



# **The Impact of Race and Racism on Health: A Call to Action**

A virtual integration forum presented by the  
Massachusetts Behavioral Health Partnership (MBHP)

**Wednesday, November 18, 2020 | 9 a.m. – 12:30 p.m.**

*Program Booklet*

## Seventh Annual MBHP Integration Forum

# The Impact of Race and Racism on Health: A Call to Action

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### Welcome

9 a.m.

**Nancy Norman, MD, MPH**

Medical Director of Integration, MBHP/Beacon Health Options

### Opening Remarks

9:10 a.m.

**Susan Coakley, JD, MPH**, Interim President, Beacon Health Options

**Daniel Tsai**, Assistant Secretary, MassHealth

**Keynote Address: Racism is a public health crisis. We said it. Now what?** 9:30 a.m.

**Camara Phyllis Jones, MD, MPH, PhD**

Past President, American Public Health Association; 2019-2020 Evelyn Green Davis Fellow, Radcliffe Institute for Advanced Study, Harvard University; Adjunct Professor, Rollins School of Public Health at Emory University; Senior Fellow and Adjunct Associate Professor, Morehouse School of Medicine

### Keynote Q & A

10:15 a.m.

### Break

10:30 a.m.

**Panel: Understanding how antiracist practices can mitigate disparate outcomes and improve health and wellness for all** 10:40 a.m.

**Margarita Alegría, PhD**

Chief, Disparities Research Unit, Department of Medicine, Massachusetts General Hospital; Professor, Departments of Medicine and Psychiatry, Harvard Medical School; Harry G. Lehnert, Jr. and Lucille F. Cyr Lehnert Endowed Chair, Mass General Research Institute

**Laura Driscoll, PT, DPT, GCS**

Clinical Assistant Professor; Director of Faculty Diversity and Inclusion, Sargent College; Department of Physical Therapy and Athletic Training, Boston University College of Health and Sciences, Sargent College

**Kevin Tabb, MD**

President and CEO, Beth Israel Lahey Health

### Panel Q & A

11:25 a.m.

### A Call to Action

11:45 a.m.

**A conversation facilitated by Charma D. Dudley, PhD, FPPR**

Associate Director of Behavioral Health Services, Beacon Health Options

### Closing Comments

12:15 p.m.

**Nancy Norman, MD, MPH**

Medical Director of Integration, MBHP/Beacon Health Options

## ***Nancy Norman, MD, MPH***



Nancy Norman, a native Bostonian, is the medical director of integration for the Massachusetts Behavioral Health Partnership (MBHP), a Beacon Health Options (Beacon) company. She has served in this role for eight years, focusing mainly on working with city and state public health officials, medical providers, consumer advocates, and business leaders to improve health outcomes by working to improve healthcare systems. She brings a keen appreciation of the interdependency of medical, behavioral, and social dimensions of health to a career spent implementing actionable, practical strategies for health improvement and system redesign. The major focus of her work is to look at ways to better integrate behavioral health with primary care, partly by focusing on payment reform and health system redesign efforts.

Prior to joining MBHP, Dr. Norman was chief medical officer for the Boston Public Health Commission, the health department for the City of Boston. In this capacity, she oversaw the clinical functions of the Commission and developed initiatives to address emerging health problems. One of her major responsibilities was the restructuring and expansion of the City's work to eliminate racial and ethnic health disparities. She was instrumental in realigning the Commission's focus to one of health equity and social justice, including a focus on the negative impact of systemic racism on health outcomes. Prior to this transition to more population-focused work, Dr. Norman spent nine years as a primary HIV care provider and director of Women's Health at Fenway Community Health Center in Boston.

Dr. Norman completed her internship and residency, including chief residency in internal medicine at Faulkner Hospital after receiving a BA in biology from Bowdoin College and an MD from Boston University School of Medicine. She later received an MPH from Harvard University School of Public Health and completed a clinical fellowship in Community Oriented Primary Care/Preventive Medicine at Carney Hospital. Dr. Norman has spent her career building coalitions, sustaining relationships, and exerting influence to effect change.

