FIRST LOOK WEEKEND

Becoming a Change Agent in Health Equity

August 9 and 10, 2019

MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN
The Office for Health Equity and Inclusion (OHEI) at Michigan Medicine welcomes you to **First Look Weekend**.

The theme of the weekend is **Becoming a Change Agent in Health Equity**. The goal of this event is to develop leaders in health equity, diversity and inclusion.

**August 9 - Friday**

5:30pm  Visiting students picked up at Ross Executive Residence by U-M charter bus to Michigan Stadium  
6:00pm  Appetizers and beverages at Jack Roth Stadium Club  
6:30pm  Welcome - Dr. Marcia Perry and Dr. David J. Brown  
6:45pm  Ice Breaker - Michael Herrington  
7:00pm  Strolling Dinner Buffet  
7:45pm  Introductions - Dr. Carol Bradford  
         Executive Vice Dean for Academic Affairs, Medical School  
         Chief Academic Officer, Michigan Medicine  
         Professor of Otolaryngology-Head and Neck Surgery  
8:00pm  Keynote - Dr. Joneigh Khaldun  
8:45pm  Michigan Stadium locker room and field visit  
10:00pm Visiting students depart via U-M charter bus to Ross Executive Residence

**August 10 - Saturday**

7:30am  Visiting students picked up at Ross Executive Residence by U-M charter bus to UH Towsley Lobby  
8:00am  Strolling breakfast at Towsley Lobby  
8:30am  Welcome and Introduction at Maternal Child Health Center (MCHC) Auditorium - Dr. Marcia Perry and Dr. David J. Brown  
8:35am  **Defining Health and Healthcare Disparities** - Dr. Othelia Pryor  
9:00am  **Community Health Needs Assessment: Making the Invisible Visible** - Maria Thomas  
9:45am  **Levels of Health Intervention: A Cliff Analogy** - Dr. Camara Jones  
10:30am Break at Towsley Lobby
10:45am **Beyond Access - Panel on Healthcare Disparities as it Affects Different Groups** - Moderator: Dr. David J. Brown

- *Disparities Around Chronic Pain* - Dr. Eve Losman
- *Disparities Faced by Patients with Disabilities* - Dr. Feranmi Okanlami
- *Social Determinants of Health* - Dr. Othelia Pryor
- *Intersection of Community Needs with Michigan Medicine* - Alfreda Rooks
- *LGBTQ Health and Maternal Health Equity* - Leseliey Welch
- *Impact of Patient Experience* - Molly Dwyer-White

11:45am **Driving Institutional Change** - Dr. Mary Haas

12:15pm Lunch - Towsley Lobby

Workshop - Strategies to inform institutional change

1:30pm Lunch groups report back - MCHC Auditorium

2:00pm **Resilience** - Dr. Feranmi Okanlami

2:30pm **Naming Racism: A Gardener’s Tale** - Dr. Camara Jones

3:15pm **Handling Microaggressions** - Dr. David J. Brown and Dr. Marcia Perry

3:45pm Wrap up

4:00pm Visiting students picked up by U-M charter bus to Ross Executive Residence

5:30pm Visiting students picked up at Ross Executive by U-M charter bus to Biomedical Science Research Building (BSRB)

6:00pm BSRB Atrium - beverages and appetizers

Welcome by Dr. Marcia Perry

6:30pm Dinner

7:30pm Keynote - **Achieving Health Equity: Tools for a National Campaign Against Racism** - Dr. Camara Jones

8:30pm Thank you and Farewell - Dr. Marcia Perry and Phyllis Blackman, Director, Office for Health Equity and Inclusion

9:00pm Visiting students depart via U-M charter bus to Ross Executive Residence
Mary Haas, MD

Dr. Mary Haas attended the University of Pennsylvania for college. She graduated from medical school at Loyola University Stritch School of Medicine in Chicago, where she was inducted into Alpha Omega Alpha. She then went on to complete her Emergency Medicine residency at the University of Michigan/Saint Joseph Mercy Hospital, where she served as a chief resident.

Mary previously served on the AAEM/RSA board of directors. She is also an active member of the Academic Life in Emergency Medicine blog team, serving as the blog editor for the Innovations in Didactics and Educational Activities Series. She is currently pursuing a Medical Education fellowship at the University of Michigan that includes a Master of Health Professions Education.

David J. Brown, MD

Dr. David J. Brown is the Associate Vice President and Associate Dean for Health Equity and Inclusion and Associate Professor of Pediatric Otolaryngology at Michigan Medicine.

