



Center for
Healthcare
Innovation

FEBRUARY 14-16, 2023
San Francisco, California

DIVERSITY, INCLUSION, & HEALTH EQUITY

SYMPOSIUM - WEST COAST

EXECUTIVE SUMMARY



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INTRODUCTION

On February 14-16, 2023, the [Center for Healthcare Innovation \(CHI\)](#) held its Diversity, Inclusion, & Health Equity Symposium - West Coast 2023 in California.

This annual symposium was a collaborative event that focused specifically on health equity, health disparities, and critical diversity, equity, and inclusion (DEI) issues impacting healthcare in the U.S. The hybrid symposium featured both live and virtual panel discussions, keynote addresses, and networking opportunities. The event brought together leading healthcare executives, physicians, researchers, patient groups, academics, authors, clinical trial professionals, and DEI advocates in a collaborative forum to discuss health equity. The symposium focused on the latest trends, challenges, and opportunities in the marketplace and workplace. Panel discussions included understanding how social determinants impact health inequities, how diversity drives business outcomes, achieving diversity in clinical trials, and the need for culturally competent healthcare professionals. Key opinion leaders and symposium participants discussed new ideas and perspectives on addressing the broader health disparities that disproportionately impact marginalized communities in the U.S.

This executive summary aims to:

- Discuss best practices for diversifying clinical trials to include underrepresented groups.
- Outline steps toward a more diverse workforce and inclusive workplace.
- Identify strategies for reducing systemic health disparities that disproportionately affect marginalized communities of color.

The industry-wide shift towards patient-centered care, increasing emphasis on access to care, and the prioritization of diversity throughout the workforce highlight the healthcare industry's commitment to fostering equitable change. This executive summary aims to guide ideas and insights regarding the challenges and calls to action in addressing these issues.

BACKGROUND

CHI's Diversity, Inclusion, & Health Equity Symposium is one of the country's leading and longest-running events focusing specifically on health equity, health disparities, and critical diversity, equity, and inclusion (DEI) issues impacting healthcare in the U.S. The hybrid symposium features both live and virtual panel discussions, keynote addresses, and networking opportunities. The symposium brings together leading healthcare executives, physicians, researchers, patient groups, academics, authors, clinical trial professionals, and DEI advocates in a collaborative forum to discuss health equity. The symposium focuses on the latest trends, challenges, and opportunities in the marketplace and workplace. Key opinion leaders and symposium participants will discuss new ideas and perspectives on (1) diversifying clinical trials to include underrepresented groups, (2) developing a diverse workforce and inclusive workplace, and (3) reducing systemic health disparities that disproportionately affect marginalized communities of color. This 3-day event also aims to address the broader health disparities that disproportionately impact marginalized communities in the U.S. Participants will learn the latest insights and industry-tested solutions, share new ideas and perspectives, and meet new industry and marketplace colleagues.



FEBRUARY 14, 2023

DISTINGUISHED KEYNOTE ADDRESSES



Mr. Julius Pryor III

Chair of the Board of Directors, Center for Healthcare Innovation

**DISTINGUISHED WELCOMING ADDRESS
TUESDAY, FEBRUARY 14 | 9:00 AM - 9:30 AM PST**

Julius Pryor helps companies accelerate innovation and drive business results. Having created and led groundbreaking strategies at six global corporations, Julius practically created the role of the modern Chief Diversity Officer. Every time he held the job, it was a newly created position. He's held executive roles at Johnson & Johnson (J&J), Coca-Cola Enterprises (CCE), Russell Athletic, Abbott, Takeda and Cerner. He was Vice President of Global Diversity at both J&J and CCE. Julius served as Head of Innovation, Diversity & Inclusion at biotech leader Genentech (Roche). He is Chair of the Board of Directors at the Center for Healthcare Innovation, an independent, non-profit research institute dedicated to making healthcare more equitable by leveraging technology, data analytics, and innovative marketplace platforms. Julius is not a traditional diversity officer. His focus is leveraging foundational principles of DEI to drive revenue, market share, new products and unique services. He builds organizational diversity maturity which drives ideas across lines of demarcation and enables leaders to make better decisions. Julius learned a great deal about agility, driving outcomes and clarity of mission during his service in the U.S. Navy. He notes that, "The Navy is a requirement driven culture - you can delegate authority, but not responsibility". He is a U.S. Navy Captain, Surface Warfare Officer and instructor for the Navy Officer Leadership Development Program. He held leadership roles in Atlantic and Pacific fleets including, Unit Commanding Officer, Executive Officer and Fleet Staff Officer. He had the honor of serving on the re-commissioning crew of the historic USS Missouri (BB-63). Julius is a graduate of Morehouse College and The Williston Northampton School (Easthampton, Massachusetts). He sits on the boards of the Andrew Young Center for Global Leadership, AArete Corporation, and is Board Chair for The Center for Healthcare Innovation. He was initiated into the legendary Psi Chapter of the Omega Psi Phi Fraternity while at Morehouse. Julius is the author of *Thriving in a Disruptive World: 6 Critical Concepts for Navigating the 21st Century*.



