

2023 movement is life summit

Bridging the Health Equity Gap in Vulnerable Communities

November 30 – December 1, 2023

The Westin Washington, DC Downtown



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Welcome Letter

Dear Health Equity Champion,

Welcome to the 2023 Movement is Life Summit!

Now in our 14th year, the Movement is Life Summit (formerly titled Caucus) is the premier meeting of advocates for health equity: clinicians, community leaders, policymakers, and community members. We cannot solve the complexity of health disparities without a broad coalition to address the main drivers and root causes of these inequities. We need your voices to advance actionable solutions!

The theme of this year’s Summit is “Bridging the Health Equity Gap in Vulnerable Communities.” Building bridges is a beautiful metaphor for our mission to tackle health disparities. We have taken the image of an aqueduct, created to ensure community-wide distribution of essential water in Roman times, and evolved it to reflect essentials for health equality. The resultant Movement is Life “Equiduct” highlights essentials for good health and quality of life: access to healthcare, nutrition, movement, information, and opportunity.

Throughout the Summit, our plenary and workshop speakers will address these essentials. Our goal is to educate, engage, and energize you to continue our collective efforts to address health disparities. We could not be more excited to have you join us!

Enjoy expanding your network with new colleagues at the Summit. Meet our amazing plenary speakers and workshop leaders. Ask us how you can become more involved with Movement is Life. Donate to our mission and share with us your connections to philanthropic organizations.

As a new 501(c)(3) organization, we seek to expand support for our mission. We remain very grateful to the Zimmer Biomet Foundation, our leading sponsor, whose generous support allows us to provide complimentary registration to all Summit attendees. Our board and steering committee members are volunteers, and all donations go to support our mission.

Thank you for joining our movement!



Mary I. O’Connor, MD

Chair, Movement is Life Board of Directors
Co-founder and Chief Medical Officer, Vori Health
Professor Emerita of Orthopedics, Mayo Clinic
Past Professor of Orthopaedics and Rehabilitation, Yale School of Medicine
Past Director, Center for Musculoskeletal Care, Yale School of Medicine and Yale New Haven Health

Bridging the

HEALTH EQUITY GAP

in Vulnerable Communities

Movement is Life 2023 Summit

Resource and Data Guide

About Movement is Life

What is Movement is Life?

Movement is Life is a nonprofit organization dedicated to promoting knowledge and programs that help to eliminate health disparities in underserved populations.

Movement is Life is particularly concerned about the ways in which low levels of physical activity (movement) contribute to common chronic conditions such as obesity, diabetes, and cardiovascular disease. Once movement becomes limited, common chronic conditions worsen, and accessing treatment such as joint replacement becomes more and more difficult, particularly for low income and underserved populations. This is a vicious cycle which traps and negatively impacts millions of Americans.

Who founded Movement is Life?

Movement is Life was created by Zimmer Biomet's Minority Initiatives Program. Zimmer Biomet is a global medical technology leader based in Warsaw, IN, since 1927. Concerned that underserved populations find it difficult to access musculoskeletal care and suffer significant health disparities, Movement is Life was established to identify the root causes of these disparities and develop practical solutions.

Who does Movement is Life represent?

Movement is Life represents the underserved populations most impacted by musculoskeletal health disparities and common chronic conditions, as well as healthcare professionals, community leaders, and advocates working to eliminate health disparities.

The National Institute on Minority Health and Health Disparities (NIMHD) defines vulnerable populations as those that experience the greatest health disparities, such as racial and ethnic minority groups, people with lower socioeconomic status (SES),

underserved rural communities, and sexual and gender minority (SGM) groups¹.

Underserved populations impacted the most by musculoskeletal health disparities and common chronic conditions include:

- African American women and Latina women
- Women living in rural environments
- Low-income populations experiencing economic barriers to accessing care
- Individuals impacted by social determinants of health
- Individuals experiencing racism, sexism, and discrimination
- Individuals living in areas impacted by decades of economic disinvestment

What type of solutions does Movement is Life advocate for?

1. Increasing physical activity – because “Movement is Life”: Increasing physical activity and movement as a way of reducing health disparities may seem like an obvious and ubiquitous solution, but the reasons for underserved populations having lower levels of physical activity are complex, structural, and often socially determined. Building a culture of movement means solutions need to address factors such as safety, access, disinvestment, built environment, motivation, and time availability, so that the benefits of physical activity can be realized.

2. Promoting community and connectedness: Individuals may become disconnected from their communities because of the impact of common chronic conditions and immobility, leading to social isolation, loss of motivation, and loss of hope. Movement is Life advocates for solutions that enable convening of community as part of a process that increases physical activity and other lifestyle changes.

3. Understanding complex patients and removing barriers to their care: Complex patients are individuals who experience multiple chronic conditions, often exacerbated by social determinants of health. The resulting health disparities impose significant medical costs on patients, their families,

and the U.S. economy. These patients require more healthcare resources, making them higher risk in a typical bundled reimbursement structure. This is a process often referred to as “cherry-picking” of healthier patients and “lemon dropping” of sicker ones. This additional barrier not only increases disparities, but also the number of underserved patients.

4. Promote bias awareness and self-care:

Underserved populations care deeply about their own health but may lack knowledge and connection to the local resources and programs that can help them. Furthermore, these individuals frequently experience bias and discrimination and may not be aware of proactive ways to overcome barriers to good health. Movement is Life supports programs that encourage self-care in a positive and supportive environment, empowering individuals to navigate barriers and access available resources.

5. Increasing healthcare workforce diversity and representation:

Healthcare specialties, particularly orthopedics, have professional workforces that do not reflect the population they serve. Women, African Americans and Latinos/Latinas are greatly underrepresented, resulting in less opportunity for a patient to receive care from a clinician who looks like them. Such a lack of clinician-patient concordance increases the possibility for bias and misunderstanding, negatively impacting clinical decision-making. Data shows that patients have better outcomes when some members of their medical team look like them.

The lack of diversity in the healthcare professional workforce perpetuates health disparities. Movement is Life advocates for programs that actively empower underrepresented minorities and women to successfully pursue careers in healthcare.

References:

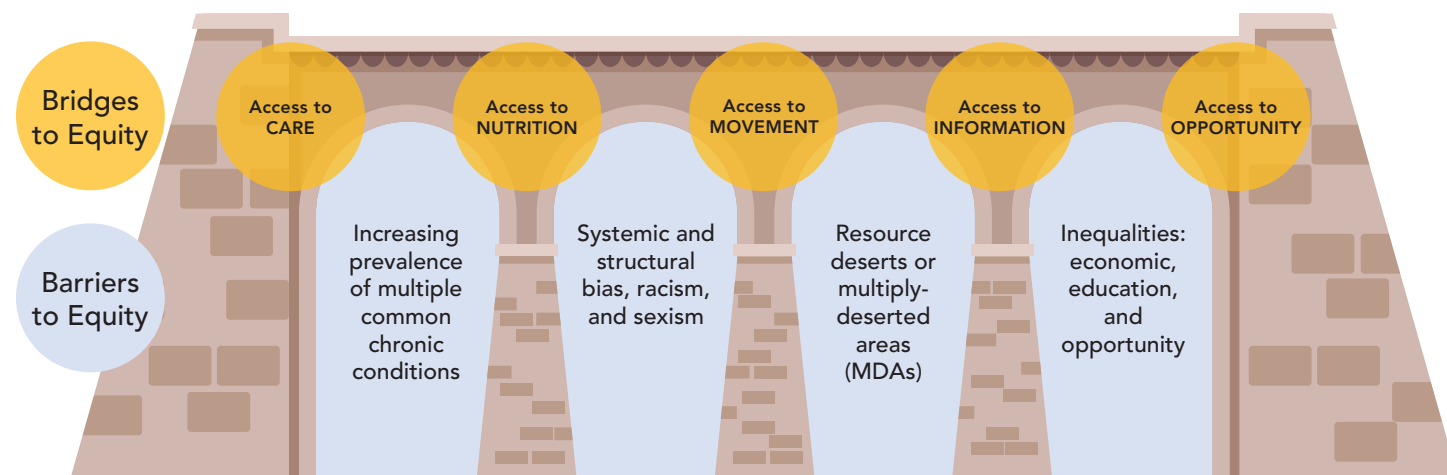
1. U.S. Department of Health and Human Services. (n.d.). *Minority Health and Health Disparities Definitions*. National Institute of Minority Health and Health Disparities. <https://www.nimhd.nih.gov/resources/understanding-health-disparities/minority-health-and-health-disparities-definitions.html>

Building “Equiducts” to Achieve Health Equity

The Movement is Life 2023 Summit theme is

“Bridging the Health Equity Gap in Vulnerable Communities.”

Building bridges is a beautiful metaphor for our mission to tackle health disparities.



The image of an aqueduct is even more striking, because water, like movement, is an essential symbol of life. Aqueducts have been used to ensure the community-wide distribution of essential resources since Roman times, and they suggest to us that intentionality and planning always precede an equitably built environment. If we take the image of an aqueduct and fuse it with the intentionality of equity, then an “equiduct” is the result.

The pillars of the equiduct represent objectives, policies, and programs that facilitate bridging the health equity gap in vulnerable communities. The central goal is enabling equitable access to the fundamental resources that drive good health and quality of life:



Published studies and news reports support the equiduct concept.

- “Study Reveals Persistent Racial and Ethnic Disparities in Prevalence of Multiple Chronic Conditions,” Yale School of Medicine
- “Medicine’s Privileged Gatekeepers: Producing Harmful Ignorance About Racism and Health,” Health Affairs
- “(Un) Just Deserts: Examining Resource Deserts and the Continued Significance of Racism on Health in the Urban South,” American Sociological Association
- “Junk Food Ads Disproportionately Target Black and Hispanic Kids, Study Finds,” NBC News
- “Nowhere Safe to Play: ‘Play Deserts’ Keep Kids from Fun Physical Activity,” U.S. News
- “‘We Have to Travel Far in Order to See a Good Doctor’: 2 Local Counties Considered Primary Care Deserts,” ABC News
- “Black Americans More Than Twice as Likely To Be Unemployed Than White Counterparts, With Unemployment Rate of 10.2% for Black Americans vs 4.4% for White Americans,” National Urban League

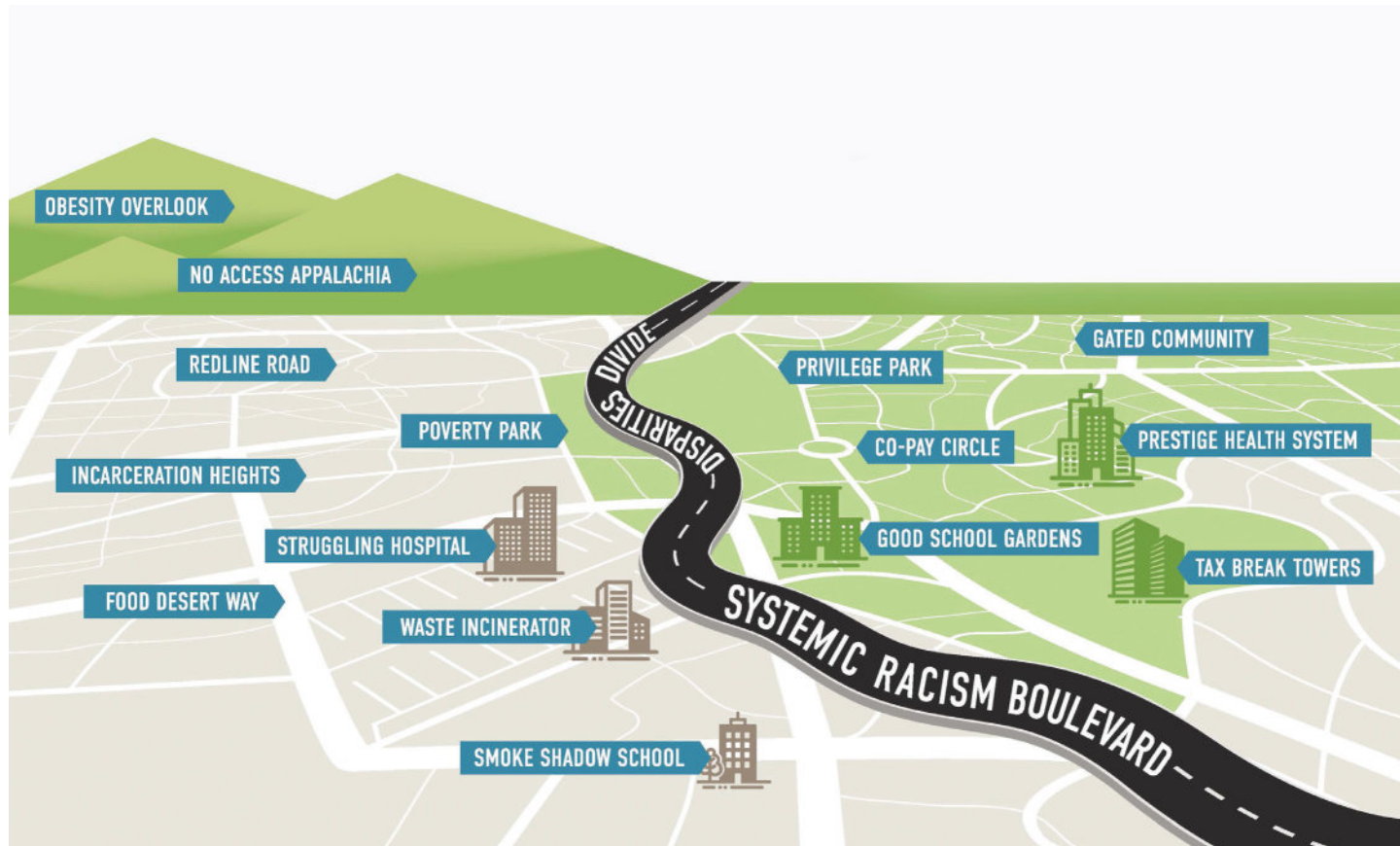
An equiduct reaches over the well-documented barriers to health equity that are the basis of health disparities in vulnerable communities. These barriers include:

1. Increasing prevalence of multiple common chronic conditions
2. Systemic and structural bias, racism, and sexism
3. Resource deserts or multiply-deserted areas (MDAs):
 - a. Food deserts
 - b. Play deserts
 - c. Primary care deserts
4. Inequalities (economic, education, and opportunity)

Scan the QR code for resources and news reports mentioned in this section.



Health Disparities Across Common Chronic Conditions



Health Disparities & Social Determinants Discussion Map
© Movement is Life

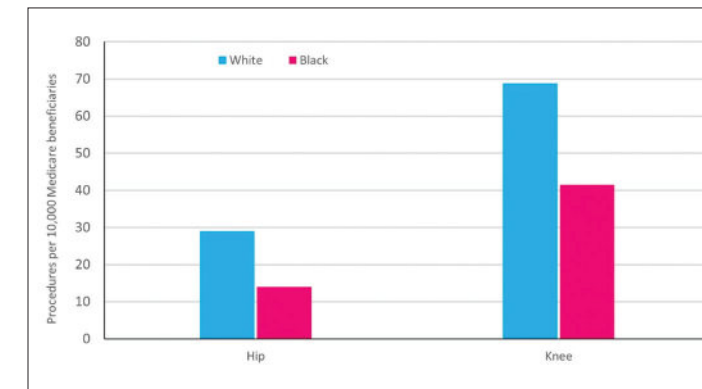
The reasons for health disparities across common chronic conditions are both complex and cumulative. Even where factors such as insurance and income level are seen to be equal, there remain disparities in terms of utilization, referrals, and outcomes. The Movement is Life Disparities Discussion Map (above) is a tool designed to stimulate discussion about disparities and their causes.

The pattern that we see in underserved communities is a higher risk of multiple health conditions, amplified by challenges in accessing high quality care and addressing adverse social determinants. This pattern underlines the systemic root causes of health disparities, as well as the urgent need for holistic solutions that actively encourage underserved populations to adopt healthier lifestyles and engage with healthcare professionals and community resources.

Osteoarthritis

Treatment utilization is 40% lower for Black patients compared to white patients in need of total joint arthroplasty.

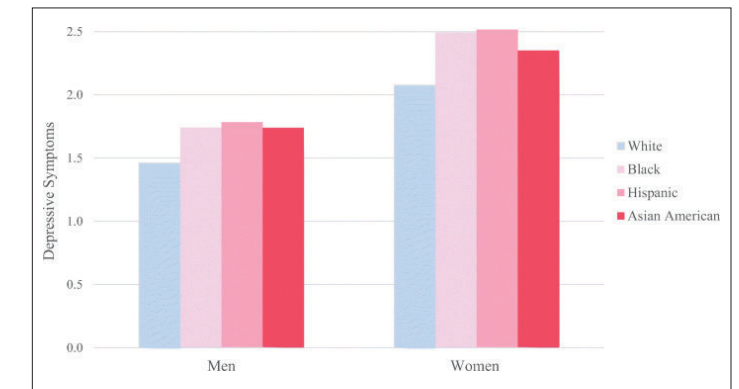
Source: Faison WE, Harrell PG, Semel D. Disparities across Diverse Populations in the Health and Treatment of Patients with Osteoarthritis. *Healthcare*. 2021; 9(11):1421. <https://doi.org/10.3390/healthcare9111421>



Depression

Depression is more prevalent in African American, Latina, and Asian women.

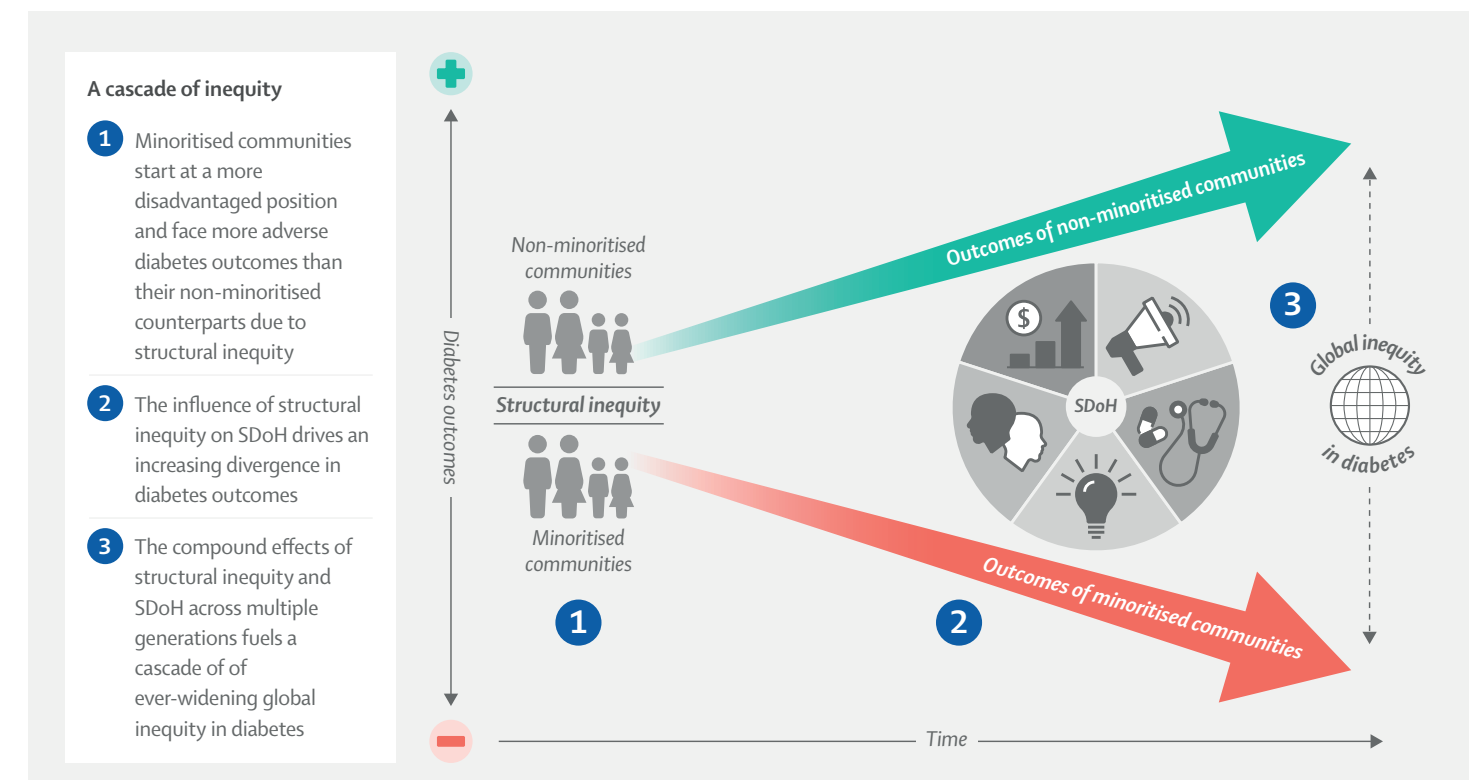
Source: Hargrove, T.W., Halpern, C.T., Gaydos, L. et al. Race/Ethnicity, Gender, and Trajectories of Depressive Symptoms Across Early- and Mid-Life Among the Add Health Cohort. *J. Racial and Ethnic Health Disparities* 7, 619–629 (2020). <https://doi.org/10.1007/s40615-019-00692-8>



Diabetes

“Structural inequity — structural racism and geographical inequity — establishes and magnifies the negative effects that social determinants of health have on diabetes. Over time, the impacts are compounded, leading to increasingly adverse health outcomes for vulnerable populations.”