Dr. Brown leads the Michigan Medicine Office for Health Equity and Inclusion and the diversity, equity, and inclusion initiatives across Michigan Medicine. He is a member of Global Reach and works to advance the surgical skills of otolaryngologists at Komfo Anokye Teaching Hospital in Kumasi, Ghana.

Dr. Brown is the Central Region Representative for the AAMC Group on Diversity and Inclusion, a National Medical Fellowship Alumni Council Member, the Michigan Medicine Lead for the ACGME Quality Improvement: Health Care Disparities, and the incoming Chair of the Society of University Otolaryngologists Diversity Committee.

Dr. Brown graduated from Brown University and Harvard Medical School. He completed his residency in Otolaryngology-Head and Neck Surgery at the University of Michigan and fellowship in Pediatric Otolaryngology at the Children’s Hospital of Boston.

Marcia Perry, MD

Dr. Marcia Perry is an Assistant Professor 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 and the Director of the Health Equity Visiting Clerkship in the Office for Health Equity and Inclusion.
Michael Herrington, M Ed, SPHR
Michael enhances the competencies of individual employees by designing and conducting learning programs that boost employee performance and promote an environment of diversity, equity and inclusion.

Prior to joining Michigan Medicine’s Office for Health Equity and Inclusion, Michael worked in Residence Education as well as in Human Resources at a variety of universities including the University of Southern California and the University of Michigan. Michael holds a B.A. in Psychology and an M.Ed. in Counseling and Student Personnel Administration.

Camara Jones, MD, MPH, PhD
Dr. Camera Phyllis is the 2019-2020 Evelyn Green Davis Fellow at the Radcliffe Institute for Advanced Study at Harvard University and a Past President of the American Public Health Association (2015-2016).

She is a family physician and epidemiologist whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of the nation. She seeks to broaden the national health debate to include not only universal access to high quality health care, but also attention to the social determinants of health (including poverty) and the social determinants of equity (including racism).

Dr. Jones earned her B.A. in Molecular Biology from Wellesley College, her M.D. from the Stanford University School of Medicine, and her Master of Public Health and her Ph.D. in Epidemiology from the Johns Hopkins School of Hygiene and Public Health. She completed residency training in General Preventive Medicine at Johns Hopkins and in Family Practice at the Residency Program in Social Medicine at Montefiore Medical Center.

Joneigh Khaldun, MD
Dr. Joneigh Khaldun is the Chief Medical Executive and Chief Deputy Director for Health for the Michigan Department of Health and Human Services. In these roles, she provides medical guidance for the State of Michigan and oversees the Population Health, Medical Services, Aging and Adult Services, and Behavioral Health and Developmental Disabilities administrations.

Prior to her roles at MDHHS, she was the director and health officer for the Detroit Health Department. In 2018, Dr. Khaldun was selected for the 40 Under 40 Leaders in Minority Health Award by the National Minority Quality Forum.

She obtained her undergraduate degree from the University of Michigan, medical degree from the Perelman School of Medicine at the University of Pennsylvania and a master degree in public health in health policy from George Washington University. She completed her residency in Emergency Medicine at Kings County Hospital Center in Brooklyn, New York, where she served as chief resident. She practices Emergency Medicine part-time at Henry Ford Hospital in Detroit.
**Othelia Pryor, PhD, MPH, MBA**
Dr. Othelia Pryor’s career has focused on the needs of underrepresented, ethnic populations whose potential is often discarded or discounted by the larger society. Her OHEI responsibilities include managing the Michigan Health Sciences Summer Institute and recruitment activities constructed to expand and diversify the medical pipeline for future generations of health care professionals. Dr. Pryor’s professional accomplishments include being a founding member of the National Partnership for Action to End Health Disparities; active participation in the passage of PA 653—Michigan’s Health Disparity Law; and receiving two State of Michigan seals as acknowledgement for her innovative health equity work in minority communities. Dr. Pryor has a Ph.D. in educational psychology from Michigan State University, an MPH from the University of North Carolina at Chapel Hill, an MBA from the University of Illinois, and a Bachelor of Science from the University of Pittsburgh.

