

**Gaining Trust
AND
Confronting
Disparities
IN
Health Care**

Health Equity Leadership Program



**AUGUST 5, 2021
4:00pm - 8:00pm**



MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

PROGRAM

Michigan Medicine is proud to announce the Third Annual

Health Equity Leadership Program

Gaining Trust and Confronting Disparities in Health Care

August 5th - 4:00pm - 8:00pm

Sponsored by the **Office for Health Equity and Inclusion (OHEI)** at Michigan Medicine. OHEI aims to promote the development of leadership skills in medical students interested in health equity, diversity and inclusion work. This virtual event is led by Marcia A. Perry M.D., Program Director, Health Equity Leadership Weekend, Assistant Professor, Emergency Medicine.

As members of the ACGME Pursuing Excellence Healthcare Disparities Collaborative, we are leveraging our institutional assets to engage our house officers to develop leadership skills around eliminating health disparities.

Goals and Objectives

At the end of this virtual program:

- ◆ Learners will develop leadership skills to become change agents for healthcare equity and explore ways to positively lead and influence healthcare inequities.
- ◆ Learners will analyze and understand the impact of the Social Determinants of Health (SDoH) and the root causes of the inequity that contributed to the disparate health outcomes for marginalized populations during the COVID-19 pandemic.
- ◆ Learners will gain an understanding of past and current causes of loss of trust in the healthcare system, and through that lens appreciate how physicians can approach patient care in a way that rebuilds trust.
- ◆ As part of their leadership journey, learners will be equipped to discuss equitable healthcare delivery.

PROGRAM

AGENDA

- 4:00pm **Welcome** - Dr. David J. Brown and Dr. Marcia Perry
- 4:10pm **Keynote** - *Trust in the Health Care System* - Dr. Rama A. Salhi
10-minute Q&A
- 4:55pm **Confronting Disparities by Looking at Ourselves**
Moderator: Dr. Allecia M. Wilson
Skin Color and Pulse Oximetry - Dr. Susan Goold
Healthcare Equity REaL (Race Equity and Primary Language) Dashboard - Dr. Christopher Fung
Anti-Racism Oversight Committee (AROC) - Steve Vinson
Failure to Address a National Shame: The Care of Children with Sickle Cell Disease - Dr. Gary Freed
25-minute Q&A
- 6:00pm **10 minute Break**
- 6:10pm **Disparities in Access to Healthcare Highlighted by COVID**
Moderator: Dr. Michael Lukela
Disparities in Telemedicine Access - Dr. Julia Chen
Preventative Health Disparities Among African Americans
- Dr. Nijuanna Irby-Johnson
Racial Differences in Medically Assisted Therapy for Substance Use Disorder - Dr. Pooja Lagisetty
25-minute Q&A
- 7:20pm **Final thoughts and invitation to Department Breakout Sessions**
- Dr. Marcia Perry
- 8:00pm **Breakout Rooms Close**

PRESENTERS



David J. Brown, MD

Associate Vice President and Associate Dean for Health Equity and Inclusion

Associate Professor of Pediatric Otolaryngology, Head and Neck Surgery

University of Michigan - Michigan Medicine

David J. Brown, M.D., is the Associate Dean and Associate Vice President for Health Equity and Inclusion as well as Associate Professor of Pediatric Otolaryngology at Michigan Medicine.

Dr. Brown is formerly the medical director of the Pediatric Otolaryngology Ambulatory Care Unit, a founding member and medical director of the Pediatric Multidisciplinary Aerodigestive Clinic, and a founding member and course director of the U-M Otolaryngology Essentials Simulation Boot Camp. He is the past Director the Otolaryngology Diversity Committee, which received a U-M Distinguished Diversity Leader Award for its monthly Diversity Lunch and Learn Series.

A member of the U-M faculty since 2011, he is Chair of the Society of University Otolaryngologists Diversity Committee, and a U-M Global REACH faculty associate who collaborates with colleagues at Komfo Anokye Teaching Hospital (KATH) in Kumasi, Ghana, to bridge otolaryngology educational, technical and research efforts between KATH and the U-M. He also is a member of the Global Tracheostomy Collaborative, which promotes quality and safety for patients with tracheostomies.

Dr. Brown attended Brown University and Harvard Medical School, where he co-chaired the Third World Caucus and the Harvard University Black Graduate Student Conference. He completed his otolaryngology-head and neck surgery residency in 2003 at the U-M and a pediatric otolaryngology fellowship in 2004 at the Children's Hospital, Boston/Harvard. His first academic appointment was in 2004 at Johns Hopkins University where he was the associate program director of the otolaryngology residency, faculty member and student advisor for the Helen Taussig College, and winner of the George T. Nager Award for Excellence in Teaching.