Source: *The Lancet. Global Inequities in Diabetes. The Lancet. [PDF] Available at: <https://www.thelancet.com/pb-assets/Lancet/infographics/global-inequities-diabetes/global-inequities-diabetes.pdf>. Accessed October 4, 2023.*

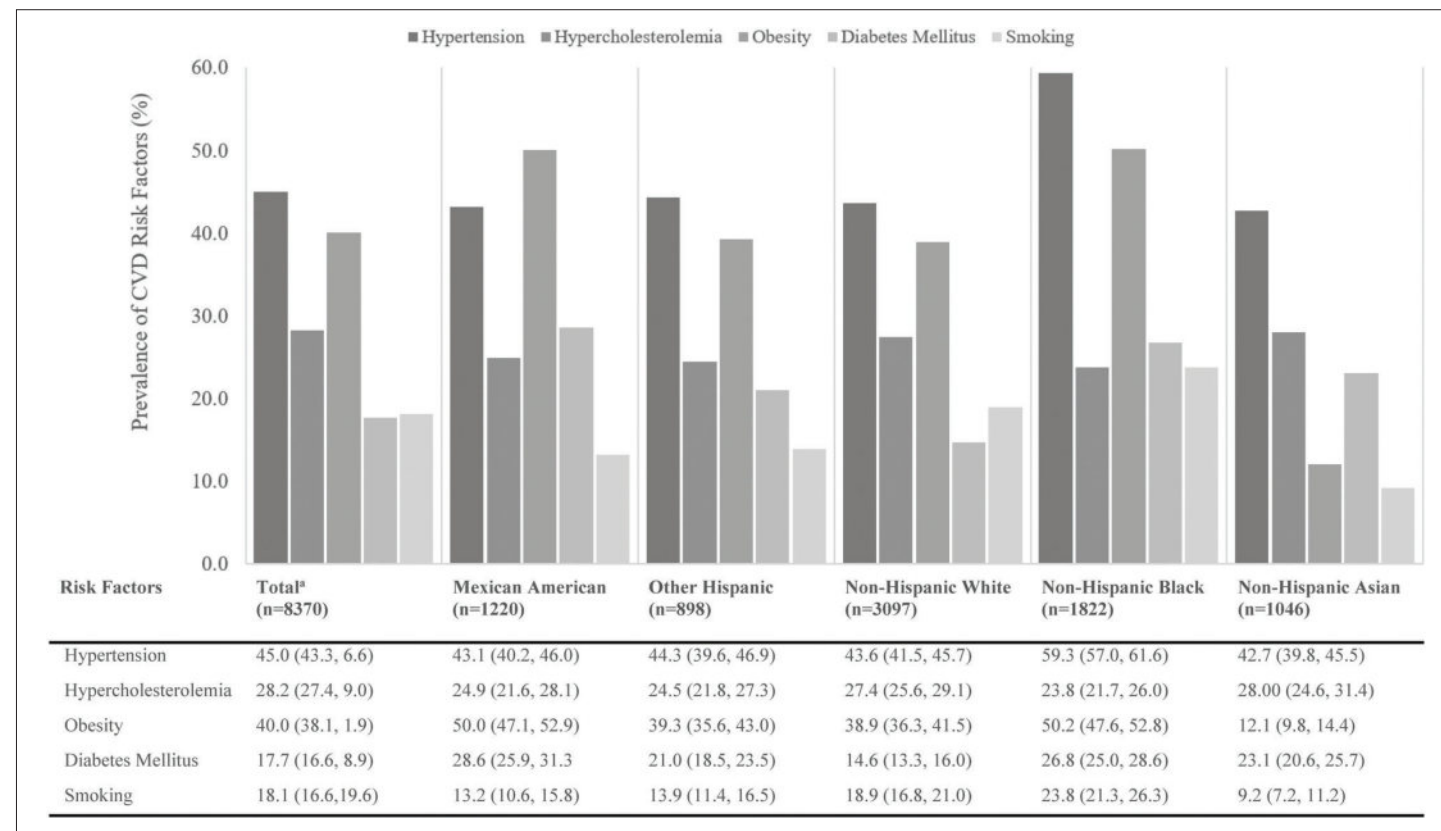


Health Disparities Across Common Chronic Conditions

Heart Disease

Hypertension, hypercholesterolemia, obesity, diabetes and smoking — all of which are risk factors for heart disease — are the highest in Black and Latino/Latina populations.

Source: Lopez-Neyman, S.M., Davis, K., Zohoori, N. et al. Racial disparities and prevalence of cardiovascular disease risk factors, cardiometabolic risk factors, and cardiovascular health metrics among U.S. adults: NHANES 2011–2018. *Sci Rep* 12, 19475 (2022). <https://doi.org/10.1038/s41598-022-21878-x>



Age-standardized prevalence of cardiovascular disease risk factor for adults ≥ 20 years by race/ethnicity. SBP systolic blood pressure, DBP diastolic blood pressure, BMI body mass index, FPG fasting plasma glucose, HbA1c hemoglobin Alc. Risk factors defined as, hypertension (SBP ≥ 130 mmHg, DBP ≥ 80, or taking anti-hypertensive medication), hypercholesterolemia (cholesterol ≥ 240 mg/dL, or lipid-lowering medication), obesity (BMI ≥ 30 kg/m²), diabetes mellitus (FPG ≥ 126 mg/dL, HbA1c ≥ 6.5%, or taking hypoglycemic medication), smoking (smoked at least 100 cigarettes in life and currently smoking cigarettes). Statistics are displayed as percent (95% confidential interval). All values (except n) are weighted percentages, and age standardized to Census 2010 US population.

How Race and Ethnicity Impact Heart Disease

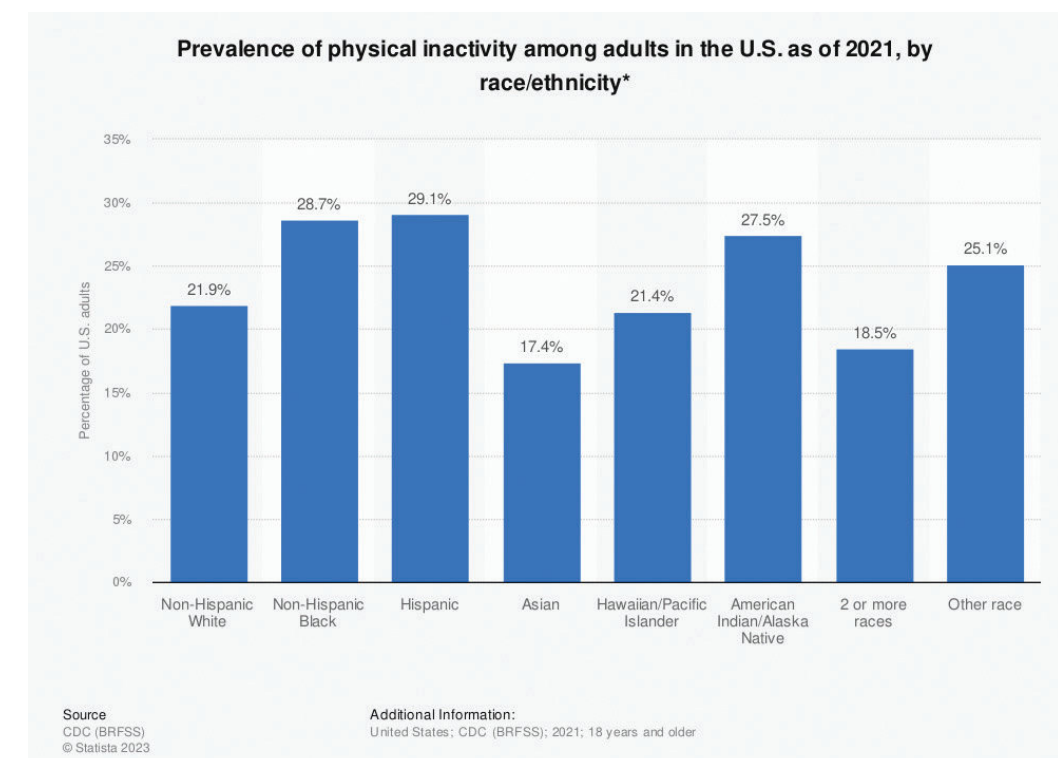
- Black men have a 70% higher risk of heart failure compared with white men.
- Black women have a 50% higher risk of heart failure compared with white women.
- Black adults are more than twice as likely as white adults to be hospitalized for heart failure. They also spend longer in the hospital and are more likely to be admitted again within 90 days.
- Latino/Latina adults are more likely than white adults to have heart failure.
- Black women are more likely than white women to have a heart attack.
- Black adults are more likely than white adults to die from a heart attack.
- Asian adults are less likely than other groups to have coronary artery disease. But there are some differences by ethnicity. Asian Indian men, Filipino men, and Filipino women have a higher risk compared to white people.
- Young Latina women who have a heart attack face a higher risk of dying compared to young Latino men. They're also more likely to die compared to young Black adults and young white adults.

Source: Cleveland Clinic. *Ethnicity and Heart Disease*. Cleveland Clinic. Available at: <https://my.clevelandclinic.org/health/articles/23051-ethnicity-and-heart-disease>. Accessed October 4, 2023.

Physical Activity

“Non-work physical activity tends to be significantly lower by about 26% among Blacks, about 10% among Latinos/Latinas, and by about 6% among other racial groups, in comparison to non-Hispanic whites, and is about 12% lower for males than for females.”

Source: Saffer H, Dave D, Grossman M, Leung LA. Racial, Ethnic, and Gender Differences in Physical Activity. *J Hum Cap*. 2013 Winter;7(4):378-410. doi: 10.1086/671200. PMID: 25632311; PMCID: PMC4306423.



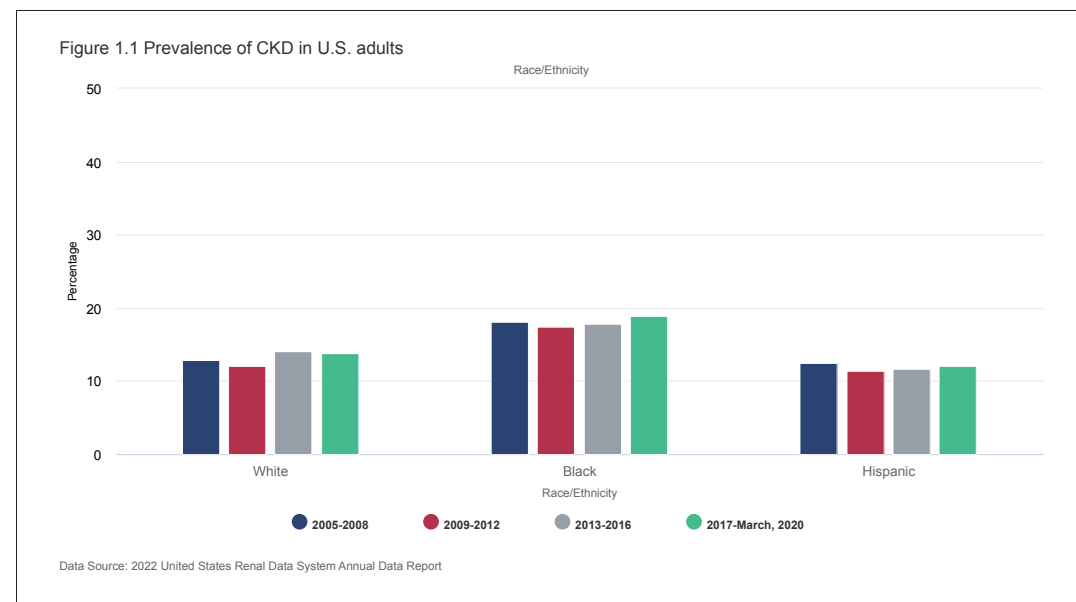
Source: Statista. *US Sedentary Lifestyle Among Adults by Ethnicity*. Statista. Available at: <https://www.statista.com/statistics/252063/us-sedentary-lifestyle-among-adults-by-ethnicity/>. Accessed October 4, 2023.

Health Disparities Across Common Chronic Conditions

Kidney Disease

“End-stage kidney disease (ESKD) affects over 780,000 Americans and is associated with excess morbidity and premature death. Kidney disease health disparities are well-recognized, manifesting as ESKD overburden among racial and ethnic minority populations. Specifically, Black and Hispanic individuals have a 3.4-fold and 1.3-fold greater life risk of developing ESKD than their white counterparts.”

Source: Walker CS, Gadegbeku CA. Addressing kidney health disparities with new national policy: the time is now. *Cardiovascular Diagnosis and Therapy*. 2023;13(1):1-3. doi:10.21037/cdt-22-566.



Source: United States Renal Data System. 2022 USRDS Annual Data Report: Epidemiology of kidney disease in the United States. National Institutes of Health, National Institute of Diabetes and Digestive and Kidney Diseases, Bethesda, MD, 2022.

Bone Health

“[The study ‘Disparities in Osteoporosis Screening Between At-Risk African-American and White Women’] presents evidence of osteoporosis screening by DXA referral. Eighty-nine (43%) of the at-risk women were referred for a DXA scan. Of the 102 white women, 56 (55%) were referred for DXA, while 33 (32%) of the 103 African American women were referred. We estimated that the odds of an at-risk African American woman being referred for a DXA scan were 61% lower than the odds for a white woman of comparable risk.”

Source: Miller RG, Ashar BH, Cohen J, Camp M, Coombs C, Johnson E, Schneyer CR. Disparities in osteoporosis screening between at-risk African-American and white women. *J Gen Intern Med*. 2005 Sep;20(9):847-51. doi: 10.1111/j.1525-1497.2005.0157.x. PMID: 16117754; PMCID: PMC1490213.

Obesity

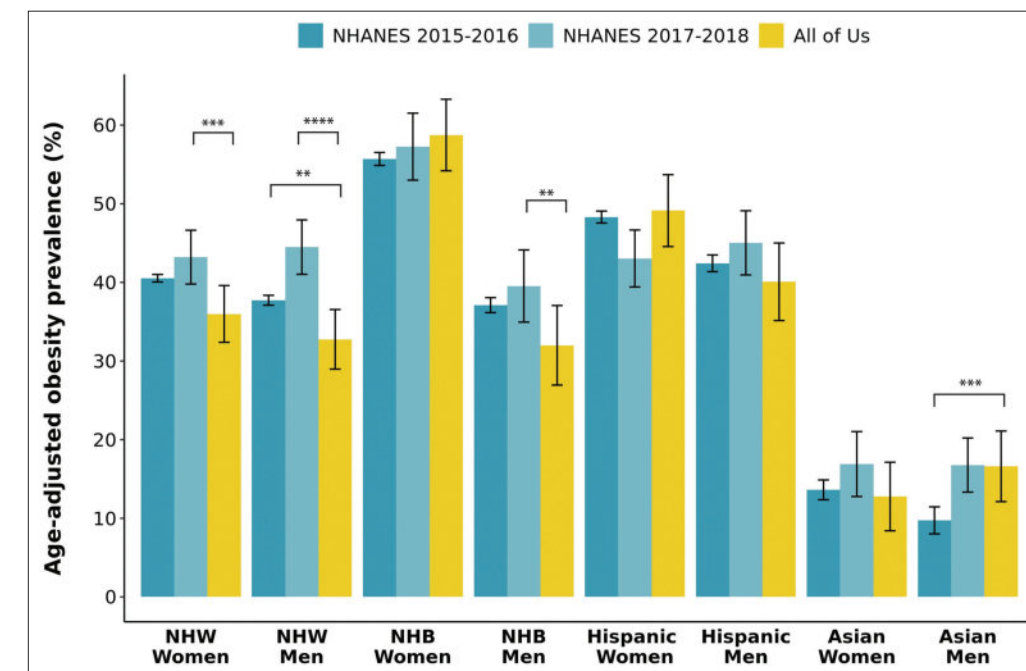
“Obesity-related conditions such as hypertension and pancreatic cancer and treatments for obesity-related diseases such as sleep apnea disproportionately affect racial/ethnic minorities. Even restrictions for treatments based on BMI (such as total knee and hip arthroplasties), which limit access to care by patients with obesity, disproportionately restrict care for racial and ethnic minorities regardless of BMI. These disparities are most significant for Black Americans. Studies have found that while Black women have the highest rates of obesity, Black men have the highest mortality rates from obesity-related illnesses. Such disparities highlight the need to address the existing inequities in access and quality of obesity care.”

Source: Washington TB, Johnson VR, Kendrick K, Ibrahim AA, Tu L, Sun K, Stanford FC. Disparities in Access and Quality of Obesity Care. *Gastroenterol Clin North Am*. 2023 Jun;52(2):429-441. doi: 10.1016/j.gtc.2023.02.003. Epub 2023 Apr 7. PMID: 37197884; PMCID: PMC10198472.

Age-adjusted Obesity Prevalence

“Our data suggest the consistency of the All of Us cohort with national averages related to obesity and indicate that this resource is likely to be a major source of scientific inquiry and discovery for decades to come, with an especially important contribution to understanding the genetic basis of disease in diverse populations.”

Source: Karnes JH, Arora A, Feng J, Steiner HE, Sulieman L, et al. (2021) Racial, ethnic, and gender differences in obesity and body fat distribution: An All of Us Research Program demonstration project. *PLOS ONE* 16(8): e0255583.



Scan the QR code for resources and news reports mentioned in this section.



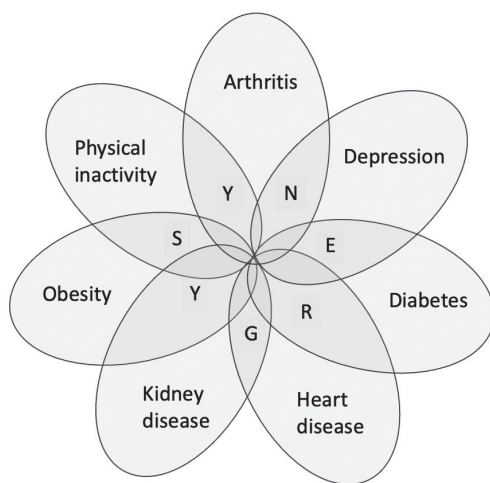
7 Deadly Synergies and the Vicious Cycle

7 Deadly Synergies

When we examine the most prevalent chronic conditions that accompany low levels of physical activity in underserved populations (aged 40-65 years old), we see a pattern of deadly synergies emerge and find the greatest health disparities.

The good news is that physical activity has a positive impact on all of these elements — simultaneously. If we can find ways to tackle the seven deadly synergies through movement, we create the possibility of really impacting multiple health disparities.

1. Arthritis
2. Depression
3. Diabetes
4. Heart disease
5. Kidney disease
6. Obesity
7. Physical inactivity



As an example of these deadly synergies, recent research findings from Diabetes UK indicate that depression is a direct cause of type 2 diabetes, highlighting the pernicious relationship between common comorbidities (also referred to as chronic non-communicable diseases, or NCDs), and emphasizing the importance of adopting a mind/body/social approach to care.

DEPRESSION IS A RISK FACTOR FOR TYPE 2 DIABETES, OUR RESEARCH REVEALS

2023-09-07



Depression can play a direct role in the development of type 2 diabetes, according to new research we funded that looked at the cause-and-effect relationship between the two conditions.

“This hugely important study gives us new insights into the links between genetics, type 2 diabetes, and depression, indicating that depression can contribute to the development of type 2 diabetes. Type 2 diabetes is complex, with multiple risk factors — and previous research has shown that the condition is more common in people with depression.”

—Dr. Elizabeth Robertson

These research findings validate the increasing number of organizations calling for structural racism and structural sexism to be designated as public health crises. The psychological impact of pervasive exposure to racism and sexism on vulnerable populations ranges from weathering to acute trauma, stimulating biological stress responses and unhealthy coping behaviors. Recent public health initiatives have increasingly used trauma-informed frameworks to improve community health.

Workplace Discrimination, Weathering Key SDOH in Blood Pressure Control

The link between workplace discrimination and high blood pressure further emphasizes weathering as a social determinant of health (SDOH).



Source: Getty Images

By Sara Heath

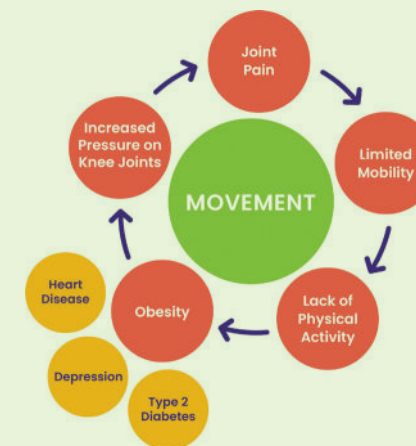
April 27, 2023 - The evidence keeps piling up, cementing weathering as a key social determinant of health (SDOH). New data from the American Heart Association highlighted the link between workplace discrimination and high blood pressure, showing the clinical impact that chronic exposure to discrimination can have.

As more effective frameworks of care and public policy emerge, we see increasing integration of the social determinants of health (SDOH) with psychological and biological aspects, resulting in mind/body/social, or biopsychosocial, models utilizing multidisciplinary approaches. When deadly synergies are impacting vulnerable populations every day, holistic approaches that consider the SDOH in tandem with better public policies have the best possibility of improving health outcomes.

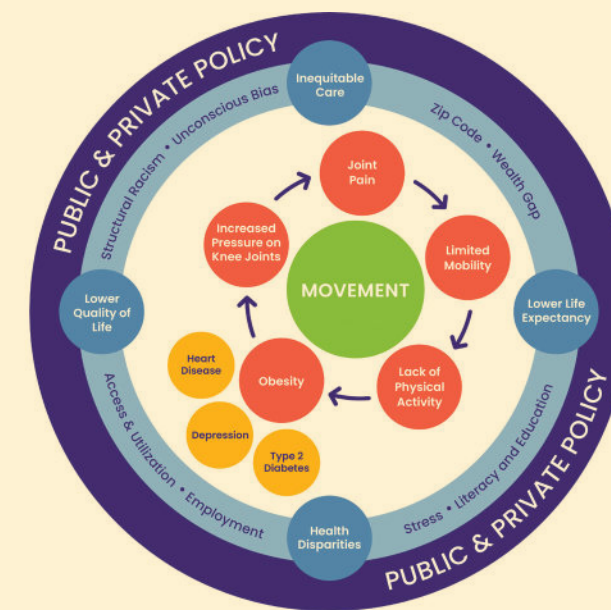
Structural Racism, Structural Sexism, and Physical Inactivity Are All Public Health Crises

Since its inception in 2012, Movement is Life has advocated for increased understanding of the root causes of musculoskeletal health disparities. The Vicious Cycle to the right illustrates how chronic comorbid conditions contribute to the progressive loss of mobility in millions of Americans. It is now time to call for physical inactivity, along with structural racism and sexism, to be recognized as a public health crisis. We cannot effectively address the deadly synergies of chronic conditions until we get people moving.

The Vicious Cycle



The Extended Vicious Cycle



“It is now time to call for physical inactivity to also be recognized as a public health crisis.”

—Movement is Life

How a Grassroots Community Health Intervention Program Is Empowering Older Women in Some of America's Most Underserved Communities

According to projections, Americans are on track to need 1 million knee replacements annually by the year 2025¹, and are experiencing ever-increasing disability rates caused by degenerative joint problems.

Chronic pain and depression are two of the most common reasons for a physician visit, and heart disease is a leading cause of death. At the same time, physical activity rates continue to decline, with sedentary lifestyles and obesity becoming the main causes of diabetes and heart disease. Increases in the prevalence of chronic disease disproportionately impact African American, Latina, and rural women.

None of these trends are coincidental. They are interconnected in a vicious cycle of pain, immobility, and chronic conditions such as diabetes, heart disease, and depression², all of which impact underserved populations the hardest.

Women, minorities, and rural populations are at the frontline of the vicious cycle. Some live in redlined urban neighborhoods and rely on safety net hospitals that are under threat. Some live in the mountains of Appalachia and have to drive two hours or more to the nearest medical facility. Some will experience a language barrier, some will experience race or cultural bias, some will experience gender bias. Many will experience all of these challenges simultaneously.

"You all saved my life."

"This is the only time I am touched all week."

Building a Community Driven Program Framework

Against this backdrop, Movement is Life, a multidisciplinary group working to eliminate health disparities, created Operation Change — a behavioral change program focused on grassroots community interventions.

Operation Change needed to break the vicious cycle of joint pain, cardiometabolic diseases, depression, physical inactivity, and weight gain. And it needed to be able to do these things while simultaneously addressing the additional challenges that occur in environments of inequitable healthcare.

One of the most important principles for Operation Change is listening to the community. Wherever the program takes place, Operation Change leadership collaborates with the local community on the educational content of the program, and partners with local trusted voices.

Operation Change establishes a new model and paradigm for reversing what may seem like intractable health problems. The program combines three essential elements:

1. Discovering new and novel ways to keep moving every day;
2. Receiving health information from trusted voices; and
3. Facilitating small group discussions which allow participants to identify personal insights and motivators for behavioral change.

