

National Academy of Medicine Leadership Consortium Culture Inclusiveness & Equity Action Collaborative

January 13, 2021
Zoom Webinar

Speaker Biographies



Ronald L. Copeland, MD, FACS, is senior vice president of National Equity, Inclusion, and Diversity strategy and policy and chief equity, inclusion, and diversity officer for Kaiser Permanente. Through multiple collaborations, he leads Kaiser Permanente's program-wide efforts to ensure our strategic vision for equity, inclusion, and diversity is successfully implemented to drive strategic business and mission outcomes, empower communities we serve, and result in all Kaiser Permanente members achieving health and health care outcomes that are high quality, equitable, and increasingly more affordable. Dr. Copeland is a member of Kaiser Permanente's Executive Equity, Inclusion, and Diversity Council, a group composed of the Chairman/CEO and other C-level

leaders who oversee executive accountability for embedding the equity, inclusion, and diversity strategy throughout the organization. Additionally, he is chair of the Kaiser Permanente National Equity, Inclusion and Diversity Council, which advises, advocates for, and monitors the successful implementation of the equity, inclusion, and diversity strategy and policy recommendations. A recently retired board-certified general surgeon, Dr. Copeland joined Kaiser Permanente in 1988 after a six-year honorable tour of duty in the United States Air Force Medical Corps. Dr. Copeland served as president and executive medical director of the Ohio Permanente Medical Group prior to assuming his current role in 2012. The Rochester, N.Y., native earned his bachelor's degree from Dartmouth College and his medical degree from University of Cincinnati Medical College. He completed his residency in general surgery at State University of New York Upstate Medical Center in Syracuse. He also attended the Advanced Management Program at Harvard Business School. Dr. Copeland is a board member of Kaiser Permanente School of Medicine, the National Organization on Disability and the Center for Healthcare Innovation; an advisory board member for the Centre for Global Inclusion; a member of the Institute for Healthcare Improvement Equity Advisory Group; and a fellow of the American College of Surgeons.



Kisha Davis, MD, family physician, is a passionate primary care provider and community health advocate. She is a Vice President of Health Equity at Aledade, working to reduce health disparities in physician-led ACOs across multiple states. Prior to joining Aledade, she served as physician and former medical director at CHI Health Care, an integrative primary care center in Maryland. Dr. Davis is a Commissioner on the Medicaid and CHIP Payment and Access Commission. She recently served as a project manager at CFAR working on the Family Medicine for

America's Health project focusing on payment reform, practice transformation, and health equity. Just prior to joining CHI, she served as a White House Fellow at the US Department of Agriculture. Dr. Davis completed an undergraduate degree from Duke University and her MD from the University of Connecticut where she received the Lyman Stowe Award for humanitarianism in medicine. She completed her residency from the University of Maryland where she served as Chief Resident, and later earned a Master's in Public Health from Johns Hopkins

University. She taught medical students from both Johns Hopkins University and the University of Maryland and traveled on medical missions to Zimbabwe, Honduras, and New Orleans. She was the New Physician Member on the American Academy of Family Physicians Board of Directors and is a past president of the Maryland Academy of Family Physicians. She has been recognized as one of the 40 Under 40 Leaders in Healthcare by the National Minority Quality Forum. She is Co-Producer of [Finding Fellowship](#), a documentary to preserve the diverse history of a community in northwestern Montgomery, County, MD. Together with her sister, also a family physician, she co-hosts [The Sisters Will See You Now](#) podcast. She resides in Montgomery County along with her husband and 3 sons.



