

Strategies to Diversify the Health Care Workforce

Speaker Biographies

Victoria Venable Fletcher is a certified nurse-midwife and communities of color health care advocate. She is passionate about increasing the diversity of health professions, especially nursing, addressing issues of health equity, reproductive and social justice, and reducing health disparities of maternal and infant mortality in underserved communities. Ms. Fletcher has extensive experience in healthcare administration, advanced practice women's health and midwifery clinical practice, project management, regulation of healthcare professions, accreditation of hospital and ambulatory healthcare settings, and non-profit governance. Victoria is the former director of accreditation and lead surveyor Planned Parenthood Federation of America, and Director of Clinical Education MultiCare Health System. Current board service includes the Tacoma Community College Nursing Program Advisory Committee, Advisory Committee of the Washington State Health Benefit Exchange, and Nurses for Sexual and Reproductive Health. Former board service includes the Washington Center for Nursing (Washington State's nursing workforce center), Washington State Health Innovation Leadership Network Communities and Equity Accelerator Committee, WithinReach, Governor's (Washington State) Council on Health Disparities, and former Chair of the Washington State Board of Nursing. Professional memberships include, American College of Nurse-Midwifery (ACNM), Sigma Theta Tau and Ebony Nurses Association of Tacoma. Ms. Fletcher has a BSN from the University of Washington, MSN in Maternal-Child Health/ Nurse-Midwifery from the University of Illinois at the Medical Center, Chicago, and is a Fellow of the American College of Nurse-Midwifery.

Dr. Charlene Green serves as Director of Outreach, Recruitment and Retention at UC Davis School of Medicine, overseeing respective aspects of programmatic and administrative matters. She leads the Community of Practice efforts for UC Davis's national Center for a Diverse Healthcare Workforce, facilitating forums and ensuring that stakeholders and community partners achieve success in creating and implementing institutional action plans toward a diverse and inclusive learning environment. Green is a graduate of American River College (A.A. in Liberal Arts with an emphasis on Social and Behavioral Sciences); California State University, Sacramento (B.A. in Organizational Communication); University of San Francisco (M.A. in Counseling Psychology); and Touro University (Psy.D. in Human and Organizational Psychology).

Katherine Haynes is a senior program officer in CHCF's People-Centered Care team, which works to ensure that Californians – particularly those enrolled in Medi-Cal – receive responsive, comprehensive, and coordinated care that supports their health and well-being. She uses research, strategy and organizational design, futurism, and design thinking to create scalable, sustainable programs. Prior to joining CHCF, Katherine worked as program director at Institute for the Future in Palo Alto, CA, where she led systematic thinking about health and health care futures among executives of public and private organizations. Previously, Katherine built Kaiser Permanente Northern California's diversity department – with the mission to advance language access and health equity – and served as its executive director. In this role, she directed a program that deployed design research and systems thinking to improve member experience to build accountability in the language program, and funded disparities reduction projects in the health care delivery system. Katherine also served as the founding director of the technology and information exchange core at the UCSF Center for AIDS Prevention Studies, where she fostered collaboration among epidemiologists, psychologists, substance use researchers, population specialists, and community-based AIDS service organizations to pioneer a community collaborative research program that was replicated by the Centers for Disease Control and Prevention and the state of California.

Dr. Octavio N. Martinez, Jr. is executive director of the Hogg Foundation for Mental Health at The University of Texas at Austin. Martinez holds an appointment of Senior Associate Vice-President within the Division of

Diversity and Community Engagement and is Associate Chair of Diversity, Equity, and Inclusion in the Department of Psychiatry and Behavioral Sciences, Dell Medical School. He is a Professor of Psychiatry at the Dell Medical School, Clinical Professor at the Steve Hicks School of Social Work; Faculty Affiliate of the Rapoport Center for Human Rights and Justice in the School of Law, and Adjunct Professor of Psychiatry at the Long School of Medicine, UT Health San Antonio. Martinez serves as a member of the Advisory Committee to the Director of the Centers for Disease Control and Prevention, and is a member of the National Academies of Sciences, Engineering, and Medicine's Health and Medicine Division's Roundtable on the Promotion of Health Equity. Additionally, he recently completed service on the Biden-Harris COVID-19 Health Equity Task Force. Martinez has a master's degree in public health from Harvard University's School of Public Health, a doctor's degree in medicine from Baylor College of Medicine, and master's and bachelor's degrees in business administration with a concentration in finance from The University of Texas at Austin; and he is an alumnus of The Commonwealth Fund/Harvard University Fellowship in Minority Health Policy at Harvard Medical School.

Dr. Faith Mitchell is an Institute fellow working with the Center on Nonprofits and Philanthropy and the Health Policy Center. She is also developing the Urban Institute's American Transformation project, which will look at the implications—and possibilities—of this country's racial and ethnic evolution. Over several decades, her career has bridged research, practice, and social and health policy.

Previously, Mitchell was president and CEO of Grantmakers In Health, a DC-based national organization that advises, informs, and supports the work of health foundations and corporate giving programs. Before that, she held leadership positions at the National Academies (National Research Council and Institute of Medicine), the US Department of State, the William and Flora Hewlett Foundation, and the San Francisco Foundation.

Dr. Kimá Joy Taylor is the founder of Anka Consulting, a health care consulting firm, and a nonresident fellow at the Urban Institute. Taylor collaborates with Urban Institute researchers on a number of topics, including analyses of racial disparities in screening and treatment practices for parents with substance use disorder, management of neonatal abstinence syndrome at hospitals in California, and prevention and early detection of mental and behavioral health problems among adolescents and young adults. She most recently served as the director of the Open Society Foundations' National Drug Addiction Treatment and Harm Reduction Program. She oversaw grantmaking that supported the expansion of access to a nonpunitive continuum of integrated, evidence-informed, and culturally effective substance use disorder services. Before joining the Open Society Foundations, Taylor served as deputy commissioner for the Baltimore City Health Department, a health and social policy legislative assistant for Senator Sarbanes, and a pediatrician at a federally qualified health center in Washington, DC. Taylor is a graduate of Brown University, Brown University School of Medicine, and the Georgetown University residency program in pediatrics. In 2002, Taylor was awarded a Commonwealth Foundation fellowship in minority health policy at Harvard University.

Dr. Jasmine Weiss is an assistant professor of General Pediatrics and Adolescent Medicine at the University of North Carolina Medical School. Dr. Weiss received her BS in Biology from Florida Mechanical and Agricultural University in 2011 and her medical degree from Duke University in 2015. She completed her pediatric residency at Emory in 2019 and went on to complete a Master of Health Science through the Yale National Clinician Scholar Program in June 2021.