

# Unequal Treatment at 20: Accelerating Progress toward Health Care Equity

## Speaker Biographies

### Opening Session:

**Kimberlyn Leary**, is a senior vice president, managing research and program development across the Urban Institute. She comes to Urban from Harvard University, where she is an associate professor of psychology at Harvard Medical School, an associate professor in the department of health policy and management at the Harvard T.H. Chan School of Public Health, and a lecturer in public policy at the Harvard Kennedy School. For four years, she directed the Enabling Change program for the Doctor of Public Health program at the Harvard T.H. Chan School of Public Health. Leary also served as executive director of policy outreach and of the Center of Excellence in Women's Mental Health at McLean Hospital. Before that, she was chief psychologist at the Cambridge Health Alliance for nearly 12 years. Leary served as an advisor to the White House during the Obama administration. As a Robert Wood Johnson health policy fellow, she helped launch the Advancing Equity initiative for the Obama White House Council on Women and Girls. She was also an advisor to the health division at White House Office of Management and Budget and senior policy advisor to the Office of National Drug Control Policy. Leary served on the Biden-Harris transition as a volunteer part-time member of the Agency Review Team for the Office of National Drug Control Policy in the Executive Office of the President. Leary writes, consults, and teaches on adaptive leadership, leading teams, cross-boundary collaboration, negotiation, and conflict transformation. She holds an MPA from the Harvard Kennedy School and a PhD in clinical psychology from the University of Michigan, and she completed advanced training as a clinical psychoanalyst at the Michigan Psychoanalytic Association. Leary serves on the board of trustees at Amherst College, the Austen Riggs Center, and the Boston Psychoanalytic Institute and serves as an advisor to Pivotal Ventures and the Upswing Fund. Additionally, she serves as a judge for the McArthur Foundation's 100&Change competition and for Lever for Change's Lone Star Competition.

**Xavier Becerra**, is the 25th Secretary of the Department of Health and Human Services and the first Latino to hold the office in the history of the United States. As Secretary, he will carry out President Biden's vision to build a healthy America, and his work will focus on ensuring that all Americans have health security and access to healthcare. Throughout his career, the Secretary has made it his priority to ensure that Americans have access to the affordable healthcare they need to survive and thrive - from his early days as a legal advocate representing individuals with mental illness, to his role as the Attorney General of the state of California. Secretary Becerra served 12 terms in Congress as a member of the U.S. House of Representatives. During his tenure, he was the first Latino to serve as a member of the powerful Committee on Ways and Means, he served as Chairman of his party's caucus, and as the Ranking Member of the Ways and Means Subcommittee on Social Security and Ranking Member of the Subcommittee on Health.

**Risa Lavizzo-Mourey**, is the Robert Wood Johnson Foundation Professor Emerita of Health Policy and Health Equity at the University of Pennsylvania. She is Trustee and President Emerita of the Robert Wood Johnson Foundation, a position she held for nearly 15 years. Under her leadership, the RWJF has focused on building a comprehensive Culture of Health for all, extending the Foundation's 40-year history of addressing key public health issues. A specialist in Geriatric Medicine, Lavizzo-Mourey earned her medical degree from Harvard Medical School, and holds an MBA from the Wharton School at the University of Pennsylvania. An expert in health policy, she is a member of the National Academy of

Medicine, the American Academy of Arts and Sciences, and The American Philosophical Society, and a former member of the President's Council for Fitness, Sports and Nutrition as well as a frequent consultant to Federal agencies. Dr. Lavizo-Mourey is a member of the Board of Directors for Better Therapeutics, Intel, Merck, and General Electric Healthcare Technologies where she serves as Lead Director. She is the Chair of the Smithsonian Institution Board of Regents and serves on the boards of TIAA and HHMI among others.

