

**Pediatric Health Equity Collaborative (PHEC)
Members**



Caroline Bennett-AbuAyyash, PhD

Health Equity Specialist

Human Rights and Health Equity Office, Sinai Health System

Caroline is the Health Equity Specialist in the Human Rights and Health Equity Office at Sinai Health System. In this role she provides 17 hospitals in Toronto with evidence-driven recommendations for embedding standardized patient demographic data collection in their organization. This includes working with hospitals to develop solutions for capturing, assessing, and using patient-reported demographic information and ensuring the sustainability of those practices. She is also a member of the Pediatric Health Equity Committee (PHEC), a unique pediatric-focused collaborative working on advancing health equity for pediatric populations in North America.

Caroline's primary interest is in advancing data-driven health equity for marginalized populations and has previously published and worked in areas of immigrant access to social services, immigrant integration, and the impact of poverty on health. She received her PhD in Social Psychology from the University of Western Ontario (London, ON) with an interdisciplinary concentration in migration.



Amita Bey, MPH

*Program Director, Surgical Outcomes Center for Kids (SOCKS) and
the Office of Inclusion and Health Equity*

Monroe Carell Jr. Children's Hospital at Vanderbilt

Amita Bey serves as program director for both the Surgical Outcomes Center for Kids (SOCKs), and the Office of Inclusion and Health Equity, at Monroe Carell Jr. Children's Hospital at Vanderbilt. She has a Bachelor of Science in biology from Tuskegee University, and a Master's in Public Health in epidemiology and global studies from the University of Alabama at Birmingham. Prior to coming to Vanderbilt, she was a contracting epidemiologist in immunization services at the Centers for Disease Control and Prevention (CDC). Her extensive experience includes domestic and international multi-institutional clinical research, implementation science, assessment of health disparities in the treatment of pediatric chronic diseases and global health program evaluation.



LaVone Caldwell, MSW

*Director of Health Equity
Nationwide Children's Hospital*

LaVone has over 30 years' experience as a Clinical Social Worker in the areas of HIV/AIDS, hematology/oncology, neonatology; and child abuse/neglect. She has been employed at Nationwide Children's Hospital for over 23 years in various social work and leadership roles. LaVone was hired in September 2013 to develop a new department focused on eliminating health disparities throughout Children's Hospital. Her primary responsibilities include defining and developing a health equity vision and a strategic plan; leading, participating in and conducting activities related to addressing health disparities in our target communities; and creating methods, tools, resources and models that leads to equal clinical outcomes for all pediatric patients.



John D. Cowden, MD, MPH

*Medical Director of Equity and Diversity
Associate Professor of Pediatrics
Medical Director of International Services
Children's Mercy Kansas City*

Dr. Cowden is Associate Professor of Pediatrics at Children's Mercy Kansas City, where he serves as Medical Director of the Office of Equity and Diversity and Medical Director of International Services. He is founder and co-director of CHICOS, a Spanish language training program for bilingual pediatric residents and other health care providers. Dr. Cowden's research and quality improvement interests include provider-patient communication, immigrant health care, diversity of research subjects, and access to health care for minorities, specifically those who do not speak English.

Dr. Cowden serves on the Health Equity leadership team for the Children's Hospitals Solutions for Patient Safety and is a member of the Pediatric Health Equity Collaborative.

Dr. Cowden graduated from Yale University School of Medicine (MD) and the University of Washington School of Public Health (MPH). He completed pediatric residency at Seattle Children's Hospital and completed the Disparities Leadership Program at the Disparities Solutions Center.



Kirk Dabney, MD, MHCDS

*Co-Director Cerebral Palsy Program
Clinical Director, Office of Health Equity and Inclusion
Assistant Professor of Orthopedic Surgery,
Nemours/Alfred I. DuPont Hospital for Children*

Dr. Kirk Dabney specializes in the orthopaedic care of children with cerebral palsy and other neuromuscular diseases, and children with orthopaedic manifestations of hematologic disorders (sickle cell disease and hemophilia). Dr. Dabney co-directs the Cerebral Palsy Division/program, which is one of the largest in the country. He is an active member of the Strategic Management committee and is the physician leader for diversity and cultural competency at AIDHC and is responsible for the Vision and Strategy for Nemours' Office of Health Equity and Inclusion.