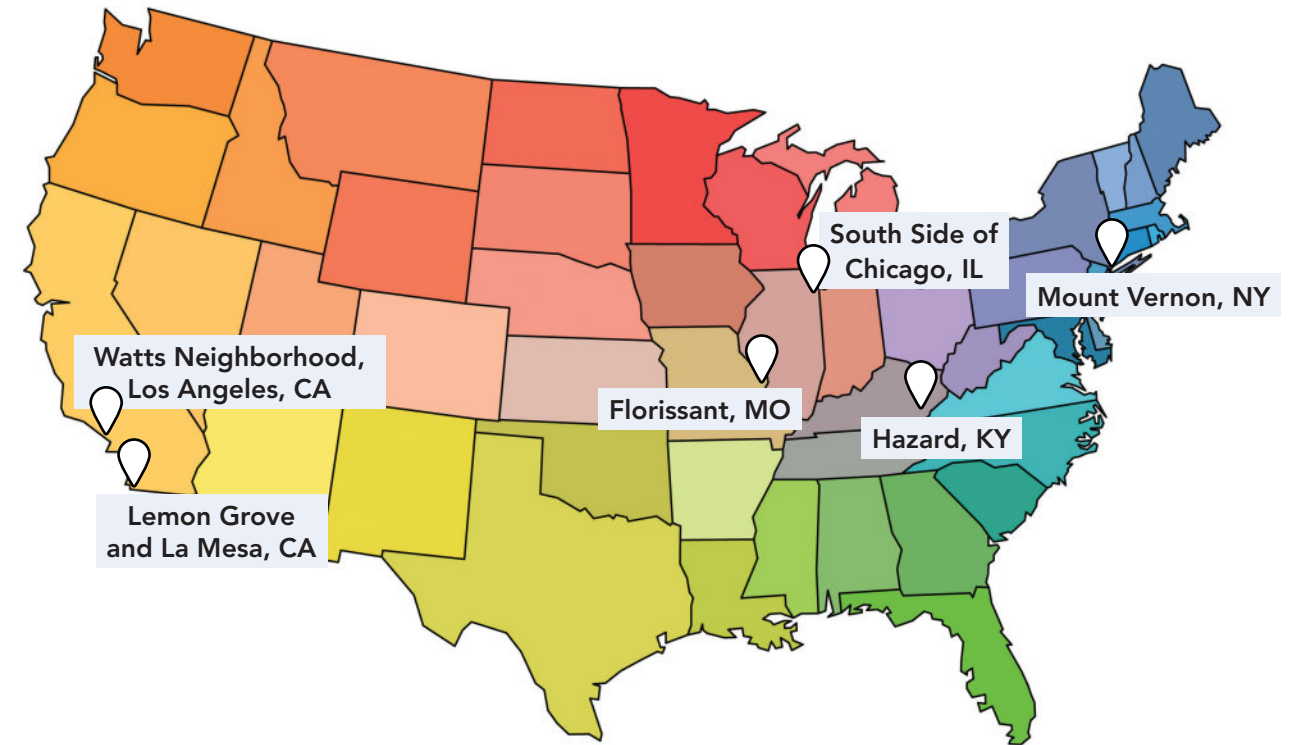
References

1. Projected increase in total knee arthroplasty in the United States – an alternative projection model, *Osteoarthritis and Cartilage*, Volume 25, Issue 11, 2017
2. *Clinical Orthopaedics and Related Research* 478(3):p 469-472, March 2020.

"Operation Change has changed my life."

All quotes from interviews with Operation Change participants featured on The Health Disparities Podcast.

Operation Change Program Locations to Date:



Operation Change:

Improves physical condition, which in turn...

- Increases physical activity and mobility.
- Improves walking speed.
- Reduces pain and the need for pain medication.
- Decreases waist circumference and weight.
- Lessens the impact of chronic diseases.
- Improves nutrition.

Improves psychological health, which in turn...

- Improves mood, energy, and motivation.
- Reduces depression.
- Builds resilience.
- Improves optimism and hopefulness.

- Reduces unhealthy coping behaviors.
- Reduces loneliness and isolation.

Impacts social determinants, which in turn...

- Improves health literacy.
- Increases awareness of local community services.
- Navigates and utilizes available resources.
- Promotes effective interactions with healthcare clinicians and educators.
- Creates community and fellowship.
- Facilitates self-empowerment, activation, and self-care.
- Highlights shared commonalities between urban and rural populations.

"When you kind of know people, but don't really know them? This group are now my sisters."

"My family thought I had a personality transplant."

"You gave us back pride in ourselves. Thank you."

"My pain is down. My weight is down. My mood is up. Life is good."



Tune in to The Health Disparities Podcast to Learn More About Operation Change

You can hear firsthand from community leaders and participants who have been involved in an Operation Change program by listening to these episodes of the Health Disparities Podcast.

Operation Change Has a Ripple Effect in San Diego

We visit San Diego's Salvation Army Kroc Center for an Operation Change Town Hall welcoming the local Hispanic community. Our interviews reveal how Operation Change is much more than a wellness program, it is a true community intervention. In this episode we learn how information shared during the Operation Change sessions ripples out into the wider community.

Operation Change Celebrates Resiliency in Chicago

After lockdown, this Town Hall at the South Side YMCA in Chicago is a welcome return to community gatherings, and to introduce new people to the program. Join us as we ask attendees why Operation Change has meant so much to them, and why Operation Change is such an important and effective community intervention. Featuring Town Hall speakers Dr. Carla Harwell and Rev. Dr. Evelyn Dixon.

How Can Community Programs Such as Operation Change Adapt During a Pandemic?

As COVID-19 emerged during early 2020, people all over the world were feeling similar negative emotions. Operation Change leaders were learning the extent to which participants were feeling let down and unsupported, so they urgently looked for solutions. Our panel of Operation Change community leaders reflect on the impact that COVID had on the groups they had convened and share some of the ways they responded to the pandemic.

Operation Change Program Overview, with Dr. Yashika Watkins

Dr. Yashika Watkins details some of the underpinnings of the Operation Change program and shares insights into how the program can be replicated. This is the first in a series of podcasts exploring the Operation Change program, which includes testimonials from program leaders and participant case reports.

Operation Change Community Report From Hazard, KY, With Keisha Hudson

Every iteration of Operation Change has unique aspects because it is the community that defines the content for themselves. Rural health is the focus of this episode, where Keisha Hudson reports from Operation Change in Hazard, KY, on the ways that social isolation and long distances to health providers are.



Videos: Watch Operation Change in Action

Movement is Life is partnering with faith-based organizations through Operation Change to encourage congregations to make physical activity a central part of their lives.

Or make a visit to the Operation Change program in Hazard, KY. The participants share their back stories and fresh outlook. The groups spent 18 weeks meeting up, sharing, learning, and tapping into their authentic motivations. Scan the QR code to the left to watch these and other videos.

Scan the QR code for resources and news reports mentioned in this section.



The Health Disparities Podcast



The Health Disparities Podcast: We Are Speaking Your Language

Inspiration. Education. Solidarity. Know-how. Entertainment. Leadership. Community.

Just some of the things that listeners of Movement is Life's The Health Disparities Podcast have discovered over the last four years of episodes. As we celebrate the milestone of over 150 episodes, here we look back on some highlights and most downloaded interviews.

The Health Disparities Podcast is available on Apple Podcasts, Spotify, Google, Castbox, and iHeart.



10 Highlights From the First 150 Episodes



"As a society, we have to stand in awe at what the poor have to carry, rather than stand in judgement of how they carry it."

Father Greg brought the host and the producer close to tears during this revelatory interview about hardships experienced by low-income communities in Los Angeles, and how their health can be improved.

Tune in to "Addressing gang violence can teach us much about public health and inclusiveness. Featuring Father Gregory Boyle."

Known by most as simply "Father Greg," Father Gregory Boyle founded Homeboy Industries, Inc. in Los Angeles to provide pathways out of violence through education, employment, and community support. With host Dr. Bonnie Simpson Mason.



"Obese is a label, but obesity is a disease. We want to not promote stigma by labeling someone as being obese."

Dr. Fatima Cody Stanford got us thinking differently about obesity, the need for thoughtful word choice, and the role of medications in weight gain.

Tune in to "Weight bias. Obesity specialist Fatima Cody Stanford, MD, discusses what's behind the most common form of bias in the U.S."

Fatima Cody Stanford, MD, MPH, MPA, FAAP, FACP, FTOS, is an obesity medicine physician scientist, educator, and policymaker at Massachusetts General Hospital and Harvard Medical School. She is a national and international sought-after expert in obesity medicine who bridges the intersection of medicine, public health, policy, and disparities. With Dr. Bonnie Simpson Mason.



"The process of starting this chapter, and sitting in this room right now, has been like something out of a movie."

Do you want to know how inclusion and representation gets done? Here's a nurse who went above and beyond their zone of familiarity and discovered a whole new range of possibilities.

Tune in to "Carter Todd: Nursing inspirations and aspirations in Sacramento, California"

Pediatric ICU nurse Carter Todd RN, MS, CCRN, discusses the importance of health literacy and integrating an understanding of social determinants into day-to-day care decision making, and talks about a collaboration with the African American Health Legacy initiative to bring preventive health to the community. With Dr. Carla Harwell.



"We wanted to start talking about power, privilege, and oppression, how power is circulated in ways that really benefit some people, and to oppress and exclude other people."

Sometimes it takes a metaphor to get to "eureka." Professor Christina Jimenez explains why Peggy McIntosh's "Invisible Knapsack" concept is so helpful to understanding how privilege works.

Tune in to "Exploring the 'Invisible Knapsack' concept developed by Peggy McIntosh to understand privilege and power in the context of health and diversity."

Christina Jimenez, PhD, is an Associate Professor at the University of Colorado, and an expert in the processes of privilege that can both limit and promote opportunities for individuals, dependent on factors such as race, ethnicity, gender, and class. With Dr. Bonnie Simpson Mason.



"Collaboration between those in the legal community, the medical community, and the civil rights community is a wonderful way to proceed — because if we don't have interdisciplinary collaborative team efforts, we will not make progress."

We can't help but feel reverence when meeting history makers such as Dr. Pinn, who had been excluded from her local library for reasons of race, long before affirmative action was established.

Tune in to "Collaboration is the cure: Dr Vivian Pinn calls for renewed efforts to bring about health equity through interdisciplinary collaboration."

Speaking at the university where she was the only female and only African American student in her class, and in the auditorium named for her, Healing Hate conference keynote speaker Dr. Vivian Pinn reflects on progressing her career during eras of segregation, discrimination, and civil rights. With Dr. Randall Morgan.

The Health Disparities Podcast



“There is no quality without equity. It’s so important that we speak the language of patients and reach them where they are.”

Dr. Fernandez tells us there is no quality without equity. This concept is so important, because inequitable outcomes can only be fully addressed by the removal of systemic bias — and only if removing this bias is embraced by institutions.

Tune in to “The power of our voices: Thinking about the language we use in medicine, and the positive consequences of open notes.”

Medical notes capture information that informs decision making. They can also reveal how healthcare providers are judging their patients, and patients reading those notes can feel offended, shamed, and stigmatized by what they read. Drawing from her work as a Latina primary care clinician and health equity advocate, Dr. Leonor Fernández highlights the importance of language and culture in medicine and in our medical notes. With Dr. Minerva Campos.



“Motivational interviewing is the groundwork in which we can really bring about change. It helps build a support network where we can share and grow together, in a supportive environment.”

Firsthand testimony about the power of Operation Change to facilitate health transformation in collaboration with local communities.

Tune in to “Operation Change Community Report: St. Louis, Missouri, with Darlene Donegan.”

Historic St. Louis was the location for an Operation Change program led by Darlene Donegan, an educator and yoga teacher who is very active in her community. With Dr. Bonnie Simpson Mason.



“All the studies show that it’s your environment, your economic conditions within that environment, and your built environment, that drives your illness and your well-being, much more than your genetics.”

Most downloaded in 2022. This episode was produced in collaboration with the National Medical Association and explored environmental determinants of health.

Tune in to “World Environment Day: How pollution and climate change impact health disparities.”

June 5 is World Environment Day, an initiative of the United Nations and part of the framework that ended the ozone layer crisis. But now there are new environmental crises looming large and threatening our most vulnerable populations. Dr. Cheryl Holder explains why we need to be concerned about environmental determinants of health. With Elise Tolbert.



“If you have got your health, then you have a shot. You have got to take care of yourself, and then take care of your families. Do it by example and don’t put it off, do it right now.”

In memoriam: We were sad to learn of the passing of journalist and author Bruce Johnson. He was dedicated to health advocacy, and we were honored when he joined us on The Health Disparities Podcast in 2021.

Tune in to “Bruce Johnson: Author, health advocate & much-loved CBS reporter discusses health inequities.”

For many years a familiar face on CBS in Washington, DC, and winner of 22 Emmys, Bruce Johnson has made health awareness and equity part of his life’s mission. In this episode, Bruce joins podcast host Dr. Mary O’Connor to explore the power of the media to solve our health disparities crisis.



“I didn’t think it was for me. I had given up on exercise, like most people of my age around here feel. But I’m so grateful someone signed me up, it’s the greatest thing I have done in years.”

Vast rural areas of the U.S. have reduced life expectancy, and health outcomes are impacted by multiple factors. An Operation Change participant shared her experiences.

Tune in to “Deanna’s story: ‘It changed my whole way of thinking.’ How Operation Change helped Deanna find pride and purpose.”

Living in rural Kentucky has its challenges, and Deanna at age 74 was feeling unhappy that she had constant back pain and her health seemed in decline. Then came Operation Change. With Dr. Rose Gonzalez.

Movement is Life recognizes the incredible contribution of Rolf Taylor, our founding executive producer of The Health Disparities Podcast. Since 2019, Rolf has led the creation and production of our podcast which is the No. 1 rated health disparities podcast in the country.

Scan the QR code for the podcast episodes mentioned in this section.



Racism in Society and Medicine: An Era of Reevaluation

A crucial component of taking steps toward health equity is the creation of interdisciplinary task forces and initiatives focused on addressing both conscious and unconscious bias in the delivery of healthcare. Race-based medical decision-making is rapidly being replaced with guidelines rooted in science to be implemented in the context of social determinants.

The following examples demonstrate how deeply embedded discriminatory medical practices have been for decades. This history helps explain the persistence of mistrust of the healthcare system by many vulnerable patients. Current efforts to reevaluate these bias practices will result in advances for equity.

Fast Food Marketing Is a Major Driver of Systemic Racism and Obesity

Headlines and resources from “Junk Food Makers Target Blacks and Latinos, Increasing Risks From COVID,” U.S. Right to Know

- “Is Obesity a Manifestation of Systemic Racism? A 10-Point Strategy for Study and Intervention”
- “Racism and Obesity are Inextricably Linked, Says a Harvard Doctor”
- “A Constant Barrage: U.S. Companies Target Junk Food Ads to People of Color”
- “Food Advertising Targeted to Hispanic and Black Youth: Contributing to Health Disparities”
- “How Commercial Determinants of Health Worsen Racial Inequities.”



BMI: Measure “Has Caused Historical Harm”

Body mass index (BMI) is a commonly used measure in medicine to reflect obesity. Communities of color and those in rural America have higher rates of obesity. Recently, BMI has been recognized as an imperfect measure of an individual’s body fat. Use of BMI as a strict cut-off for access to elective surgery disproportionately harms communities of color and those in rural America.

The BMI metric has caused “historical harm,” including racist exclusion, according to a new report by the American Medical Association (AMA) Council on Science and Public Health.

The AMA House of Delegates adopted a new policy recognizing the issues with using BMI as a measurement because:

- Of the historical harm of BMI.
- Of the use of BMI for racist exclusion.
- BMI cutoffs are based primarily on data collected from previous generations of non-Hispanic white populations and do not consider a person’s gender or ethnicity.

In addition, the policy says, there are significant limitations associated with the widespread use of BMI in clinical settings and suggests its use be in conjunction with other valid measures of risk such as, but not limited to, measurements of:

- Visceral fat
- Body adiposity index
- Body composition
- Relative fat mass
- Waist circumference
- Genetic or metabolic factors



Redlining: An Ongoing Threat to Public Health



“In this cross-sectional study of 2,117 census tracts in New York City, historical redlining was independently associated with community-level stroke risk beyond recognized social determinants of health.”



Racism in Society and Medicine: An Era of Reevaluation

“We’re Leading a Cultural Movement Towards Equitable and Accountable AI”

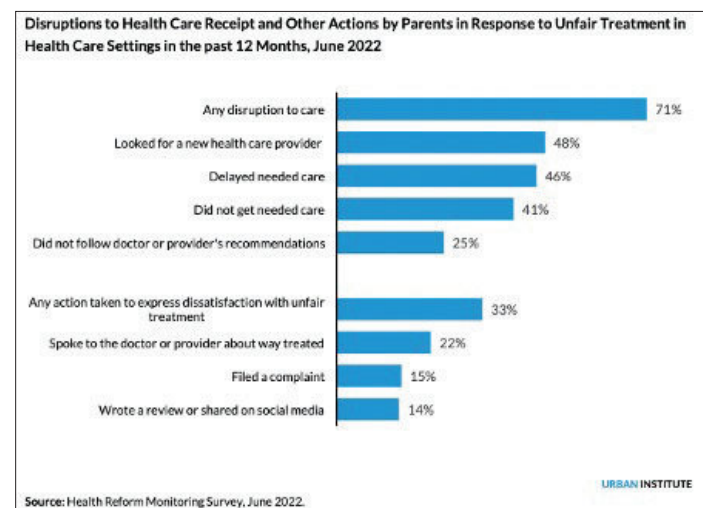
Algorithmic Justice League

“We now live in a world where artificial intelligence (AI) governs access to information, opportunity, and freedom. However, AI systems can perpetuate racism, sexism, ableism, and other harmful forms of discrimination, therefore presenting significant threats to our society — from healthcare to economic opportunity, to our criminal justice system. The Algorithmic Justice League is an organization that combines art and research to illuminate the social implications and harms of artificial intelligence.”

“To What Extent Are Parents and Children Exposed to Bias and Unfair Treatment in Healthcare?”

Urban Institute

“Four in 10 Black parents (40%) and 3 in 10 Hispanic/Latinx parents (30%) reported being concerned they or a family member will be treated or judged unfairly in health care settings in the future because of their or a family member’s race, ethnicity, or primary language.”



“In Counties With More Black Doctors, Black People Live Longer, ‘Astonishing’ Study Finds”

Stat News

“Black people in counties with more Black primary care physicians live longer, according to a new national analysis that provides the strongest evidence yet that increasing the diversity of the medical workforce may be key to ending deeply entrenched racial health disparities.”

“A Year Later: Moving From Words to Action on APA’s Apology”

American Psychological Association

“An Apology to People of Color for American Psychological Association’s Role in Promoting, Perpetuating, and Failing to Challenge Racism, Racial Discrimination, and Human Hierarchy in the U.S. — The American Psychological Association failed in its role leading the discipline of psychology, was complicit in contributing to systemic inequities, and hurt many through racism, racial discrimination, and denigration of people of color, thereby falling short on its mission to benefit society and improve lives. APA is profoundly sorry, accepts responsibility for, and owns the actions and inactions of APA itself, the discipline of psychology, and individual psychologists who stood as leaders for the organization and field.”

Changes to eGFR are a step toward ending race-based medical decision making. Race-inclusive formulas previously overestimated kidney function of Black patients.

“In response to a national call for reevaluation of the use of race in clinical algorithms, the National Kidney Foundation (NKF) and the American Society of Nephrology (ASN) established a Task Force to reassess inclusion of race in the estimation of glomerular filtration rate (GFR) in the United States and its implications for diagnosis and management of patients with, or at risk for, kidney diseases.”

—Cynthia Delgado, et. al, “A Unifying Approach for GFR Estimation: Recommendations of the NKF-ASN Task Force on Reassessing the Inclusion of Race in Diagnosing Kidney Disease”

“This action underscores our commitment to equity in access to transplantation for all candidates. We and many other organizations have now prohibited the use of a race-based calculation that has unfairly delayed care for many Black patients with kidney failure.”

—Jerry McCauley, MD, MPH, President, UNOS Board, “Waiting time adjustment approved for kidney transplant candidates affected by race-based calculation”

“Black or ‘Other’? Doctors May Be Relying on Race to Make Decisions About Your Health”

CNN Health

“[Dr. Naomi] Nkinsi remembers the professor talking about an equation doctors use to measure kidney function. The professor said eGFR equations adjust for several variables, including the patient’s age, sex, and race. When it comes to race, doctors have only two options: Black or ‘Other.’ [Dr.] Nkinsi was dumbfounded.”

“Carolyn Roberts, a historian of medicine and science at Yale University, says slavery and the American medical system were in a codependent relationship for much of the 19th century and well into the 20th. ‘They relied on one another to thrive,’ Roberts says.”



Dr. Naomi Nkinsi on CNN

Scan the QR code for resources and news reports mentioned in this section.



An Expanding Health Equity Ecosystem



What is the significance of so many organizations establishing and expanding health equity centers and institutions? Does it indicate that the health equity movement has reached a stage of maturity and stability, and will bring about meaningful change? The answer is a cautious yes.

A “health equity ecosystem” has been steadily emerging. Inflection points such as the Affordable Care Act, the COVID pandemic, the murder of George Floyd, innovations in gathering disparities data, new service models — all have steepened its trajectory. Corporations now understand that DEI makes good business sense. There is consensus that our health system fails at delivering equitable care. There is a collective desire for innovation and change.

But seasoned health equity advocates know this movement has witnessed false dawns. When “Unequal Treatment” was published in 2003, it was hoped that this comprehensive report containing indisputable conclusions of racial and ethnic disparities in healthcare would catalyze rapid change. When the Affordable Care Act of 2010 broadened access to healthcare, particularly for lower income individuals and families, it was hoped that dramatic improvements would soon be realized. However, health disparities have continued to compromise quality of life for so many Americans.

Documenting inequities alone does not address the root problem. It does, however, increase awareness and create opportunities for high impact programmatic and policy changes. It is critical to acknowledge that addressing access alone does not address systemic bias nor change the fact that structural racism has been legally enforced for decades. Social determinants of health remain continuously entrenched. Few policy makers will take on the fast food industries strangling our underserved communities. Disinvestment in these communities continue to drive the existence of resource deserts. Health disparities that have been embedded over generations will not be dismantled overnight, over a year, or even a decade; they require structural and generational change.

The emergence of a comprehensive health equity ecosystem gives us cause for optimism. Transformative consensus is moving the needle. Interdisciplinary actions across corporations, communities, academia, policymakers, healthcare professionals, advocates, and patients are forging a “culture of equitable health.” For example, the following 12 organizations represent the expanding health equity ecosystem, offering resources such as news bulletins, infographics, blogs, webinars, and podcasts.