**Richard E. Besser**, is president and CEO of the Robert Wood Johnson Foundation (RWJF), a position he assumed in April 2017 following a long career at the Centers for Disease Control and Prevention and at ABC News. The Robert Wood Johnson Foundation is the largest health philanthropy in America committed to improving health and health equity for all in the United States. In partnership with others, we are working toward a nation that is rooted in equity, compassion, and respect. A nation that provides every individual with a fair and just opportunity to thrive, no matter who they are, where they live, or how much money they have. We call this a Culture of Health. And it is our Foundation's vision for America. Health is more than an absence of disease. It is a state of physical, mental, and emotional wellbeing. It reflects what takes place in our communities, where we live and work, where our children learn and play, and where we gather to worship. That is why RWJF focuses on identifying, illuminating, and addressing the barriers to health caused by structural racism and other forms of discrimination, including sexism, ableism and prejudice based on sexual orientation. In his role, Dr. Besser is a leading voice on the importance of healthy and equitable community conditions, the need for economic inclusion for the wellbeing of families, accountable public health and healthcare systems, and advocating for racial justice. Dr. Besser leads Foundation colleagues in these efforts, and has also been an influential advocate throughout the COVID-19 pandemic for prioritizing health equity in COVID-19 response as well as in planning for future public health emergencies. Dr. Besser is an elected member of the National Academy of Medicine and serves on the Board of Trustees of Howard University. He co-chairs the President's Council on Disability Inclusion in Philanthropy. Before joining the Foundation, Dr. Besser served for eight years as chief health and medical editor for ABC News, and as a leader at the Centers for Disease Control and Prevention (CDC), where he worked for 13 years. He served as acting director of the CDC during the initial response to the H1N1 influenza pandemic.

**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.

**Brian Smedley**, is among the inaugural class of Equity Scholars at the Urban Institute, where he conducts research and policy analysis to address structural and institutional forms of racism that impact the health and well-being of people of color. Formerly, Dr. Smedley was Chief of Psychology in the Public Interest at

the American Psychological Association (APA), where he led APA's efforts to apply the science and practice of psychology to the fundamental problems of human welfare and social justice. Among his prior positions, he was co-founder and Executive Director of the National Collaborative for Health Equity, co-Director of the Robert Wood Johnson Foundation Culture of Health Leadership National Program Center, and Vice President and Director of the Health Policy Institute of the Joint Center for Political and Economic Studies. Dr. Smedley also was a Senior Program Officer at the Institute of Medicine (IOM), where he served as Study Director for the IOM report *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*, among other reports on diversity in the health professions and minority health research policy. Among his awards and distinctions, Smedley has been honored by the American Public Health Association, the Congressional Black Caucus, the Rainbow/PUSH coalition, and the American Psychological Association.

**David Williams**, is the Norman Professor of Public Health and Chair, Department of Social and Behavioral Sciences, at the Harvard Chan School of Public Health. He is also a Professor of African and African American Studies at Harvard University. His prior faculty appointments were at Yale University and the University of Michigan. He is an internationally recognized authority on social influences on health. The author of more than 500 scientific papers, his research has enhanced our understanding of the ways in which race, socioeconomic status, stress, racism, health behavior and religious involvement can affect health. The Everyday Discrimination Scale that he developed is the most widely used measure of discrimination in health studies. He has been elected to the National Academy of Medicine, the American Academy of Arts and Sciences and the National Academy of Sciences. He has also been ranked as the Most Cited Black Scholar in the Social Sciences, worldwide. Dr. Williams has been involved in the development of health policy at the national level. He has served on 10 committees for the National Academy of Medicine, including the committee that prepared the *Unequal Treatment Report*. He was also a key scientific advisor to the award-winning PBS film series, *Unnatural Causes: Is inequality Making Us Sick?* Currently, he serves on the Board of Trustees of the Robert Wood Johnson Foundation and on the Kellogg Foundation's Solidarity Council on Racial Equity. He has been featured by some of the nation's top print and television news organizations and in his TED Talk.