Lisa Ross DeCamp, MD, MSPH

*Co-Director, Johns Hopkins Center for Health and Opportunity for Latinos
(Centro SOL)*

*Physician Liaison, Johns Hopkins Medicine Office of Diversity and
Inclusion*

Assistant Professor, Department of Pediatrics

*General Pediatrician, Children's Medical Practice at Johns Hopkins
Bayview Medical Center*

Dr. DeCamp has research and programmatic expertise focused on increasing healthcare engagement of Spanish-speaking Latino families and reducing disparities in healthcare quality and safety for patients and families with limited English proficiency (LEP). Dr. DeCamp was an inaugural recipient of a Moore Foundation Early Career Investigator Award, which supports development and testing of a *mHealth* intervention to support immigrant Latino families' use of pediatric primary care. She is engaged with the local Latino community to improve health and healthcare access for Latino children and was a founding member of the Latino Family Advisory Board, which is comprised of Spanish-speaking Latino families, who support patient/family-centered improvements in care at Johns Hopkins.

In her role with the Office of Diversity and Inclusion, Dr. DeCamp provides programmatic leadership for Johns Hopkins health system efforts to improve the quality and safety of care for LEP patients. She also leads the MEASURE initiative which aims to improve the quality and accuracy of patient demographic data needed to support work to promote health equity across diverse populations at Johns Hopkins.



Gabriela Flores, MBM

*Director, Office of Equity and Diversity
Children's Mercy Hospital*

Gabriela Flores has over seventeen years experience working in the area of human services, specifically with refugee and immigrant populations in the Kansas City metropolitan area. Her area of emphasis has been in language access, diversity and health equity. Ms. Flores currently serves as the Director for the Office of Equity and Diversity at Children's Mercy Hospitals and Clinics. Her role is to create and implement an organizational framework focusing on health equity, diversity and inclusion, which includes strategies specifically related to community engagement.



Jane Goleman, MD

*Clinical Associate Professor,
Director of Longitudinal Groups, OSU College of Medicine
Nationwide Children's Hospital*

Dr. Jane Goleman's interest is in doctor-patient communication. She is involved in medical education with students in the clinic, in small groups, and in curricular design at the Ohio State University College of Medicine where she is the Director of Longitudinal Groups. At Nationwide Children's Hospital, she co-leads the Physician Diversity Training Committee with Fred Wills.



Myra Gregorian, MA, SPHR, SHRM-SCP

*Senior Vice President – Chief People Officer
Seattle Children's Hospital*

Myra Gregorian is currently the Senior Vice President – Chief People Officer at Seattle Children's Hospital. In this role, Myra supports and leads cultural transformation to empower team members and their ideas; while creating a leadership culture that coaches and supports those closest to the customers they serve.

With over twenty years of experience as a human capital leader, Myra possesses a wealth of knowledge and expertise in both day-to-day operations management, as well as experience in designing and implementing both human resources and organizational strategy. She works closely with, and supports the senior leadership team of the organization with assessing, implementing and evaluating human capital needs, ensuring that they are in alignment with overall organizational strategy. She consistently provides leadership in formulating various talent management strategies, including a variety of internal interventions, such as operational planning, facilitation, teambuilding and conflict resolution, where change is often necessary in order to remain relevant and competitive. Prior to joining Seattle Children's, Myra led human capital strategies at Children's Hospital Los Angeles.

Myra holds a B.S. in Business Administration, an M.A. in Organizational Leadership from Woodbury University, she is SPHR (Senior Professional in Human Resources), and SHRM-SCP (Society

for Human Resources Management Senior Certified Professional) certified.



Karima Karmali, RN, BScN, MBA

Director, Centre for Innovation & Excellence in Child and Family-Centred Care

The Hospital for Sick Children

Karima Karmali has over 20 years of leadership experience in health care and is the Director of the Centre for Innovation & Excellence in Child- and Family-Centred Care at The Hospital for Sick Children (SickKids) in Toronto. In this role, she provides strategic and operational leadership to advance the design and delivery of health care to better meet the needs of patients and their families. Karima champions and leads initiatives aimed at improving patient and family experience at SickKids. She has a special interest in health equity for vulnerable populations and international health issues. Ms. Karmali is a strong proponent of volunteerism and gives of her time both locally and internationally. She is currently the Vice-President of the Aga Khan Ismaili Council for Canada. Karima obtained her Bachelor of Science in Nursing from McGill University and a Master of Business Administration from Queens University.