Association of American Medical Colleges – Center for Health Justice



American Hospital Association – Institute for Diversity & Health Equity



Advisory Board – Health Equity Center



Chartis Center for Health Equity & Belonging



Deloitte Health Equity Institute



Johns Hopkins Center for Health Equity



Lown Institute



Mayo Center For Health Equity and Community Engagement Research



Meharry Institute of Global Health Equity



Morehouse School of Medicine Office of Global Health Equity



Optum Center for Health Equity

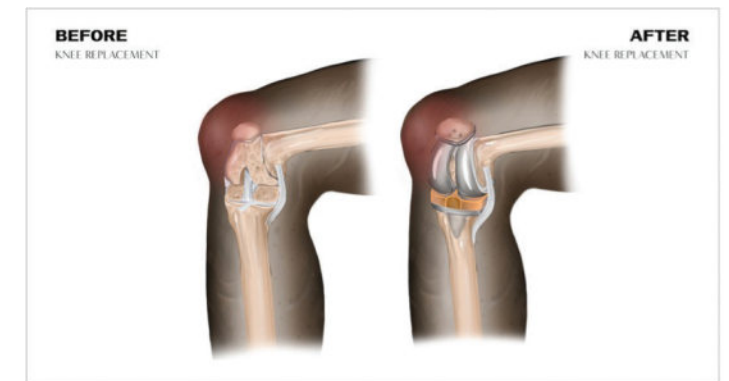


RTI Health Advance



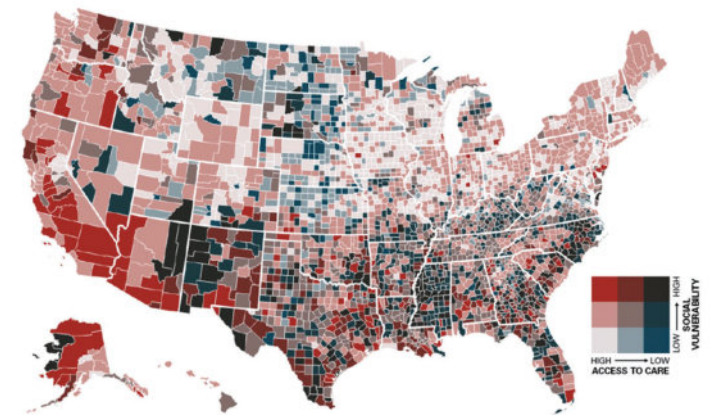
Moving the Needle: Health Equity Initiatives and Programs

Illustrate Change is building the world’s largest library of Black, Indigenous, and People of Color (BIPOC) medical illustrations. The images in this library are available to use for educational and training purposes in an effort to diversify representation in healthcare. Currently, the library offers illustrations for dermatology, eye disease, general health, hematology, maternal health, oncology, and orthopedics.



© Chidiebere Ibe, 2022, obtained from www.illustratechange.com

Modern Healthcare is “Mapping Inequity in American Healthcare.” Everyone is vulnerable to illness and injury, but where each person lives has an outsized influence on what happens next. This map (above, right), shows where social vulnerability and poor access to healthcare in the United States intersect; the darkest colors show the greatest inequities and social vulnerability, providing helpful information for community needs assessments and funding priorities.



Source: Modern Healthcare analysis of Centers for Disease Control and Prevention and the Health Resources and Services Administration data

The American Heart Association has teamed up with Deloitte and the Society for Human Resource Management (SHRM) Foundation to establish the **Health Equity in the Workforce Initiative**, to help improve the health and well-being of our nation’s workforce. “Good Business and Good Health Go Hand in Hand.”

Driving Health Equity in the Workforce

Strategies, guiding principles, best practices and other resources organizations can use to build toward health equity.

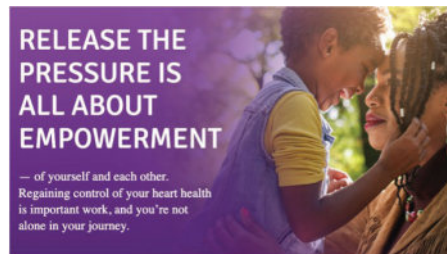
Become a Health Equity Champion

Scan the QR code for resources mentioned in this section.

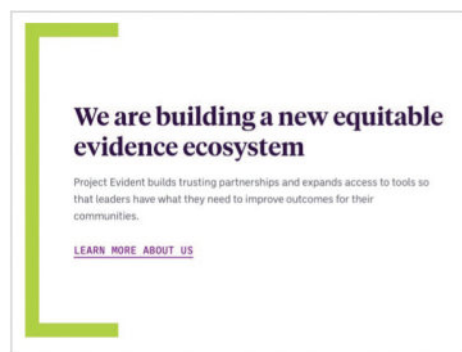


Moving the Needle: Health Equity Initiatives and Programs

Release the Pressure is a collaboration across multiple organizations concerned about the high prevalence of high blood pressure in Black adults. Visit their website (releasethepressure.org) to access the resource hub and take the pledge to prioritize heart health.



Project Evident believes that evidence is a promising and powerful driver of equity. It can shine a light on those who have been overlooked and help us understand what works (and what doesn't), for whom, and under what conditions. "When practitioners are empowered with actionable data and evidence, we can create stronger, more meaningful, more equitable outcomes for communities."



The American Medical Association and its partners established **Health Equity Grand Rounds** to provide accredited online education about the importance of health equity on topics such as racism, classism, workforce diversity, and the importance of data and evidence.



Preventing Chronic Disease (PCD) is a Centers for Disease Control and Prevention (CDC) funded open-access journal established in 2004 by the National Center for Chronic Disease Prevention and Health Promotion, with a mission to promote dialogue among researchers, practitioners, and policymakers on the integration and application of research findings and practical experience to improve population health.



The Public Health Initiative organization established **Build Healthy Places** with several funding partners to leverage community-centered investments to reduce poverty, improve health, and advance racial equity. A plethora of tools, resources, playbooks, and case studies can be found on their website (buildhealthyplaces.org).



The **Journal of Racial and Ethnic Health Disparities** reports on the scholarly progress of work to understand, address, and ultimately eliminate health disparities based on race and ethnicity. Efforts to explore underlying causes of health disparities and to describe interventions that have been undertaken to address racial and ethnic health disparities are featured.



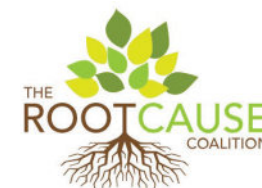
The **National Association of Rural Health Clinics (NARHC)** is the only national organization dedicated exclusively to improving the delivery of quality, cost-effective healthcare in rural underserved areas through the Rural Health Clinics (RHC) Program.



The **National Rural Health Resource Center** provides technical assistance, information, tools, and resources for the improvement of rural health care.



The **Root Cause Coalition** is a national coalition of organizations resolved to reverse and end the systemic root causes of health inequities through cross-sector partnerships.



At the **National Association of County and City Health Officials (NACCHO)**, their mission is to improve the health of communities by strengthening and advocating for local health departments.



The **National Medical Association (NMA)** is the collective voice of African American physicians and the leading force for parity and justice in medicine and the elimination of disparities in health. It is the largest and oldest national organization representing African American physicians and their patients in the United States.



Established in 1994 in Washington, DC, the **National Hispanic Medical Association (NHMA)** is a nonprofit association representing the interests of 50,000 licensed Hispanic physicians in the United States. NHMA is dedicated to empowering Hispanic physicians to be leaders who will help eliminate health disparities and improve the health of Hispanics.



The **Osteoarthritis (OA) Action Alliance** is a national coalition of concerned organizations mobilized by the Arthritis Foundation and the CDC. This coalition is committed to elevating OA as a national health priority and promoting effective policy solutions that aim to address the individual and national toll of OA.



Scan the QR code for resources mentioned in this section.



Agenda – Thursday

All times are listed in Eastern Standard Time

THURSDAY, NOVEMBER 30, 2023*	
7:00 a.m. – 8:00 a.m.	Breakfast and Registration
8:00 a.m. – 8:15 a.m.	Welcome and Opening remarks Mary I. O'Connor, MD Co-Founder and Chief Medical Officer, Vori Health Chair, Board of Directors, Movement is Life
8:15 a.m. – 9:15 a.m.	Plenary — Weathering Injustice: Unpacking Its Impact, Causes, and Pathways to Equity Arline Geronimus, ScD Professor, Health Behavior and Health Education, University of Michigan Author, "Weathering: The Extraordinary Stress of Ordinary Life in an Unjust Society" Moderator: Mary I. O'Connor, MD
9:15 a.m. – 10:15 a.m.	Plenary — Health Equity: How Medicine and Medical Education Need to Change to Achieve True Health Equity Pedro "Joe" Greer, Jr., MD, FACP, FACG Founding Dean, Roseman University of Health Sciences Recipient, Presidential Medal of Freedom (2009) and MacArthur Fellow (1993-1998) Moderator: Claudia Zamora, MPA
10:15 a.m. – 10:30 a.m.	Movement Break Led by Ariel Belgrave, Founder, Gym Hooky
10:30 a.m. – 10:45 a.m.	Break
10:45 a.m. – 1:15 p.m.	Workshops Workshop — Artificial Intelligence and Health Equity: A Cautionary Tale William B. Jordan, MD, MPH Health Equity Policy Director, Center for Health Equity, American Medical Association Rebecca Stone, MSc, MS, ICP-ACC, ICP-ATF, CSP-SM, ICP, CSM Executive Director, Generation 7 Industries Moderators: Melvyn Harrington, Jr., MD, FAOA, and Doreen Johnson, MSN, RN, ONC Workshop — How to Be a Health Equity Influencer to Advance Your Cause Taelor Bakewell Vice President of Influencer Marketing, Edelman Jerail Fennell, MSM Director of Marketing and Communications, 904WARD Beth O'Connor, MEd Executive Director, VA Rural Health Association Maria Portela Martinez, MD, MPH Chief of Family Medicine, Department of Emergency Medicine, The GW Medical Faculty Associates Moderators: Sharon LaSure-Roy, MS, and Sarah Hohman, MPH Workshop — Empowerment and Joy through Movement David Sabgir, MD Founder, Walk with a Doc Isha M. Renta López Founder and Director, Semilla Cultural Moderators: Hadiya Green, PT, DPT, and Christin Zollicoffer, PMP Workshop — MIL Shark Tank: Teaching People How to Fish for Funds Using the Right Bait Al B. Reid Former Vice President of Corporate Development, Abbott Laboratories Velma Monteiro-Tribble Former Senior Director of Community Investments, Florida Blue Foundation D. Deone Powell General Counsel and Chief Legal Officer, Vanguard Charitable Moderators: Willis Steele, MDiv, and Erick Santos, MD, PhD, FAAOS

1:15 p.m. – 2:15 p.m.	Lunch and Poster Exhibits We offer community-based and academic organizations the opportunity to exhibit posters at the meeting. The goal of the poster exhibit is to provide an opportunity to increase awareness of the various community-based and academic programs addressing health disparities and to provide an opportunity to network.
2:15 p.m. – 4:45 p.m.	Workshops Workshops will be repeated from the morning session to allow participants an opportunity to attend more than one workshop.
4:45 p.m. – 5:00 p.m.	Break
5:00 p.m. – 6:00 p.m.	Plenary — Closing America's Death Gap: Solutions for Leaders David Ansell, MD, MPH Michael E. Kelly Presidential Professor of Internal Medicine, Senior Vice President/Associate Provost for Community Health Equity, RUSH University Medical Center Author, "The Death Gap: How Inequality Kills" Moderator: Carla Harwell, MD
6:00 p.m. – 8:00 p.m.	Award Ceremony and Reception

*Please note this schedule is subject to change.

FRIDAY, DECEMBER 1, 2023*	
7:00 a.m. – 8:00 a.m.	Breakfast and Registration
8:00 a.m. – 8:15 a.m.	Welcome and Opening Remarks Mary I. O'Connor, MD Co-Founder and Chief Medical Officer, Vori Health Chair, Board of Directors, Movement is Life
8:15 a.m. – 9:00 a.m.	Plenary — Social Capital as a Catalyst to Health Equity Bree Jones Founder, Parity Homes Fellow, Fund for New Leadership Moderator: Michelle Leak, DEd, MBA
9:00 a.m. – 9:45 a.m.	Plenary — Food as Medicine: How Kroger is Improving Health in Vulnerable Communities Marc Watkins, MD, MScPH, FACOEM Chief Medical Officer, Kroger Health Moderator: Mary I. O'Connor, MD
9:45 a.m. – 10:00 a.m.	Movement Break Led by Ariel Belgrave, Founder, Gym Hooky
10:00 a.m. – 10:15 a.m.	Break
10:15 a.m. – 11:00 a.m.	Plenary — California Surgeon General: Opportunities for Cross-Collaborative Partnerships Diana Ramos, MD, MPH, MBA, FACOG California Surgeon General Moderator: Claudia Zamora, MPA
11:00 a.m. – 11:45 a.m.	Plenary — Unearthing the Roots of Health Inequity: Addressing the Legacy of Racism in Education and Healthcare Jennifer Holmes, JD Senior Counsel, Legal Defense Fund Michellene Davis, Esq. President and CEO, National Medical Fellowships, Inc. Moderator: Tamara Huff, MD, MBA, FAAOS, FAAHKS
11:45 a.m. – 12:45 p.m.	Lunch
12:45 p.m. – 1:30 p.m.	Plenary — Pause on Purpose: Sustaining High Performance With Unapologetic Self-Care Ariel Belgrave Founder, Gym Hooky Health and Fitness Coach, Consultant, and International Speaker Moderator: Tamara Huff, MD, MBA, FAAOS, FAAHKS
1:30 p.m. – 2:15 p.m.	Roundtable Discussions Summit participants and speakers will have the opportunity to connect over important topics such as social determinants of health, racial/ethnic/gender bias, and disparities in healthcare.
2:15 p.m. – 3:15 p.m.	Plenary — Health Equity: Why It Matters and How We Get There Jerome Adams, MD, MPH, FASA 20th United States Surgeon General (2017-2021) Presidential Fellow, Executive Director of Purdue's Health Equity Initiatives, and Distinguished Professor of Practice, Purdue University Moderator: Mary I. O'Connor, MD
3:15 p.m. – 3:30 p.m.	Closing Remarks Mary I. O'Connor, MD Co-Founder and Chief Medical Officer, Vori Health Chair, Board of Directors, Movement is Life

*Please note this schedule is subject to change.

Weathering Injustice: Unpacking Its Impact, Causes, and Pathways to Equity

Thursday, November 30, 2023 • 8:15 a.m. – 9:15 a.m. EST

In our modern world, the everyday experiences of individuals are often shaped by systemic inequalities and injustices that permeate society. Weathering refers to the cumulative toll that social, economic, and environmental injustices take on the health and well-being of individuals from marginalized backgrounds. This session sheds light on the impact of weathering, its underlying causes, and potential solutions.

Join us for this eye-opening session as we unpack the profound impacts of weathering on individuals and communities, and work toward a fairer and more equitable future for all. Together, we can harness the power of knowledge, empathy, and advocacy to build a more just society where ordinary lives are no longer burdened by extraordinary stress.



MODERATOR

Mary I. O'Connor, MD

Chair, Board of Directors, Movement is Life



SPEAKER

Arline Geronimus, ScD

Professor, Health Behavior and Health Education, University of Michigan

Author, "Weathering: The Extraordinary Stress of Ordinary Life in an Unjust Society"

Dr. Arline T. Geronimus is a professor in the School of Public Health and a research professor in the Institute for Social Research at the University of Michigan, where she also is affiliated with the Center for Research on Ethnicity, Culture, and Health.

An elected member of the National Academy of Medicine of the National Academies of Science, Dr. Geronimus received her undergraduate degree in political theory from Princeton University, her doctorate in behavioral sciences from the Harvard School of Public Health, and her postdoctoral training at Harvard Medical School.

Winner of many awards throughout her career, most recently she was the 2022 recipient of the James S. Jackson Distinguished Career Award for Diversity Scholarship from the National Center for Institutional Diversity.

Health Equity: How Medicine and Medical Education Need to Change to Achieve True Health Equity

Thursday, November 30, 2023 • 9:15 a.m. – 10:15 a.m. EST

Dr. Greer will speak on the lack of equity in our profession, the real need for social and public policy changes, and how to get there.



MODERATOR

Claudia Zamora, MPA

Founder and CEO, Zamora Consulting Group



SPEAKER

Pedro "Joe" Greer Jr., MD, FACP, FACG

Founding Dean, Roseman University of Health Sciences

Recipient, Presidential Medal of Freedom (2009) and MacArthur Fellow (1993-1998)

Pedro "Joe" Greer, Jr. joined Roseman University in 2020 to help establish an innovative medical school that aligns students, educators, and community in designing and delivering an inclusive, collaborate environment for learning, healthcare, and research. Previously, Dr. Greer served as Professor of Medicine, Founding Chair of Humanities, Health, and Society, and Associate Dean for Community Engagement at Florida International University (FIU) Herbert Wertheim College of Medicine in Miami.

Working with various FIU colleges, Dr. Greer spearheaded the nationally recognized Green Family Foundation Neighborhood Health Education Learning Program (NeighborhoodHELP). This program prepares medical and other health professional students to address the social determinants of health through a hands-on longitudinal experience, caring for underserved households in Miami-Dade County, FL.

Dr. Greer established Camillus Health Concern, Inc. and Saint John Bosco Clinic for underserved populations in Miami-Dade County, FL. His recognitions include the Presidential Medal of Freedom and being honored as a MacArthur Foundation Genius Grant Fellow, among several other accolades.

He is a well-established author, including "Waking Up in America," a book on his life experiences, from caring for individuals experiencing homelessness, to advising Presidents Bush Sr. and Clinton on healthcare policy, and more. Dr. Greer is currently a Trustee at the RAND Corporation and is Chair of the Pardee RAND Graduate School Board of Governors.

He completed his medical studies at La Universidad Católica Madre y Maestra in the Dominican Republic. Dr. Greer trained in internal medicine, served as Chief Resident, and completed two post-doctoral fellowships (hepatology and gastroenterology) at the VA/University of Miami Miller School of Medicine in Miami.

Closing America's Death Gap: Solutions for Leaders

Thursday, November 30, 2023 • 5:00 p.m. – 6:00 p.m. EST

In a nation as prosperous and advanced as the United States, the persistent and troubling disparities in health outcomes have become an urgent and critical concern. The health equity gap in America is a deeply entrenched problem that demands immediate attention and strategic action. In this dynamic presentation, we will explore the multifaceted factors contributing to the alarming disparities in health outcomes across different communities in the United States. We will examine the root causes of these inequalities, which include socioeconomic disparities, systemic racism, limited access to healthcare, environmental factors, and more. Understanding the complex interplay of these elements is crucial for developing effective solutions.



MODERATOR

Carla Harwell, MD

Vice Chair, Board of Directors, Movement is Life



SPEAKER

David Ansell, MD, MPH

*Michael E. Kelly Presidential Professor of Internal Medicine
Senior Vice President/Associate Provost for Community Health Equity
RUSH University Medical Center*

David Ansell is the Michael E. Kelly Presidential Professor of Internal Medicine and Senior Vice President/Associate Provost for Community Health Equity at RUSH University Medical Center in Chicago.

He contributed to the 2015 creation of the Center for Community Health Equity, a Chicago-based educational and research center run by RUSH University and DePaul University. In 2018, Dr. Ansell was the RUSH leader responsible for the launching of West Side United, a racial health equity collaborative partnering with hospitals and community leaders to eliminate the life expectancy gap on Chicago's West Side. In 2021 he contributed to the creation of the RUSH BMO Institute for Health Equity.

Dr. Ansell completed his internal medicine residency and chief residency at Cook County Hospital in Chicago. From 1978 to 1995, he spent 17 years at Chicago's Cook County Hospital, where he implemented one of the first breast and cervical cancer screening programs in the U.S. From 1993 to 1995, he served as the hospital's Division Chief of General Medicine and Primary Care.

As a co-author of a study in *The New England Journal of Medicine*, and through his testimony before the U.S. Congress, Dr. Ansell influenced the passage of the Emergency Medical Treatment and Active Labor Act in 1986, a federal law regulating the transfer of patients from one hospital to another. He is the author of numerous papers and book chapters on health disparities, as well as the books "County: Life, Death and Politics at Chicago's Public Hospital" and "The Death Gap: How Inequality Kills."

Social Capital as a Catalyst to Health Equity

Friday, December 1, 2023 • 8:15 a.m. – 9:00 a.m. EST

Join Bree Jones, Founder of Parity Homes, for a dynamic exploration of the intersection between health, housing, and community prosperity. Discover innovative strategies to ensure safe and affordable housing, particularly in historically African American neighborhoods. Jones will share insights on sustainable revitalization, wealth creation, and the critical role of equitable housing in improving overall health outcomes. Gain actionable solutions to address the social determinants of health, ways to foster resilience, and promote inclusive development. Together, we'll work toward closing the wealth gap and creating healthier, thriving communities for all. Join us for a transformative discussion that can reshape the future of health equity.



MODERATOR

Michelle A. Leak, DEd, MBA

Emeritus, Mayo Clinic



SPEAKER

Bree Jones

Founder, Parity Homes

Bree Jones (she/her) is the visionary Founder of Parity Homes, an equitable development company based in West Baltimore. Parity sparks upfront demand for affordable homeownership opportunities in neighborhoods experiencing hypervacancy. The organization creates pathways for existing residents, families, friends, and other social collectives to purchase formerly abandoned homes alongside each other. Block by block, this fosters a means of community-building and wealth-building. Jones' work is grounded in the principle of development without displacement: she believes we can revitalize historically redlined neighborhoods while ensuring that longtime residents can actively participate in and benefit from reinvestment efforts.

Jones' work through Parity has garnered widespread recognition for its potential to drive systemic change. Her accomplishments have been highlighted by publications such as the *Washington Post*, *Baltimore Sun*, *Afro Tech*, *Fast Company*, *WYPR*, *Bustle*, and the *Brookings Institute*. Jones has also delivered a TED talk and given a keynote speech at the Nantucket Project. She holds fellowships with Ashoka, the Nathan Cummings Foundation, Open Society Institute, Fund for New Leadership, and New Profit.

Prior to launching Parity, Jones enjoyed a successful career in finance, alternative investments, and venture capital. Her expertise encompassed deal structuring, capital raises, conducting due diligence, and predictive analytics using big data.

Food as Medicine: How Kroger is Improving Health in Vulnerable Communities

Friday, December 1, 2023 • 9:00 a.m. – 9:45 a.m. EST

Sitting at the nexus of food and pharmacy, Kroger Health, the healthcare division of The Kroger Co., has “A World of Care In-Store,” providing millions of customers every day the care they need to thrive, even in vulnerable communities.

Through its Food as Medicine initiative, and its team of expert registered dietitians, Kroger Health uses its OptUp nutrition rating system to educate shoppers and give them instant access to fresh and healthy alternatives for meals. The app allows customers to make small dietary changes over time, ultimately helping people live healthier lives. By combining its world-class team, data and analytics, and cost-effective on-site and digital care delivery with its commitment to improving population health, Kroger Health is uniquely positioned to fundamentally improve healthcare in the United States.



MODERATOR

Mary I. O'Connor, MD

Chair, Board of Directors, Movement is Life



SPEAKER

Marc Watkins, MD, MScPH, FACOEM

Chief Medical Officer, Kroger Health

Dr. Marc Watkins is the Chief Medical Officer of Kroger Health, the healthcare division of The Kroger Co., which includes more than 2,200 pharmacies in 35 states and Washington, DC; more than 220 locations of The Little Clinic in nine states; and 11 specialty pharmacies across the country. Working with a cross-functional team of pharmacists, nurse practitioners, physician assistants, dietitians, and technical care providers, he helps develop the strategic direction and overall clinical program initiatives for healthcare professionals and delivers clinical guidance for associate benefit design. He is also responsible for regulatory and accreditation requirements, maintaining a comprehensive suite of high-quality care for patients. Since the outbreak of COVID-19, he also has advised the company on its response, including testing and vaccination efforts.