## **Susan Coakley, JD, MPH**



Susan Coakley serves as the interim president of Beacon Health Options (Beacon). Prior to taking on this role earlier this year, Ms. Coakley was the executive vice president and market president for Beacon's Northeast Region, where she was responsible for leading the development and implementation of innovative clinical programs and solutions to address behavioral health needs in Massachusetts, New Hampshire, Vermont, Maine, and Rhode Island.

Ms. Coakley is a healthcare executive with more than 20 years of experience leading teams to advance business objectives, and she has an extensive background in managed care and healthcare policy involving Medicaid and commercial populations. Prior to joining Beacon, she was president of the Boston Medical Center HealthNet Plan, a long-standing Beacon client, where she oversaw strategic direction and business operations, the ongoing development of programs and services to meet the needs of new and existing markets, and the implementation of initiatives to improve members' health and position the health plan for long-term performance. She was also responsible for the Well Sense Health Plan in New Hampshire and gained extensive experience with government health programs in Massachusetts and New Hampshire.

A graduate of Connecticut College, Ms. Coakley earned a Juris Doctor from Northeastern University and a Master of Public Health in health services administration from Yale School of Public Health.

## **Daniel Tsai**



Daniel Tsai is the assistant secretary for MassHealth and Medicaid Director for the Commonwealth. He was appointed in January 2015 by Governor Charlie Baker to oversee the state's Medicaid program, which covers over one in four residents in the Commonwealth, including some of its most vulnerable citizens. He is responsible for developing new policies, payments, models, and operational processes that ensure a sustainable MassHealth program and improve the way healthcare is delivered to each of its 1.8 million members. During his time as assistant secretary, MassHealth has undergone the most significant restructuring since the 1990s with the implementation of its Accountable Care Organization (ACO) Program. The agency has also contained spending growth from historical double digits to single digits while maintaining robust coverage for members.

Before joining HHS, Mr. Tsai was a partner and leader in McKinsey & Company's Healthcare Systems and Services practice. He has significant experience on the design and implementation of innovative, statewide healthcare payment systems for Medicaid, Medicare, and commercial populations, and has worked closely with multiple state Medicaid programs, private payers, and health services companies. He received a Bachelor of Arts in applied mathematics and economics from Harvard University.

## Keynote Speaker: *Camara Phyllis Jones, MD, MPH, PhD*



Camara Phyllis Jones, MD, MPH, PhD is a family physician, epidemiologist, and past president of the American Public Health Association, whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of the nation. Valued for her creativity and intellectual agility, she seeks to broaden the national health debate to include not only universal access to high-quality healthcare, but also attention to the social determinants of health (including poverty) and the social determinants of equity (including racism). Her allegories on “race” and racism illuminate topics that are otherwise difficult for many Americans to understand or discuss.

Dr. Jones recently completed tenure as the 2019-2020 Evelyn Green Davis Fellow at the Radcliffe Institute for Advanced Study at Harvard University. Past roles include assistant professor at the Harvard School of Public Health (1994 to 2000); medical officer at the Centers for Disease Control and Prevention (2000 to 2014); senior fellow at the Morehouse School of Medicine (2014 to present); and president of the American Public Health Association (2015 to 2016). She is also an adjunct professor at the Rollins School of Public Health at Emory University (2004 to present) and an adjunct associate professor at the Morehouse School of Medicine (2003 to present).

Dr. Jones has been elected to service on many professional boards, including her current service on the Board of Directors of the DeKalb County (Georgia) Board of Health and on the National Board of Public Health Examiners. She is also actively sought as a contributor to national efforts to eliminate health disparities and achieve health equity, including current service as a member of the National Academies of Sciences, Engineering, and Medicine’s Roundtable on Black Men and Black Women in Science, Engineering, and Medicine and as a faculty member for the Accreditation Council for Graduate Medical Education’s Quality Improvement: Health Care Disparities Collaborative.

