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Event Program & Physicians Referral Directory



**Implicit Bias
Awareness:
Where Do We
Go From Here?**

May 3, 2019

UC Davis School of Medicine | Sacramento, CA

PRESENTED BY:

SAC CULTURAL HUB
Media Foundation

**UC DAVIS
HEALTH**

Office for Equity, Diversity and Inclusion



Dr. David Tom Cooke

Head of General Thoracic Surgery
at UC Davis Health; President
of American College of Surgeons,
Northern California Chapter

Supporting physician leaders and healthier communities

At UC Davis Health we're proud of the dedication and culturally relevant care that our physicians and staff provide every day.

THANK YOU to all devoted physicians for breaking down barriers, cultivating change, and transforming health care to ensure healthier futures.

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- Recognized as a top 30 hospital for diversity and inclusion by the Black Doctors Organization
- Improving health for all through the Office for Equity, Diversity and Inclusion and the Center for Reducing Health Disparities

UC DAVIS
HEALTH

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Chancellor Gary May, Ph.D. MSS

University of California, Davis

As Chancellor of one of the world's great public research universities, Gary S. May leads UC Davis as it advances its mission in several key areas, including:

- Achieving equal access to education and opportunity for students of all backgrounds
- Building diversity and nurturing success among students, faculty and staff
- Deepening the university's engagement with Sacramento, Davis and the surrounding region
- Conducting useful research and outstanding scholarship in areas of critical need to California, the nation and the world

On behalf of UC Davis, it's my pleasure to welcome you all to this year's Northern California Black Physicians Forum.

I appreciate the spirit of collaboration behind this important gathering. Thanks to the Sac Cultural Hub Media Foundation for co-hosting this event, along with the support from our community and corporate sponsors. Together, we are providing critical discussions and networking opportunities that inform, invigorate and reaffirm UC Davis' ongoing commitment to medically underserved and underrepresented populations.

Your focus on implicit bias awareness is key for the African American community. We must ensure that health professionals provide care that's free of prejudices and other social behaviors that may affect treatment decisions for underrepresented groups.

I'm proud that UC Davis has one of the nation's most diverse populations of medical students. Many of those students also carry a strong interest in primary care for the underserved. But, they also need guidance. They need role models from physicians like you to provide advice, encouragement and inspiration.

I encourage you to take the time to meet with these bright students. Listen to their stories. Learn more about their backgrounds. Hear about their talents and determinations to make a difference in health care. I'm sure you'll be inspired by them just as much as they'll be inspired by you.

Together, we can make a difference and steer our health care system toward a more socially equitable future. Thank you for participating today and for all the work you do to serve our communities.

Gary S. May

Chancellor

WELCOME MESSAGE from our Co-Presenting Sponsor Partner | 2019 Black Physicians Forum



Hendry Ton, M.D., M.S.

Interim Associate Vice
Chancellor for Office
for Equity, Diversity and
Inclusion

Associate Dean for Faculty
Development and Diversity

Clinical Professor of
Psychiatry and Behavioral
Sciences

Director of Education,
Center for Reducing Health
Disparities

University of California,
Davis Health

On behalf of the UC Davis Health Office of Equity Diversity and Inclusion, I am delighted to collaborate with Sac Cultural Hub and our community and corporate partners to sponsor the 9th Annual Black Physicians Forum. Supporting this important event is part of UC Davis' deep and ongoing commitment to promoting health equity for our region's African American communities.

This year's topic, implicit bias awareness, is essential to this endeavor. Research points to the powerful role that implicit bias plays not only on the perpetuation of health disparities experienced by culturally diverse patients, but also on exacerbating the educational and occupational disparities experienced by diverse peoples. At UC Davis, we are working hard to address implicit bias. In addition to training all our medical and nursing students, all faculty who participate in recruitment efforts are required to participate in implicit bias training. The good news is that it is working. The rates of implicit bias against culturally diverse people appears to be diminishing around the country according to a recent study. At UC Davis, we have been able to increase our number of underrepresented minority faculty by 31% over the past two years, and diverse faculty are staying with us longer than other faculty members.

This year, we were recognized as one of the nation's Top Hospitals for Diversity by BlackDoctor.org with "each hospital on this distinguished list delivers quality care at the highest level while promoting equity and inclusion in their operations, programs, services, and staffing." We recognize that significant health inequities continue, and we stand proudly with Sac Cultural Hub as we work collectively to address them.

Thank you!

A handwritten signature in black ink that reads "H. Ton MD". The signature is stylized and written in a cursive-like font.

Implicit Bias Awareness: Where Do We Go From Here?