He worked from 2008-11 at the Medical College of Wisconsin, where he won the Otolaryngology Faculty Teaching Award. He has been honored among the Best Doctors in America since 2009. He was recently honored with the Harvard Medical School 2020 Distinguished Alumni Service Award for co-creating an alumni mentorship program for medical students underrepresented in medicine.

Dr. Brown enjoys classical music and is a founding member, principal flutists and 2018 Concerto Competition Winner of the University of Michigan Life Sciences Orchestra.

PRESENTERS



Marcia Perry, MD

Assistant Professor, Associate Chair for DEI, Emergency Medicine
Director OHEI House Officers Programs
Director OHEI Health Equity Visiting Clerkship
University of Michigan - Michigan Medicine

Dr. Marcia Perry is an Assistant Professor and Associate Vice Chair for Diversity, Equity, and Inclusion in the Department of Emergency Medicine. She completed her Emergency Medicine training at the

University of Michigan and stayed on as faculty. She currently serves as the Assistant Director of the Emergency Medicine Residency Program and provides clinical care and teaching at the University of Michigan.

Dr. Perry is a Doctoring/Coaching faculty member in the Medical School. She is the Director of House Officer Programs, the Director of the Health Equity Visiting Clerkship, and the Director of the Health Equity and Quality Scholars Program in the Office for Health Equity and Inclusion.



Rama A. Salhi, MD, MHS, MSc

Fellow, National Clinician Scholars Program at IHPI, 2020-2022
Clinical Instructor, Department of Emergency Medicine
Interim Director, Acute Care Research Unit
University of Michigan - Michigan Medicine

Dr. Salhi is an Emergency Physician and National Clinician Scholar at the University of Michigan. She received her master's degree in Epidemiology with a focus on health disparities and health

inequalities from the Johns Hopkins School of Public Health prior to medical school at Michigan State University. She is interested broadly in the use of health systems science to address quality gaps in health outcomes with particular attention to existing systems of care for time-sensitive conditions. More specifically, she is currently focusing her work on the intersection of these systems of care with structural inequities and how this impacts health outcomes for our patients. She has added interests in medical education both at the bedside and with respect to health services research.

PRESENTERS



Allecia M. Wilson, MD

Forensic, Pediatric and Perinatal Pathology
Director, Autopsy and Forensic Services
Chief Medical Examiner, Washtenaw County and Livingston County
Department of Pathology
University of Michigan - Michigan Medicine

Dr. Allecia M. Wilson received her B.S in Medical Technology from Michigan State University in Lansing, Michigan in 1999 and M.D. from the University of Michigan in 2004. She completed her residency training in Anatomic Pathology also at the University of Michigan (2004-2007). Dr. Wilson subsequently completed a Forensic Pathology Fellowship at the Miami-Dade County Medical Examiner's Office in Miami, Florida (2007-2008). Following completion in 2008, she served as the Deputy Medical Examiner of the Genesee County Medical Examiner's Office based in Flint, Michigan (2008-2012). During this time she participated in a broad range of medicolegal cases including child death investigations, homicides, serial death investigations and provided expert witness testimony in various counties in the state of Michigan. Dr. Wilson also held active teaching roles in Flint, Michigan serving as part-time faculty at Mott Community College and co-instructor of the Autopsy Assistant Certificate Program.

Dr. Wilson returned to the University of Michigan in 2012 as faculty supporting the Wayne County Medical Examiner's Office based in Detroit, Michigan. Due to an academic interest in pediatrics, Dr. Wilson completed an additional fellowship in Pediatric and Perinatal Pathology at the University of Michigan (2013-2014). She currently holds a faculty position with the University of Michigan serving as the Director of Autopsy and Forensic Services and Chief Medical Examiner for Washtenaw and Livingston County Medical Examiner's Offices. Dr. Wilson is active in numerous medicolegal, pediatric and community committees and is the past President of the Michigan Association of Medical Examiner's (2017-2019), Chair of the State of Michigan Committee on Child Fatalities, Chair of the Washtenaw County Child Death Review Team, Co-Founder of the Washtenaw County Suicide Death Review Team and member of Michigan Maternal Mortality Review Committee. Her clinical areas of interest include sudden death in infancy and childhood, pregnancy-related deaths, suicides in the pediatric population and in-custody deaths.