**Joseph R. Betancourt**, is president of the Commonwealth Fund. One of the nation's preeminent leaders in health care, equity, quality, and community health, Betancourt formerly served as senior vice president for Equity and Community Health at Massachusetts General Hospital (MGH), overseeing the Center for Diversity and Inclusion, Disparities Solutions Center, Center for Community Health Improvement, and centers focused on gun violence prevention, community health innovation, immigrant health, and global health. Previously, Betancourt led the Mass General Brigham (MGB) system's COVID Equity and Community Health response and served as Vice President and Chief Equity and Inclusion Officer at MGH. As founding director of MGH's Disparities Solutions Center, Betancourt partnered with health care organizations to improve quality, address disparities, and achieve equity. The center's Disparities Leadership Program helped guide more than 350 operating health care systems to improve quality and value in the care of diverse, minority, and vulnerable populations. An author of nearly 80 peer-reviewed articles, Betancourt has served on several Institute of Medicine committees, including the committee that produced the seminal report *Unequal Treatment: Confronting Racial/Ethnic Disparities in Health Care*. He is an associate professor of medicine at Harvard Medical School and a board-certified internist, focusing on Spanish-speaking and minority populations. He earned his M.D. from the University of Medicine and Dentistry of New Jersey, completed his residency at New York Hospital-Cornell Medical Center, and earned an M.P.H. as one of the first classes in the Commonwealth Fund-Harvard University Fellowship in Minority Health Policy.

## Panel 1- Payment Reform: How can payment reform work to eliminate inequities? How can we direct resources where needed?

**Charmaine Bartholomew**, is the Vice President of Quality, Health Equity and Risk Adjustment of North Carolina Blue Cross/Blue Shield. Charmaine is a dynamic leader with over 20 years of managed care experience in Quality Management and Behavioral Health with expertise in government business products. Charmaine joins Blue Cross and Blue Shield of North Carolina after a long career at both Amerigroup Community Care Georgia (an Anthem Company) and Anthem Inc. where she served in a variety of leadership roles. Most recently, as Staff Vice President for the Government Business Division at Anthem Inc. she led corporate interventions for quality improvements across Medicare, Medicaid and Commercial leading to improvement in Medicare Advantage Stars performance and increased value capture in Medicaid. She also oversaw \$600M in revenue tied to Medicaid quality withholds and bonus opportunities. In addition to her professional accomplishments, Charmaine is committed to serving her community and has volunteered her time with several organizations including Open Hand Atlanta and Meals by Grace both focused on food insecurities. Charmaine has an undergraduate degree from Johns Hopkins University and a Master's in Social Work from New York University. She lives in Roswell, Georgia with her husband and 2 children.

**Marshall H. Chin, M.D., M.P.H.**, is the Richard Parrillo Family Distinguished Service Professor of Healthcare Ethics at the University of Chicago, is a practicing general internist and health services researcher who has dedicated his career to advancing health equity through interventions at individual, organizational, community, and policy levels. Through the Robert Wood Johnson Foundation Advancing Health Equity program, Dr. Chin collaborates with teams of state Medicaid agencies, Medicaid managed care organizations, and frontline healthcare delivery organizations to implement payment reforms to support and incentivize care transformations that advance health equity. He also co-chairs the Centers for Medicare & Medicaid Services Health Care Payment Learning and Action Network Health Equity Advisory Team. Dr. Chin partners with eight urban and rural communities to integrate medical and social care to reduce diabetes disparities through the Merck Foundation Bridging the Gap program, and he co-directs the Chicago Center for Diabetes Translation Research. He is Associate Director of the MacLean Center for Clinical Medical Ethics and applies ethical principles to reforms that advance health equity and discussions about advocating for patients. Dr. Chin is a graduate of Harvard College and the University of California at San Francisco School of Medicine, and he completed residency and fellowship training in general internal medicine at Brigham and Women's Hospital, Harvard Medical School. He is a former President of the Society of General Internal Medicine. Dr. Chin was elected to the National Academy of Medicine in 2017 and is a member of its Council.

**Mai Pham**, President, Institute for Exceptional Care

**Carla Willis**, is a principal research associate at the Urban Institute. Willis previously served as the director of performance, quality, and outcomes within the Georgia Medicaid program, overseeing multi-disciplinary teams focused on predictive analytics, quality measurement, and performance improvement. Most recently, Willis designed two value-based purchasing programs for Medicaid members receiving managed care, while also working to define and operationalize improvement for the state's 2021 Quality Strategy. Willis serves on multiple committees, including the National Committee for Quality Assurance Technical Measurement Advisory Panel and the Georgia Maternal Mortality Review Committee. She is a member of the 2021-2022 Emerging Leaders Program funded by the Milbank Memorial Fund. She has recent publications in *Contraception* and *Maternal and Child Health Journal*. Much of her interests involve using health policy levers to improve maternal and child health outcomes and reducing the rate of

maternal mortality, particularly for women of color in Medicaid programs. Prior to joining Georgia Medicaid, Willis was an associate project director at the Georgia Health Policy Center (GHPC) where she led both the Medicaid Policy and Business Team and GHPC's Health Reform Work Group. She completed a postdoctoral fellowship in the Office of the Associate Director for Policy and Strategy at the Centers for Disease Control and Prevention and worked as a health policy analyst at the Government Accountability Office.