Her many honors include the Wellesley Alumnae Achievement Award, Wellesley College’s highest alumnae honor (2018); the John Snow Award, given in recognition of “enduring contributions to public health through epidemiologic methods and practice” by the American Public Health Association’s Epidemiology Section and the Royal Society for Public Health (2011); and awards named after luminaries David Satcher (2003), Hildrus A. Poindexter (2009), Paul Cornely (2016), Shirley Nathan Pulliam (2016), Louis Stokes (2018), Frances Borden-Hubbard (2018), and Cato T. Laurencin (2018).

Lauded for her compelling clarity on issues of “race” and racism, she has delivered eight commencement addresses over the past seven years and was also awarded an honorary Doctor of Science degree by the Icahn School of Medicine at Mount Sinai.

Dr. Jones earned her BA in Molecular Biology from Wellesley College, her MD from the Stanford University School of Medicine, and both her Master of Public Health and her PhD in Epidemiology from the Johns Hopkins School of Hygiene and Public Health. She also completed residency training in General Preventive Medicine at Johns Hopkins and in Family Practice at the Residency Program in Social Medicine at Montefiore Medical Center.

## Panelists:

### ***Margarita Alegría, PhD***



Margarita Alegría, PhD, is the chief of the Disparities Research Unit at Massachusetts General Hospital and the Mongan Institute, the Harry G. Lehnert, Jr, and Lucille F. Cyr endowed chair at the Mass General Research Institute, and a professor in the Departments of Medicine and Psychiatry at Harvard Medical School.

Dr. Alegría's research focuses on the improvement of healthcare services delivery for diverse racial and ethnic and immigrant populations, conceptual and methodological issues with multicultural populations, and ways to bring the community's perspective into the design and implementation of health services. This work has given her an appreciation for the challenge of integrating interventions into community-based settings and insight into the structures and processes needed to ensure success. Dr. Alegría is currently the PI of four National Institutes of Health (NIH)-funded research studies: The Impact of Medicaid Plans on Access to and Quality of Substance Use Disorder (SUD) Treatment; Building Infrastructure for Community Capacity in Accelerating Integrated Care; Building Community Capacity for Disability Prevention for Minority Elders; and Latino Youths in Coping with Discrimination: A Multi-Level Investigation in Micro- and Macro-Time. She has published over 290 papers, editorials, intervention training manuals, and several book chapters. In October 2011, Dr. Alegría was elected as a member of the National Academy of Medicine in acknowledgement of her scientific contributions to her field. She has also been a recipient of notable awards. Dr. Alegría obtained her BA in Psychology from Georgetown University in 1978 and her PhD from Temple University in 1989.

### ***Laura Driscoll, PT, DPT, GCS***



Dr. Laura Driscoll PT, DPT, GCS, board-certified clinical specialist in Geriatric Physical Therapy, is a clinical assistant professor in the Doctor of Physical Therapy program at Boston University and practices clinically as an acute care physical therapist at Beth Israel Deaconess Medical Center. She holds a master's degree in Gerontology and is currently pursuing a PhD with a focus on the social determinants of health over the life course, specifically aging in the U.S. prison system. She has completed a Master Class for Inclusion Practitioners with Dr. Kathy Obear from the Center for Transformation and Change and holds an additional role of director of Faculty Diversity and Inclusion for the College of Health and Rehabilitation Sciences: Sargent College at Boston University.