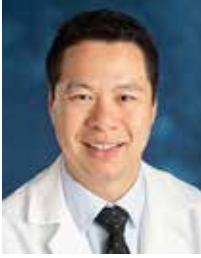


Susan Goold, MD, MHSA, MA

Professor of Internal Medicine and Health Policy and Management
University of Michigan - Michigan Medicine

Dr. Goold studies the allocation of scarce healthcare resources, especially the perspectives of patients and citizens. Her health services research interests include public perspectives on health and healthcare spending priorities, physicians and stewardship, conflicts of interest in medicine and biomedical research, public health ethics and equity, physician reimbursement and the doctor-patient relationship, deliberative procedures in bioethics and health policy, and the philosophical and empirical study of trust relationships in healthcare settings.

PRESENTERS



Christopher Fung, MD

Assistant Professor, Emergency Medicine
University of Michigan - Michigan Medicine

Dr. Fung is an Assistant Professor in the Division of Emergency Critical Care in the Department of Emergency Medicine at the University of Michigan. He completed both his Emergency Medicine Residency and fellowship in Critical Care Medicine at the University of Michigan.

Dr. Fung is currently a scholar in the Michigan Center for Integrative

Research in Critical Care K12 Career Development program in Emergency Critical Care research. His major areas of research interest are the development of novel point-of-care ultrasound technologies and applications, emergency management of acute heart failure, and the development of noninvasive technologies for the monitoring of critically ill patients. His clinical interests include heart failure, sepsis, resuscitation and emergency ultrasound.



Steve Vinson, MHSA

Senior Financial and Business Analyst and DEI Lead
University of Michigan - Michigan Medicine

Steve has been leading the University of Michigan Medical Group (UMMG) Diversity, Equity and Inclusion Committee since March of 2017. Due to his efforts, Steve was the recipient of the Office of Health, Equity and Inclusion's inaugural DEI Advocate Award in April of 2018. Initially, Steve co-wrote the UMMG Committee's mini-grant

proposal for their DEI Driver Program, receiving an award for 2019. Steve is also a member of the University of Michigan Voices of the Staff – Advancing Diversity, Equity and Inclusion Team, receiving the Voices Champion Award in 2019. Recently, Steve has represented University of Michigan staff on the Workplace Innovation Staff Experience Committee and the Michigan Medicine Anti-Racism Oversight Committee.



Gary L. Freed MD, MPH

Percy and Mary Murphy Professor of Pediatrics
Professor of Health Management and Policy
Associate Chair, Dept of Pediatrics

Director of Faculty Programs, Office for Health Equity and Inclusion
University of Michigan - Michigan Medicine

Gary L. Freed MD, MPH is the Murphy professor of Pediatrics in the School of Medicine and professor of Health Management and Policy

in the School of Public Health at the University of Michigan (UM). He serves as the Director of Faculty Programs in the Office of Health Equity and Inclusion, and Associate Chair for Diversity, Equity and Inclusion in the Department of Pediatrics.

Dr. Freed has more than 30 years of experience in children's health services research. He has been the principal investigator of numerous grants on child health policy and health economics, immunizations, health care quality measurement, physician behavior and the medical workforce.

He is a past president of the Society for Pediatric Research, the largest research society in child health. He is past chair of the Department of Health and Human Services National Vaccine Advisory Committee and a fellow of the American Academy of Pediatrics.

PRESENTERS



Michael P. Lukela, MD, SFHM, FACP, FAAP

Vice Chair, Diversity, Equity and Well-Being, Department of Medicine
Director, Medicine-Pediatrics Residency Program
Clinical Professor, Internal Medicine
Clinical Professor, Pediatrics
University of Michigan - Michigan Medicine

Dr. Lukela is a Clinical Professor of Internal Medicine and Pediatrics practicing hospital medicine at Michigan Medicine and primary care at the HOPE Clinic, a clinic for the uninsured in Ypsilanti. He is the Director for the combined Medicine-Pediatrics Residency Program, Vice Chair for the Office of Diversity, Equity and Well-Being in the Department of Internal Medicine, and is deeply involved in both undergraduate (UME) and graduate medical education (GME) at Michigan Medicine. He is a Fellow of the American Academy of Pediatrics and the American College of Physicians, and Senior Fellow in the Society of Hospital Medicine.

Nationally, his commitment to medical education has been recognized through his election to the Executive Committee for the Medicine-Pediatrics Program Directors' Association (MPPDA), including a term as President for the organization. His service was recognized by the Leadership in Medicine-Pediatrics Awards in 2020. He is deeply committed to advancing diversity, equity, inclusion and well-being within the practice of medicine and in our communities.