**Feranmi Okanlami, MS, MD**
Dr. Oluwaferanmi Okanlami is an Assistant Professor in the Departments of Family Medicine and Physical Medicine and Rehabilitation, as well as the Director of Medical Student Programs in the Office for Health Equity and Inclusion at the University of Michigan. Dr. Okanlami earned his undergraduate degree from Stanford University and his M.D. from the University of Michigan. He earned a master’s degree in Engineering, Science, and Technology Entrepreneurship from the University of Notre Dame, and completed his Family Medicine residency at Memorial Hospital in Indiana. He served on the St. Joseph County Board of Health and is the VP of the River City Challenged Athletes. He is the Director of Design the Future: Midwest, a summer program that teaches high school students to utilize design thinking and entrepreneurship to create solutions for problems facing people with disabilities. He is also the director for Adaptive Sports, including adult wheelchair basketball and collegiate adaptive tennis.

**Eve Losman, MD, MHSA**
Dr. Eve Losman spent the first decade of her postgraduate career focused on graduate medical education and the care of older adults presenting to the Emergency Department for medical care. In 2011, Dr. Losman resigned from her post in the residency program. In addition to working full-time clinically, she completed the Executive Master’s Program in Health Management and Policy in 2014. Since graduation, she has led the Emergency Medicine Complex Care Committee. In 2016, Dr. Losman joined the Washtenaw Health Initiative – Opioid Project and in 2017 she became her department’s representative on the Michigan Medicine Pain Committee and QI Controlled Substances Committee. Dr. Losman holds a B.A. from Columbia College, M.D. from UMDNJ and MHSA from the University of Michigan School of Public Health; Executive Master’s program in Health Management and Policy.
Alfreda Rooks, MPA
Alfreda Rooks is the director of Community Health Services and Program for Multicultural Health for Michigan Medicine at the University of Michigan. In her role as director, Community Health Services, she has leadership for the programs that interface and provide services to the community. The Program for Multicultural Health builds knowledge and skills within individuals, organizations and communities so that everyone, regardless of income, race/ethnicity, language, gender, education, etc., has the opportunity to achieve optimal health and well-being.
She holds a master’s degree in Public Administration (Health Care Administration).

Maria Thomas, MA, MPA,
Maria Thomas is the Director of Child Advocacy, as well the Director of Community Benefit and Community Health Needs Assessment for Michigan Medicine.

Over the years she has held a variety of jobs including teaching theatre and dance to middle schoolers, painting murals for nonprofits, working at a shelter for homeless women with mental illness, and creating documentaries with the United Nations Children’s Fund on HIV/AIDS issues, all in South India; and partnering with the Harlem Children’s Zone to run a youth mentoring program in New York.

Thomas has an M.A. in English Literature from the University of Oxford, UK and an MPA with a focus on nonprofit management from Columbia University.

Leseliey Welch, MPH, MBA
Leseliey Welch has over a decade of leadership experience in city, state and national health organizations. She served as interim executive director of Birthing Project USA and Deputy Director of Public Health for the City of Detroit. She provided concept development and community engagement consulting in the start-up of Corktown Health Center, Southeast Michigan’s first comprehensive LGBT health center, and is leading the development of Detroit’s first freestanding birth center Birth Detroit. Leseliey is on faculty in Public Health at Wayne State University and lectures in Women’s Studies at University of Michigan. She earned her undergraduate degree in Women’s Studies, Masters in Public Health, and Masters in Business Administration from the University of Michigan.

Molly Dwyer-White, MPH
Molly C. Dwyer-White serves as the Administrative Director for the Office of Patient Experience at Michigan Medicine. In this role, she provides leadership on system-wide initiatives to improve the patient and family experience. From point of care to health system design, she works to establish strategic opportunities for patients and families to contribute to the mission, vision, values and effectiveness of Michigan Medicine.

Dwyer-White leverages patients and families as partners to create strategic goals, improve policies and practices, and to link to interdisciplinary health care teams to create and maintain the ideal patient experience.
OHEI AT MICHIGAN MEDICINE
The Office for Health Equity and Inclusion 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 Phyllis M. Blackman, MBA, Administrative Director, OHEI’s goal is to transform health care and ensure health care equity.

OUR VISION:
TO ENSURE that Michigan Medicine is a place where every person feels valued and can thrive.

OUR MISSION:
TO FOSTER an environment of respect that honors the well-being, individuality and dignity of all who work, learn and heal at our Academic Medical Center.
TO CHAMPION diversity and inclusion for our patients, learners, faculty, staff, community and society.
TO DIVERSIFY the next generation of physicians, nurses, health professionals and scientists.