Hans B. Kersten, MD

Professor of Pediatrics

St. Christopher's Hospital for Children

Hans Kersten graduated from Temple University School of Medicine and completed his residency at St. Christopher's Hospital for Children (SCHC). He is an attending and hospitalist physician at SCHC, the medical director of the multidisciplinary Grow Clinic, and a professor of pediatrics at Drexel University College of Medicine. Dr. Kersten founded the Reach Out and Read programs at St. Christopher's Hospital for Children over 10 years ago and is a member of the Reach Out and Read Greater Philadelphia Advisory Committee. He has led recent efforts for St. Christopher's to become "hunger-free" by developing initiatives to screen for FI throughout the hospital, providing resources for families, organizing food drives, improving fresh food access by starting the F2F and FreshRX programs at the hospital and the Philly Food Cart in the lobby. He has completed over 20 invited lectureships on failure to thrive and FI, and presented an American Academy of Pediatrics (AAP) webinar on FI. He is a member of the APAs Task Force on Childhood Poverty, received the Vincent Zarro, MD, PhD Community Outreach Award from Drexel University College of Medicine (DUCOM) for his advocacy and scholarly efforts and recently been elected to DUCOMs Alpha Omega Alpha (AOA) Honor Medical Society.



Anyah Land, MPH

*HR Consultant-Cultural & Language Diversity
Cincinnati Children's Hospital Medical Center*

Anyah Land has more than 15 years of experience providing resources and addressing health disparities among children and families across the Midwest. She received a Master of Public Health with an emphasis on the social determinants of health which provided a great foundation for addressing diversity and inclusion among patients and employees at Cincinnati Children's Hospital Medical Center. As a Human Resources Consultant of Diversity and Inclusion, her primary responsibilities include championing race, ethnicity and language initiatives across multiple departments. Other duties include oversight of cultural competency programming and a cross cultural mentoring program. Her approach to addressing diversity and inclusion are steeped in the principles of quality improvement and patient safety.



Lenny López, MD, MDiv, MPH

Senior Faculty, Disparities Solutions Center, Massachusetts General Hospital

Chief of Hospital Medicine, Associate Professor of Medicine, University of California San Francisco

Lenny López, MD, MDiv, MPH, is Senior Faculty at the Disparities Solutions Center, Chief of Hospital Medicine and Associate Professor of Medicine at the University of California San Francisco. Dr. López is an internist trained at the Brigham and Women's Hospital (BWH), who completed the Commonwealth Fund Fellowship in Minority Health Policy at the Harvard School of Public Health and a Hospital Medicine fellowship at BWH. Dr. López joined the Mongan Institute for Health Policy (MIHP) in 2008 after his research fellowship in General Internal Medicine at Massachusetts General Hospital (MGH) and was an Assistant Professor of Medicine at Harvard Medical School until 2015. With an ultimate goal of reducing healthcare disparities in cardiovascular disease and diabetes, his current research addresses issues relating to patient safety and language barriers, optimizing primary care clinical services for Latinos with cultural and linguistic barriers, and using health information technology to decrease disparities. A second line of research is investigating the epidemiology of acculturation among Latinos in the US and its impact on the prevalence and development of cardiovascular disease and Type II diabetes. This research will help inform how to better design clinical interventions for improving chronic disease management among Latinos.



Erika J. McMullen, SHRM-SCP

External Consultant, Office of Diversity & Inclusion, Johns Hopkins Medicine, John Hopkins Health System

Founder and Principal Consultant

Moxie Consulting Group, LLC.

Erika is the founder and principal consultant at Moxie Consulting Group, LLC. She provides clients with strategic and innovative solutions on diversity, inclusion, cultural competency, health equity, and talent development. She is a natural change agent driven by excellence. Erika is a public speaker, facilitator, and educator. She has been a guest lecturer at Johns Hopkins University, Xavier University, and the University of Cincinnati.

Previously, Erika served as a Human Resources Specialist in the Office of Diversity, Inclusion & Linguistic Services at Cincinnati Children's Hospital Medical Center, a global leader in pediatric healthcare, research and medical education. She launched the hospital's first-ever cultural competency champion role and managed the cross-departmental mentor program.

Formerly at the Health Collaborative, Erika developed employer programs for Robert Wood Johnson Foundation's Aligning Forces for Quality initiative. She created successful partnerships to increase transparency and consumer engagement for the region's first-ever performance measurement and public reporting of clinical outcomes data, entitled *Your Health Matters*. As Executive Director of Cincinnati MD Jobs, she pioneered one of the first nonprofit physician recruitment initiatives in the country and established a successful strategy to diversify hires. Erika also has experience in pharmaceutical sales.

