine and health management and policy at the University of Michigan. She studies the allocation of scarce health care resources, especially the perspectives of patients and citizens. Dr. Goold serves on several editorial boards and on the AMA Council on Ethical and Judicial Affairs, and has held leadership positions in the American Society for Bioethics and Humanities and the International Society on Healthcare Priority Setting. She is a Hastings Center fellow.

Thea James, MD, is vice president of mission, executive director of the Health Equity Accelerator, and associate chief medical officer at Boston Medical Center. She is an associate professor of emergency medicine and director of the Violence Intervention Advocacy Program at the medical center. Dr. James is a founding member of the Health Alliance for Violence Intervention. In 2011 she was appointed to Attorney General Eric Holder’s National Task Force on Children Exposed to Violence.

Paula Lantz, PhD, is the associate dean for academic affairs and the James B. Hudak Professor of Health Policy at the University of Michigan’s Ford School of Public Policy and a professor of health management and policy in the School of Public Health. Lantz, a social demographer, studies the role of public policy in improving population health and reducing social disparities in health. Lantz is currently engaged in research regarding the potential for and challenges associated with using social impact bonds to fund public/private partnerships aimed at improving health in low-income populations.

Michelle E. Morse, MD, PhD, is the deputy commissioner for the Center for Health Equity and Community Wellness (CHECW) and inaugural chief medical officer at the New York City Department of Health and Mental Hygiene. Dr. Morse is responsible for bridging public health and health care to reduce health inequities, guiding CHECW’s place-based and cross-cutting health equity programs, and serving as a key liaison to clinicians and clinical leaders across New York City. From September 2019 to January 2021, she served as a Robert Wood Johnson Health Policy fellow in Washington, D.C., and worked with the Ways and Means Committee, majority staff, in the U.S. House of Representatives.

Amol Navathe, MD, PhD, is an assistant professor of health policy and medicine and director of the Payment Insights Team at the University of Pennsylvania, where he is also an associate director of the Center for Health Incentives and Behavioral Economics and co-director of the Healthcare Transformation Institute. He is a commissioner of the Medicare Payment Advisory Commission (MedPAC), a nonpartisan agency that advises the U.S. Congress on Medicare policy. He also serves as an advisor to the governments of Singapore, France, and Canada on health care financing and delivery models. Dr. Navathe also is a co-founder of Embedded Healthcare, a company that brings behavioral economics solutions to improving health care affordability and quality.
Marilyn Oermann, PhD, RN, ANEF, FAAN, is the Thelma M. Ingles Professor of Nursing at Duke University School of Nursing. Dr. Oermann’s scholarship focuses on nursing education. Her current research is on predatory publishing in nursing.

Ann-Gel Palermo, Dr.Ph, MPH, is senior associate dean for diversity, equity, and inclusion at the Icahn School of Medicine at Mount Sinai in New York. Dr. Palermo has developed a career portfolio that reflects the intersection among diversity affairs, medical education, and community-based public health practice and research. Her work in diversity affairs at the Icahn School aims to foster a holistic and equitable medical education training experience for students and faculty with a primary focus on individuals from disadvantaged and or underrepresented backgrounds in medicine and science.

Richard Rothstein is a distinguished fellow of the Economic Policy Institute and a senior fellow (emeritus) at the Thurgood Marshall Institute of the NAACP Legal Defense Fund. He is the author of *The Color of Law: A Forgotten History of How Our Government Segregated America*, which recovers a forgotten history of how federal, state, and local policy explicitly segregated metropolitan areas nationwide, creating racially homogenous neighborhoods in patterns that violate the Constitution and require remediation. He is also the author of many other articles and books on race and education.

Thomas Dean Sequist, MD, MPH, is the chief medical officer at Mass General Brigham. He oversees system wide strategies for improving patient and clinician experiences, quality, safety, equity, pharmacy, and community health. He is a practicing general internist at Brigham and Women’s Hospital and is a professor of medicine and professor of health care policy at Harvard Medical School. Dr. Sequist’s research interests focus on quality measurement and improvement, health care equity, patient and provider education, and the innovative use of health information technology. Dr. Sequist is a member of the Taos Pueblo tribe in New Mexico and has conducted influential health policy research to advance our understanding of health care for Native American communities.

Malika Sharma, MD, Med, is an infectious disease specialist and an assistant professor in the Department of Medicine at the University of Toronto. She is also an infectious disease physician and clinical teacher at St. Michael’s Hospital and has been involved in the care of some of Toronto’s most marginalized communities. Dr. Sharma’s areas of interest include critical theory and the intersection of feminist, post-colonial and anti-racist theories with medical education.

Mildred Z. Solomon, Ed.D, is president of The Hastings Center. Both a bioethicist and a social scientist, Dr. Solomon has focused on research on palliative care, organ transplantation, medical professionalism, and the responsible conduct of research. She serves on policy commissions and advises international non-governmental organizations on a wide range of health and science policy topics.

Reed Tuckson, MD, is an elected member of the National Academies of Sciences, Engineering, and Medicine and has served in several leadership roles within the organization, including Leadership Consortium for a Value & Science-Driven Health System, the Health Sciences Policy Board, and Co-Chair of the Digital Learning Collaborative. He is the co-founder of the Black Coalition Against COVID, which assembled leaders from across the nation to provide science-based facts and information needed to drive COVID prevention awareness. Previously, he enjoyed a long tenure as Executive Vice President and Chief of Medical Affairs for UnitedHealth Group. He is managing director of Tuckson Health Connections, and was commissioner of public health for the District of Columbia during the height of the HIV/AIDS epidemic. He also served as president of the Charles R. Drew University of Medicine and Science, and senior vice president for professional standards for the American Medical Association.

Isabel Wilkerson, winner of the Pulitzer Prize and the National Humanities Medal, has become a leading figure in narrative nonfiction, an interpreter of the human condition, and an impassioned voice for demonstrating how history can help us understand ourselves, our country, and our current era of upheaval. She is the author of the best-selling book *Caste: The Origins of Our Discontents*. Her debut work, *The Warmth of Other Suns*, won the National Book Critics Circle Award and several other awards. She won the Pulitzer Prize for Feature Writing in 1994, as Chicago Bureau Chief of *The New York Times*, making her the first African-American woman to win a Pulitzer Prize in journalism.

Consuelo Wilkins, MD, is senior vice president and senior associate dean for health equity and inclusive excellence, and professor of medicine at Vanderbilt University Medical Center, where she oversees a portfolio of programs in clinical research, education and population health. Dr. Wilkins, an elected member of the National Academy of Medicine, is a widely-recognized thought leader in health equity and has pioneered new approaches to engaging marginalized and socioeconomically disadvantaged populations in clinical research.
David Williams, MD, MPH, is the Florence and Laura Norman Professor of Public Health and chair of the Department of Social and Behavioral Sciences at the Harvard T. H. Chan School of Public Health. He is also a Professor of African and African American Studies at Harvard. His research has addressed how race, stress, socioeconomic status, racism, health behavior and religious involvement can affect health. Dr. Williams has played a visible, national leadership role in raising awareness levels of the problem of health inequities and identifying interventions to address them. This includes his service as the staff director of the Robert Wood Johnson Foundation Commission to Build a Healthier America, and as a key scientific advisor to the award-winning PBS film series, *Unnatural Causes: Is Inequality Making Us Sick?* His TED talk, “How Racism Makes Us Sick,” has been viewed over 1 million times.

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