Friday, May 3, 2019 – 5:30 pm to 9:30 pm

FORUM SCHEDULE OF ACTIVITIES

UC Davis School of Medicine, Education Building
4610 X Street, Sacramento, CA 95817

5:30 PM	REGISTRATION & RECEPTION Networking Reception, Interviews & Photos
6:30 PM	WELCOME & OPENING REMARKS Pleshette Robertson – CEO/Founder Sac Cultural Hub Media Company & Foundation Chancellor Gary May – University of California, Davis
7:00 PM	SPONSORSHIP ACKNOWLEDGEMENTS Call for Scholarships Natalie McGee – Associate Director Grateful Patient Program, UC Davis Health
7:10pm	Flojuane Cofer, PhD, MPH – MC/Host Women's Health Epidemiologist & Senior Director of Policy at Public Health Advocates
7:15 PM	KEYNOTE PRESENTATION Leon McDougale, MD, MPH – Chief Diversity Officer, Professor of Family Medicine, The Ohio State University, Wexner Medical Center
8:15 PM	PANEL PRESENTATION Stacie L. Walton, MD, MPH – Retired Clinical Pediatrician Diversity Champion and Communication Consultant Piri Ackerman-Barger, Ph.D., R.N. – Assistant Clinical Professor Betty Irene Moore School of Nursing
9:15 PM	Announcements
9:30 PM	THANK YOU / CLOSING REMARKS Submit Evaluation Forms, Networking

*Please submit completed evaluation forms to any
Sac Cultural Hub Media Foundation staff member*

The Sac Cultural Hub Media Foundation is proud to partner with co-presenting sponsor, Office of Diversity at the UC Davis School of Medicine on the 9th Annual Northern California Black Physicians Forum (BPF).

Our 2019 Corporate Sponsors and Community Partners include:

One Community Health
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EVENT PROGRAM DESIGNED BY:
Heather Nieman
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Forum Leadership Welcome Message | 2019 Black Physicians Forum

Greetings everyone,

When people come together with purpose, we see understanding deepen and opportunities to move forward emerge. It is Sac Cultural Hub Media Foundation's desire to see this occur as we come together for the 9th Annual Black Physicians Forum to discuss "Implicit Bias Awareness: Where Do We Go from Here?"

As a community, we have been in a long fight against -isms such as racism, sexism, classism, anti-Semitism, ageism and heterosexism, often thought of as conscious bias, which directly impact the lives of people with injustices, hostility and unfair practices. Many have clearly taken their positions against such exclusionary and punitive beliefs. Yet, an equal and just community did not appear with this recognition and many communities still report glaring disparities in health care, housing, employment, and just about every aspect of our lives.

In the last decade, there has been a lot of data gathering and studies that have presented us with clear information on the real impacts of implicit bias. Those biases that are often ignored, minimized, and dismissed. Ingrained habits of thought and unquestioned beliefs that lead to misperceptions, inaccuracies and behaviors that are acted out in decision making. We must be honest enough to admit to ourselves and others that despite our good intentions that we all have biases that if left unchecked may cause harm to others. We must recognize that although we may have a kind and helping heart that having biases is part of being human. That being in a caring field or from a minority group such as African Americans, LGBT, female, disabled, religious, etc..... does not make you immune to bias. Our strength and goodness as people is in recognizing our biases without blame or fault, questioning them, and managing them to ensure they are not unjustly causing harm to others. We have the ability to change and minimize bias. Simple things have been shown to reduce the impact of bias in health care like slowing down when making decisions, utilizing technology to guide test orders based solely on symptoms, and checking beliefs around drug-use, pain, and people of color. Our expert panel of speakers will give us more information on just how pervasive implicit bias is in health care and the innovative things that are being done to provide everyone with high quality care.

The disparities we see affecting communities of color are supported by biases that exist in our systems, collective groups, and individual behaviors that impact the physical, economic, environmental, and mental health of people of color. As care providers and educators, we are both part of the problem and the solution. We need changes that are systemic but can only come about when we have shifts in our understanding, attitudes, policies, and physical treatment of one another.

Sac Cultural Hub Media Foundation is excited that you have joined us to discuss how we can make our systems more responsive to the needs of all people and make all our communities healthier. There is a lot of work to be done and we are ready to partner with you all the way.

Our call to action for each of us this year when confronting implicit bias is to remember – *"The point of power is always in the present moment."* – Louise Hay

Sincerely,



Pleshette

Pleshette Robertson
CEO & Founder - Sac Cultural Hub
Chief Editor of THE HUB Magazine
President - Sac Cultural Hub Media Foundation



Twlia

Twlia Laster
Strategic Marketing Director
Sac Cultural Hub Media Foundation
Owner - Twlia Makes It Happen!