**Damon Francis**, is the Medical Director of the Homeless Health Center at Alameda Health System in Oakland, CA and the Chief Clinical Officer of Health Leads, a national non-profit organization working to address the root causes of racial health inequities. In both his local and national roles, he facilitates the use of health and human services data and community-led governance models to drive decisions that improve racial justice and well-being for all. His experience includes developing and launching holistic primary care clinics in collaboration with strong consumer leadership, including clinics designed for young men of color who have sex with men and people experiencing homelessness. He has been deeply involved in several multi-sector collaborations in Alameda County, California addressing issues such as HIV, housing and homelessness, criminal justice reform, health care reform and COVID-19. In addition, he has advised multiple national organizations on initiatives related to the social drivers of health and health equity, including the Center for Medicare and Medicaid Services, the National Committee for Quality Assurance, the Social Interventions Research and Evaluation Network, and Kaiser Permanente, among others. Damon is a practicing primary care physician and a specialist in HIV medicine. He attended medical school and residency at the University of California, San Francisco, where he is now a member of the volunteer faculty.

**Tony Iton**, is the Lecturer of Health Policy and Management and Senior Vice President for Healthy Communities of The California Endowment. The Programs & Partnerships Department is responsible for the development and execution of The California Endowment's strategic plan, with input and guidance from the Board of Directors and Executive Team, to help achieve racial equity in health in California. They achieve this through team-based learning, visioning, strategic planning, and strategic grant making. Prior to his appointment at The Endowment, Iton served since 2003 as both the director and County Health Officer for the Alameda County Public Health Department. In that role, he oversaw the creation of an innovative public health practice designed to eliminate health disparities by tackling the root causes of poor health that limit quality of life and lifespan in many of California's low-income communities. Iton also served for three years as director of Health and Human Services and School Medical Advisor for the City of Stamford, Connecticut. Concurrent to that, he also served as a physician in internal medicine for Stamford Hospital's HIV Clinic. In addition, Iton served for five years as a primary care physician for the San Francisco Department of Public Health. Iton's varied career also includes past service as a staff attorney and Health Policy analyst for the West Coast regional office of Consumer's Union, the publisher of Consumer Reports magazine. Iton, who has been published in numerous public health and medical publications, is a regular public health lecturer and keynote speaker at conferences across the nation. He earned his B.S. in Neurophysiology, with honors, from McGill University, in Montreal, Quebec, his J.D. at the University of California, Berkeley's School of Law, and his medical degree from Johns Hopkins University School of Medicine.

## **Panel 2: Technology-Pros/Cons, Challenges/Opportunities for Advancing Equity**

**Sinsi Hernandez-Cancio**, is a vice president at the National Partnership for Women & Families, where she leads the Health Justice team. She is a national health and health care equity policy and advocacy thought leader with 25 years of experience advancing equal opportunity for women and families of color, and