Erika earned a bachelor's degree in Health Services Administration with a minor in Marketing from Florida International University, a Post-Baccalaureate Clinical Research Certificate from the University of Cincinnati, and is a Society for Human Resources Management senior certified professional (SHRM-SCP).



Arie L. Nettles, PhD, NCSP, HSP

Associate Professor of Clinical Pediatrics, Licensed Psychologist, Developmental Medicine, Vanderbilt University School of Medicine

Director, Office of Inclusion & Health Equity

Monroe Carell Jr. Children's Hospital at Vanderbilt and the Vanderbilt University Hospital

Dr. Nettles is associate professor of clinical pediatrics and psychologist for school age children with developmental disabilities and autism in Developmental Medicine at the Vanderbilt University School of Medicine and Monroe Carell Jr. Children's Hospital. Leading the Office of Inclusion and Health Equity (OIHE), a joint effort with Children's Hospital and Department of Pediatrics, Arie works to address and meet the needs of a diverse pediatric population through education and systemic organization. Currently Arie serves on the Statewide Planning and Policy Council for the State of Tennessee Department of Intellectual

and Developmental Disabilities. Her current research is cultural competency in health care.



Patricia Oceanic, MSOD

*Administrative Director, Office of Health Equity and Inclusion
Nemours/Alfred I. DuPont Hospital for Children*

Pat enables cultural change throughout the Delaware Valley by driving initiatives to eliminate healthcare disparities. The six areas of focus include: quality; community engagement; workforce diversity; research; cultural competence training; language, literacy and healthcare literacy. Prior to joining Nemours, Pat initiated and launched a global diversity initiative with W.L. Gore and Associates, (one of Fortune's top 100 companies) and established affinity groups that identified group-level issues of gender, race, culture, age and sexual orientation, and worked in collaboration with senior leadership to address barriers raised.



James Page, MBA

*Vice President & Chief Diversity Officer
Johns Hopkins Medicine*

James E. Page, Jr. currently serves as the newly appointed Vice President and Chief Diversity Officer for Johns Hopkins Medicine. In this role, he is responsible for diversity-based initiatives for the medical center, the medical school and the greater hospital network. Prior to this role, James served for four years as the Assistant Vice President and Chief Diversity Officer at Cincinnati Children's Hospital Medical Center, one of the nation's top pediatric medical centers. In this role he was responsible for helping to shape a culture focused on delivering extraordinary culturally and linguistically competent care to patients from over 85 countries. Prior to this role, James was responsible for directing nationwide diversity across DaVita, Inc., a 35,000-employee, 1500-location healthcare organization specializing in dialysis treatments.



Sonia Pagura, MSc

*Lecturer, University of Toronto
Senior Director of Quality and Safety and Performance
Holland Bloorview Kids Rehabilitation Hospital*

With over 18 years of progressive leadership experience in academic health care, Sonia's career has spanned across clinical care, research, education and advanced administrative leadership positions. She provides strong enterprise wide leadership in ensuring the horizontal and vertical integration of quality throughout the organization, and with her lens of performance measurement bringing a more robust accountability framework.



Karen Sappleton, MSED, MSW, RSW

Senior Manager, Centre for Innovation & Excellence in Child and Family-Centred Care

The Hospital for Sick Children

Karen Sappleton is a mother of two young boys and is the Senior Manager of Child and Family-Centred Care & Health Equity in the Centre for Innovation & Excellence in Child and Family Centred Care at SickKids. In this capacity she manages the Interpreter Services department, the Family Centre (children's library and health information for families and the schooling program), and the Office of Patient and Family Experience. Karen has been a member of the SickKids community for the last 11 years, first as a clinical social worker in the Clinical and Metabolic Genetics Program as well as the Good 2 Go Transition Program in Adolescent Medicine, and as a Clinical Research Project Manager for the Department of Social Work. Karen was also an Inter-Professional Education Specialist as a member of the New Immigrant Support Network, supporting the development and implementation of the Cultural Competence workshops at SickKids and running the Train-the-Trainer workshops throughout the province of Ontario. Karen continues to teach, present and runs workshops on health equity, social justice, child and family-centred care, and patient experience. Prior to her career with SickKids, Karen was an educator and administrator in New York City, working predominantly with children and youth with learning disabilities and special needs. Karen is passionate about health equity, social justice, education, and supporting all of our children and families to have the best healthcare experience possible.



