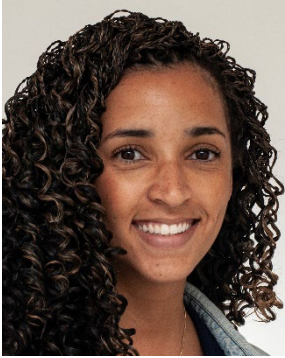


Pediatric Health Equity Collaborative (PHEC) Participant Bios



Alicia Adiele, MSW, LICSW

*Director, Health Equity, Diversity and Inclusion
Seattle Children's Hospital*

Alicia received a B.S. in Public Health from Central Washington University and a Master of Social Work from the University of Washington. Alicia's experience as a clinical social worker in community mental health, Washington State Department of Children, Youth & Families, and hospital social work has contributed to her dedication to achieving health equity. Alicia is committed to identifying existing health disparities in health outcomes at Seattle Children's by utilizing data and creating platforms to make those data visible across the institution. Through the Center for Diversity and Health Equity and Workforce Diversity and Inclusion consultation services, advocacy, and collaboration, Alicia and her team support medical divisions, frontline workforce members, and hospital leaders with developing interventions to address potential inequities of care and to work towards the elimination racism and of disparities in health outcomes.



Amita Bey, MPH

*Program Director, Office of Inclusion and Health Equity
Monroe Carell Jr. Children's Hospital at Vanderbilt*

Amita Bey is the Program Director for Implementation and Evaluation in the Office of Inclusion and Health Equity (OIHE) at the Monroe Carell Jr. Children's Hospital at Vanderbilt. Her extensive experience includes domestic and international multi-institutional clinical research, assessment of health disparities in the treatment of pediatric chronic diseases, and global health program evaluation. As part of her current role, she facilitates unconscious bias, cultural competency, and civil behavior in the workplace training for Vanderbilt University Medical Center (VUMC) faculty and staff. Prior to her current position, she served as the Program Director for the VUMC Surgical Outcomes Center for Kids (SOCKs) at Vanderbilt Children's Hospital. She was responsible for developing a training program and comprehensive research curriculum for medical students and undergraduate trainees. She has a Bachelor of Science in biology from Tuskegee University, and a Master's in Public Health in global studies with a focus in epidemiology from the University of Alabama at Birmingham. She is currently pursuing a doctoral degree in education from Lipscomb University. Prior to coming to Vanderbilt, she served as an epidemiologist in immunization services at the Centers for Disease Control and Prevention (CDC).



Courtney M. Brown, MD, MSc

*Medical Lead for Health Equity
Nationwide Children's Hospital*

Dr. Brown is the Medical Lead for Health Equity at Nationwide Children's Hospital. In this role, she advises and supports quality improvement leaders who seek to reduce disparities in their clinical settings. She co-leads a subcommittee (Clinical, Equity, and Quality Projects and Interventions) for Nationwide Children's Hospital's Stand Against Racism initiative. Dr. Brown is a primary care pediatrician with fifteen years of experience providing clinical care to diverse patient populations. In addition, she is an Assistant Professor of Clinical Pediatrics at The Ohio State University, and she leads the early childhood development quality improvement work in primary care at Nationwide Children's. She has advanced training in both improvement science and clinical and translational research. She has studied barriers to pediatric care among families living in poverty and has led initiatives to improve access and service delivery in primary care. She has worked on multiple population health and community health initiatives and has also published articles on measurement frameworks for clinical outcomes.