Dr. Owen Garrick, MD, MBA

Chief Medical Officer, Clinical Trial Services, CVS Health

**DISTINGUISHED KEYNOTE ADDRESS
TUESDAY, FEBRUARY 14 | 11:30 AM - 12:00 PM PST**

Owen Garrick, MD is Chief Medical Officer of CVS Health Clinical Trial Services. In this role, Dr. Garrick is responsible for the overall medical strategy across the portfolio, overseeing medical compliance, clinical insights, publications and clinical innovation. He will build out the medical affairs function across CTS. Dr. Garrick will continue to be the Executive Sponsor for the CTS-wide equity efforts, including diversity in clinical trials. Dr. Garrick joined CVS Health as Vice President, Conduct Delivery for Clinical Trial Services, in April 2021. He helped build the nationwide, patient-centric clinical trial delivery model currently in expansion, as well as the Commitment on Diversity and Equity (CODE) in clinical trials initiative. Prior to joining CVS Health, Owen was President of Bridge Clinical Research, where he had responsibility for the Clinical Trials, Research Analytics, Health Services Research and Healthcare Communications business units. When at Bridge Clinical he helped launch multiple collaborative efforts in advancing precision medicine research and data science. His study "Does Diversity Matter for Health? Experimental Evidence from Oakland" won the 2021 Research Paper of the Year by the American Society of Health Economists. Prior to joining Bridge Clinical, Dr. Garrick was Director of Strategy and Business Development at McKesson Corporation. Before joining McKesson, Dr. Garrick was Global Head of M&A Negotiations at Novartis Pharmaceuticals. Dr. Garrick is a nationally recognized leader in the field of research and research ethics. He was confirmed and completed a term with the Department of Health and Human Services Advisory Council on Human Research Protections from 2012-2016. He has co-authored industry advisory documents around biospecimen data security and patient engagement in research and currently serves on the board of Professional Responsibility in Medicine & Research (PRIMR). Dr. Garrick earned his MD from Yale School of Medicine and his MBA from Wharton School of Business. He holds an AB in Psychology from Princeton University.

PANEL DISCUSSIONS

PANEL 1:

Health Disparities in the U.S.: Lessons from COVID & the Path Forward

MODERATOR

Mx. Jae Iñiguez, MA, MS

PANELISTS

Ms. Ellie Baer

Dr. Italo Brown, MD, MPH

Dr. Ronald Copeland, MD

Ms. Parul Kashyap, MBA, MPH

Dr. John Maa, MD

Dr. Thomas Summerfelt, PhD

[View the program book to read the speaker bios](#)

PANEL SUMMARY

Health disparities have existed throughout the nation's history and have been well documented for generations. The onset of the global COVID-19 pandemic brought certain health disparities to the forefront of a national dialogue, particularly how these disparities function within our healthcare systems. Communities of color have been disproportionately impacted by COVID-19, particularly regarding the financial security of marginalized groups. Furthermore, the critical drivers behind COVID-19 hospitalization and mortality disparities are chronic conditions that overwhelmingly and disproportionately impact communities of color. Health disparities also drive an excessive amount of national healthcare costs. Research from the Kaiser Family Foundation suggests that health disparities lead to \$93 billion in excess costs and \$42 billion in lost productivity annually. This panel reviews what the COVID-19 pandemic teaches us about health disparities and how our national healthcare system can work collaboratively to reduce and eliminate health disparities. This interdisciplinary group of panelists will discuss the social and political determinants of health that have made communities of color and other marginalized groups vulnerable to systems of oppression. The discussion will also review emerging best practices, innovative new ideas, and policy recommendations that providers, payers, pharma, policymakers, and patients can implement to create a more just and equitable healthcare system.

BEST PRACTICES

- **Be active and engaged in the community you are trying to serve**
 - Community engagement is a necessity. Healthcare personnel should not assume community needs. Instead healthcare organizations should invest time and resources to fully understand the people residing in them.
- **Prioritize vulnerable populations**
 - Healthcare leaders also need to prioritize serving vulnerable groups and underserved communities. This is a problem that needs proactive leaders spearheading conversations, conferences, spreading awareness to other leaders and medical professionals to get involved and create a plan.

- **Direct resources to sponsoring and uplifting community voices**
 - To create organizations with good engagement rates, start with sponsorship from the local community. Use that sponsorship to create a space where members of the community being served can be heard. Leaders in healthcare need to be hands-on in this process and meaningful in their engagement with underserved communities.
- **Utilize the Pandemic as a catalyst for a revolution in the healthcare industry**
 - The pandemic emphasized the pitfalls the healthcare industry faces such as systemic racism and health disparities. Efforts made during the pandemic demonstrated the effectiveness of collaboration. Future generations of healthcare professionals can harness this spirit of collaboration to enforce systemic change.
- **Introduce health equity training early into the medical school curriculum**
 - Introducing health equity training into the curriculum will equip future medical professionals to better understand and build trusting relationships with vulnerable communities.
- **Health equity requires internal and external efforts**
 - Focusing on external efforts, such as outward language and community interactions, as well as internal efforts, such as promoting a culture of inclusivity, can help move the healthcare industry forward in advancing health equity.