Aman Sium, MA, PhD(c)

Director of Client and Family Integrated Care

Holland Bloorview Kids Rehabilitation Hospital

Aman Sium is currently the Director of Client and Family Integrated Care at Holland Bloorview Kids Rehabilitation Hospital. He works in close partnership with clients, families, staff, and community stakeholders to advance client and family-centered care, in both theory and practice. Aman's academic and professional focus examines health service and program design from client and family-centered and equity-seeking perspectives.



Aswita Tan-McGrory, MBA, MSPH

Deputy Director

The Disparities Solutions Center, Massachusetts General Hospital

In her role as Deputy Director at the Disparities Solutions Center, Ms. Tan-McGrory works closely with the Director to chart the Center's future growth and strategic response to an ever-increasing demand for the Center's services. Aswita Tan-McGrory is a key member of the senior management team and supervises the broad portfolio of projects and administration of the Center. These include collaborations with internal and external partners on guidance on collecting race, ethnicity, language and other social determinants of health data; developing disparities

dashboards that stratify quality measures by race, ethnicity, and language; and developing recommendations for data collection in pediatric patients.

Ms. Tan-McGrory also oversees the Disparities Leadership Program, an executive-level leadership program on how to address disparities, as well as the Healthcare Quality and Equity Action Forum, a national conference for healthcare leaders interested in addressing disparities in quality. Ms. Tan-McGrory serves on several executive committees, including the MGH Diversity Committee, the MGH Executive Committee on Community Health and the Partners Health Equity and Quality Committee. In addition, Ms. Tan-McGrory sits on the board of the Massachusetts Public Health Association.

Her interests are in providing equitable care to underserved populations and she has over 20 years of professional experience in the areas of disparities, maternal/child health, elder homelessness, and HIV testing and counseling.



Valerie L. Ward, MD, MPH

Faculty Pediatric Radiologist

Assistant Professor of Radiology, Harvard Medical School

Faculty Director, Diversity and Cultural Competency Council

Boston Children's Hospital

is a faculty pediatric radiologist at Boston Children's Hospital, an Assistant Professor of Radiology at Harvard Medical School (HMS), and serves as the Diversity and Cultural Competency Council Faculty Director, with the support of the Boston Children's Hospital Office of Faculty Development. Dr. Ward's training includes an undergraduate degree in Chemistry from Harvard University, a medical degree from Yale University School of Medicine, a residency in diagnostic radiology at Brigham and Women's Hospital, a fellowship in pediatric radiology at Boston Children's Hospital, a HMS health services research fellowship, and a master's degree from the Harvard School of Public Health. She was one of three academic radiologists in the U.S. selected for a prestigious General Electric Association of University Radiologists Radiology Research Academic Fellowship (2002). She has contributed to research in pediatric imaging technology assessment using magnetic resonance imaging (MRI) and low radiation dose fluoroscopy. She won a Society for Pediatric Radiology's John A. Kirkpatrick Young Investigator Award (Paris 2001). More recently, she has conducted investigations and co-authored manuscripts with the goal of reducing pediatric health care disparities. She was awarded the Boston Children's Hospital sponsorship to the Fellows Program of The Partnership, Inc.; an organization committed to workplace diversity and inclusion through professional and organizational development. Dr. Ward also received the hospital-wide 2008 Black Achievers' Award and the 2012-2013 Harvard Medical School Harold Amos Faculty Diversity Award. Dr. Ward is a highly regarded research mentor to junior faculty and fellows, and a mentor to premedical underrepresented minority college students.



Laura Williams, MSW, RSW

*Director of Patient Engagement
University Health Network*

Laura Williams is the Director of Patient Engagement at the University Health Network (UHN). The University Health Network provides care to over 330,000 patients each year through 2 acute care hospitals, 5 rehabilitation centres and a large regional cancer centre. In her role, Laura provides leadership for Patient and Family Education, Patient Engagement and Partnerships, Patient Relations, Interpretation and Translation Services, Patient Experience Measurement and the Patient Portal. Over the past decade, Laura has been a champion of patient engagement in pediatric, adult and government settings, promoting the importance of embedding patient and family caregiver voices into all health care decisions. This includes policy development, organizational planning and at the point-of-care.