almost 20 years advocating for increased health care access and improved quality of care for underserved communities. Sinsi is deeply committed to transforming our health care system to meet the needs of our rapidly evolving nation so we can all thrive together. She believes that our future prosperity depends on ensuring our health care system routinely provides excellent, comprehensive, culturally centered and affordable care for every single person, family and community, and that this requires the dismantling of structural inequities including racism, sexism, ableism, homophobia, transphobia, xenophobia and religious bigotry. Sinsi is a recognized leader in the national health equity movement, a sought-after strategic advisor and a dynamic, inspiring speaker. She has presented at national events across the country and served on numerous advisory committees for organizations including the National Academy of Medicine, the National Committee for Quality Assurance, the Patient Centered Outcomes Research Institute, the Robert Wood Johnson Foundation, the National Center for Complex Health and Social Needs and the American Association of Pediatrics. She has published extensively and has appeared in national and state level English and Spanish television, radio and print media. Sinsi's extensive experience in health and health equity policy and advocacy spans the state government, labor and non-profit arenas. Prior to joining the National Partnership's staff, she was the founding director of Families USA's Center on Health Equity Action for System Transformation, where she led efforts to advance health equity and reduce disparities in health outcomes and health care access and quality by leveraging health care and delivery system transformation to reduce persistent racial, ethnic and geographic health inequities with an intersectional lens. Prior to that, she advised and represented two governors of Puerto Rico on federal health and human services policies, and she worked for the Service Employees International Union (SEIU) as a senior health policy analyst and national campaign coordinator for their Healthcare Equality Project campaign to enact the Affordable Care Act. Born in San Juan, Puerto Rico, Sinsi is bilingual and bicultural. She earned an A.B. from Princeton University's Woodrow Wilson School of Public and International Affairs and a J.D. from New York University School of Law, where she was an Arthur Garfield Hays Civil Liberties Fellow, and won the Georgetown Women's Law and Public Policy Fellowship. She lives in Fairfax with her husband, teenage son and two rescue dogs. She loves sci-fi, board games and expressing her love for family and friends by feeding them.

**Ameina Mosley**, is the Manager of Community Organizing, Vital CXNs. Ameina Moseley has a long history in healthy equity within her roles as a community organizer, volunteer, and Research assistant. Ameina is pursuing her Bachelor of Science and Master's in Global Inclusion and Social Development with a concentration in human rights at the University of Massachusetts, Boston. Ameina is passionate about working at the intersection of health and human rights. As a black woman and an immigrant, Ameina has an acute understanding of intersections. Through her lived experience and professional work experience, she has been able to connect with communities and systems to identify gaps in resource delivery and support the creation of infrastructure that will promote community ownership. Ameina, as a Research Assistant with the Boston Public Health Commission, launched a Prostate Health research and intervention initiative for African-American and Caribbean Men living in the US. The study has gone on to inform the Commission's Cancer Plan. She has also volunteered with community-based organizations such as Massachusetts Jobs with Justice, which supports undocumented workers. Currently, Ameina serves as the Manager of Community Organizing at Vital CxNs, where she leads the design and implementation of the Community Health Hub (CHH) model. The CHH model promotes the decentralization of healthcare and stimulates cross-sector collaboration to improve the coordination of health-related resources. This model shifts decision-making from 'professionalized' spaces such as hospitals, universities, and service providers into community-run shared spaces. Ameina has worked closely with CBOs in underserved communities in Boston to design and implement equity-building programming at community health-hub sites.

**Carolina Reyes**, is a practicing Maternal-Fetal Medicine specialist. She is dedicated to providing compassionate, equitable quality care to all she serves. She is recognized nationally for her advocacy and commitment to improving the quality of care, especially to the underserved and marginalized. Dr. Reyes is an Associate Clinical Professor at UC Davis Medical School caring for patients with high-risk pregnancies and a mentor to future OB/Gyn specialists. Dr. Reyes earned numerous awards in recognition of her professional and community service, including the American College of Obstetrics and Gynecology Community Service Award for dedication to women's health and underserved populations. She was previously appointed to the US Secretary's Advisory Committee on Infant Mortality, the US Preventive Health Services Task Force, and as a Senior Scholar with the Agency for Health Care and Quality. She was honored to serve on the Institute of Medicine Committee producing the sentinel report on Unequal Treatment and the Institute of Medicine committee on Medicaid. Dr. Reyes is Chair of the California Health Care Foundation Board and a Trustee of the CommonSpirit Board. She previously served on the Board of Directors for Providence Health and was the chair of the Quality and Patient Safety Committee. As an Associate Clinical Professor at USC, she led the implementation of a \$28 million Health Births Initiative funded by First 5 LA to improve birth outcomes by leading an LA Best Babies Network, coordinating quality improvement efforts in prenatal care, and leading a collaborative home visitation program for high-risk pregnancies. First 5 LA also funded Dr. Reyes to lead the design and implementation of the Welcome Baby! program, providing home visitation to new mothers in Los Angeles. Dr. Reyes earned her undergraduate degree in Human Biology at Stanford University and a Doctorate of Medicine from Harvard Medical School. She completed her Residency in Obstetrics and Gynecology and Fellowship in Maternal Fetal Medicine at the University of Southern California Keck School of Medicine. She is Board-certified in Maternal Fetal Medicine and Obstetrics and Gynecology.