Dr. Watkins joined Kroger in 2015 as Vice President and Medical Director of The Little Clinic. In August 2018, he was promoted to Chief Medical Officer of Kroger Health. Prior to joining Kroger, he spent six years with Concentra Health Services in various physician leadership roles, providing strategic, operational, and clinical program development to major employers across the country.

Dr. Watkins is a Fellow of the American College of Occupational and Environmental Medicine. For five years, he served in the U.S. Navy as Senior Medical Officer and twice received the Navy Commendation Medal.

Dr. Watkins graduated with a Bachelor of Arts in philosophy from Holy Cross and received his Doctor of Medicine and Master of Science in Public Health from Meharry Medical College, a historically Black medical school.

California Surgeon General: Opportunities for Cross-Collaborative Partnerships

Friday, December 1, 2023 • 10:15 a.m. – 11:00 a.m. EST

Eighty percent of health happens outside of the healthcare setting. This presentation will focus on innovative programs implemented in California that are working to improve lifelong health trajectories and eliminate disparities and health inequities.



MODERATOR

Claudia Zamora, MPA

Founder and CEO, Zamora Consulting Group



SPEAKER

Diana E. Ramos, MD, MPH, MBA, FACOG

California Surgeon General

Dr. Diana Ramos is a well-recognized public health leader dedicated to improving healthcare quality and equity. She recently served as Assistant Deputy Director of Chronic Disease Prevention for the California Department of Public Health. Past roles include the Director for Reproductive Health in the Los Angeles County Department of Public Health and Adjunct Associate Professor at the Keck University of Southern California (USC) School of Medicine.

Dr. Ramos is the Immediate Past Chair for the American College of Obstetricians and Gynecologists, California and Ecuador (IX) District, Secretary for the Executive Board of the National Hispanic Medical Association, and Co-chair for the Women’s Preventive Service Initiative Implementation Committee. Her areas of expertise include health disparities, social determinants of health, preconception/interconception health, preterm birth, contraception, and quality improvement in health. Dr. Ramos has written and contributed numerous articles to the obstetrics, gynecology, and public health literature. She has lectured in Spanish and English, locally, nationally, and internationally.

Dr. Ramos received her medical degree from USC with honors and completed residency training in obstetrics and gynecology at Los Angeles County USC Medical Center. She received a Master of Business Administration with an emphasis in entrepreneurship and innovation from the Paul Merage School of Business at the University of California, Irvine, and a Master of Public Health from the University of California, Los Angeles. Dr. Ramos completed her Bachelor of Arts in communications, arts, and science from USC.

Unearthing the Roots of Health Inequity: Addressing the Legacy of Racism in Education and Healthcare

Friday, December 1, 2023 • 11:00 a.m. – 11:45 a.m. EST

This panel brings together distinguished scholars in the fields of law and medicine who possess a deep understanding of racism’s enduring presence, historically ingrained within the framework of U.S. slavery and the Jim Crow era. These systemic injustices continue to exert a profound influence on every aspect of American life, with a particularly striking impact on healthcare and health disparities.

During this session, these experts will not only discuss the implications of the Supreme Court ruling on affirmative action but also present actionable recommendations for enhancing undergraduate and graduate admissions processes. This includes a critical examination of medical school admissions, a subject of intense scrutiny amid the backdrop of anti-affirmative action sentiments and the deep-seated racial disparities that persist within the healthcare landscape. Despite remarkable strides in healthcare and disease management, the conference panel will shed light on the ongoing challenges posed by these entrenched issues and explore pathways toward health equity.



MODERATOR

Tamara Huff, MD, MBA, FAAOS, FAAHKS

CEO and Orthopedic Surgeon, Vigeo Orthopedics, LLC



SPEAKER

Jennifer Holmes, JD

Senior Counsel, Legal Defense Fund

Jennifer Holmes serves as Senior Counsel at Legal Defense Fund (LDF), working on cases that advance racial justice in the areas of educational equity, economic justice, and voting rights. Holmes was trial counsel on behalf of a coalition of Harvard student and alumni groups in *SFFA v. Harvard*, fighting to preserve the ability of colleges and universities to use race-conscious admissions to diversify their student bodies. She has also litigated voting rights cases, including *Jones v. DeSantis*, challenging a Florida law that barred people with felony convictions from voting due to unpaid fines and fees, and *LUPE v. Abbott*, challenging a wide-ranging Texas law (SB1) that restricted voting access and burdened voters of color and voters with disabilities.

Holmes also helps LDF develop lawsuits that promote fair housing and economic security to strengthen Black communities, including a lawsuit against the City of Cleveland for its discriminatory water billing policies and a lawsuit challenging a predatory home purchase scheme by a private company in Detroit. She has also authored amicus briefs filed in the U.S. Supreme Court to highlight the racial justice implications of cases before the Court.

A native of Washington, DC, Holmes received her Juris Doctorate from Stanford Law School and her Bachelor of Arts from Yale University with distinction in political science. She is a member of the bars of the District of Columbia, New York State, and the U.S. Supreme Court.



SPEAKER

Michellene Davis, Esq.

President and CEO, National Medical Fellowships, Inc.

Michellene Davis is the National Medical Fellowships, Inc. (NMF) President and Chief Executive Officer. Davis is among *Modern Healthcare* magazine’s Top 25 Most Influential Minority Leaders in Healthcare, Becker’s Hospital Review’s Black Healthcare Leaders to Know (2022, 2023) and their Top 113 Great Leaders in Healthcare (2022). The National Association of Health Services Executives awarded her their 2021 Senior Health Care Executive Award.

Davis also founded the Social Impact and Community Investment, an equity-centered, policy-led community health practice addressing health’s social and political determinants. Under former New Jersey Governor Jon S. Corzine, she was the first African American in state history to serve as Chief Policy Counsel, as well as the first African American and the second woman to serve as New Jersey State Treasurer. She was the youngest person to serve as CEO of the New Jersey Lottery and also served as a senior policy advisor in the New Jersey Department of Health and Senior Services.

Davis is the co-author of “Changing Missions, Changing Lives: How a Change Agent Can Turn the Ship and Create Impact” (Forbes Books, 2020), which provides a blueprint for those committed to leading systems change within organizations.

Davis began her legal career as a trial litigator, is an honors graduate of Seton Hall University, and holds a Juris Doctorate from Seton Hall School of Law. She has executive education certificates in corporate social responsibility from the Harvard Business School and social impact strategy from the Wharton School of Business.

Pause on Purpose: Sustaining High Performance With Unapologetic Self-Care

Friday, December 1, 2023 • 12:45 p.m. – 1:30 p.m. EST

In a world where the pursuit of success and impact can leave us burnt out and depleted, it is important that we take care of our bodies from the inside out. Join Ariel Belgrave, founder of Gym Hooky, for an inspiring keynote that will empower you to:

- Embrace a new narrative of success — one that celebrates your well-being while achieving your goals.
- Discover how intentional pauses can fuel your impact, help you find balance in chaos, and unleash your full potential.
- Learn simple tools and strategies to practice unapologetic self-care through Belgrave’s signature P.A.U.S.E framework.



MODERATOR

Tamara Huff, MD, MBA, FAAOS, FAAHKS

CEO and Orthopedic Surgeon, Vigeo Orthopedics, LLC



SPEAKER

Ariel Belgrave

Founder, Gym Hooky

Health and Fitness Coach, Consultant, and International Speaker

Ariel Belgrave is an award-winning health and fitness expert, wellness consultant, and the founder of Gym Hooky. Her signature approach, The L.E.A.N Method™, has empowered thousands of leaders worldwide to adopt healthy habits for high performance. She’s also helped some of the nation’s most innovative companies design highly engaging wellness programs and experiences for their communities.

Before starting her wellness company, Gym Hooky, Belgrave spent over a decade as a corporate HR leader for Fortune 100 companies like JPMorgan and Facebook. In her roles, she focused on designing and developing programs to increase employee engagement and foster an inclusive work environment. Today, she fuses this HR knowledge with her wellness expertise to foster healthy home, workplace, and community environments.

Her wellness work has been recognized on Good Morning America, The Today Show, NBC, BET, *Women’s Health Magazine*, *Shape*, *Elle*, *Glamour*, *Refinery 29*, *PopSugar*, *Entrepreneur*, and *The Huffington Post*. She is also on the board of *Women’s Health Magazine*, serves as an Under Armour ambassador, and is a face of Dwayne “The Rock” Johnson’s fitness brand, Project Rock.

Health Equity: Why It Matters and How We Get There

Friday, December 1, 2023 • 2:15 p.m. – 3:15 p.m. EST

Using examples from his prior experience as a physician at an inner-city hospital, and as State Health Commissioner and Surgeon General, Dr. Adams will explain why we must look at health as much more than access to traditional healthcare.



MODERATOR

Mary I. O’Connor, MD

Chair, Board of Directors, Movement is Life



SPEAKER

Jerome Adams, MD, MPH, FASA

20th United States Surgeon General (2017-2021)

Presidential Fellow, Executive Director of Purdue’s Health Equity Initiatives

Distinguished Professor of Practice, Purdue University

Dr. Jerome Adams was appointed as a Presidential Fellow and Executive Director of Purdue’s Health Equity Initiatives on October 1, 2021. He is also a Distinguished Professor of Practice in the departments of Pharmacy Practice and Public Health.

As the 20th U.S. Surgeon General and a prior member of the President’s Coronavirus Task Force, Dr. Adams has been at the forefront of America’s most pressing health challenges. A regular communicator via TV, radio, and print, Dr. Adams is an expert not just in the science, but also in communicating to the lay public and making it relevant to various audiences.

Dr. Adams is a licensed anesthesiologist with a Master of Public Health and ran the Indiana State Department of Health prior to becoming Surgeon General. In the State Health Commissioner role, he managed a \$350 million budget and over 1,000 employees, and led Indiana’s response to Ebola, Zika, and HIV crises. Notably, Dr. Adams helped convince the Governor and State Legislature to legalize syringe service programs in the state, and to prioritize \$13 million in funding to combat infant mortality.

As Surgeon General, Dr. Adams was the operational head of the 6,000 person Public Health Service Commissioned Corps. He oversaw responses to three back-to-back Category 5 hurricanes, and to a once-in-a-century pandemic.

Dr. Adams has partnered with and assisted organizations as they navigate the opioid epidemic, maternal health, rising rates of chronic disease, the impacts of rising suicide rates, and how businesses can become better stewards and stakeholders in promoting community health.

Artificial Intelligence and Health Equity: A Cautionary Tale

Thursday, November 30, 2023 • 10:45 a.m. – 1:15 p.m. EST • 2:15 p.m. – 4:45 p.m. EST

“AI is a tool. The choice about how it gets deployed is ours.” —Oren Etzioni, Professor Emeritus of Computer Science and Founding CEO, Allen Institute for AI

Join us for an engaging and interactive workshop delving into the critical topic of artificial intelligence (AI) and its potential unintended consequences specific to health equity. Our expert panelists will introduce attendees to the multifaceted landscape of AI and how it can exacerbate health disparities. Through real-world examples and audience participation, we'll dissect how AI can perpetuate inequities and brainstorm actionable strategies to mitigate these effects.

This workshop invites you to be part of the solution, fostering collaborative dialogue to ensure that AI in healthcare contributes positively to health equity. Don't just listen, participate in shaping a fairer future of healthcare with AI.

P.S. Most of this description was authored by ChatGPT, a generative AI tool.

OBJECTIVES:

1. Describe current context and aspects in AI algorithms and clinical decision support tools impacting health equity.
2. Identify biases and limitations with current aspects of AI.
3. Explore potential solutions to mitigate inherent biases in AI.



MODERATOR

Melvyn Harrington, Jr., MD, FAOA

*Professor, Residency Program Director, Adult Reconstruction Fellowship Director
Vice Chair for Diversity and Inclusion, Department of Orthopedic Surgery
Baylor College of Medicine*



MODERATOR

Doreen Johnson, MSN, RN, ONC

*Retired Nurse Educator, Hospital for Special Surgery
Adjunct Nursing Faculty, Adelphi University*



SPEAKER

William B. Jordan, MD, MPH

Health Equity Policy Director, Center for Health Equity, American Medical Association

Dr. William B. Jordan is the Health Equity Policy Director for the American Medical Association. Previous roles include Assistant Commissioner, Alcohol and Drug Use, and COVID-19 Clinical Operations Section Chief for the New York City Health Department; Co-Director of Family Medicine Medical Student Education at Montefiore-Einstein; Founding Organizer of NYDocs Coalition; and Board Chair of the National Physicians Alliance.



SPEAKER

Rebecca Stone, MSc, MS, ICP-ACC, ICP-ATF, CSP-SM, ICP, CSM

Executive Director, Generation 7 Industries

Rebecca Stone is the Executive Director of Generation 7 Industries. A researcher and advocate, Stone pioneers equity by dissecting data with technical finesse. Her insights shape health parity through cutting-edge product development. From grassroots to global innovation, she enriches the tech-human interface. Globally recognized for data protection, her contributions underscore ethical commitment, encompassing artificial intelligence and human rights law.

How to Be a Health Equity Influencer to Advance Your Cause

Thursday, November 30, 2023 • 10:45 a.m. – 1:15 p.m. EST • 2:15 p.m. – 4:45 p.m. EST

Join us for an inspiring and informative session that will empower you to become a dynamic health equity influencer, driving meaningful change within your community and beyond. In an era where health disparities persist and the need for equitable healthcare has never been more pressing, this session will equip you with the tools, strategies, and insights to make a significant impact. Whether you are a healthcare professional, activist, community organizer, or simply passionate about driving change, this session will provide you with the knowledge and tools to make a lasting difference in the pursuit of health equity. Join us and become a catalyst for positive transformation in healthcare for all.

OBJECTIVES:

1. Define the role of a social media influencer in the community health space.
2. Show how influencers use social media and other digital tools to create awareness of social determinants of health and advocate for health equity.
3. Learn to leverage social media and other digital tools to bring attention to health equity with real life examples.



MODERATOR

Sharon LaSure-Roy, MS

Vice President of Social Marketing, VyStar Credit Union



MODERATOR

Sarah Hohman, MPH

Senior Associate, Capitol Associates Inc.



SPEAKER

Taelor Bakewell

Vice President of Influencer Marketing, Edelman

Taelor Bakewell has been able to create effective, quality, and longstanding change within her community through a balance of streamlined messaging and grassroots initiatives.

As Vice President of Influencer Marketing at the largest PR firm in the world, she has paired top talent and influencers like Serena Williams and Chloe Bailey to major multimillion dollar partnerships with brands like DoorDash, Sherwin-Williams, Dairy Management, Inc., HP, Adobe, and more.

Prior to joining Edelman, Bakewell served as the official spokesperson for one of the largest utilities in the country, Southern California Edison (SCE) where she dealt with some of the toughest environmental issues facing the country. Prior to SCE, she was the Digital Director for the *Los Angeles Sentinel* and the Head of Public Relations for California's largest festival, Taste of Soul, where she managed relationships with clients like Cedars Sinai, Bank of America, McDonald's, the LA Dodgers, and Hyundai.

From 2021-2023, Bakewell was appointed by Los Angeles Mayor Eric Garcetti and unanimously confirmed by City Council as a commissioner for the Housing Authority of the City of Los Angeles. In 2023, Taelor was appointed by Mayor Karen Bass to the Los Angeles Board of Tourism.



SPEAKER

Beth O'Connor, MEd

Executive Director, VA Rural Health Association

Beth O'Connor grew up in New London, MN. She has been the executive director of the Virginia Rural Health Association (VRHA) since 2005 and was the 2022 President of the National Rural Health Association. She is also the creator and host of The Rural Health Voice podcast.



SPEAKER

Jerail Fennell, MSM

Director of Marketing and Communications, 904WARD

Jerail Fennell is the Director of Marketing and Communications for 904WARD. Fennell graduated from Jacksonville University with a Bachelor of Arts in communications, where he worked as the Station Manager for Dolphin Radio, Jacksonville's No. 1 college radio station.

In 2023, Fennell completed his Master of Science in marketing from Florida International University; he specializes in digital marketing. Through the years, Fennell has helped business organizations organically grow their social media channels by creating unique content and streamlining their digital efforts. He has created, produced, and hosted five podcasts in the Jacksonville area, with his podcast, The Dignified Delinquents, charting multiple times in the top 100 Apple Podcasts Charts for Comedy.

Fennell resides in sunny Jacksonville, FL, with his wife, Veronica, and their dog, Cole. He enjoys stand-up comedy in his free time, spending time with family and friends, and traveling to different countries.



SPEAKER

Maria Portela Martinez, MD, MPH

Chief of Family Medicine, Department of Emergency Medicine, The GW Medical Faculty Associates

Dr. Maria Portela is Chief of Family Medicine within the Department of Emergency Medicine at The George Washington University (GW) Medical Faculty Associates. In this role she works toward expanding the footprint of primary care and family medicine, improving access and quality of care in the community, and increasing family medicine exposure and mentorship opportunities for students.

Dr. Portela is an Assistant Professor at the GW School of Medicine, serving as a coach and public health mentor. She is the PI of the Health Equity Leaders Development Initiative, funded by the U.S. Department of Health and Human Services (HHS), and a practicing primary care physician.

Dr. Portela previously worked in HHS at the Health Resources Services Administration, leading efforts to re- envision primary care training focused on transforming healthcare delivery systems, quality of care, and cost-effectiveness. She also provided volunteer clinical services at Unity Health Care in Washington, DC. In 2017, Dr. Portela was an Atlantic Fellow for Health Equity at GW.

While pursuing medical school in her native Puerto Rico, she shared in developing an assessment on the health and education sectors for President Obama's Task Force on Puerto Rico's Economic Development. Subsequently, she pursued residency training at Duke University and completed the Commonwealth Fund Mongan Fellowship in Minority Health Policy at Harvard. There she obtained her master's degree with concentrations in public health leadership and health policy and management.

Empowerment and Joy Through Movement

Thursday, November 30, 2023 • 10:45 a.m. – 1:15 p.m. EST • 2:15 p.m. – 4:45 p.m. EST

Experience passion and joy through the intentional choice of movement. Joy and empowerment can be an explosion of emotions through cultural variations of rhythms, whether it is taking a walk or dancing to the bomba beat. Learn how community walks and talks combine the power of physical activity, health education, social connection, and time in nature. Take strides toward wellness and experience the essence of holistic health and improvisational creativity.

OBJECTIVES:

1. Feel and experience the joy of movement.
2. Discuss the effects of movement, combined with social connections on physical and mental health.
3. Identify strategies to promote movement in your everyday life.



MODERATOR

Hadiya Green, PT, DPT

Founder and President, Healthy Healing Community LLC



MODERATOR

Christin Zollicoffer, PMP

Vice President, Belonging and Equity Officer, Lifespan



SPEAKER

David Sabgir, MD

Founder, Walk with a Doc

Dr. David Sabgir is a full-time cardiologist in Columbus, OH, and the Founding CEO of Walk with a Doc, an international nonprofit with a mission to inspire communities around the world through movement and conversation.

Walk with a Doc started in 2005 as Dr. Sabgir realized how critical physical activity was for his patients and how much it was lacking. While the program has now spread to 500+ communities in over 30 countries, Dr. Sabgir continues to personally invite his patients to walk alongside him as a local Walk with a Doc leader.

Dr. Sabgir has been honored to be a CNN Hero and to see Walk with a Doc featured in print and broadcast media all over the world. The program has evolved to focus on not only physical activity but also education, nature, and social connectedness. He absolutely loves Walk with a Doc and sees it as a critical next step in the care of our communities. He is married to his partner Kristin with two children and two poodles.



SPEAKER

Isha M. Renta López

Founder and Director, Semilla Cultural

Isha M. Renta López is the Founder and Director of Semilla Cultural, a nonprofit operating across Washington, DC, Maryland, and Virginia, promoting and preserving Puerto Rican heritage through bomba music and dance. López was born in Ponce, Puerto Rico, and moved to Washington, DC, for schooling and a meteorology career. She began her studies of bomba in 2007 with the local organization Raíces de Borinquen. Since then, López has dedicated herself to the preservation and propagation of Puerto Rican arts and culture. Throughout her journey, López has studied bomba percussion, dance, and songs from multiple bomba masters in Puerto Rico and the United States. She is fully committed to preserve and disseminate her culture to empower other communities.

MIL Shark Tank: Teaching People How to Fish for Funds Using the Right Bait

Thursday, November 30, 2023 • 10:45 a.m. – 1:15 p.m. EST • 2:15 p.m. – 4:45 p.m. EST

Join us to learn how to “swim with the sharks” and beat the competition for limited funds. Gain tips and tools on how to put together a pitch to secure financial support for projects. Our panelists are experts in the field of reviewing funding requests and will provide insight into what they look for in successful proposals. Participants will break into small groups and develop a value proposition using the knowledge shared by the panelists. Each group will present their pitch to our panel of “sharks.” Don’t be a guppy, swim with the sharks and DIVE into this session!

OBJECTIVES:

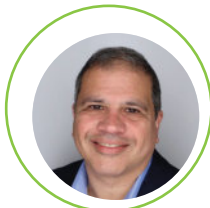
1. Learn what funders look for in successful pitches.
2. Create an elevator pitch to present to the sharks.
3. Discover how to beat the competition to secure limited funds.



MODERATOR

Willis Steele, MDiv

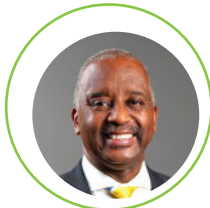
*Representative, Conference of National Black Churches
Director, Patient Advocacy – Worldwide Hematology, Bristol Myers Squibb*



MODERATOR

Erick Santos, MD, PhD, FAAOS

*Physician-Engineer Consultant, Biodynamic Research Corporation
Secretary, American Association of Latino Orthopaedic Surgeons
Preceptor, Nth Dimensions*



SPEAKER

Al B. Reid

Former Vice President of Corporate Development, Abbott Laboratories

Al B. Reid, a former Abbott Laboratories Corporate Development executive, is an expert at providing strategic, operational, and financial business intelligence to multiple enterprises. During his multidecade professional career, Reid has steered exponential company growth with managed risk, executing strategic business imperatives that elevate market position and generate sustainable profits.

Reid brought an international perspective toward expanding and launching multimillion dollar products and services at Abbott. He helped scale the company from a 60% U.S. market presence to a 70% overseas presence and was the lead architect for driving consensus for global corporate development on special merger and acquisition projects. He expanded into new markets and established global competitive positioning in Africa, China, and India. Reid was also a corporate strategist and business development professional at Baxter Healthcare for nearly a decade.

Reid holds a Bachelor of Arts from Clark Atlanta University and a Master of Science from Carnegie Mellon University. He has worked with private equity firms Aslan Capital, Fifth Level Capital, and is the founder and CEO of Calypso Investment Partners. Reid currently serves on the Board of Directors of Farmers Insurance and Navis Clinical Diagnostics.



SPEAKER

Velma Monteiro-Tribble

Former Senior Director of Community Investments, Florida Blue Foundation

Velma Monteiro-Tribble recently retired as the Senior Director of the Foundation Statewide Community Investments at the Florida Blue Foundation. In her executive position, she was responsible for the statewide vision, mission, strategic direction, management, and supervision for all of the philanthropic giving decisions and investment of the Foundation.