Valarie

Valarie Scruggs
Program Development Manager
Sac Cultural Hub Media Foundation
Owner - VisionStep

Forum Team Leadership | 2019 Black Physicians Forum



Pleshette Robertson is the CEO and Founder of Sac Cultural Hub and the Chief Editor of THE HUB Magazine. She is also the owner of PR & Associates Business Resources which is an advertisement and promotions agency specializing in providing multi-media advertising, social media marketing campaigns, e-blast ad/website production and consultation to new business and startup organizations. She also serves as the Executive Director for the Sac Cultural Hub Media Foundation and as a Covered California Certified Enrollment Counselor. She holds a B.A. in Business Administration from San Jose State University. Pleshette loves and celebrates her extended family while she is the proud mother of three daughters and also has one grandson.



Vicki Blakely holds a Bachelor of Science degree in Health Care Administration/Management where she worked for various hospitals and clinics throughout Southern and Northern California. Vicki is currently studying for her Master's Degree at Capella University. She also owns "Audacity to Promote" a company that specializes in promoting local community events. She was the promoter for the NAACP R&B Festival in 2011. Vicki joined the staff of Sac Cultural Hub in the Fall of 2009 and is the Administrative Secretary working on special grant projects and activities.



After over 20 years in broadcasting, print media, and public relations, **Michael P. Coleman** relocated from Detroit in 2010 to write the latest chapter in his career: Coleman Communications. He regularly delivers feature articles to a variety of print and online platforms, including Jet Magazine, EURweb.com, and Uptown Magazine. Coleman Communications also provides consultation on brand management, event planning & execution, and fund development/sales to corporations and small businesses. Coleman has earned a Bachelor of Arts with High Honors and Distinction in Communication from the University of Michigan, and he's working on achieving fluency in Spanish.



Twlia Laster is the owner of Twlia Makes It Happen! Consulting Service. Ms. Laster has 20 years of experience in providing consulting services to clients in need of strategic marketing, program development, public relations, event management, health education, and smoking cessation facilitation. For the past nine years Ms. Laster has served as the Strategic Marketing and Project Director for Sac Cultural Hub Media Company directly engaged in increasing overall company revenue by revamping the marketing model, developing programs, solidifying corporate and community partnerships. Additionally, Ms. Laster is the Project Director of Saving Our Legacy, African Americans for Smoke Free Safe Places – The SOL Project, and serves on several public health advisory committees throughout Northern California.



Lesley Leatherwood is the CEO of Leatherwood Marketing, and specializes in national internet marketing and print advertising. She possesses over 20 years of corporate experience, including inside and outside sales, hospitality, public relations, media buying, production assistant in television and four feature films. She is an expert with consulting on promoting, advertising, telemarketing products, events and photography. Lesley is originally from Cardiff Wales, England. Lesley has been with Sac Cultural Hub Media Company since 2008 and serves as the Community Advertising Manager.



Donna Ramos writes several multi-cultural novels simultaneously. Her journalism career as a Senior Staff Writer/Reporter for THE HUB Magazine writes multi-cultural novels and her journalism career as a Senior Staff Writer for THE HUB Magazine has yielded interviews with Maxwell, Venus and Serena Williams and HRH Sarah Ferguson Duchess of York, to name a few. As a self-published author, Ramos received acclaim from Essence Magazine and BlackbookPlus.com for her contemporary romance book "HIGH RISE". "M&M, Madness and Mayhem", the final book in her HIGH RISE Trilogy, was released in 2013.



Valarie Scruggs is the Health Equity Manager at One Community Health where she designs programs to reduce health disparities by educating the public on health insurance and managing overall health. She is also owner of VisionStep, a consultant business focused on program development and grant writing. She has 17 years of experience in program planning, securing funding, and implementing effective public health campaigns. She develops strategic alliances to conduct campaigns that increase knowledge and encourage individuals and communities to take action to reduce their risk for disease. She holds a Bachelor of Arts in Social Ecology from University of California, Irvine with an emphasis in Psychology and Social Behavior. Valarie also serves as Program Development Manager for the Sac Cultural Hub Media Foundation.



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History of Sac Cultural Hub Media Company & Foundation | 2019 Black Physicians Forum

Working to promote the healthy lifestyles of African American and urban communities in Northern California, Sac Cultural Hub Media Foundation (SCHMF) was created in 2003 to develop programs which mentor young adults, women, and underserved communities. The Foundation has implemented programs in partnership with corporations, businesses and individuals to promote higher education, provide entrepreneurship opportunities, further diversity partnerships, and improve and encourage collaborative efforts through exceptional signature events that include:

- **Exceptional Women of Color (EWOC) Networking Brunch Conference**
- **Black Physicians Forum (BPF)**
- **Young Women's Exceptional Women of Color (Y-EWOC) Scholarship Competition**
- **Sac Hub Youth Ambassadors Program**

The mission of the Sac Cultural Hub Media Foundation is to provide exciting non-traditional vehicles of engagement where businesses and non-profit organizations can market services and products and mentor and provide public service information to educate and inspire the urban community. Our primary goal is to motivate and empower African American professionals, communities of color, and youth to thrive and succeed in life.