**Anna Zink**, is a principal researcher at Chicago Booth's Center for Applied AI where she works on their Algorithmic Bias Initiative along with other projects related to the development and adoption of AI in health. Her research on algorithmic fairness applications in health care, in particular the evaluation of risk adjustment formulas used for health plan payment, has been published in statistics and economic journals including Biometrics and the American Journal of Health Economics. She is on the program committee for the ACM Conference on Fairness, Accountability, and Transparency and has served as an ethical reviewer for NeurIPS. Anna received her PhD in Health Policy from Harvard University where her research was supported by a National Science Foundation Graduate Research Fellowship. Before receiving her degree, she worked as a data analyst at Acumen, LLC. where, among a small team of analysts, she partnered with the Department of Justice on cases of Medicare fraud, waste, and abuse and helped develop fraud surveillance methods. She also worked as a data engineer on the research team at athenahealth, a healthcare IT software and services company.

**Juliet K. Choi**, is the president and Chief Executive Officer of the Asian & Pacific Islander American Health Forum (APIAHF), a national health justice organization which influences policy, mobilizes communities, and strengthens programs and organizations to improve the health of Asian Americans, Native Hawaiians and Pacific Islanders. She is an accomplished cross-sector leader and coalition builder who specializes in change management, system reform and stakeholder relations, particularly in the areas of immigration, civil rights, healthcare and disaster relief. A senior executive, she served in the Obama administration as the former chief of staff and senior advisor of two federal agencies: U.S. Citizenship and Immigration Services (USCIS) at the U.S. Department of Homeland Security; and the Office for Civil Rights (OCR) at the U.S. Department of Health and Human Services. Prior to her political appointments, she led disaster relief operations and strategic partnerships at the American Red Cross as a member of the disaster leadership team. She has previously worked at the Partnership for Public Service, Asian American Justice Center, Mental Health America, and a Fortune 500 corporation. Juliet received her law school's Alumni

Association Award for Leadership and Character and Rising Star Alumnus Award. Currently, she serves on the boards of the NAPABA Law Foundation and national YWCA USA. A certified mediator, Juliet received her J.D. from the University of Maryland School of Law and clerked for the Hon. Dennis M. Sweeney (ret.) of the Circuit Court for Howard County, Maryland. She received her B.A. in Economics from the University of Virginia.

### Panel 3: Political and Legal Determinants of Health and the Current Backlash Against Equity – How Can We Move the Pendulum Forward?

**Dayna Bowen Matthew**, is the Dean and Harold H. Greene Professor of Law at the George Washington University Law School. A leader in public health and civil rights law who focuses on disparities in health, health care, and the social determinants of health, Dean Matthew joined GW Law in 2020. She also is the founder and inaugural faculty director of GW's newly chartered Equity Institute, an interdisciplinary research hub dedicated to addressing racial, ethnic, and socioeconomic injustice. A prolific writer, Dean Matthew is the author of two bestselling books, "Just Medicine: A Cure for Racial Inequality in American Health Care," and the recently released "Just Health: Treating Structural Racism to Heal America," and the coauthor of a case book on public health law, ethics, and policy.