Previously, Monteiro-Tribble was Chief Operating Officer and Assistant Treasurer at the Alcoa Foundation in Pittsburgh. In this executive position, she provided the vision, strategic direction, and management of \$500 million worldwide in 33 different countries.

She also served as an executive with the W.K. Kellogg Foundation (WKKF), with responsibilities for leadership development, management, and fiscal accounting. She worked on grantmaking initiatives and partnerships in Latin America and South Africa, and managed international leadership seminars at the Salzburg Seminars.

Monteiro-Tribble holds a Bachelor of Arts from Stillman College and has received numerous awards for her work. She is currently Trustee of the Board and Member of the Program Investment Committee for the Community Foundation for Northeast Florida; Emeritus Board Member for Florida State College, Jacksonville; Board Member for Philanthropy Southeast; Board Member for Jewish Community Alliance; and Chair of the A.L. Lewis Black Opportunity & Impact Fund.



SPEAKER

D. Deone Powell

General Counsel and Chief Legal Officer, Vanguard Charitable

Since 2022, D. Deone Powell has been inaugural General Counsel and Chief Legal Officer at Vanguard Charitable, where he serves on the executive leadership team. In this role he helps drive strategy while overseeing the risk and vendor management teams, compliance, and the complex asset programs for the national sponsor of donor-advised funds. Powell works to further Vanguard Charitable’s mission of increasing philanthropy and maximizing its impact over time.

Powell previously led the legal department at a Philadelphia-based system of nonprofit, Federally-Qualified Health Centers, where he discovered his passion not only for advocating for underprivileged and underserved communities but for advancing causes of health equity.

Powell currently serves on the Board of Directors for the Homeless Advocacy Project of Philadelphia and was previously Board Chair for the Gestalt Training Institute of Philadelphia. He also served on the Movement is Life Steering Committee, where he provided legal counsel during its beginning stages of becoming a 501(c)(3).

Powell is a UNC-Chapel Hill and Temple Law alumnus. He splits his time between Philadelphia and Poconos where he spends time with his partner, Aaron, and their dog, Rocco.

Name: Allie Boland

Institution: Street Kicks

Title: Footwear for All: Street Kicks' Mission for Health Equity in Detroit

Description: Many patients, especially people experiencing homelessness, may own ill-fitting, unsupportive shoes or have no shoes at all. Without proper footwear, patients are at risk for injury and long-term physical dysfunction. The literature has shown higher rates of foot pain and functional limitations while walking for those who are experiencing homelessness. Providing patients in vulnerable populations with proper footwear, Street Kicks is working to prevent the foot injuries and functional limitations that disproportionately affect those experiencing homelessness. Additionally, patients may have fewer barriers to mobility and exercise, an essential factor in limiting the risk of chronic metabolic diseases. Patients from underserved communities need advocates to find solutions to systemic problems perpetuating health disparities.

Name: Kyra Caldwell

Institution: Howard University

Title: The Role of BMI and Albumin Levels on Postoperative Outcomes in Patients Undergoing Total Knee Arthroplasty

Description: The study provides valuable insights into the factors that can impact postoperative outcomes in patients undergoing total knee arthroplasty (TKA). By understanding the role of body mass index (BMI) and albumin levels in these outcomes, healthcare providers can tailor interventions and support to specific populations, including women from racial and ethnic minority groups and those living in rural areas. Racial and ethnic disparities in healthcare are well-documented, with African Americans and Latinas often experiencing poorer health outcomes compared to their white counterparts. This includes higher rates of obesity, which is closely linked to BMI. The study's findings highlight the importance of addressing BMI as a modifiable risk factor in TKA patients, particularly among African American and Latina women.

Name: Alexis M. Cooper, MD

Institution: Atrium Wake Forest Baptist Health

Title: Outcomes After Operative Fixation of Tibial Shaft Fractures: Does Area Deprivation Index Code Matter?

Description: Geographic location and the physical conditions of an individual's living space are a critical component of the host environment, which may impact post-operative outcomes. This study was developed to assess the socioeconomic and geographic factors that may impact outcomes for patients undergoing operative fixation of tibial shaft fractures at our institution.

Name: Desmond W. Delk, PhD

Institution: Langston University

Title: Participant Experiences in a University Walking Program

Description: Langston University is a Historically Black University located in one of the remaining Black towns of Oklahoma. The town of Langston City is a small-knit rural community with a population of approximately 1,800 people, including the student population. Given the need to engage college-aged students in physical activity opportunities — amidst the steady decline in health-related course offerings in U.S. colleges and universities (Szarabajko & Cardinal, 2023) — a program was developed to address this need. In 2016, the ROARS Walking Program (RWP) was established to provide an opportunity for students, faculty, staff, and community members to incorporate at least one hour of physical activity into their daily routine.

Name: Latrice Johnson, BS; Myles Moore, BS; and Clauden Louis, MD, MS, MPH

Institution: BayCare Medical System Winter Haven Hospital

Title: Diversity and Inclusion Among Cardiac Surgery Clinical Trials — Systematic Review

Description: Black and Latino/Latina adults are more likely than white adults to suffer from heart failure. Furthermore, Black adults are more than twice as likely to be hospitalized for heart failure when compared to white adults. Clinical research is an important component in discovering and improving treatment options for heart failure, which often includes surgery. Although racial minorities represent 39.9% of the U.S. population, they only represent a small percentage in clinical trial research.

Name: Ryan Johnson, MHS

Institution: Meharry Medical College

Title: Nth Dimensions and Its Association to Interviewed and Matched Orthopedic Surgery Residency Applicants

Description: Residency programs who recruit physicians from a variety of backgrounds have the opportunity to improve health outcomes and provide a sense of security to patients who rarely experience care from someone that looks like them. Programs such as Nth Dimensions connect underrepresented minority medical students with orthopedic surgeons early in their medical careers to increase their exposure to the field. While Nth Dimensions has been successful in helping these students match into orthopedic surgery residency programs, the impact of this program on an individual residency program has not been described.

Name: Mateo Restrepo Mejia

Institution: Icahn School of Medicine at Mount Sinai

Title: Racial/Ethnic and Insurance Based Difference in Perioperative Metrics After Pelvic Fracture: A Nationwide Study

Description: This study aims to investigate disparities in perioperative outcomes following non-elective pelvic fracture surgery in the United States, with a specific focus on the influence of patient race/ethnicity and insurance status. Our hypothesis is that minority and socially disadvantaged patients may experience differential outcomes compared to their counterparts.

Name: Myles Moore and Randall Arroyo

Institution: Nth Dimensions & Rio Health Medical Center

Title: Cultivating Optimal Upper Extremity Musculoskeletal Health: Leveraging Multimedia and Home Exercise Interventions

Description: Upper extremity pain significantly impacts an individual's functional capacity in acute and chronic environments. Home exercises and physical therapy are common conservative treatments. However, limited health literacy may hinder a patient's understanding of their prescribed regimens. This study aims to investigate the efficacy of a multimedia education and home exercise program, which has previously demonstrated positive outcomes for lower extremity pain (Yamout et al.).

Name: Daytheon Sturges

Institution: University of Washington School of Medicine

Title: Perceived Burnout Among Underrepresented PA Educators in the United States

Description: There is a keen interest regarding burnout in academic medicine with an existing need for more studies. The priority population were underrepresented physician assistant (PA) educators in the United States. The purpose was to determine external/internal contributors leading to perceived burnout; investigate if primary/secondary appraisal inform coping strategies; and determine if there was an existing relationship between demographic factors and emotional exhaustion.

Name: Rodnell Busigo Torres

Institution: Icahn School of Medicine at Mount Sinai

Title: Associations Between Primary Language and Patient Engagement: Preoperative Class Attendance and Patient-Reported Outcome Measure Completion in Total Knee or Hip Arthroplasty

Description: While language-based disparities have been identified in total knee or hip arthroplasty (TKA/THA) outcomes, there has been limited attention to the impact of language on patient engagement. We assessed the association between primary language and preoperative patient education class ("joint class") attendance and completion of patient-reported outcome measures (PROMs).

Name: Rodnell Busigo Torres

Institution: Icahn School of Medicine at Mount Sinai

Title: Association Between Limited English Proficiency and Utilization, Care Processes, and Outcomes in Orthopaedic Surgery Patients: A Systematic Review

Description: Research has extensively examined disparities in orthopaedic surgery care across demographics, with a growing awareness of language barriers affecting equitable care for limited English proficiency (LEP) patients. This review synthesizes literature on language-based inequalities in orthopedic surgery within English-speaking countries.

Name: Alicia J. Whittington, PhD, MPH

Institution: Harvard Medical School/ Football Players Health Study

Title: Race Differences in Pain and Pain-related Risk Factors Among Former NFL Players

Description: Chronic, persistent pain is estimated to affect over 100 million American adults and is among the leading global causes of reduced quality of life. NFL players are no exception as they experience high levels of physical trauma during their playing years, which puts former players at risk for chronic pain and substantial psychosocial distress. Race and ethnicity are factors that contribute to differences in pain experiences. Research has shown that people of color who experience pain are often undertreated.

Board of Directors



Mary I. O'Connor, MD

Chair, Board of Directors, Movement is Life
Co-founder and Chief Medical Officer,
Vori Health

Professor Emerita of Orthopaedics,
Mayo Clinic

Past Professor of Orthopaedics and
Rehabilitation, Yale School of Medicine

Past Director, Center for Musculoskeletal
Care, Yale School of Medicine and Yale New
Haven Health

Past President: American Association of Hip
and Knee Surgeons, Association of Bone
and Joint Surgeons, International Society
of Limb Salvage, Musculoskeletal Tumor
Society, Ruth Jackson Orthopaedic Society

Past Member: Clinical Orthopaedics and
Related Research Board of Trustees, Perry
Initiative Board of Directors

Past Chair, Mayo Clinic Florida Department
of Orthopaedics

Dr. Mary O'Connor is a nationally recognized leader of health equity. She has chaired Movement is Life since its inception in 2010. Dr. O'Connor has long championed diversity and inclusion in the orthopedic profession and is the recipient of the 2023 American Academy of Orthopaedic Surgery (AAOS) Diversity Award. She has served as Chair of the AAOS Diversity Advisory Board and the AAOS Women's Health Issues Advisory Board, and served as a member of the Perry Foundation Board of Directors and the Advisory Committee on Research on Women's Health at the National Institutes of Health. She is currently a member of the American Association of Hip and Knee Surgeons Diversity Advisory Board. Dr. O'Connor was the first female member of the Musculoskeletal Tumor Society (MSTS), the International Society of Limb Salvage (ISOLS), the American Association of Hip and Knee Surgeons (AAHKS), and The Knee Society.

Dr. O'Connor received her medical degree from Drexel University in Philadelphia, and completed her orthopaedic residency and fellowship at Mayo Clinic in Rochester, MN. She practiced at Mayo Clinic in Florida, where she served in many leadership roles.

In 2015, Dr. O'Connor became the inaugural Director of the Center for Musculoskeletal Care at Yale School of Medicine and Yale New Haven Health. She served in that role until February 2021 when she became Co-founder and Chief Medical Officer of Vori Health, a virtual-first nationwide musculoskeletal medical practice.

Dr. O'Connor has received numerous awards and honors during her training and career, including the Mayo Clinic Distinguished Clinician Award and The Corinne Farrell Award from the International Skeletal Society.



Carla Harwell, MD

Vice Chair, Board of Directors, Movement
is Life

Medical Director, University Hospitals Otis
Moss, Jr. Health Center

Associate Professor of Medicine, Case
Western Reserve University School of
Medicine, Division of Internal Medicine

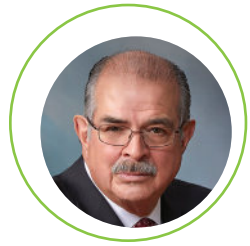
Associate Program Director, University
Hospitals Cleveland Medical Center Internal
Medicine Residency Program, University
Hospitals Cleveland Medical Center

Dr. Carla Harwell is a member of the Division of General Internal Medicine at University Hospitals Cleveland Medical Center. She is an Associate Professor of Medicine at Case Western Reserve University School of Medicine and currently serves as the Medical Director of University Hospitals Otis Moss, Jr. Health Center.

Dr. Harwell attended medical school at the University of Cincinnati School of Medicine and subsequently completed internship and residency training at University Hospitals Cleveland Medical Center. Dr. Harwell chose to remain in her hometown of Cleveland and practice medicine in an underserved area of the city.

Her clinical focus is outpatient general medicine and primary care with an additional focus in healthcare disparities. Dr. Harwell is nationally recognized as a leader in education on healthcare disparities and medical issues affecting minorities. She has received numerous awards, including being named a Woman of Note in 2020 by Crain's Cleveland and being nationally ranked as a top doctor by U.S. News and World Report for the past 10 consecutive years.

Board of Directors



Ramon Luis Jimenez, MD

Treasurer, Board of Directors, Movement is Life

Co-Founder and President, American Association of Latino Orthopaedic Surgeons

Dr. Ramon Luis Jimenez has an active practice in medical-legal evaluations of industrial and personal injury patients. He retired from an active operative practice of total joint replacement and arthroscopy, having founded and led a five-person single-specialty for 38 years in San Jose, CA, his hometown.

Over the past 40 years, he has served at the American Academy of Orthopaedic Surgeons (AAOS) at all levels. In 2009, Dr. Jimenez was awarded the AAOS Diversity Award. In 2018, he was awarded the AAOS Tipton Orthopaedic Leadership Award. He and Augustus White, MD, are the only two orthopaedic surgeons to have received both awards in AAOS history.

Dr. Jimenez became an active participant and donor to the Orthopaedic Research and Education Foundation (OREF) 30 years ago. His passion and commitment to give back to orthopaedics culminated in his presidency of OREF. He is now serving as Past President and participates in major donor solicitations.

Dr. Jimenez is also passionate about bringing diversity into the orthopaedic workforce, especially bringing in Hispanic and Latino voices. He presently chairs the Foundation for Hispanic Education in San Jose, CA, which owns and governs three charter high schools.

He has worked and served on the Movement is Life Steering Committee since its inception. He strongly and passionately believes in its goals. Being a second-generation Mexican American, he is very cognizant of the persistent disparities of health and healthcare that Hispanic and Latino people experience, as well as the often difficult to navigate educational pipeline.



Charla Johnson, DNP, RN-BC, ONC, FNAON

Secretary, Board of Directors, Movement is Life

Director, Clinical Information Systems and Informatics, Franciscan Missionaries of Our Lady Health System

Charla Johnson has over 36 years of experience in the healthcare industry and nursing, with most of her nursing career aimed at promoting musculoskeletal care and the advancement of orthopaedic nursing.

Currently, she serves as the Director of Clinical Information Systems and Informatics at Franciscan Missionaries of Our Lady Health System. Johnson is responsible for promoting interoperability of the electronic health record and integrating evidence-based practice and social determinants of health screenings into documentation paths for the clinical team. She is board certified in orthopaedic nursing and nursing informatics and a Fellow of the National Association of Orthopaedic Nurses (NAON).

Johnson is a Past President of the NAON executive board, the President of the Gulf Coast Chapter of American Nursing Informatics Association, and an inaugural member of the Movement is Life Board of Directors, serving since 2014.

Prior to her current role, Johnson was the Orthopaedic Programs Coordinator for the largest healthcare provider in Louisiana, responsible for the preoperative and postoperative patient experience and outcomes for the total joint replacement and spinal fusion populations.

Johnson has also volunteered in caring for orthopaedic patients in an uninsured and underinsured clinic in Baton Rouge, LA. There she became aware of the disparities in care and access for patients with musculoskeletal conditions. She developed a unique lens for community program development and program implementation based on the Community Health Needs Assessment (CHNA), as Manager of Community and Provider Education.

Board of Directors



Verona A. Brewton

Member, Board of Directors, Movement is Life

Director, Minority Initiatives, Zimmer Biomet

Verona A. Brewton is currently the Director of Minority Initiatives at Zimmer Biomet. In 1983, Brewton began her orthopedic career as one of the first African American female medical device sales representatives in the industry. In 1988, she was recruited to be an Independent Orthopedic Medical Device Distributor in the state of Ohio, another first for an African American female.

Throughout her sales career, it was evident that certain communities and ethnicities received inequitable specialty care. Brewton joined Zimmer Biomet in 2002 to begin developing a program that would provide educational outreach to marginalized patients and communities. The initial community initiative was Back in the Groove, which facilitated outreach to faith-based communities and local community centers through a network of African American surgeons.

Brewton is most proud that Back in the Groove expanded to a greater audience and message with the creation of Movement is Life (MIL) in 2010. MIL addresses women of color and who live in rural communities by increasing movement to manage chronic health conditions.

In 2012, Brewton was named one of 25 Influential Black Women by *The Network Journal*, a highly respected publication. In 2022, one of Brewton's greatest accomplishments in collaboration with Zimmer Biomet was transitioning MIL to a 501(c)(3). The nonprofit status promotes increased collaboration with organizations focused on disparate chronic conditions such as diabetes, heart disease, obesity, and depression, all of which are exacerbated by limited mobility.



Tamara Huff, MD, MBA, FAAOS, FAAHKS

Member, Board of Directors, Movement is Life

CEO and Orthopedic Surgeon, Vigeo Orthopedics, LLC

Dr. Tamara Huff is a board-certified orthopedic surgeon and owner of Vigeo Orthopedics. Dr. Huff graduated with honors from the University of Georgia. She earned her Medical Doctorate from the Medical College of Georgia at Augusta University and completed her orthopedic surgery residency at Ochsner Clinic Foundation in New Orleans. Dr. Huff completed her Master of Business Administration and certificate in health sector management from Duke University's Fuqua School of Business.

In 2019, Dr. Huff founded Vigeo Orthopedics, LLC with a mission to increase access to musculoskeletal care in the United States by providing evidence-based, comprehensive orthopedic surgical and clinical services; developing engaging community programs for diverse populations; and supporting the next generation of diverse musculoskeletal health professionals.

Dr. Huff is a Fellow of the American Academy of Orthopaedic Surgeons (AAOS) and the American Association of Hip and Knee Surgeons (AAHKS). She has served on multiple committees in AAOS and is currently a member of the AAOS Healthcare Systems Committee. She supports the next generation of orthopedic surgeons by donating her time, talent, and treasure to Nth Dimensions, Inc., the J. Robert Gladden Orthopaedic Society, the Ruth Jackson Orthopaedic Society, and the Perry Initiative.

Dr. Huff is a member of Delta Sigma Theta Sorority, Inc. and The Links, Inc. She shares a love of traveling and medicine with her husband and fellow orthopedic surgeon, Dr. Oluwaseun Akinbo.



Michelle A. Leak, DEd, MBA

Member, Board of Directors, Movement is Life

Emeritus, Mayo Clinic

Michelle A. Leak joined Mayo Clinic in 1996 and since that time has served in various leadership roles, first in Rochester, MN, for 11 years and in Jacksonville, FL, for the past 13 years.

During this time, Dr. Leak has provided strategic and operational leadership to the Divisions of Infectious Diseases, Allergy, Hypertension, Cardiovascular Diseases, and Executive Health, as well as to numerous ancillary services and centers, including Employee Health, Infection Prevention and Control, Community Engagement, Antimicrobial and Opioid Stewardship, Employee and Patient Experience, and the Center for Connected Care-Telehealth.

Dr. Leak served as Chair of the Department of Patient Support Services at Mayo Clinic Rochester from 1998 to 2007. This role encompassed oversight for Quality, Risk Management, Safety, Health Information Management, Transcription, Patient Education, Social Work Services, Security, General Services, Media Support Services, Volunteers, and the Mayo Employees Federal Credit Union.

Prior to joining Mayo Clinic, Dr. Leak served as Associate Hospital Administrator at Medical College Hospitals of Ohio. Dr. Leak holds a Doctor of Education in human and organizational development from the George Washington University in Washington, DC, a Master of Business Administration in healthcare from the University of Toledo in Toledo, OH, and a Bachelor of Business Administration in human resources, also from the University of Toledo. Dr. Leak is a member of the Movement Is Life Board of Directors and chairs the Nominating Committee.



Keri P. Mattox

Member, Board of Directors, Movement is Life

Senior Vice President, Chief Communications and Administration Officer, Zimmer Biomet

Keri P. Mattox was appointed Senior Vice President, Chief Communications and Administration Officer at Zimmer Biomet in May 2022, responsible for strategically integrating, aligning, and driving investor relations, communications, and philanthropy functions and activities, as well as environmental, social and governance (ESG) initiatives. She joined Zimmer Biomet in January 2020 as Senior Vice President, Investor Relations and Chief Communications Officer.

Prior to joining Zimmer Biomet, Mattox served as Global Lead, Integrated Corporate Communications at W2O Group (now Real Chemistry), an international healthcare-focused marketing and communications firm. There she was responsible for strategically shaping and expanding the firm's global corporate communications, investor relations, crisis communications, mergers and acquisitions, board engagement, and corporate social responsibility/foundation capabilities and offering.

Prior to W2O, Mattox was Vice President of Corporate and Investor Relations at AmerisourceBergen, a healthcare company ranked No. 10 on the Fortune 500. She also held executive leadership team level positions at Endo International and Auxilium Pharmaceuticals and spent more than 10 years at communications agencies in leadership positions. Earlier in her career, Mattox was a reporter with Hearst Newspapers. She holds a Bachelor of Arts from Boston University and a Master of Arts in journalism from the University of Maryland.

Board of Directors



Claudia H. Zamora,
MPA

Member, Board of Directors, Movement is Life

Representative, National Hispanic Medical Association (NHMA)

Founder and Chief Executive Officer, Zamora Consulting Group, LLC

Member, Board of Directors, National Hispanic Medical Association

Claudia H. Zamora is the Founder and CEO of Zamora Consulting Group, LLC, a minority- and woman-owned small business providing services in management consulting, accreditation, program and project management, and compliance. Zamora has over 18 years of consulting and industry experience in healthcare and higher education, as well as 15 years in medical school planning and accreditation.

Since 2007, Zamora has focused on the planning and development of new allopathic medical schools, working on the Liaison Committee on Medical Education (LCME) professional accreditation phases. Zamora has been involved with numerous higher education institutions and intimately involved in the LCME process, both in the startup of new medical schools and the continuation of accreditation.

Zamora's experience expands to national and international healthcare engagements in strategic planning, strategic transformation, design and implementation, mergers and acquisitions, and organizational redesign of major academic medical centers and health systems. She has worked alongside senior management, C-suite, cross-functional teams, clients/customers, and industry leaders in public, private, and nonprofit sectors.

In 2016, Zamora was appointed to serve on the board of directors for the National Hispanic Medical Association (NHMA). In 2022, she was appointed as NHMA's representative to serve on the Steering Committee of Movement is Life.

Zamora graduated with a Master of Public Administration with a concentration in management consulting from American University, Washington, DC, in 2002, and a Bachelor of Arts in international relations and political science. In 1999, she got her certificates in law, ethics and society, and in ethnic studies from Florida International University in Miami.

Advisory Council



Dwight W. Burney, III,
MD

Team STEPPS Master Trainer

Retired, Orthopedic Surgeon

Dr. Dwight W. Burney is retired after 34 years in practice as an orthopedic surgeon in Albuquerque, NM. He has served in multiple roles for the American Academy of Orthopaedic Surgeons, with his main areas of interest in surgeon-patient communication and patient safety. He has also served on the Steering Committee for Movement is Life.



