This event will follow a special launch of the inaugural Health Workforce Well-Being Day of Awareness (10 AM – 12 PM ET), where policymakers, senior leaders, and the public will come together to celebrate our progress in making health worker well-being a national priority.

Register for the Health Workforce Well-Being Day celebration starting at 10 AM ET>>

The Intersection of Diversity, Equity, and Inclusion and Health Worker Well-Being: A Systems Approach

Monday, March 11, 2024
1:30 PM – 5:45 PM ET

Top of the Hill Banquet & Conference Center – Ballroom
1 Constitution Avenue, NE, Washington, DC 20002

Meeting Objectives:
This hybrid meeting will:

1. Describe multi-level determinants (individual, organizational values, and system) of occupational well-being among health care workforce members from diverse and underrepresented backgrounds.

2. Identify the strategies of measuring equity climate and well-being over time across demographic groups within the healthcare workforce, to allow data-driven decision-making and accountability around intervention development, implementation, and assessment.

3. Identify key elements of integrated frameworks to guide DEI and well-being efforts and support leaders in promoting occupational well-being for an emerging diverse health care worker ecosystem.

1:30 PM ET Welcome Remarks

Victor Dzau, MD, President, The National Academy of Medicine (Collaborative Co-Chair)

Sherita Hill Golden, MD, MHS, Hugh P. McCormick Family Professor of Endocrinology and Metabolism, Johns Hopkins Medicine (Planning Committee Co-Chair)

1:45 PM ET Keynote

Tiffany R. Wright, JD, Deputy General Counsel, Johns Hopkins University; Former Associate Counsel to the President in the Office of the White House Counsel
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| 2:10 PM ET | Session 1                                    | Objective: Describe multi-level determinants (individual, organizational values, and system) of occupational well-being among health care workforce members from diverse and underrepresented backgrounds. | Facilitator: Anna Legreid Dopp, PharmD, CPHQ, Senior Director, Government Affairs, American Society of Health-System Pharmacists  
Beverly Malone, PhD, RN, FAAN, President and CEO, National League for Nursing  
Justin Bullock, MD, MPH, Fellow in Nephrology, University of Washington School of Medicine; Co-Director, Docs with Disabilities Initiative*  
Vivian Bradley Johnson, PharmD, MBA, FASHP, Senior Vice President of Clinical Services, Parkland Health and Hospital System; Board Member, American Society of Health-System Pharmacists |
| 2:45 PM ET | Session 2                                    | Objective: Identify the strategies of measuring equity climate and well-being over time across demographic groups within the healthcare workforce, to allow data-driven decision-making and accountability around intervention development, implementation, and assessment. | Facilitator: Makenzie Peterson, DSW, MSc, Organizational Well-Being and Strategy Consultant; Former Director for Well-Being, American Association of Veterinary Medical Colleges  
Chia-Chia Chang, MPH, MBA, Coordinator, Office of Total Worker Well-Being, CDC National Institute for Occupational Safety and Health  
Jessica Dudley, MD, Chief Clinical Officer, Press Ganey  
J. Margo Brooks Carthon, PhD, RN, FAAN, Tyson Family Endowed Term Chair for Gerontological Research, University of Pennsylvania School of Nursing |
| 3:20 PM ET | Q&A                                          |                                                                                                                                             | Facilitator: Elisa Arespacochaga, MBA, Vice President, Clinical Affairs and Workforce, American Hospital Association |
| 4:00 PM ET | 15-minute break                              |                                                                                                                                             |                                                                                                                                          |
| 4:15 PM ET | Session 3                                    | Objective: Identify key elements of integrated frameworks to guide DEI and well-being efforts and support leaders in promoting occupational well-being for an emerging diverse health care worker ecosystem. | Facilitator: Vicki Good, DNP, RN, CENP, CPPS, Chief Clinical Officer, American Association of Critical-Care Nurses* |

*Virtual presenter
Johns Hopkins Health System
Carolyn Cumpsty-Fowler, PhD, MPH, Senior Director for Nursing Well-Being
 Sherita Hill Golden, MD, MHS, Hugh P. McCormick Family Professor of Endocrinology and Metabolism
(Planning Committee Co-Chair)

Ochsner Health
Nigel Girgrah, MD, Chief Wellness Officer
Deborah Grimes, RN, JD, MSHQS, Vice President and Chief Diversity, Equity, and Inclusion Officer*

UC Davis School of Medicine
Tonya Fancher, MD, MPH, Associate Dean, Workforce Innovation and Education Quality Improvement; Director, Center for a Diverse Healthcare Workforce
Mark C. Henderson, MD, MACP, Professor of Internal Medicine; Associate Dean for Admissions and Outreach

Rapid-Fire Reaction Panel

5:05 PM ET Table Discussions

Facilitator: Javeed Sukhera, MD, PhD, Chair and Chief of Psychiatry, Institute of Living and Hartford Hospital

How do we start embedding change into existing structures and operations regarding human resources, data, and governance?

5:40 PM ET Closing Remarks

Pamela Cipriano, PhD, RN, NEA-BC, FAAN, 29th President, International Council of Nurses; Board Member, Dr. Lorna Breen Heroes’ Foundation; Past Dean, University of Virginia School of Nursing (Collaborative Co-Chair)

5:45 PM ET Adjourn

*Virtual presenter