**Margaret Moss**, is an enrolled member of the Mandan, Hidatsa and Arikara Nation. She is the first and only American Indian to hold both Nursing and Juris Doctorates. She has been a nurse for 34 years and an academic for 23 years across 4 universities including the University of Minnesota, Yale University, SUNY Buffalo and currently at the University of British Columbia, where she is Director of the First Nations House of Learning, and a Professor in the Faculty of Applied Science, School of Nursing. As Director, Dr. Moss began the first Indigenous student collegium and has been instrumental in expanding the physical facility to allow more access and programming for UBC's Indigenous community. She was Interim Associate Vice President Equity & Inclusion for much of last year for UBC, both campuses. As AVP, she had the Inclusion Action Plan, the Antiracism and Inclusive Excellence report, human rights and education in her portfolio. Dr. Moss published an award-winning text, American Indian Health and Nursing (2015) followed by Health Equity and Nursing (2020) as lead editor. She co-led the development and launch of the UBC Indigenous Strategic Plan (2020) with interest and uptake around the world and across Canada. Dr. Moss was one of only 2 Indigenous women named to the inaugural Forbes 50 over 50 Impact List; is a board member of the American Academy of Nursing; and NASEM's Board on Population Health and Public Health Practice; and is a new member of the National Academy of Medicine.

**Tom Saenz**, is the President and General Counsel of MALDEF. He leads MALDEF's national efforts to promote the civil rights of all Latinos living in the United States. Previously, as Counsel to Los Angeles Mayor Antonio Villaraigosa, Saenz served on the four-person executive team to the mayor, where he provided legal and policy advice on major initiatives. During his four-year tenure with the Mayor's Office, Saenz helped to lead the legislative effort to change the governance of Los Angeles Unified School District (LAUSD), and served for two years as the lead liaison on labor negotiations, with a goal of addressing serious financial challenges in partnership with the City's workers. Saenz previously practiced civil rights litigation at MALDEF for 12 years, including four years as Vice President of Litigation. He was MALDEF's lead counsel in the successful challenge to California's anti-immigrant Proposition 187, and he led numerous civil rights cases in the areas of immigrants' rights, education, employment, and voting rights. Saenz achieved several victories against ordinances unlawfully restricting the rights of day laborers, served as lead counsel in the 2001 challenge to California's congressional redistricting, and initiated the employment discrimination lawsuit resulting in a \$50 million settlement with Abercrombie

and Fitch. He also served as MALDEF's lead counsel in two court challenges to Proposition 227, a California English-only education initiative. Saenz was also the lead drafter of the *amicus brief* on behalf of Latino organizations supporting affirmative action in the U.S. Supreme Court case of *Grutter v. Bollinger*. More recently, Saenz argued before the Supreme Court in *United States v. Texas*, representing intervenors defending Obama Administration deferred action initiatives. Saenz currently serves as a member of the Los Angeles County Board of Education. He also serves as chair of the National Hispanic Leadership Agenda (NHLEA) and as a vice chair of the Leadership Conference for Civil and Human Rights. Saenz also serves as chair of the board of the Campaign for College Opportunity, and as a member of the board of the California Community Foundation. In the past, Saenz has served as steering committee co-chair of the California Civil Rights Coalition and as a member of the Los Angeles County Commission on Human Relations, the American Bar Association (ABA) Commission on Hispanic Legal Rights and Responsibilities, the ABA Commission on Immigration, the U.S. Department of Education's Equity and Excellence Commission, and the California Task Force on K-12 Civic Learning. He has lectured at numerous universities, and for eight years, Saenz taught Civil Rights Litigation as an adjunct lecturer at the University of Southern California (USC) Law School. He has numerous publications in law reviews, newspapers, and online journals. Saenz graduated summa cum laude from Yale University, and he received his law degree from Yale Law School.

**Daniel Dawes**, is the Senior Vice President of Global Health Equity and the Executive Director of the Institute of Global Health Equity at Meharry Medical College. Prior to this, he served as Executive Director of the Satcher Health Leadership Institute and a Professor of health law, policy, and management at Morehouse School of Medicine. He is the author of two groundbreaking health policy books, *150 Years of ObamaCare* and *The Political Determinants of Health*, both published by Johns Hopkins University Press. 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 the Affordable Care Act's health equity-focused provisions, among other landmark federal policies, as well as the principal investigator for the nation's first health equity tracker, co-founder of the Health Equity Leadership and Exchange Network (HELEN), and a principal investigator of the HHS National COVID-19 Resiliency Network. Professor Dawes is an elected member of the National Academy of Medicine and an elected fellow of the New York Academy of Medicine. He serves as an advisor to The White House COVID-19 Health Equity Task Force, an appointed member of the CDC's Advisory Committee to the Director where he co-chairs the CDC's health equity work, and the NIH's National Advisory Council for Nursing Research.