Thomas Green, MD

Emeritus Physician, Virginia Mason Medical Center

Clinical Professor of Orthopaedic Surgery, University of Washington School of Medicine

Dr. Thomas Green is an Emeritus Physician at Virginia Mason and Clinical Professor of Orthopaedic Surgery at the University of Washington School of Medicine in Seattle. He practiced orthopaedic surgery at Virginia Mason in Seattle for 38 years and was the head of the orthopaedic section there for 22 years.

Dr. Green has had a long-term interest in matters of professionalism. He served 12 years on the Medical Quality Assurance Commission in Washington state. Currently, he serves on a certification review panel to review medical errors in the state. He was involved with the development of the Standards of Professionalism for the American Academy of Orthopaedic Surgeons and served for 11 years on their Judiciary Committee.

Dr. Green does volunteer orthopaedic work in Haiti and Honduras. Through Nuestros Pequeños Hermanos, he and his family have supported work for orphaned and abandoned children in Latin America and Haiti, as well. Following the earthquake in Haiti in 2011, he led a team that provided orthopaedic care there for a month.

Since retiring, he has had an active interest in matters of health and healthcare equity, especially related to the musculoskeletal system, as well as matters of equity in society in general. He has continued to serve on the Admissions Committee of the University of Washington School of Medicine. In the community, he volunteers for a local police department, staffing one of its community precincts, and is actively involved in engaging minority and underprivileged youth in the sport of rowing.

Advisory Council



Frank M. McClellan, JD, LLM

Professor Law Emeritus, James E. Beasley School of Law, Temple University
Board Member, AIDS Law Project

Frank M. McClellan is a Professor of Law Emeritus of the Beasley School of Law at Temple University, where he concentrates on healthcare law. He is the author of "Healthcare and Human Dignity: Law Matters." Professor McClellan has published numerous law review articles on subjects related to healthcare law, tort law, and civil rights. He is also the co-author of a casebook on tort law published through five editions.

At Temple, Professor McClellan teaches bioethics, medical malpractice, law and medicine writing, and torts. He has lectured regularly in interdisciplinary courses at Temple Medical since 1981. He earned a Bachelor of Arts from Rutgers University, a Juris Doctorate from Duquesne University, and a Master of Laws from Yale University.

Following law school, Professor McClellan served as a law clerk to Chief Judge William H. Hastie of the U.S. Court of Appeals for the Third Circuit, and as an associate attorney for Wilmer, Cutler, and Pickering. He was a founding partner of the law firm Eaton and McClellan, which litigated medical malpractice and product liability cases from 1978-2012.

During his tenure at Temple, Professor McClellan has received multiple awards, and in 2009 the Temple Law Alumni Association awarded him the Shusterman Faculty Award for Excellence in Teaching. In 2016, the Legal Clinic for the Disabled in Philadelphia honored him with a special recognition award for contributions in advancing the interests of the disabled, and the Rutgers African American Alumni Association inducted him into their hall of fame for his achievements as a lawyer and a law professor.



Nur Nurbhai, DO, FAOAO, FAAOS

Orthopedic Surgeon, Phoebe Orthopedics and Sports Medicine

Dr. Nur Nurbhai is a board-certified and fellowship-trained orthopedic surgeon who specializes in hand, upper extremity, and microsurgery. He completed his medical degree at New York College of Osteopathic Medicine, his residency at North Shore University Health System in New York City, and his fellowship at Kleinhart Institute in Louisville, KY. Dr. Nurbhai has been a member of the Phoebe Orthopaedics team since 2012.

Dr. Nurbhai is an active member of the American Academy of Orthopaedic Surgeons, the American Osteopathic Academy of Orthopedics, and the American Association of Hand Surgery. He is a teaching faculty for Medical College of Georgia and Board Examiner with the American Osteopathic Board of Orthopedic Surgery.



Augustus A. White, III, MD, PhD

Orthopaedic Surgeon-in-Chief Emeritus, Beth Israel Deaconess Medical Center
Ellen and Melvin Gordon Distinguished Professor Emeritus of Medical Education
CEO Emeritus, Augustus A. White, III, Institute for Healthcare Equity

Dr. Augustus A. White, III, completed his Doctor of Medicine at Stanford Medical School, his internship at the University of Michigan Medical Center, his general surgery residency at Presbyterian Medical Center San Francisco, and his orthopedic residency at Yale Medical Center. He then joined the U.S. Army as a combat surgeon in Vietnam for which he was awarded the Bronze Star.

He became a full Professor of Orthopaedic Surgery and Director of the Engineering Laboratory for Musculoskeletal Disease at Yale. Dr. White has received eight honorary degrees throughout the course of his career.

He is the founding President of the J. Robert Gladden Orthopaedic Society. Dr. White received the Diversity Award and William W. Tipton, Jr., MD, Leadership Award from the American Academy of Orthopaedic Surgeons. In 2022, he was inducted into the Brown University Athletic Hall of Fame as its first recipient of the Joukowsky Humanitarian Award.

Dr. White received the 2021 International Book Award for "OVERCOMING: Lessons in Triumphant over Adversity and the Power of Our Common Humanity," co-written with Jon Land and David Chanoff. He is also the author of "Seeing Patients: Unconscious Bias in Health Care," which received the British Medical Association Book Award.

Dr. White was the 2021 recipient of the Movement is Life Humanitarian Award. In 2022, he was awarded the John P. McGovern Compleat Physician Award and was designated as an American Orthopaedic Association Pillar of the Orthopaedic Profession.

Steering Committee



Kirsten Ambrose, MS

Representative, Osteoarthritis Action Alliance (OAAA)

Associate Director, Osteoarthritis Action Alliance

Kirsten Ambrose is the Associate Director of the Osteoarthritis Action Alliance (OAAA), managed through the Thurston Arthritis Research Center at the University of North Carolina at Chapel Hill. She has a Master of Science in exercise science and early career experience as a Certified Clinical Research Coordinator and Program Manager in several multidisciplinary academic research centers focused on chronic pain research.

In 2014, she joined the OAAA and turned her attention to public health action for osteoarthritis awareness and education. She manages the OAAA, a national coalition of over 150 member organizations concerned with addressing the burden of osteoarthritis among adults with arthritis in the United States. Their goal is to advance public health strategies for the prevention and management of osteoarthritis through innovative, evidence-based physical activity, weight management, injury prevention, and self-management education solutions. Through her work with the OAAA and Movement is Life, she is dedicated to reducing health disparities through equitable access to arthritis education and recognized, evidence-based interventions for arthritis among individuals in underserved communities.



Mary Behrens, MS, FNP-BC, FAANP

Representative, American Association of Nurse Practitioners

Mary Behrens is the American Association of Nurse Practitioners (AANP) representative for the Movement is Life Summit. She is currently the President of the Wyoming Center for Nursing, whose mission is to promote a quality nurse force for rural Wyoming.

She has held elected political office as a City Councilmember, as Mayor of Casper, WY, for two terms, as Representative in the Wyoming State Legislature, and as Chair of the Natrona County Commission. She has served eight years on the American Nurses Association (ANA) Board of Directors as Board Member at Large to first Vice President. She has traveled to Vietnam as part of a humanitarian group called Friendship Bridge and received the long-term humanitarian award from AANP Foundation for this work.

Behrens currently serves on the University of Wisconsin-Madison School of Nurses Board of Visitors, the Friends of the University of Wyoming Fay W. Whitney School of Nursing Board, and the International AANP Committee. She is a frequent speaker at state, national, and international meetings.

Behrens received her Bachelor of Science in Nursing at the University of Wisconsin-Madison, her Master of Public Health in maternal-child health at the University of Colorado in Denver, and her post-masters as Family Nurse Practitioner at the University of Wyoming. She became a Fellow of AANP in 2013 and received the Barbara Toman Curtis Award for Outstanding Political Leadership from ANA.



Eileen Bodie

President, EBU Productions Inc.

Eileen Bodie is President of EBU Productions, Inc., a leading provider of video production and event management services. The company provides production and technical support for virtual, hybrid, and in-person meetings and events, as well as producing educational and marketing videos and live broadcasts.

Prior to starting EBU, Bodie had an extensive background in live television, producing many programs for CBS, HBO, Telemation, and WTTW (PBS Chicago). Bodie was one of the pioneers in recognizing the value of live television for delivering educational programming. She produced many live broadcasts in continuing education for several national associations, including the American Medical Association, the American Banking Association, and the Orthopaedic Trauma Association.

Bodie joined the Movement is Life Team because she believes in their mission. She brings her extensive experience in media to support their communication needs.



Leigh Callahan, PhD

Representative, United States Bone and Joint Initiative (USBJI)

Mary Link Briggs Distinguished Professor of Medicine and Professor, Department of Orthopaedics, University of North Carolina School of Medicine

Adjunct Professor, Department of Epidemiology, Gillings School of Global Public Health

Associate Director, Thurston Arthritis Research Center

Director, Osteoarthritis Action Alliance

Dr. Leigh Callahan is the Mary Link Briggs Distinguished Professor of Medicine at the University of North Carolina (UNC) School of Medicine and Professor in the Department of Orthopaedics. She is an Adjunct Professor in the Department of Epidemiology at the Gillings School of Global Public Health. She is Associate Director of the Thurston Arthritis Research Center (TARC). Dr. Callahan is also Director of the Osteoarthritis Action Alliance (OAAA), a coalition of more than 150 organizations committed to elevating osteoarthritis as a national health priority. She is currently the President of the U.S. Bone and Joint Initiative and is a longtime volunteer for the Arthritis Foundation on both the state and national level.

Dr. Callahan has over 30 years of experience in arthritis and health outcomes research and experience in public health as a former arthritis epidemiologist with the Centers for Disease Control and Prevention (CDC). She has served on numerous editorial boards, an Institute of Medicine (IOM) panel on chronic diseases, and is currently on a Lancet Commission panel on the burden of osteoarthritis. She has authored more than 300 publications, is a frequent presenter worldwide, and continues to spearhead projects examining the factors surrounding arthritis, epidemiology, health outcomes, health literacy, and health disparities. She has received numerous grants from the National Institute of Health and the CDC.

Steering Committee



Shreyasi Deb, PhD, MBA

Senior Director, Health Policy, Office of Government Relations, American Academy of Orthopaedic Surgeons (AAOS)

Dr. Shreyasi Deb is a Health Policy and Health Services Researcher with research interests in disability, health disparities, and aging. Currently, she leads the regulatory health policy team at the American Academy of Orthopaedic Surgeons (AAOS) in Washington, DC. She has expertise on regulatory health policy, clinical quality, value-based payment, and strategic communication with regulatory agencies and other stakeholders.

Dr. Deb currently serves on the Friends of National Quality Forum (NQF) Steering Committee, the Movement is Life Steering Committee, and with Women Business Leaders in Health Care (WBL). She regularly writes and speaks on health policy issues and has published in several peer-reviewed journals such as the Journal of Disability Policy Studies, INQUIRY, and the Psychiatric Rehabilitation Journal. In her down time, she loves to dwell on all things politics, policy, and culinary.

Dr. Deb received her Doctorate of Public Policy from the University of Maryland, Baltimore County, and her Master of Business Administration from the International Management Institute in New Delhi, India. Previously, she worked for several years in organizational development in the corporate sector and was a certified senior professional in human resources.



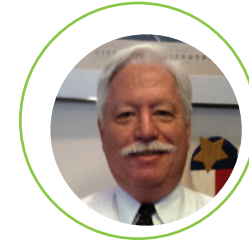
Thomas Dorney, MSW

Representative, The Root Cause Coalition
Vice President, The Root Cause Coalition

Thomas Dorney is Vice President of The Root Cause Coalition. Based in Washington, DC, he leads the office's day-to-day advocacy efforts, manages its operations, and supports the work of the executive director, Board of Directors, and membership groups.

In his prior role, Dorney served as Senior Policy Advisor to the late Congressman John Lewis. He advised on all health matters in Representative Lewis' work as Chairman of the Ways and Means Oversight Subcommittee, and developed legislation and initiatives focused on HIV/AIDS providers, kidney and cardiac health, and the Medicare Shared Savings Program.

Dorney holds a Master of Social Work and a Bachelor of Arts in social work from the Catholic University of America.



Bill Finerfrock

Past President, Capitol Associates

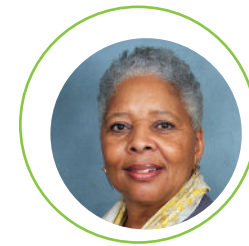
Bill Finerfrock is Past President of Capitol Associates, a government relations/consulting firm based in Alexandria, VA. Prior to this role, Finerfrock was a Senior Vice President in the company for more than 20 years.

Finerfrock specializes in healthcare financing, health systems reform, health workforce, and rural health. He has worked in and with the U.S. Congress and federal agencies on health policy matters for more than 35 years. Prior to becoming a lobbyist and health policy advocate, Finerfrock spent nearly eight years working for U.S. Senators Edward Brooke and Roger Jepsen.

Upon leaving Capitol Hill, he was hired as the first Federal Lobbyist for the physician assistant (PA) profession and served for eight years as the Director of Federal Affairs for the American Academy of Physician Assistants (AAPA). While with the AAPA, Finerfrock successfully lobbied Congress to approve Medicare coverage for PAs, commissioned officer status for all PAs in the uniformed services, and created authorization for PAs to receive National Health Service Corps scholarships and loans, among other wins.

Finerfrock is the Co-Founder and Executive Director of the National Association of Rural Health Clinics, primary care clinics located in underserved rural areas throughout the United States. Over the years, he has successfully worked on public policy and regulatory issues before the Department of Health and Human Services, the Department of Transportation, the Department of Veterans Affairs, the Department of Defense, and the Justice Department.

Finerfrock is a 1977 graduate of Penn State University. He has a Bachelor of Arts in political science.



Yolanda Fleming

Representative, National Medical Association

Director, Biomedical Education and Research, Project I.M.P.A.C.T. (Increase Minority Participation and Awareness of Clinical Trials)

Director and Convention Team Leader, Mission and Community Services Division, National Medical Association

Yolanda Fleming is the Director of Biomedical Education and Research at Project IMPACT (Increase Minority Participation and Awareness of Clinical Trials) and Director and Convention Team Leader in the Mission and Community Services Division of the National Medical Association (NMA).

In her position as IMPACT Project Director, she is responsible for overseeing the development and implementation of project efforts to increase the awareness, knowledge, and participation of African American physicians and consumers in biomedical research and clinical trials. The Project has planned and executed over 150 seminars, workshops, and conferences for physicians, medical students, nurses, other health professionals, consumers, and patients. She has authored and/or managed the development of several award-winning consumer health education materials, and with the Project's principal investigator, co-authored several manuscripts.

Fleming is often requested by NMA presidents to develop and/or implement special community outreach programs such as Women of Substance, HERRO (Health Education and Risk Reduction Opportunities Project), TEA Talk (Turn Health Education into Action), Georgia Black Mayors Health Fair Day, Take it to HEART, and Walk a Mile With a Child.

Prior to joining the National Medical Association, she was Project Manager for the District of Columbia Department of Health/Office of Primary Care and Director for the Small Business Development Center housed at the College of Southern Maryland.

She received her Bachelor of Arts from Howard University and did graduate work at Long Island University in New York, NY.

Steering Committee



Hadiya Green, PT, DPT

Board-Certified Sports Physical
Therapy Specialist
Certified Kinesio Tape Practitioner

Dr. Hadiya Green is an equity-lensed community integrator who specializes in movement. She attained her Bachelor of Arts in sociology from Princeton University, a Doctorate of Physical Therapy from Washington University in St. Louis, and a certification in workplace diversity, equity, and inclusion from University of Southern Florida. She is a board-certified clinical specialist in sports physical therapy.

Dr. Green began her coaching and personal training career in 1998, in addition to beginning her disparity-related research, covering subjects from prostate cancer to children with ADHD, and later treatment and function around musculoskeletal conditions. Prior to and following six years in the Clinical Practice Department as a Senior Specialist at the American Physical Therapy Association, Dr. Green's more than 18 years of clinical physical therapy practice spanned all ages and all practice areas. This includes populations from Wall Street, Harlem, Mayo Clinic (Rochester, MN), and Washington, DC.

Dr. Green lectures and educates internationally on social and health equity, health disparities, inter-professionalism, disabilities, ethics, health policy, health promotion, wellness, and neuro-musculoskeletal interventions. She is dedicated to her communities, especially children and people with disabilities, through mentoring and volunteering for years with organizations like the Special Olympics and Princeton University's Diversity Meetings.

As founder of Healthy Healing Community, a subsidiary of Hadiya Green, LLC, Dr. Green leads approaches and addresses well-being through education and consulting of strategic, needs-based interventions.



Jannifer Drake Harper, MD, CPE

Former Vice President and Chief Medical
Officer of Anthem National Accounts,
Elevance Health

Dr. Jannifer Drake Harper served as Vice President and Chief Medical Officer of Anthem National Accounts at Elevance Health for seven years. In this role, Dr. Harper was responsible for developing and executing clinical strategy and clinical operations of large national customers.

Prior to joining Anthem, Dr. Harper served as Florida Blue's Vice President and Chief Medical Officer. She has held leadership roles as Regional Vice President, National Medical Director (Anthem/WellPoint); Chief of Medicine, (Kaiser Permanente); Vice President and Regional Medical Director (CIGNA); Medical Director (Medical Group of Ohio and Ohio Health Group); Vice President and Associate Chief of Medical Officer (University Hospitals Case Medical Center of Cleveland); and Clinical Assistant Professor of Medicine at Case Western Reserve University School of Medicine, where she received her medical degree.

Throughout her career, Dr. Harper has been active in community and professional organizations. She has served on the American Lung Association Georgia Leadership Board for five years. She received the Volunteer of the Year Award from the American Lung Association in Florida in 2015 and has been recognized as a top Lung Force fundraiser (2015-2022). She is also a member of the American Medical Association, the American Association of Physician Leadership, the American College of Physicians, and the CWRU School of Medicine Alumni Board, among several other groups.

Dr. Harper is board certified in internal medicine and holds a Certified Physician Executive (CPE) designation from the Certifying Commission in Medical Management.



Melvyn Harrington, Jr., MD, FAOA

Professor, Residency Program Director,
Adult Reconstruction Fellowship Director
Vice Chair for Diversity and Inclusion,
Department of Orthopedic Surgery
Baylor College of Medicine

Dr. Melvyn Harrington, Jr., is Professor, Residency Program Director, Adult Reconstruction Fellowship Director, and Vice Chair for Diversity and Inclusion for the Joseph Barnhart Department of Orthopedic Surgery at the Baylor College of Medicine in Houston. He is a graduate of the American Academy of Orthopaedic Surgeons (AAOS) Leadership Fellows Program. He is Past President of the J. Robert Gladden Orthopaedic Society.

Dr. Harrington served two terms on the Diversity Advisory Board of the AAOS. He served on the Executive Committee of the American Orthopaedic Association and is a member of the Council of Residency Directors' Academic Committee. He is a member of the Steering Committee for the Movement is Life Summit. Locally, he is past chair of the Houston Leadership Board for the Arthritis Foundation. He is a board-certified orthopedic surgeon, specializing in arthritis and joint replacement surgery.



Sarah Hohman, MPH

Senior Associate, Capitol Associates Inc.

Sarah Hohman is a Senior Associate at Capitol Associates Inc., a bipartisan government relations firm in Alexandria, VA, that specializes in federal health policy. Since joining Capitol Associates in 2021, Hohman has been primarily dedicated to the firm's rural health portfolio, including provider reimbursement and grant policy. She serves as the Director of Government Affairs for the National Association of Rural Health Clinics, representing primary care clinics located in rural, medically underserved communities across the United States.

Hohman is a graduate of Penn State University, where she earned a Bachelor of Science in health policy and administration. She also received a Master of Public Health from the Penn State College of Medicine. She resides in Alexandria, VA.

Steering Committee



Doreen Johnson, MSN, RN, ONC

Retired Nurse Educator, Hospital for Special Surgery
Adjunct Nursing Faculty, Adelphi University

Doreen Johnson has over 45 years of experience as a registered professional nurse. She studied nursing at Pace University in Pleasantville, NY, and obtained her Master of Nursing Administration at Hunter College in New York City. Johnson worked in various leadership positions at the No. 1 orthopedic hospital in the country, Hospital for Special Surgery, where she retired as a nurse educator in late 2020. She is nationally certified in orthopedic nursing and has trained over 2,000 registered nurses and other allied healthcare personnel in orthopedics during her career.

Johnson worked as an adjunct clinical professor in nursing at the College of New Rochelle and currently teaches orthopedics and medical-surgical nursing at Adelphi University in Great Neck, NY. She is a current member of the National Association of Orthopaedic Nurses (NAON) and was Executive Director of the Board from 2011 to 2017.

Johnson is the President of the New York City Chapter of Orthopaedic Nurses and an ambassador for the Orthopaedic Nursing Certification Board, through which she helps nurses pursue certification in orthopedics. She also sponsors the orthopedic nursing certification review course through NAON for registered nurses preparing to become certified in orthopedics.

Johnson has presented several posters and podium presentations around the country with NAON and other professional organizations. She is a graduate fellow of New York University's Leadership Institute for Black Nurses, whose mission is to develop healthcare leaders who work toward the elimination of healthcare disparities through multiple initiatives. She continues her membership with the Association of Professional Development Nursing. New York State (NYS) has recognized Johnson as a nominee for the NYS Nurse of Distinction Award.

Dr. Lynne C. Jones is a Professor of Orthopaedic Surgery at the Johns Hopkins University School of Medicine and has a joint appointment with the Department of Materials Science and Engineering at the Johns Hopkins Whiting School of Engineering in Baltimore. Dr. Jones' academic appointments include Director of Resident Research, Director of the Bioskills Laboratory, and Co-Principal Investigator of the NIH T32 Research Training Program for the Johns Hopkins Department of Orthopaedic Surgery. She is a member of the Johns Hopkins University Diversity Leadership Council.

Dr. Jones is currently the Executive Director of the National Osteonecrosis Foundation Board and a Past President of the Society for Biomaterials and the Association Research Circulation Osseous (ARCO) International. Dr. Jones has served as the principal investigator and co-principal investigator on numerous studies, including "Gender Differences in Patients Undergoing Total Joint Arthroplasty" and the "Operation Change Study." Since 1977, she has served as the primary researcher and investigator on several grants regarding total joint replacement (including outcomes and modifiable risk factors), osteonecrosis, bone grafting, and tissue engineering. She is a member of several honorific societies for her research and a board member of several orthopaedic medical journals.

Dr. Jones earned a doctorate in molecular microbiology and immunology from Johns Hopkins University. She also has a Master of Science in biological sciences (endocrinology) from Towson State University.



Lynne C. Jones, PhD

Professor, Orthopaedic Surgery, Johns Hopkins University School of Medicine



Donna Kurek, MSN, RN, MHA, ONC, CMSRN, CPHQ

Representative and President-Elect, National Association of Orthopaedic Nurses
Chief Quality and Patient Experience Officer, OrthoVirginia

Donna Kurek is the Chief Quality and Patient Experience Officer for OrthoVirginia. Kurek has over 30 years of nursing experience in orthopedics and quality management. She was responsible for the development and implementation of the total joint replacement and spine surgery perioperative and post-operative patient programs for Henrico Doctors' Hospital in Richmond, VA. She continued in the progression of patient education and orthopedic advancement for over 15 years before furthering her professional development in quality management.