Sandra R. Hernández, MD, is president and CEO of the California Health Care Foundation. Prior to joining CHCF, Sandra was CEO of The San Francisco Foundation, which she led for 16 years. She previously served as director of public health for the City and County of San Francisco. She also co-chaired San Francisco's Universal Healthcare Council, which designed Healthy San Francisco. It was the first time a local government in the US attempted to provide health care for all of its constituents. In February 2018, Sandra was appointed by Governor Jerry Brown to the Covered California board of directors. In December 2019, she was appointed by Governor Gavin Newsom to the Healthy California for All Commission, which is charged with developing a plan to help California achieve a

health care delivery system that provides coverage and access through a unified financing system. She also serves on the UC Regents Health Services Committee and the UC San Diego Chancellor's Health Advisory Board. Sandra practiced at San Francisco General Hospital in the HIV/AIDS Clinic from 1984 to 2016 and was an assistant clinical professor at the UCSF School of Medicine. Sandra is a graduate of Yale University, the Tufts School of Medicine, and the certificate program for senior executives in state and local government at Harvard University's John F. Kennedy School of Government.



Michael McGinnis, MD, MA, MPP is a physician and epidemiologist, serves at the National Academy of Medicine as Senior Scholar, Leonard D. Schaeffer Executive Officer, Executive Director of the Leadership Consortium for a Value & Science-Driven Health System, and the NAM Learning Health System Initiative. Previously, Dr. McGinnis was Senior Vice President and head of the Health Group at the Robert Wood Johnson Foundation (1999-2005). Before that, he served as Assistant Surgeon General and Deputy Assistant Secretary for Health at the Department of Health & Human Services, with continuous leadership responsibility from 1977 to 1995 for federal activities in disease prevention and health promotion, a tenure unusual for political and policy

posts. Key programs developed and launched at his initiative include the Healthy People national goals and objectives, the Dietary Guidelines for Americans, and the U.S. Preventive Services Task Force, each still ongoing. Internationally, he served in India as state director for the WHO smallpox eradication program (1974-5), and in Bosnia as the Chair of the World Bank/European Commission Task Force for reconstruction in health and human services (1995-6). Dr. McGinnis' scientific interests focus on population health and the determinants of health, his publications include approximately 200 articles and over 20 edited books, and his various national recognitions include the public health Distinguished Service Award (1994), Health Leader of the Year Award (1997), Public Health Hero Award (2013), the Fries Prize for Health Improvement (2018), and election as a member of the National Academy of Medicine (1999), and Fellow of the American College of Epidemiology and the American Association for the Advancement of Science.



Mary D. Naylor, PhD, RN, FAAN is the Marian S. Ware Professor in Gerontology and Director of the New Courtland Center for Transitions and Health at the University of Pennsylvania School of Nursing. For more than two decades, Dr. Naylor has led a multidisciplinary team of clinical scholars and health services researchers in generating, disseminating, and translating knowledge designed to enhance the care and outcomes of chronically ill adults and their families. She is the architect of the Transitional Care Model, an evidence-based care management approach designed to improve the quality of care, decrease unnecessary hospitalizations, and reduce health care costs for vulnerable community-based older adults. Dr. Naylor is the 2016 recipient of AcademyHealth's Distinguished Investigator Award, in recognition of significant and lasting contributions to the field of health services research through scholarship, teaching, advancement of science and methods, and leadership. Dr. Naylor was elected to the National Academy of Medicine (NAM) in 2005; she is a member of NAM's Leadership Consortium on Value & Science-Driven Health Care and co-chairs the Care Culture and Decision-making Innovation Collaborative. Dr. Naylor is also a member of the RAND Health Board of Advisors and the Agency for Healthcare Research and Quality National Advisory Council. In 2016, she completed her six year term as a member of the Medicare Payment Advisory Commission.



JaNay Queen Nazaire, Ph.D. As Chief Strategy Officer at Living Cities, Dr. Queen convenes and leverages public, private, and philanthropic stakeholders in American cities, identifies and tests innovative approaches to deploy millions in public and private capital for investing in people of color, and harnesses and facilitates the power and resources of 18 multibillion-dollar foundations and financial institutions working collectively towards systems change. Throughout her career, Dr. Queen has worked across sectors, at every level of government, domestically, and internationally to provide innovative, creative, and solution-focused leadership and strategy to address social and economic challenges for

children, adults, families, and communities. Dr. Queen's leadership continues in her board service with the Washington Nationals Youth Baseball Academy, Prince George's Social Innovation Fund, Ureeka and as faculty for the Health Leadership Fellows sponsored by the Health Foundation of Western and Central New York. Her passion is in building relationships and leveraging networks to empower and mobilize leaders across the globe, as they advocate for people who have been disproportionately left out and systematically denied social, political and economic opportunity.