**Oxiris Barbot**, is recognized physician, public health practitioner, and innovative leader at the intersection of public health, social justice, and health care delivery. Dr. Barbot's career has been defined by service, scholarship, and a commitment to community health equity. From 2018 until 2020, she served as Commissioner of Health for New York City, leading the city's successful response to the first wave of COVID-19. Her strategic decision-making, leadership of early action to address racial inequities, and clear and effective communication in both English and Spanish made a significant difference in public understanding, rapidly flattening the transmission curve and addressing the needs of the most vulnerable. As commissioner, she was also the driving force behind the city's launch of a home visiting program for first-time families. While Health Commissioner in Baltimore City she oversaw the development of B'More for Healthy Babies which has become a national model for reducing racial inequities in birth outcomes. Dr. Barbot was also senior fellow for public health and social justice at The JPB Foundation. An independent, nonprofit organization, UHF works to build an effective and equitable health care system for every New Yorker by leveraging its public policy analysis to inform decision-makers, finding common ground among diverse stakeholders, and developing and supporting innovative programs that improve health and health

care. Dr. Barbot is a Yale graduate and received her medical degree from New Jersey Medical School. She also holds an Honorary Doctorate of Science from The City University of New York, Lehman College.

**Robert Otto Valdez**, is Director of AHRQ in February 2022. He was previously the Robert Wood Johnson Foundation (RWJF) Professor Emeritus of Family & Community Medicine and Economics at the University of New Mexico (UNM). From 1993 through 1997, Dr. Valdez served at the U.S. Department of Health and Human Services as Deputy Assistant Secretary for Health (Public Health Service) and simultaneously Director of Interagency Health Policy (Health Care Financing Administration). Before joining DHHS in 1993, he served as a Special Senior Advisor to the Clinton White House on healthcare reform. He previously served in the Office of Child Health for the Health Care Financing Administration during the Carter Administration. In 2008, Dr. Valdez was the Founding Executive Director of the RWJF Center for Health Policy at UNM. He previously served as the founding Dean at the Drexel University School of Public Health. From 1985 through 1999, he was a Professor of Health Services at the UCLA School of Public Health. He directed the health services doctoral studies program, the MBA/MPH program, in collaboration with the UCLA Anderson School of Business. Dr. Valdez started his career as the lead child health researcher for the historic RAND Health Insurance Experiment. Internationally recognized as an expert in health services research, the U.S. healthcare system, and health policy analysis, he has led numerous global healthcare initiatives with the Pan American Health Organization and the University of California. His health promotion and disease prevention work with Univision Communications Corporation, “Salud es Vida: ¡Enterate!” was recognized with journalism’s prestigious Peabody Award. In 1998, he served as Special Senior Advisor to the White House Initiative on Educational Excellence for Hispanic Americans. His public service includes serving as Chairman of the New Mexico Community Foundation, the American Hospital Association Foster G McGaw Prize Committee, and the Public Health Institute, one of the nation’s largest non-profit public health agencies serving communities across California and internationally.

**Faith Mitchell**, is an Institute Fellow at the Urban Institute, affiliated with both the Center on Nonprofits and Philanthropy and the Health Policy Center. Over several decades, her career has bridged research, practice, and social and health policy. Previously, Faith Mitchell was President and CEO of Grantmakers In Health, a Washington 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), U.S. Department of State, William and Flora Hewlett Foundation, and San Francisco Foundation. Faith Mitchell has a doctorate in medical anthropology from the University of California, Berkeley. She has written or edited numerous policy-related publications and is the author of Hoodoo Medicine, a groundbreaking study of Black folk medicine, The Book of Secrets, Part 1, a supernatural thriller, and Emma’s Postcard Album, Black Lives in the Early Twentieth Century, a memoir and social history. She is the incoming chair of the Jacob & Valeria Langeloth Foundation, a co-chair of the advisory group for the John A. Hartford Foundation/Institute for Healthcare Improvement Age-Friendly Health Systems initiative, and a member of the Board on Health Care Services of the National Academies of Sciences, Engineering, and Medicine. She also serves on the advisory committee of the National Collaborative for Health Equity and the editorial board of Health Affairs.