The Sac Cultural Hub Media Foundation utilizes the Sacculturalhub.com Media Company to connect with the African American and Urban communities of Northern California. Sacculturalhub.com is known as the #1 grassroots multi-media organization in Northern California and is the most popular resource for networking of businesses, non-profit



organizations, community resources, entertainment, and individuals.

Pleshette Robertson, the CEO and Founder of Sacculturalhub.com launched the website in March 2002. The website provides an internet platform for news, multicultural events, career profiles, professional business services, community resources, educational opportunities, corporate advertising, and photo gallery of Northern California residents, visitors, and celebrities. The website currently receives over 2 million national hits each month with over 20,000 unique visitors each month.

In February 2006, Ms. Robertson implemented a signature publication to complement the website. THE HUB: Urban Entertainment & Lifestyle Magazine which caters to affluent urban professionals, working class families and the underserved African American and urban communities. Its mission is to highlight individuals for their community contributions which increases enthusiasm in the community and help others to celebrate what Northern California has to offer.

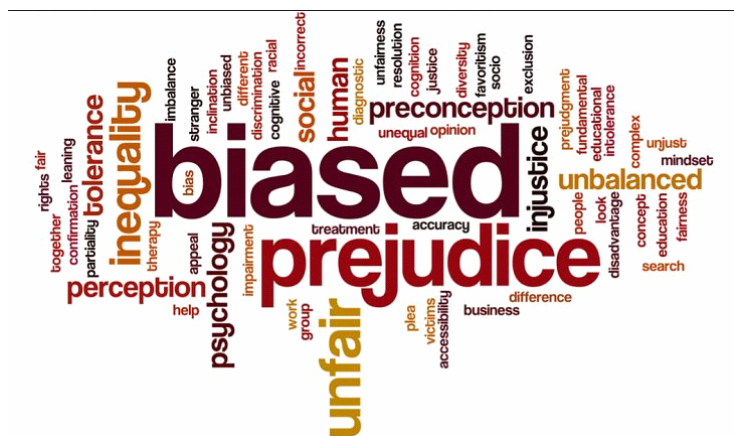
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As more health care organizations work toward achieving health equity, it is not enough to focus on intentional discrimination. We must also acknowledge implicit bias and address it.

Implicit bias is any unconsciously held set of connotations about a social group. Implicit biases can result in the attribution of particular qualities to all individuals from that group, also known as stereotyping. Implicit biases are created from learned associations and social conditioning. They often begin at a young age and most people are unaware that they hold them. Implicit biases in health care

Why Is Implicit Bias a Public Health Issue?

Holding an implicit bias towards a particular social group can determine how you treat an individual from that group. Implicit biases affect human behavior throughout society, including in classrooms, workplaces, in the legal system and in health care.

The conversation around health disparities along racial lines in the United States is particularly relevant. Disparities in health and health care remain a persistent challenge. Disparities not only result in inequities but also limit continued improvement in quality of care and population health and result in unnecessary health care costs. The bottom line is that minorities consistently receive worse healthcare than their white counterparts. Even when we get rid of factors like insurance, access, and income,

African Americans often receive a lower standard of care because of their race, age or other characteristics. Implicit bias has wrongfully influenced the judgement of healthcare providers resulting in bias for care.



Implicit Bias is based on a variety of factors and impacts how we perceive others (Image by Rosa Sheng, AIA)

How Does Implicit Bias Impact Health In the African American Community?

Implicit bias and racism are related concepts, but they do not have the same meaning. Implicit bias is an unconsciously held set of associations about a particular group. Racism is prejudice against individuals from a specific racial group, and can be either explicit or implicit. Implicit bias can lead to implicitly racist behavior, like when a teacher disciplines Black children more harshly than White children, but many individuals harbor implicit biases without ever displaying overt racism. By becoming aware of our own implicit biases and actively resisting them, we can avoid perpetuating harmful racist stereotypes and prejudices.

The implicit biases of concern to health care professionals are those that operate to the disadvantage of those who are already vulnerable. Examples include minority ethnic populations, immigrants, those living below poverty level, low health-literacy individuals, sexual minorities, children, women, the elderly, the mentally ill, the overweight and the disabled, but anyone may be rendered vulnerable. There are countless factors that contribute to a person's health, including their environment, family, ethnicity, income, race, gender, social status, education, nationality, sexual orientation, and more. Of course, these factors all intertwine to create an even more complex and intersectional problem.

Implicit bias has also been found in medical school admissions. The an article titled “Implicit Racial Bias in Medical School Admissions” noted Implicit white race preference was associated with discrimination in the education, criminal justice, and health care systems which could impede the entry of African Americans into the medical profession. African Americans and other minorities remain underrepresented in medicine, which is thought to exacerbate current racial health care disparities

In recent years, healthcare providers are participating in self-reflective exercises such as taking the Implicit Association Test (IAT) and completing implicit bias awareness and mitigation classes. The goal of this approach includes becoming self-aware of unconscious bias and consciously adjusting attitudes to allow for receptiveness to providing patient-centered and culturally competent care.