John D. Cowden, MD, MPH

*Professor of Pediatrics
Culture and Language Coaching Program Director
Health Equity Integration Project Lead
Children's Mercy Kansas City*

Dr. Cowden is a Professor of Pediatrics at Children's Mercy Kansas City, where he serves as the Health Equity Integration Program Lead and Director of the Culture and Language Coaching Program. 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

Chief Diversity and Inclusion Officer

Dr. Kirk Dabney, is a pediatric orthopedic surgeon, specializing in cerebral palsy in the dept. of Pediatric Orthopedic Surgery at Nemours/Alfred I duPont Hospital for Children. He received his MD from Thomas Jefferson Medical College and a Masters in Healthcare Delivery Science from Dartmouth. He also serves as the Delaware Valley's Chief Diversity and Equity Officer. In that role, he cofounded the Pediatric Health Equity Collaborative, a consortium of pediatric hospitals in the US and Canada that champion efforts in pediatric health equity. He is entering his 30th year of employment at Nemours and has the distinction of being hired as duPont's first African American surgeon and doctor.



Ashley Durkin, MPH

*Health Equity and Diversity Consultant
Center for Diversity and Health Equity
Seattle Children's Hospital*

Ashley Durkin is a Health Equity & Diversity Consultant in the Center for Diversity & Health Equity (CDHE) at Seattle Children's Hospital. In her current role, Ashley supports the consultation program at CDHE by working to build awareness through education about anti-racism, health inequities, and social determinants of health with the goal of eliminating health inequities. Her focus includes utilizing outcomes metrics stratified by race, ethnicity, and language and supporting equity quality improvement projects throughout the hospital. Ashley received her BA in Biology from Whitman College and her MPH from San Diego State University.



Amanda Grice, RDMS, MS

*Program Director, Office of Health Equity and Inclusion
Boston Children's Hospital*

Amanda Grice, RDMS, MS received her BS in Psychology and MS in Counseling Psychology from Northeastern University. She also received a degree in Diagnostic Medical Sonography from Bunker Hill Community College and is a registered Diagnostic Medical Sonographer. In her current role as the Program Director for the Office of Health Equity and Inclusion, Amanda works collaboratively with departments and divisions within Boston Children's Hospital, and with external institutions to support innovative programs and research aimed at decreasing pediatric health disparities, increasing diversity amongst hospital staff, and advancing culturally effective pediatric care. A long-standing Boston Children's

Hospital staff member, Amanda is able to combine her many years of clinical and administrative leadership experiences, and her expertise in equity, diversity, and inclusivity to this enterprise-wide current role.



Bridgette Jones, MD, MS

Associate Professor of Pediatrics, University of Missouri-Kansas City

Bridgette L. Jones, MD MS holds a faculty appointment as Associate Professor of Pediatrics at the University of Missouri-Kansas City in the divisions of Pediatric Clinical Pharmacology, Toxicology and Therapeutic Innovation and Allergy/Asthma/Immunology at Children’s Mercy. She is a clinician scientist with a focus on therapeutics and interventions to improve the lives of children with allergic disease and asthma. She has received funding thru the National Institutes of Health, and other extramural and intramural resources to support her work. She is also the Assistant Academic Dean of Student Affairs at the University of Missouri Kansas City School of Medicine. At Children’s Mercy she is the inaugural chair of the Faculty and Trainee Diversity Equity and Inclusion Committee and the Medical Director of the Office of Equity and Diversity at Children’s Mercy where she works develop and maintain a pipeline of diverse and successful trainees and physicians in medicine and overall achieve health equity for children and families. Dr. Jones currently serves as Chair of the American Academy of Pediatrics Committee on Drugs and is also Chair of the American Academy of Allergy Asthma Immunology Asthma and Cough Diagnosis and Treatment Committee. In addition, she serves as a member of the Food and Drug Administration Pediatric Advisory Committee and was appointed by the United States Secretary of Health to serve on the National Institutes of Health Task Force on Research Specific to Pregnant Women and Lactating Women. She is married to Rafiq Saad and is the mother of two daughters, Lola and Nora.



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
Drexel University College of Medicine
Attending and Physician
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 has recently been elected to DUCOMs Alpha Omega Alpha (AOA) Honor Medical Society.



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.