Julia Chen, MD

Virtual Care Lead, General Medicine
Clinical Instructor
University of Michigan - Michigan Medicine

Dr. Julia Chen, graduate of Michigan State University's College of Human Medicine, completed her Internal Medicine residency at Dartmouth-Hitchcock Medical Center. She is a primary care physician at East Ann Arbor Health Center. She is leading the implementation of telemedicine at Michigan medicine as the Virtual Care Lead of General Medicine. She also co-leads a program to optimize the referral experience at Michigan Medicine in partnership with the Association of American Medical Colleges (AAMC), by developing eConsults to facilitate timely access to specialist input for focused questions and streamlining the in-office referral process. She performs research regarding provider experience with e-Consults, appropriateness of care via e-Visits, and disparities in access to telehealth visits. She was recently awarded the AAMC's new Telehealth Equity Catalyst (TEC) Award for programs that demonstrate a positive impact on barriers associated with telehealth and health technology across clinical delivery, particularly for underserved and vulnerable populations.

PRESENTERS



Nijuanna Irby-Johnson, MD

Ambulatory Care Clinical Chief (ACCC) for General Internal Medicine
Assoc. Chief of Population Health, Quality and Strategy
Assistant Chief Ambulatory Care Operations Washtenaw
Clinical Assistant Professor, Department of Internal Medicine
Division of General Medicine
General Medicine Clinic | Northville Health Center
University of Michigan – Michigan Medicine

Nijuanna Irby-Johnson, M.D. is an Assistant Professor within the Division of General Medicine and provides primary care with her colleagues at Northville Health Center. In addition to her clinical responsibility, she serves as the Ambulatory Care Clinical Chief (ACCC) of General Medicine and Assistant Division Chief of Quality for Ambulatory Programs where her primary focuses are on practice transformations, key quality indicators and quality initiatives that promote high value care within General Medicine Ambulatory Practices. Dr. Irby-Johnson graduated from Wayne State University's School of Medicine in Detroit, Michigan in 2004 and completed her residency at the Oakwood Healthcare System in 2007 as Chief Medical Resident.

She received a MBA from Michigan State University's Broad College of Business in 2014.



Pooja Lagisetty, MD, MSc

Assistant Professor, Internal-General Medicine, University of Michigan
Medical School
Research Investigator, Center for Clinical Management Research, VA Ann
Arbor Healthcare System
University of Michigan – Michigan Medicine

Dr. Lagisetty is an Assistant Professor at the University of Michigan Medical School and a Research Investigator in the Center for Clinical Management Research at the Ann Arbor VA. She is also the clinical lead for the Addiction Consultation Team at Michigan Medicine and has led the development of an innovative addiction curriculum at the University of Michigan Medical School. Dr. Lagisetty received her MD from the Johns Hopkins School of Medicine and completed her internal medicine/primary care residency at Massachusetts General Hospital. She is board certified in both Internal Medicine and Addiction Medicine. Her research focuses on understanding how stigma and bias affect access to care for patients with chronic pain and substance use disorders, and she has received funded from various agencies, including NIDA, SAMSHA, the Veterans Health Administration, and the Michigan Health Endowment Fund. Her research findings have been published in high-impact journals such as *JAMA Psychiatry*, *Annals of Internal Medicine*, and *PAIN* and cited by news media sources including *NPR*, *USA Today*, and *ABC News*. Ultimately, she hopes that her clinical and research work inform the development of policies and interventions that ensure equitable access to addiction and pain related treatment for all individuals.

OFFICE FOR HEALTH EQUITY AND INCLUSION

OHEI AT MICHIGAN MEDICINE

The Office for Health Equity and Inclusion (OHEI) develops mechanisms for inclusion, diversity and cultural sensitivity among faculty, students and staff at Michigan Medicine. OHEI advances clinical care for under-served patient populations through research and education. Under the leadership of David J. Brown, MD, Associate Vice President and Associate Dean for Health Equity and Inclusion and Kristen Howard, JD, Senior Director, OHEI's goal is to transform health care and ensure health care equity.

OUR VISION:

TO CREATE a world where every person feels valued and can thrive.

OUR MISSION:

TO HONOR the well-being, individuality and dignity of all who work, learn and heal at Michigan Medicine.

TO CHAMPION diversity and inclusion for our patients, our community and society.

TO DIVERSIFY the next generation of physicians, nurses, health professionals and scientists.



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