Hidden bias, Unintended Differences in Health Care Delivery

The most well-intentioned healthcare professionals may unknowingly alter their approach to a patient because of hidden biases. This can impact provider-patient interactions. Healthcare professionals may provide the same information on treatment choices, risks, and outcomes, but their nonverbal cues may counter efforts to display empathy or build rapport.

Signs of nonverbal bias may include:

- Less time touching patient
- More time looking at the nurse or the monitor
- Arms crossed or hands in pockets
- Standing further away from a patient in bed.

A 2015 study in the *American Journal of Public Health* found that physicians with high levels of pro-white bias were 23 percent more likely to dominate the conversation and engaged in 33 percent less patient-centered communication with Black patients than with white patients. This behavior led Black patients to perceive less respect from their physician, which could influence their likelihood of following through with treatment plans and medication prescriptions.

Implicit bias also has been shown to influence clinical decision-making, contributing to variations in the treatment of pain, cancer, and heart problems. In a 2007 study linking implicit biases with the treatment of acute coronary symptoms, researchers found that found that the stronger the physicians’ pro-white biases, the more likely they were to treat white patients with life-saving thrombolysis as opposed to similarly situated Black patients.

Hidden bias have direct unintended health impacts. Studies have shown that patient behavior and decisions are impacted when they perceive bias from their clinicians. Bias can change a patient’s behavior and lead to:

- Higher treatment dropout
- Lower participation in screening
- Delays in filling prescriptions
- Poorer perception of care quality
- Avoidance of health care
- Worse health

Implicit bias plays a large role in the health disparities that exist in the U.S. If we want to break the various institutional chains placed on minority citizens, we must first challenge implicit bias in our healthcare systems.

Strategies to Reduce Implicit Bias

The Institute for Healthcare Improvement (IHI) white paper titled “Achieving Health Equity: A Guide for Health Care Organizations offers six strategies to reduce implicit bias.

- Stereotype replacement — Recognizing that a response is based on stereotype and consciously adjusting the response
- Counter-stereotypic imaging — Imagining the individual as the opposite of the stereotype
- Individuation — Seeing the person as an individual rather than a stereotype (e.g., learning about their personal history and the context that brought them to the doctor’s office or health center)

- Perspective taking — “Putting yourself in the other person’s shoes”
- Increasing opportunities for contact with individuals from different groups — Expanding one’s network of friends and colleagues or attending events where people of other racial and ethnic groups, gender identities, sexual orientation, and other groups may be present
- Partnership building — Reframing the interaction with the patient as one between collaborating equals, rather than between a high-status person and a low-status person

Similarly, in *Seeing Patients: Unconscious Bias in Health Care*, Dr. Augustus White offers these practical tips to combat implicit bias in health care:

- Have a basic understanding of the cultures your patients come from.
- Don’t stereotype your patients; individuate them.
- Understand and respect the tremendous power of unconscious bias.
- Recognize situations that magnify stereotyping and bias.
- Know the National Culturally and Linguistically Appropriate Services (CLAS) Standards.
- Do a “Teach Back.” Teach Back is a method to confirm patient understanding of health care instructions that is associated with improved adherence, quality, and patient safety.⁹⁵
- Assiduously practice evidence-based medicine.

“As awareness grows about patient discrimination, institutions may look at approaches for faculty response and support. This may very well be an opportunity to engage in a broader discussion and develop guidelines surrounding these sensitive issues,”

Leon McDougale, MD, MPH



Resources

- The following resources address implicit bias in health care. The resources can assist in the ability to address bias on both an individual and organizational level.
- Implicit Bias in Health Care Quick Quiz. Answers to the 10 questions in this Culture Care Connection quiz reveal how implicit bias affects patient care. Practical tips are offered to help correct bias and provide the best care possible. <https://www.cvent.com/surveys/Welcome.aspx?s=5f4bb751-dc19-421c-90a0-376c7d598913>
- Intercultural Development Inventory (IDI) assesses intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. <https://idiinventory.com/publications/the-intercultural-development-inventory-idi/>

- The Kirwan Institute for the Study of Race and Ethnicity is an interdisciplinary engaged research institute at The Ohio State University creates original research and reports on how structural racialization and implicit bias create and sustain barriers to opportunity and health. <http://kirwaninstitute.osu.edu/>
- What Is Bias, and What Can Medical Professionals Do to Address It? In this Institute for Healthcare Improvement video, Anurag Gupta, MPhil, JD, explains implicit or unconscious bias and how health care providers and others can stop it from negatively affecting people. https://www.youtube.com/watch?v=E_qERP-Y0Jw&feature=youtu.be

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- *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*. Institute of Medicine (US) Committee on Understanding and Eliminating Racial and Ethnic Disparities in Health Care; Smedley BD, Stith AY, Nelson AR, editors. Washington (DC): National Academies Press (US); 2003.