## Kevin Tabb, MD



Kevin Tabb, MD, is president and chief executive officer of Beth Israel Lahey Health (BILH), a pioneering integrated healthcare system offering a full continuum of services, from hospital to ambulatory to urgent to behavioral healthcare. BILH's unique structure is designed to advance meaningful collaboration across organizations, care settings, specialties, and geographies to ensure patients receive the treatment they need in the communities where they live and work. BILH is the second largest healthcare system in the state, comprising eight community hospitals; three academic medical centers and teaching hospitals; and two specialty hospitals. Dr. Tabb is responsible for leading a comprehensive integration plan to effectively deliver on their promise to offer patients and their families better and broader access to extraordinary individualized care. Previously, Dr. Tabb was chief executive officer of the Beth Israel Deaconess system and Beth Israel Deaconess Medical Center (BIDMC), a premier Harvard-affiliated teaching hospital, and a founding member of BILH.

Dr. Tabb took the helm of BIDMC in 2011. With extensive expertise in physician network strategy and clinical quality initiatives, he understood the impact of the nation's rapidly evolving healthcare landscape and the changing function of the academic medical center within that new environment. He began designing and executing a multifaceted strategic plan for the medical center and its group of affiliates and community partners. In the process, Dr. Tabb recognized that BIDMC could play an instrumental role in defining a new paradigm for what healthcare could be in Massachusetts and serve as a model for healthcare institutions nationwide. Building consensus among a diverse group of healthcare leaders, BIDMC signed a definitive agreement with its 13 member hospitals in July 2017. Dr. Tabb ushered the proposed system through an unprecedented and complex regulatory process, personally testifying at major supervisory organizations including the Massachusetts Department of Public Health, the Massachusetts Health Policy Commission, and the Federal Trade Commission in Washington, D.C. As a result of the team's efforts, BILH received final approval to move forward in December 2018.

Before joining BIDMC, Dr. Tabb was chief medical officer, and previous to that, chief quality and medical information officer at Stanford Hospital & Clinics in Stanford, CA. His responsibilities included physician network strategy, clinical quality and patient safety initiatives, regulatory and medical staff affairs, and graduate and continuing medical education. Prior to joining Stanford, Dr. Tabb led the Clinical Data Services Division of GE Healthcare IT.

Dr. Tabb received his undergraduate degree from Hebrew University in Jerusalem and his MD from The Hebrew University Hadassah Medical School. He completed his residency in internal medicine at Hadassah Hospital.

## A Call to Action Facilitator: **Charma D. Dudley, PhD, FPPR**



Charma D. Dudley, PhD, FPPR is a licensed psychologist and an associate director of Behavioral Health Services at Beacon Health Options. She currently leads the Pennsylvania Engagement Center's Zero Suicide Taskforce. Dr. Dudley also serves on Beacon's Diversity and Inclusion Committee.

In private practice, Dr. Dudley specializes in the treatment of individuals including children and adolescents with depression, anxiety, and trauma. Other areas of specialization include consultation and training in cultural competency, clinical supervision, cognitive behavioral treatment, stress management, and psychodrama. Dr. Dudley is also the author of "Treating Depressed Children," published by New Harbingers.

Dr. Dudley has achieved diplomate certification in Psychopharmacology from the Prescribing Psychologist Register.

She serves as president of the NAMI (National Alliance on Mental Illness) Keystone Pennsylvania Board of Directors and also serves on NAMI's National Board of Directors, where she is the chair of the Diversity, Equity, and Inclusion's Champion Committee.

Dr. Dudley is a member of the American Psychological Association and Pennsylvania Psychological Association.

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Camara Jones, MD, MPH, PhD	Faculty	N/A	N/A
Margarita Alegría, PhD	Faculty	N/A	N/A
Laura Driscoll, PT, DPT, GCS	Faculty	N/A	N/A
Kevin Tabb, MD	Faculty	N/A	N/A

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Andrea Gewirtz, LICSW – Planning Committee	None	N/A
John Straus , MD – Planning Committee	None	N/A
John Levine, MD – Planning Committee	None	N/A
Kelsie Driscoll, MPH – Planning Committee	None	N/A
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