Bill Novelli, MA, is a professor in the MBA program at the McDonough School of Business at Georgetown University, where he teaches Corporate Social Responsibility, Principled Leadership for Business and Society, and Leadership and Management of Nonprofit Organizations. He is the founder of the Global Social Enterprise Initiative at McDonough and oversees the program. Bill is also the co-chair of the Coalition to Transform Advanced Care, a national alliance dedicated to reforming advanced illness/end of life care in the U.S. Previously, he was CEO of AARP, a membership organization of 40 million people 50 and older. Prior to AARP, he was founder and president of the Campaign for Tobacco-Free Kids, EVP of CARE, the international relief and development organization, and co-founder and

president of Porter Novelli, now one of the world's largest public relations firms. He began his career at Unilever, became an account supervisor at a New York advertising agency, and later served as Director of Advertising and Creative Services at the Peace Corps. Presently, Bill is on the boards of: the Association of American Medical

Colleges; the American Cancer Society; the Bipartisan Policy Center Advocacy Network; the Campaign for Tobacco-Free Kids; the Center of Mental Health Pathways and Support for Self-Directed Care (COMPASS); and KaBoom! In addition, he co-chairs the Care Culture and Decision-Making Innovation Collaborative of the National Academy of Medicine and previously served on NAM committees which produced reports on: The Future of Nursing: Leading Change, Advancing Health; and Dying in America: Improving Quality and Honoring Individual Preferences Near the End of Life. He received a B.A. from the University of Pennsylvania and an M.A. from Penn's Annenberg School for Communication, and pursued doctoral studies at New York University. He taught marketing management for ten years in the MBA program and also taught health communications at the University of Maryland.



Dr. Ella F. Washington, Ph.D., is an organizational psychologist, the founder and CEO of Ellavate Solutions, and Professor of Practice at Georgetown University's McDonough School of Business. Dr. Washington continues to deepen her research pipeline as a Gallup Senior Scientist studying race, strengths and other DEI workplace topics. Ellavate provides diversity and inclusion strategy and training for organizations looking to commit to systematic cultural changes in how they recruit, develop, engage and assess performance. Dr. Washington's in-depth experience in this area stems from both her research on racial and gender disparities in corporate leadership positions as well as her global DEI consulting experience with Fortune 100,

government and non-profit organizations. Dr. Washington has global consulting experience in the human capital space which has allowed her to impact clients across a myriad of industries including financial services, sports & entertainment, oil & gas, higher education and government. Previously, Dr. Washington worked at Gallup as a Diversity and Inclusion subject matter expert where she provided insight to clients on issues of inclusion, culture, strategic diversity and engagement. Her research and client work focuses on women in the workplace, barriers to inclusion for diverse groups, and working with organizations to build inclusive cultures. She has conducted inclusiveness audits, developed learning workshops, and strategic planning sessions with executives in order to support their goals of building a more diverse and inclusive workplace. Growing up in Durham, North Carolina with a tight-knit family gave Dr. Washington her roots. She proudly attended Spelman College, a historically Black women's institution in Atlanta which led to her passion for maximizing the success of women and minorities. After earning her PhD in 2014 at Northwestern University's Kellogg School of Management, she moved to Washington, DC where she currently resides. Dr. Washington enjoys being active in her church, giving back to her local community, traveling the world and staying closely connected with loved ones.



Yeng Yang, MD, currently practices primary care at HealthPartners, the largest consumer-governed, non-profit health care organization in the nation with an integrated health plan and care delivery in Minnesota. Dr. Yang is a medical advisor of Health Equity and co-chairs the Health Equity and Anti-racism cabinet to provide medical leadership and oversight of activities to drive health equity and anti-racism across the organization. She has been in practice for 20 years and has expertise in patient-centered medical home, quality and process improvement and innovation as well as health equity. She is active in the community with several organizations that provide youth leadership development

and health and well-being as well as mentoring youth.