"...physicians must be part of the process of dismantling the many oppressive systems that impede health equity."

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The Delta Research and Educational Foundation (DREF), in collaboration with Delta Sigma Theta Sorority, Inc. (DST) and the National Council of Negro Women (NCNW), is conducting a national health initiative entitled “**Research Matters: Creating Possibilities to Achieve Health and Wellness for All of Us.**” The objectives are to engage, educate and ultimately enroll African Americans in the National Institutes of Health (NIH) **All of Us** Research Program.

Through work with the **All of Us** Research Program, DREF aims to encourage the participation of African Americans in clinical trials and biomedical research, thus creating a database primarily comprised of diverse and traditionally underrepresented populations.

To learn more, please visit
www.joinallofus.org/DREF

The **All of Us** Research Program is a historic effort to gather data from one million or more people living in the United States to accelerate research and improve health.

To learn more about the **All of Us** Research Program visit: www.joinallofus.org/DREF

For additional information, email:
ResearchMatters@deltafoundation.net



Mistress of Ceremonies
Flojuane Cofer, PhD, MPH
Women's Health
Epidemiologist & Senior
Director of Policy at
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Mistress of Ceremonies – Flojuane Cofer, PhD, MPH

is an epidemiologist who serves as the Director of State Policy and Research for Public Health Advocates. Her professional interest is addressing emerging and persistent public health challenges through research and policy. Her work primarily focuses on metabolic disease prevention, restorative justice, and adverse childhood experiences (ACEs).

Prior to joining Public Health Advocates, she led the preconception health initiative for the California Department of Public Health. Flojaune received Bachelor's degrees in Chemistry and Women's Studies from Spelman College. Her public health training was at the University of Michigan, School of Public Health where she earned a Master's in Public Health and doctorate in epidemiology.

She is deeply committed to civic engagement and currently serves on the Board of Directors for two non-profits and is a member of the Active Transportation Commission and the Sheriff's Community Advisory Board. For her professional contributions and community participation she was awarded the Young Professional of the Year Award by the Sacramento Urban League, the Exceptional Women of Color-EWOC Excellence Award presented by the Sac Cultural Hub Media Foundation, and the 40 Under 40 Award by the Sacramento Business Journal.



Keynote Presenter
Leon McDougale, MD, MPH
Chief Diversity Officer,
Professor of Family
Medicine, The Ohio State
University, Wexner Medical
Center

Keynote Presenter – Leon McDougale, MD, MPH

Professor of Family Medicine with tenure, Leon McDougale is the 1st Chief Diversity Officer for The Ohio State University Wexner Medical Center. A graduate of the University of Toledo and OSU College of Medicine, he completed the family medicine residency at the Naval Hospital Camp Pendleton, California, and earned a Master of Public Health degree from the University of Michigan School of Public Health, Department of Health Management and Policy.

Dr. McDougale was recognized as being among the top 10 percent of physicians nationally for patient satisfaction. He was elected to serve as the National Medical Association (NMA) Treasurer for a 2 year term during the NMA Convention and Scientific Assembly that convened in Philadelphia, August 2017. As such, he serves as an ex officio member of the Board of Trustees and Executive Committee. Dr. McDougale is a past Chair for the Association of American Medical Colleges (AAMC) Group on Diversity and Inclusion. He has provided service for the AAMC as faculty for the Healthcare Executive Diversity and Inclusion Certificate Program, Minority Faculty Leadership Seminar, and Mid-Career Minority Faculty Leadership Seminar. In addition, he directs several workforce diversity programs including the MEDPATH Postbaccalaureate Program. He is a Diplomate of the American Board of Family Medicine and Fellow of the American Academy of Family Physicians. Dr. McDougale is a member of the Rhema Christian Center. He is a member of the Association of Military Surgeons of the United States and the Alpha Omega Alpha Honor Medical Society.

A native of Sandusky, Ohio, Leon and his wife, Natasha Jones-McDougale, M.Ed. are the proud parents of two daughters.



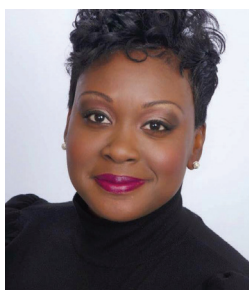
Dr. Gary May became UC Davis' seventh chancellor in August 2017 after serving as dean of Georgia Tech's College of Engineering, the largest and most diverse school of its kind in the nation. His vision is to lead UC Davis to new heights in academic excellence, diversity, public service and upward mobility for students from all backgrounds. Throughout his career, he has championed diversity in both higher education and the workplace. He has successfully developed and led programs to attract, mentor and retain underrepresented women and ethnic minorities in the STEM fields of science, technology, engineering and math. In 2015, President Obama honored him with the Presidential Award for Excellence in STEM Mentoring.