DeAngalo Nesby, MBA, MSHA

*Health Equity Specialist
Children's Health*

DeAngalo Nesby is the Health Equity Specialist supporting the Chief Health Equity & Inclusion Officer at Children's Health in Dallas, Texas. As the Specialist, he leads the disparities portfolio of the department of Health Equity & Inclusion; using quality improvement, process improvement and research methodology to identify inequities in care delivery and implement interventions that foster equitable care in an inclusive and safe environment. Prior to his current role, DeAngalo supported the organization's strategic priorities through data analytics as a Senior Planning Analyst in the department of Strategy & Business Development. He began his career at Children's Health as an Administrative Resident completing a 12-month practicum on health administration in a pediatric health system.

DeAngalo received his bachelor's degree in Business Administration from Birmingham-Southern College. He went on to also receive his MBA and Master of Science in Health Administration from the University of Alabama at Birmingham.



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
Vanderbilt University Medical Center*

Nettles is a professor of clinical pediatrics and psychologist for children and young adults with developmental disabilities, autism, and cleft craniofacial disorders, Divisions of Developmental Medicine and Pediatric Psychology, at the Monroe Carell Jr. Children's Hospital at Vanderbilt (MCJCHV). Founder and Director of the Office of Inclusion and Health Equity (OIHE) since 2011, she expanded the program from its origins at MCJCHV to include cultural awareness and bias training throughout the Vanderbilt University Medical Center (VUMC). Nettles is a licensed psychologist in Tennessee and Michigan, a nationally certified school psychologist, and nationally registered health service psychologist. Nettles has presented extensively and published on bias and psychosocial assessment. She has received numerous academic honors, awards, and accolades.



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.



Aswita Tan-McGrory, MBA, MSPH

*Director, The Disparities Solutions Center, Mass General Hospital
Director, Equity in Care Implementation, Mass General Hospital
Administrative Director of Research, Dept. of Medicine, Mass General Hospital
Adjunct Faculty, Northeastern University*

In her role as Director at the Disparities Solutions Center, Ms. Tan-McGrory leads the Center’s mission to addressing racial and ethnic disparities in health care and works with health care leaders across the nation and internationally through the Disparities Leadership Program. As Director of Equity in Care Implementation, Ms. Tan-McGrory provides operational and implementation leadership for assuring equity in access to, and delivery of clinical care, specifically related to the “Doorstep to Bedside” approach of assessing the care delivery continuum at Mass General Hospital. In her role as Administrative Director of Research for the department of medicine, Ms. Tan-McGrory develops long-term strategies for supporting investigators, recruitment, space utilization, grants administration and other areas related to a highly functional research department.

Ms. Tan-McGrory is also a subject matter expert and public speaker, and travels across the country to speak to organizations about how race, ethnicity, and language impact the quality of care. She participates in several in local and national committees, such as the Leapfrog Advisory Group on Equity, EOHHS Quality Measurement Taskforce, CMS Health Equity Quality Measurement Technical Expert Panel, and National Academy of Medicine Discussion Group on Collecting Data to Ensure Equity in Payment Policy.

Ms. Tan-McGrory's 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. She received her Master of Business Administration from Babson College and her Master of Science in Public Health, with a concentration in tropical medicine and parasitology, from Tulane University School of Public Health and Tropical Medicine. Ms. Tan-McGrory is a Returned Peace Corps Volunteer where she spent 2 years in rural Nigeria, West Africa, on water sanitation and Guinea Worm Eradication projects.

She received a YMCA Achievers award in 2017 for community service and professional achievement, and in 2016 was selected as a Pioneer as part of a groundbreaking initiative Children's Wellbeing initiative by [Ashoka Changemakers](#) and the [Robert Wood Johnson Foundation](#).