Kurek directed the peer review and quality of approximately 1,200 physicians and advanced practice professionals. She is a nurse executive with extensive experience in the areas of management, nursing, quality standards implementation, QC&R program development/healthcare compliance systems, and value-based care — including the Center for Medicare and Medicaid Bundled Payments for Care Improvement-Advanced (CMS BPCI-A), Anthem, Cigna, and Humana episode of care bundle programs. She is the project developer for clinical initiatives for physicians and patient care practices, including utilization review, physician peer review, CMS quality metrics, clinical practice guidelines, and patient safety.

Kurek is board certified in orthopedic nursing, medical surgical nursing, and is a Certified Healthcare Quality Professional with the National Association for Healthcare Quality. She has served as a Director and Past President for the Orthopaedic Nurses Certification Board and is currently President-Elect of the National Association of Orthopaedic Nurses.



Sharon LaSure-Roy, MS

Vice President of Social Marketing, VyStar Credit Union

Sharon LaSure-Roy is a senior digital communications professional with Fortune 500 companies, nonprofit organizations, and startup companies. As VyStar Credit Union's Vice President of Social Marketing, she is responsible for developing, managing, and implementing digital strategies that support VyStar's mission and marketing priorities. This includes developing brand voice, creating awareness, and generating social media property growth.

LaSure-Roy has held many leadership positions with various organizations, including Florida Blue (Florida's Blue Cross Blue Shield plan), State Farm Insurance, H&R Block, Florida Hospital, and the City of Jacksonville. She currently serves as a Board Member for the United Negro College Fund and the American Lung Association of Northeast Florida. She received her Bachelor of Arts in communications from Hood College and a Master of Science in integrated marketing communications from Northwestern University's Medill School of Journalism.

Steering Committee



Zachary Lum, DO

American Association of Hip and Knee Surgeons

Representative, American Association of Hip and Knee Surgeons

Dr. Zachary Lum is a board certified orthopedic surgeon with fellowship training in adult joint reconstruction. He completed his Bachelor of Science in biochemistry and molecular biology at the University of California (UC), Irvine. Graduating valedictorian of his medical school class at Touro University Nevada in Henderson, NV, he completed his orthopaedic internship at Henry Ford Health Systems in Detroit, and his orthopedic surgery residency at Valley Consortium for Medical Education at Doctors Medical Center in Modesto, CA. During this time, he underwent two visiting fellowships in adult joint reconstruction at Joint Implant Surgeons in New Albany, OH, with Dr. Keith Berend and Dr. Adolf Lombardi, and also at Cleveland Clinic Florida with Dr. Juan Suarez and Dr. Preetesh Patel. After completing residency, he fulfilled a full Adult Joint Reconstruction fellowship at UC Davis Medical Center. He stayed on faculty as Assistant Clinical Professor of Orthopaedic Surgery.

He has lectured at national and international conferences, authored book chapters, and published in multiple peer-reviewed journals. Recently, he moved to South Florida to practice and is adjunct Clinical Assistant Professor at Nova Southeastern University, College of Osteopathic Medicine.



Klarisse Mathis, MS, PA-C

Representative, American Academy of Physician Assistants

Physician Assistant, Department of Orthopedics, Lenox Hill Hospital

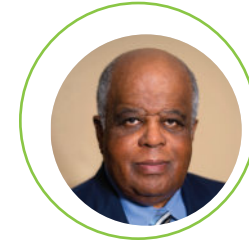
Spokesperson, Physician Assistants and Finance

Representative, African Heritage PA Caucus

Klarisse Mathis is a board-certified physician assistant (PA). She attended The George Washington University in Washington, DC, majoring in exercise science with a pre-health concentration. She then pursued her medical career at Touro College Manhattan Campus' Physician Assistant Program, obtaining a Bachelor of Science in health science and a Master of Science in physician assistant studies. She is currently working in orthopedics at Lenox Hill Hospital in New York City. She is noted for her expertise consisting of orthopedic emergency room consultations, inpatient care, pre-op/post-op management, and operating room procedures. Mathis is also lead preceptor for PA students rotating through orthopedics at Lenox Hill Hospital.

Mathis is a spokeswoman for Physician Assistants and Finance, providing financial education to PAs through seminars and workshops in various schools. She also dedicates her time as a Movement is Life Summit Steering Committee Member. She had one of the highest-rated podcast episodes, entitled "Black Physician Assistants Matter: A Jedi Discussion," on The Health Disparities podcast.

In her spare time, Mathis enjoys mentoring pre-PA and PA students. She participates in Project Access, a program in which she educates minority students in preparation and recruitment for the PA profession. She works as a medical liaison assessing and triaging sports-related injuries at high school football games. Mathis was also a PA ambassador for the National Commission on Certified Physician Assistants (NCCPA) 2020-2022 cohort, in which she helped promote the PA profession.



Randall C. Morgan, Jr., MD, MBA

President and CEO, W. Montague Cobb/NMA Health Institute

Practicing Orthopedic Surgeon, Sarasota Orthopedic Associates

Dr. Randall C. Morgan, Jr., currently serves as the President and CEO of the W. Montague Cobb/NMA Health Institute, the research arm of the National Medical Association. He also serves as Senior Executive of the J. Robert Gladden Orthopedic Society.

Dr. Morgan earned a Bachelor of Arts in chemistry from Grinnell College, IA, and was then accepted at Howard University College of Medicine in Washington, DC. He served an internship and orthopedic surgery residency at Northwestern University in Chicago, and then served as Resident Physician at the prestigious Rancho Los Amigos Hospital in Downey, CA.

Dr. Morgan joined two of his Northwestern faculty members in their private practice in Evanston, IL, and then practiced in his hometown of Gary, IN, for 30 years. He later earned his MBA from University of South Florida in 2001.

Dr. Morgan is a Diplomat of the American Board of Orthopedic Surgery, a Fellow of the American College of Surgeons, and is certified by the American Board of Managed Care Medicine. He is a lifetime member of the NAACP and served as Chair of the Life Membership Dinner of the Gary Branch for several years.

Dr. Morgan presently serves as Clinical Assistant Professor of Orthopedic Surgery at Florida State School of Medicine and Clinical Assistant Professor of Community Medicine at the University of Connecticut Health Center. There he continues to develop his research interest in healthcare and musculoskeletal disparities. He has had over 200 scientific publications and presentations during his career.



Charles L. Nelson, MD

Senior Advisory Board, J. Robert Gladden Orthopaedic Society

Chief of Adult Reconstruction and Professor, Orthopaedic Surgery, University of Pennsylvania Perelman School of Medicine

Dr. Charles L. Nelson graduated from the University of Pennsylvania Medical School, where he remained to complete his internship and residency. After finishing a fellowship in adult reconstructive surgery at the Hospital for Special Surgery, he returned to the Hospital of the University of Pennsylvania, where he is currently a professor of orthopaedic surgery.

Dr. Nelson specializes in adult hip and knee reconstructive surgery and joint replacement. He participated in the American Academy of Orthopaedic Surgeons' (AAOS) Leadership Fellows Program. He represented the American Orthopaedic Association (AOA) as part of the prestigious Austrian Swiss German Traveling Fellowship.

Dr. Nelson has received numerous awards and was one of two nationally chosen recipients of the National Medical Fellowship's James H. Robinson, MD, Memorial Scholarship for outstanding achievement in the study of surgery. He also won the Helen O. Dickens, MD, Award, the Charles Drew Award, and the William T Fitz, Jr. Awards at the University of Pennsylvania.

Dr. Nelson has been named as a Top Doc by *Philadelphia Magazine*. He has been chosen several times to be among top physicians and surgeons in America by both peers and consumers, by Best Doctors, Incorporated, and the Consumers Research Council of America. He has published more than 100 peer-reviewed manuscripts and book chapters.

Dr. Nelson has held several leadership and committee positions for numerous medical societies, as well as civic and philanthropic organizations, including the AAOS, The Knee Society, the American Association of Hip and Knee Surgeons, and the AOA.

Steering Committee



Matt Reiter

Principal, Capitol Associates, Inc.

Matt Reiter is a Principal at Capitol Associates, Inc., a bipartisan government relations and policy analysis firm specializing in healthcare policy. Reiter represents the firm's clients on legislative and regulatory health policy issues, including provider reimbursement, value-based payment systems, health equity, and efforts to reform the U.S. healthcare system.

Reiter believes that the best healthcare policies recognize that the patient's perspective is the most important. Healthcare policy, which is largely made through reimbursement systems, must align with what patients value in order to be most effective. Since 2016, Reiter has worked with Movement is Life to advocate for reimbursement policies that incentivize and reward equitable care outcomes by emphasizing what patients value in value-based care.

Reiter's other leadership experiences include six years on the leadership team of the Society of Health Policy Young Professionals, Washington, DC's premier networking organization for young professionals who work in health policy. He spent two years as Chair of the organization. He also held leadership roles with the Old Town Toastmasters Club.

Reiter is a graduate of American University, where he earned Bachelor of Arts degrees in law and society, and philosophy. He is active in the local music scene as a guitar player. He currently resides in Washington, DC, with his wife and daughter.



Chiara Rodgers, MPH

Representative, American Association of Hip and Knee Surgeons

Senior Director, Research and Humanitarian Activities, American Association of Hip and Knee Surgeons (AAHKS)

Chiara Rodgers serves as Senior Director of Research and Humanitarian Activities at the American Association of Hip and Knee Surgeons (AAHKS). Rodgers is the Staff Liaison to the Diversity Advisory Board, the Research Committee, Humanitarian Committee, and Operation Walk.

Outside of AAHKS, Rodgers is the founder of 1932 Research Group. Her passion for clinical trials and advocacy stems from personal experience as a childhood cancer survivor and longtime research participant. She is a Chicago native and currently serves as a member of the Northwestern University's Institutional Review Board (IRB).



Erick Santos, MD, PhD, FAAOS

Board-Certified Orthopaedic Surgeon

Fellow, American Academy of Orthopaedic Surgeons

Physician-Engineer Consultant, Biodynamic Research Corporation

Secretary, American Association of Latino Orthopaedic Surgeons

Preceptor, Nth Dimensions.

Dr. Erick Santos is a board-certified orthopedic surgeon and Fellow of the American Academy of Orthopaedic Surgeons. He has been practicing in South Texas since 2005 and is committed to mentoring students and addressing healthcare disparities.

Dr. Santos completed his Bachelor of Science in biomedical engineering and materials engineering from Johns Hopkins University. He completed a Master of Science in engineering and a PhD in bioengineering, and his medical degree at the University of Pennsylvania. Dr. Santos researched biomaterials/tissue engineering and was granted seven U.S. Patents; he has published papers in prestigious peer-reviewed journals.

Dr. Santos joined the U.S. Air Force during medical school and completed a general surgery internship at Wilford Hall Medical Center at Lackland Air Force Base in San Antonio. He served four years of active duty with distinction at Dyess Air Force Base in Abilene, TX, as a flight surgeon.

Dr. Santos completed his residency at the University of Alabama at Birmingham. Afterward, he began clinical practice in South Texas. In August 2023, he started a new position as Physician-Engineer Consultant with Biodynamic Research Corporation in San Antonio. He also serves as Secretary for the American Association of Latino Orthopaedic Surgeons and Preceptor for Nth Dimensions.



Sonya M. Seymour

Representative, Nth Dimensions Educational Solutions, Inc.

Director, Partnerships and Programs, Nth Dimensions Educational Solutions, Inc.

Sonya M. Seymour currently serves as the Director of Partnerships and Programs for Nth Dimensions. She is a key member of the Nth Dimensions executive team, overseeing the organization's daily operations, partnership strategy, and performance.

Seymour is a vibrant diversity, education, and administration professional with a demonstrated history of working in graduate medical education. Her expertise is in management, analysis, program development, and evaluation.

Her professional interests align with her commitment to social justice. She supports all learners and institutions in diversity, equity, and inclusion efforts, and explores intersections of race, socioeconomic status, sexuality, and gender.

Steering Committee



Willis Steele, MDiv

Representative, Conference of National Black Churches
Director, Patient Advocacy — Worldwide Hematology, Bristol Myers Squibb

Rev. Willis Steele holds a Master of Professional Studies in urban ministry and a Master of Divinity from New York Theological Seminary. He was ordained to the gospel ministry in 2004 and is Pastor of Faith Mission Christian Fellowship in Camarillo, CA, with his wife Rev. Gay Tompson Steele.

Rev. Steele has more than 20 years' experience as a patient advocacy leader in the biotech/pharmaceutical industry. He is currently Worldwide Director of Patient Advocacy-Hematology at Bristol Myers Squibb in Princeton, NJ. In this role, he leads multiple myeloma and cell therapy advocacy strategies, develops strategy and executes tactics, manages budgets, and serves as a key liaison to stakeholders.

Rev. Steele spent prior years at Amgen, Inc., as Region Lead of Diversity, Inclusion, and Belonging for Japan and Asia Pacific, Latin America, the Middle East, and Africa. He was also Region Lead of Advocacy Relations, Intercontinental Region, comprising Latin America, Canada, the Middle East, Africa, and Turkey. In his long tenure at AbbVie, Inc., he was responsible for global strategic health initiatives for advanced Parkinson's disease and prematurity in newborn babies, among other initiatives.

Rev. Steele serves as Strategic Advisor to Gospel Heritage Foundation in Atlanta and is a Memorial Community Services Board Member, a Harlem housing development that makes apartments available to formerly homeless single parents.

Rev. Steele has worked extensively with all major National African American Church denominations to educate and sensitize them to the health disparities and health challenges.



Rolf Taylor

Founder and Executive Director, Project Advocacy

Rolf Taylor is a health communications professional with over 25 years' experience building partnerships and programs. Taylor started his career as a drug safety researcher in the medical industry before holding sales and marketing positions for medical products. He helped launch and establish a number of new products.

Taylor went on to develop educational programs for doctors and patients before focusing on health advocacy work. He has held senior positions with leading patient support organizations, including the American Liver Foundation and the COPD Foundation. During this time he became increasingly interested in the potential for new technology to help patients connect to services and to enable new public health initiatives.

Taylor subsequently joined HealthUnlocked, the world's leading patient community platform, where he introduced the platform to numerous non-profit patient organizations and helped establish new patient communities, supporting people with a wide variety of chronic conditions.

Taylor is passionate about reducing health disparities and making health services accessible to everyone. He leads an independent consultancy which helps clients harness the power of new technology to improve health in underserved populations. Currently, Taylor provides Movement Is Life with communications support on a number of programs and is Executive Producer for The Health Disparities Podcast.

Taylor hails from Yorkshire, England, and has retained about 70% of his original accent. After 15 years in Virginia, Washington, DC, and a couple of long stays in New York City, he now resides in Baltimore, where he is renovating an 1890s house and harboring some sailing ambitions.



Melissa Walker, DO, MPA

Representative, American Osteopathic Association
Owner and Founder, Carol Clinic for Family-Centered Healthcare

Dr. Melissa Walker is a family medicine physician and Owner and Founder of Carol Clinic for Family-Centered Healthcare in San Antonio. Carol Clinic is named for her late mother, Mrs. Carol Williams Walker. Dr. Walker's mother suffered a stroke at 53 and was hospitalized for more than two years before her death. After her mother's death, Dr. Walker's initial desire to become a physician was reignited.

After completing medical school and residency training, Dr. Walker returned to San Antonio to open the Carol Clinic. This name is also an acronym: Care, Attention, Respect, Oneness, and Loyalty. She believes these and so many other attributes were possessed by her mother.

Dr. Walker believes that the lack of education, not the lack of care, is the leading cause of her mother's death and the poor outcomes of so many. She has made it her mission to provide education to her patients and the entire world. She travels nationally and internationally, providing care and education.

As an ambassador for the American Stroke Association's (ASA) Power to End Stroke campaign, Dr. Walker has traveled across the country doing talks on stroke prevention. She was the featured speaker for the San Antonio ASA's concert featuring Kirk Franklin. For her work with the American Stroke Association, she was awarded the ASA Visionary Award.

Dr. Walker is the founder of a caregivers' conference called Heal the Healer San Antonio. This one-day symposium targets both formal and informal caregivers.



Yashika J. Watkins, PhD, MPH

Professor, Chicago State University

Yashika J. Watkins holds a doctorate of public health sciences and a Master of Public Health from the University of Illinois at Chicago. She is a professor in the Department of Public Health in the College of Health Sciences and Pharmacy at Chicago State University (CSU). At CSU, she is Vice President of Faculty Senate and Program Director for the Master of Public Health program. She serves on numerous committees such as the University Assessment Committee, General Education Committee, Graduate Council, Academic Program Elimination and Review Committee, and Faculty Excellence Award Committee.

She is a member of the Movement is Life Steering Committee and a member of the Operation Change implementation team. She is the founder of the nonprofit organization Move for Life, Inc. Her research has focused on health equity and reducing disparities in osteoarthritis and other chronic diseases.

Steering Committee



Daniel Wiznia, MD

Assistant Professor of Orthopaedics and Rehabilitation, Yale University School of Medicine

Assistant Professor of Mechanical Engineering and Materials Science, Yale University School of Engineering and Applied Sciences

Dr. Daniel Wiznia is Assistant Professor of Orthopaedic Surgery and Rehabilitation at Yale University School of Medicine. One of Dr. Wiznia's research interests is examining patient disparities in access to care. Specifically, he has been examining how preoperative optimization influences access to arthroplasty care. He uses appointment accessibility audit studies, what some people term "secret shopper" studies, as an instrument to measure patient access to care. In addition, Dr. Wiznia is an expert in avascular necrosis care, and co-leads the Yale Avascular Necrosis and Osteonecrosis Program.



Christin Zollicoffer, PMP

Vice President, Belonging and Equity Officer, Lifespan

Christin Zollicoffer is the inaugural Chief Belonging and Equity Officer for the Lifespan health system in Providence, RI. She is an inspiring strategic business leader accountable for organizational results and change management. At Lifespan, Zollicoffer is responsible for key priorities and interventions, including creating a safe and healthy environment, celebrating diversity at all levels, and incorporating equity practices into decision-making processes and policies across the organization, with the goal of optimizing health for patients and employees.

Prior to Lifespan, as Vice President of Community Health and Well-Being and Regional Director of Diversity, Equity, and Inclusion (DEI) Midwest for Trinity Health, she was responsible for strategies such as local hiring, sourcing, and investing. She also led initiatives to address social determinants of health. As Regional Director for DEI, she led DEI strategy and implementation for a 2,270-bed, 45,000-employee geographic region. She initiated and grew innovative DEI training, deployed diversity measures and process changes that achieved priority strategic goals for the region, and trained executives and leaders to recognize and address unconscious bias. As an executive leader herself, Zollicoffer has dedicated her career to reducing disparities in the workplace and in the community, and to creating sustainable equity in healthcare.

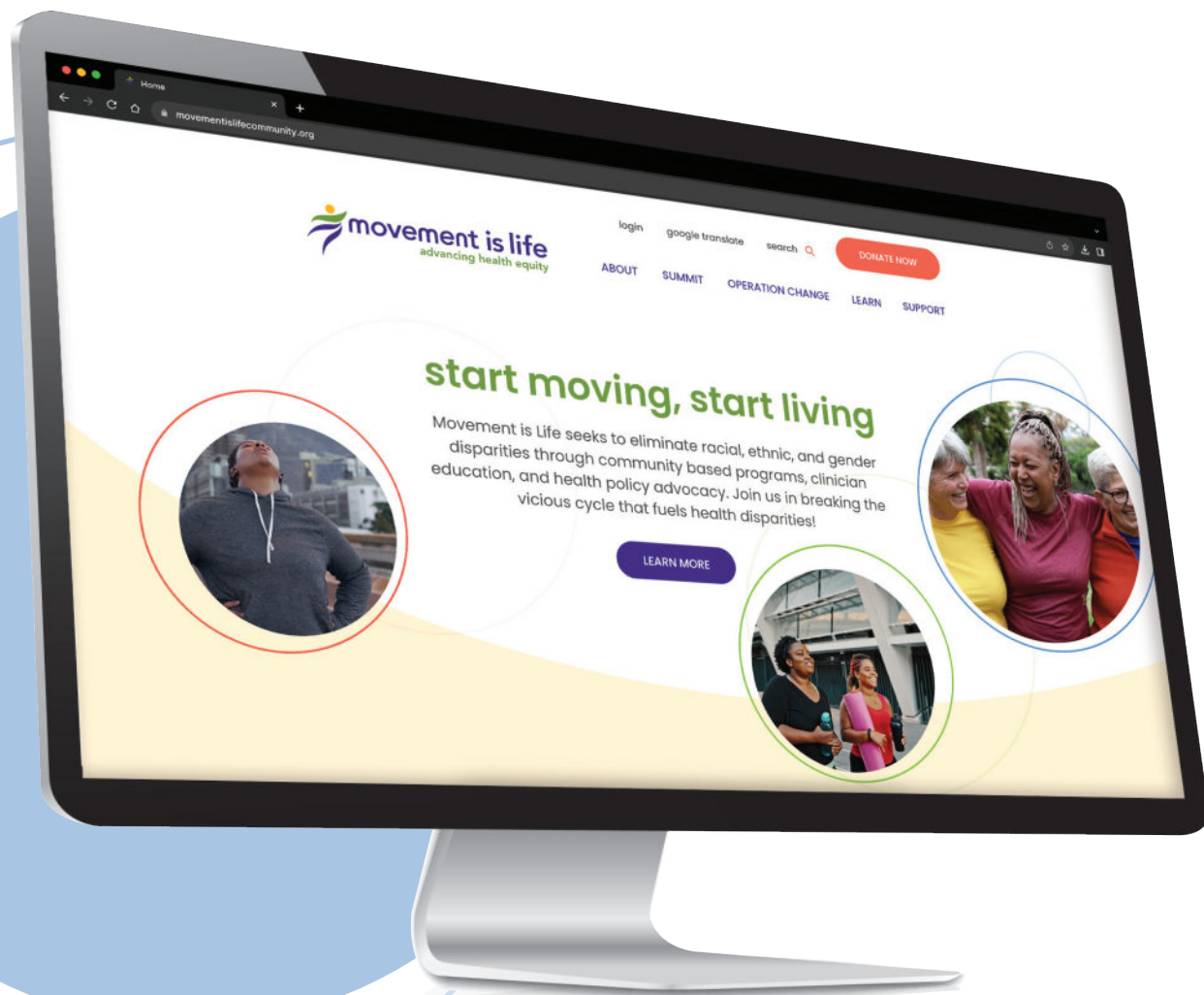
Zollicoffer's extensive experience and educational background, alongside her passion for change within her local communities, assists her ability to be a catalyst for change. Her experience and educational background includes economics, project management, nonprofit management, DEI, change management, leadership, business operations, and corporate insurance.

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Access Educational Resources on the NEW Movement is Life Website



Left to right: Values Defined by Whom? Complexity of Defining Value for Key Healthcare Stakeholders; Unconscious Bias: Yes, it is Real!; What's Good for the Soul?; They Can't Imagine Life Without You

Check out Movement is Life's brand new website, making it easier than ever to find the resources you need to get involved, including:

- Start Moving Start Living blog
- Information about Operation Change
- Access to posters, brochures, and videos
- The Health Disparities Podcast
- And more!

Visit movementislifecommunity.org to learn more.



www.movementislifecommunity.org

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