Dr. Piri Ackerman-Barger is an assistant clinical professor at the Betty Irene Moore School of Nursing. She teaches instructional methodology in health sciences, social determinants of health, collaborative practice, and organizational change. She serves as co-director and a researcher for the Center for a Diverse Healthcare working to diversify the health professions pipeline. Dr. Ackerman-Barger is also co-director of the Interprofessional Teaching Scholars Program at UC Davis Health where she provides faculty development on topics related to pedagogy, interprofessional education, and education equity. Dr. Ackerman-Barger has expertise related to health equity and equity pedagogy. As such, she serves as a national diversity consultant for the Future of Nursing: Campaign for Action, an initiative of AARP Foundation, AARP, and the Robert Wood Johnson Foundation, speaker on strategies to help underserved and underrepresented groups in health professions thrive academically.



Recently retired from a large HMO, as a clinical Pediatrician serving in the roles of both Diversity Champion and Communication Consultant, **Stacie L Walton MD, MPH** has been a teacher and consultant for healthcare providers and institutions for over 25 years. After over 10 years as an academic Pediatrician and adjunct professor in public health, she has provided Grand Rounds, lectures, interactive workshops, and facilitated conferences on cultural competence for healthcare providers in medicine, dental, public health and nursing in multiple venues across the United States, including Puerto Rico. Recently, her cultural competency themes highlight the impact of Implicit Bias and Privilege in patient interactions and health outcomes, as well as, how effective patient provider communication between cultures requires empathy, emotional intelligence, as well as cultural competence. When she is not involved with diversity and inclusion work in medicine, she can be found facilitating a Racial Healing Circle which she established in Sacramento or walking with and supporting GirlTrek, the largest public health organization for the health and well-being of Black women and girls in the world.



Natalie McGee is a truly international individual. Hailing from the island of Barbados in the Caribbean and Toronto, Ontario Canada where she spent her formative years she relocated from Detroit, Michigan to Northern California in August 2016 and now calls Sacramento Home. Natalie has spent the last two years learning the Sacramento community and getting involved in the Sacramento community as a leadership member of "Sacramento Sister Circle." The Sister Circle is a network of Black Women of Sacramento who come together to engage in positive dialogue, share their rich stories, build strong relationships, and create an open and safe space to become fulfilled leaders, mothers, allies, friends and women. The Sacramento Sister Circle Facebook page currently has over 5000 engaged members. Professionally, Natalie is an Associate Director of fundraising who specializes in collaborating to create fundraising relationships and steward donor relationships. "I am passionate about fundraising, my joy comes full circle when I see an "AHA" moment happening! An AHA moment is the moment when an individual sees the benefit and reciprocal nature of giving philanthropically".



Karen Hart, M.D. is a board certified family physician and healthcare delivery innovator. After a decade of work in the managed care system, which she feels “put too much emphasis on the bottom line and shortchanged patients,” Dr. Karen Hart opened her unique medical practice in 2009. Her model combines traditional and alternative medicine. Dr. Hart is passionate about serving patients of all economic means. She assists the uninsured and small business owners with an innovative membership plan that provides access to her primary care services and a network of specialists. She has gone one step further by opening her heart and her practice to homeless women referred by a local organization that helps them regain a productive role in society. A graduate of the University of Iowa Roy J and Lucille Carver College of Medicine, Dr. Hart’s work has been featured on CNN, KCRA, News10, Hearst Corporation national news and the Sacramento Bee. She is a Diplomat of the American Board Family Medicine and currently sits on the Advisory Board of Sure Safe Pharmaceuticals. A California native, she enjoys golf, tennis and cooking and is the proud mother of three girls.



Monica Crooks, D.D.S. was raised in the USAF, where her dad served our country for 28 years and she was blessed with the opportunity to live all over the US as well as in many other countries, finishing High School in Japan and college in Scotland. Fluent only in English, Dr. Crooks can get by in Japanese, Spanish and German. Education was huge in her youth. Dr. Crooks’ parents taught that education is the ticket to self-sufficiency and financial independence and she is glad that she listened. Dr. Crooks has been in private practice as a general and cosmetic dentist for 20 years here in Sacramento. Having attended UCLA School of Dentistry and completed a General Practice Residency at David Grant Medical Center, Dr. Crooks loves her profession because modern technology has given dentistry the ability to do nearly miraculous things with anyone’s smile. She loves the sense of accomplishment that comes from making an unattractive smile, suddenly gorgeous. Even more, Dr. Crooks love the tears of joy and the hugs of gratitude that she gets from her happy patients!