Valerie L. Ward, MD, MPH

Senior Vice President and Chief Equity and Inclusion Officer

Boston Children's Hospital

Assistant Professor of Radiology, Harvard Medical School

Valerie L. Ward, M.D., M.P.H. received her A.B. in chemistry from Harvard University, M.D. from Yale University School of Medicine, and M.P.H. from the Harvard School of Public Health. She is a pediatric radiologist on the faculty of the Department of Radiology at Boston Children's Hospital. A prior leadership role that she held in the Department of Radiology was the Physician Director for Quality Improvement from 2012-2017. In 2012, she was awarded Harvard Medical School's prestigious Harold Amos Faculty Diversity Award for collaborative research that she led in the development of a patient "navigation" tool to improve the inpatient hospital experience for diverse pediatric patients and their families.

In 2017, Dr. Ward was appointed as the founding Medical Director of Boston Children's Office of Health Equity and Inclusion. In 2020, Dr. Ward became Boston Children's first Chief Equity and Inclusion Officer and was promoted in 2021 to a Senior Vice President. In this capacity, Dr. Ward leads the essential work to make Boston Children's a leader in health equity and inclusion for all patients, faculty, staff and trainees across the entire enterprise. She continues to

lead the Office of Health Equity and Inclusion and co-chair the hospital's Equity, Diversity and Inclusion Council.

Also, Dr. Ward leads a new major initiative that was created in 2021 at Boston Children's, that is the Sandra L. Fenwick Institute for Pediatric Health Equity and Inclusion focused on health equity research, inclusion and public policy. The Fenwick Institute is named in honor of Boston Children's retired CEO, Sandra L. Fenwick, MPH. Sandra L. Fenwick and her husband Geoffrey made a generous donation to Boston Children's Hospital for the establishment of the Sandra Labas Fenwick Family Endowed Chair in Equity and Inclusion, to be held by Dr. Ward.



Jordee M. Wells, MD, MPH

*Principal Investigator, Center for Child Health Equity Outcomes and Research
The Abigail Wexner Research Institute
Pediatric Emergency Medicine Physician
Nationwide Children's Hospital*

Jordee M. Wells, MD, MPH holds a faculty appointment as Assistant Professor of Pediatrics in the Division of Emergency Medicine at Nationwide Children's Hospital and The Ohio State University College of Medicine. She serves as the Director of Diversity, Health Equity, and Inclusion for the Division of Emergency Medicine. As a clinician scientist and Principal Investigator in the Center for Health Equity and Outcomes Research at The Abigail Wexner Research Institute at Nationwide Children's Hospital, her research interests include leveraging health policy, social determinants of health, and reducing health disparities in pediatric emergency care. She has received funding from the National Institutes of Health and other intramural resources to support her work and is a member of the steering committee of the Pediatric Emergency Care Applied Research Network (PECARN). Dr. Wells graduated from the University of Connecticut School of Medicine (MD) and The Ohio State University College of Public Health (MPH). She completed her general pediatrics residency and clinical fellowship in pediatric emergency medicine at Nationwide Children's Hospital.



Michelle Patterson Wimes, JD

*SVP, Chief Equity and Inclusion Officer
Children's Mercy Hospital*

Michelle is a strategic leader who is deft at implementing change management strategies necessary for a comprehensive and effective diversity and inclusion and professional development program. In her current role, Michelle has been charged with being a strategic advisor and educator to Children's Mercy Hospital (CMH) where she uses data to assess cultural competency and develops action plans to close gaps. Representing the perspective of patients, families, employees, community partners, and suppliers, she also collaborates with CMH leaders to address health disparities and foster a workplace culture of inclusion

while establishing and maintaining relationships with peers and partners in key organizations. Michelle is a nationally renowned presenter and author on professional development, diversity and inclusion issues in the workplace on topics such as, “Engaging Decision-makers and Practice Group Leaders in Diversity and Inclusion Efforts;” “Aligning Associate Competencies and Diversity Principles;” and “Reconciling Diversity, Inclusion & Meritocracy: Challenges & Opportunities.” She has presented before organizations such as the Association of Corporate Counsel, the Practicing Law Institute, The Diversity and Flexibility Alliance, the National Association of Legal Professionals, the Professional Development Institute, and the Association of Law Firm Diversity Professionals.