Darryl Hunter, M.D. received his medical degree from the Uniformed Services University in 1988 and completed his radiation oncology residency at U.C. San Francisco in 1993. Dr. Hunter has served as an active duty Air Force physician for 17 years before joining Kaiser Permanente in 2005. Dr. Hunter participates in community service projects and considers it an obligation of good citizenship. He serves as a member of the Sacramento Community Cancer Coalition where 11 independent community-based organizations are committed to improving access to free cancer testing for underserved. He also serves as a member of the Sacramento Community Veterans Alliance where civic leaders, veteran service organizations and government agencies work to connect veterans to service-connected benefits. Dr. Hunter also participates in activities under the Dr Ernest and Arthella Hunter Foundation, Inc. which provides scholarships for physicians committed to improving access to cancer care for those in underserved communities.



Glenn A. Middleton, D.D.S. was born and raised in San Francisco, California. He received a B.S. in Zoology from the University of California, Davis, and then received a D.D.S. from the University of California, San Francisco. Dr. Middleton completed a post-doctorate program in prosthetics at the Stanford University Medical Center and the Veteran’s Administration Hospital in Palo Alto, California. He provided care for the Head and Neck Oncology Unit and the Spinal Rehabilitation Department as well. Since 1992, he has maintained a private practice in restorative dentistry in Sacramento, California. Dr. Middleton has traveled abroad to provide dental care for the impoverished in Belize, Cuba and the Philippines. He is a member of the American Dental Association, the California Dental Association, the Sacramento District Dental Society, and is the current president of the Sacramento Chapter of the National Dental Association.



William Jahmal Miller Wm. Jahmal Miller is the Director of Corporate Reputation & Thought Leadership with San Francisco-based Blue Shield of California’s External Affairs Division. He plays a major role in leading, creating and executing cutting-edge communication and engagement strategies and is charged with positioning the Blue Shield as a leader on health reform, achieving business goals and advancing the organization’s mission to make healthcare accessible and affordable to all Californians. Miller is recognized as a national thought leader and leading spokesperson on issues pertaining to public policy, health equity, public & mental health, external affairs, social justice, innovation, branding and strategic communications. Miller is a graduate of Columbia University in New York City, with a Bachelor of Arts (BA) degree in Psychology. He also holds a Master of Health Administration (MHA) degree from the University of Southern California. In May 2016, Western University of Health Sciences conferred an Honorary Doctorate in Humane Letters (DHL) to Miller.



Chet P. Hewitt, is the President and CEO of Sierra Health Foundation in Sacramento, California. Since joining the foundation in 2007, Chet has focused the foundation's grantmaking on health promotion, access, and disparity interventions that target youth and other vulnerable populations. Prior to joining Sierra Health, Chet served as the director of the Alameda County Social Services Agency, associate director with the Rockefeller Foundation in New York, and as a program director at the Center on Juvenile and Criminal Justice in San Francisco. In addition to his work, Chet enjoys cycling and gardening. However, his greatest joy is time spent with his wife, Laura, and their two young sons, Chet II and Stephan. William Jahmal Miller serves as the National Communications Manager with Kaiser Permanente's Program Offices - Community Benefit. Most recently served in Kaiser's Central Valley Service Area, where he was Manager for Government & Community Relations within the Public Affairs Division. Mr. Miller previously provided overall management of for Sutter Health as Manager for Strategic Marketing & Communications. Prior to that, he was the Program Manager for Sutter Children's Hospital at Sutter Medical Center, Sacramento. He is a board member of the CA Child Care Referral and Resource Network. The following are additional volunteer boards where he serves - American Diabetes Association, Safehaven Ministries, Bloodsource Advisory & Ronald McDonald House Charities. Mr. Miller recently completed an Executive Fellowship with the Nehemiah Emerging Leaders Program in conjunction with the American Leadership Forum & CORO. He completed his undergraduate work at Columbia University, and his graduate work at the University of Southern California.



Dr. Darin A. Latimore, M.D. is Deputy Dean for Diversity and Inclusion at Yale School of Medicine (YSM). He is establishing a comprehensive plan for furthering diversity, equity, and inclusion at YSM, including a robust recruitment, development, and retention program for faculty, students, and staff. Dr. Latimore is the former Associate Dean of Medical and Resident Diversity at UC Davis, where he helped to raise the diversity of qualified medical students to 43% coming from African-American, Hispanic, Native American, Asian-American and economically disadvantaged backgrounds. He is active on numerous task forces and local, state and national work groups dedicated to equity and medical education. He also maintains a clinical practice.

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The Sac Cultural Hub Media Foundation is excited to provide residents and visitors of California with an updated Black Physicians Referral Directory. As you may be looking to see or connect with an African American dentist, gynecologist, primary care doctor, or other specialists, browse through the list below and online at: <http://www.sacculturalhub.com/norcal-black-physicians-directory>.

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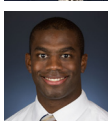
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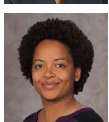
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