PANEL 2:

Building a Diverse Healthcare Workforce: Best Practices for Recruiting, Hiring, & Promoting Professionals of Color

MODERATOR

Ms. Chere Nabor

PANELISTS

Ms. Amira Barger, MBA

Mr. Efton Hall, MPH

Dr. Claret Presley, DNP, MS

Ms. Emily Reyna, MBA, MS

Dr. Keerthi Vishnudas, PhD, MS

Dr. Heather Whelan, MD

[View the program book to read the speaker bios](#)

PANEL SUMMARY

With the US expected to become a majority-minority country by 2044, the US healthcare workforce must reflect the country's rich diversity. The nation continues to see profound demographic shifts. The percentage of non-white children born in the US is now greater than 50%. However, our healthcare workforce is not keeping up with the national demographic shifts occurring, and there's a growing discord between healthcare professionals of color and the general population. Workforce demographic data is particularly alarming when looking at physicians and senior leadership. For our country to solve the pervasive underlying health disparities that the pandemic so starkly has shown us, systemic barriers and inequities must be eliminated, and our healthcare workforce must become more diverse. A more diverse healthcare workforce can rebuild trust in marginalized communities and design more inclusive clinical trials. Moreover, decades of empirical evidence indicate that diverse teams drive innovation and perform better in every identifiable metric, including financial performance. However, professionals of color continue to face profound systemic barriers. Healthcare organizations need to adopt new strategies and ways of thinking to not only attract, recruit, and hire professionals of color but also promote them to senior leadership positions that are focused on eliminating health disparities. This discussion reviews how organizations can optimize recruiting strategies to attract and hire professionals of color. The panelists will also discuss best practices for developing and promoting professionals of color.

BEST PRACTICES

- **Create early talent pipelines for underrepresented communities**
 - Internships, immersion programs, and other talent pipelines will give communities of color practical experience in the field and foster mentorship relationships, ultimately enabling them to better navigate future careers in healthcare.
- **Embrace mentorship for young professionals in your field**
 - For more experienced healthcare professionals, guiding professionals of color within your field that are in earlier stages of their career and approaching this relationship with curiosity and humility will provide them with better support and success throughout their career, as well as enable you to increase your understanding of their challenges and equity issues within healthcare.
- **Ensure that equity is being advanced across all organization levels**
 - By acknowledging the reality of challenges to health equity individually, interpersonally, and institutionally and asking questions, organizations can better attract diverse outside talent.
- **Foster a culture of inclusivity within your organization**
 - Intentionally cultivating an inclusive culture through organization priorities, policies, and incentives will improve recruitment and retention of diverse talent.

PANEL 3:

The Future of Health Equity: Priorities of the Next Generation of Healthcare Leaders

MODERATOR

Ms. Amy Qualliotine

PANELISTS

Ms. Isabel Brown

Ms. Audrey Funwie

Mr. Amanuel Gebre, MPH

Ms. Tracey Kirui

Ms. Tania Perez, MPH

[View the program book to read the speaker bios](#)

PANEL SUMMARY

The COVID-19 pandemic brought discussions of healthcare disparities to the forefront of the healthcare industry. As the country begins to emerge from the COVID-19 pandemic, the industry remains committed to addressing disparities impacting communities of color while building a more diverse US workforce. New technologies, care models, and policies to achieve health equity will coincide with an influx of new jobs and talent. The Bureau of Labor Statistics estimates that the healthcare industry will add 2.6 million jobs by 2031. With these new jobs, the industry hopes to attract a talented and diverse healthcare workforce that can help transform the quality of care provided to patients and improve future health outcomes. The next generation of healthcare leaders must be dedicated to addressing many of the pressing health inequities impacting the United States, such as unequal chronic disease outcomes, mental health disparities, lack of access to care, and more. This panel will bring together the next generation of healthcare and life science professionals and leaders to discuss current health equity trends and what these future leaders see as critical foci for the industry in the next decade. In addition, the panel will feature a diverse group of graduate students and early-stage careerists to discuss innovative approaches to addressing health disparities and creating a more equitable healthcare system and workforce that improves health for all communities.

BEST PRACTICES

- **View community feedback as an opportunity**
 - Approaching feedback from partner communities with cultural humility will better enable your organization to fix mistakes and remain on a path of continual improvement.
- **Participate in patient advocacy groups**
 - Involving your organization in local patient advocacy groups will allow you to better center community members' lived experiences in your organization's health equity work.
- **Seek out and speak up in challenging spaces**
 - To effectively advance health equity on every front, it is crucial to find and speak out in spaces with challenging and opposing viewpoints.
- **Prioritize health equity in your organization**
 - By making health equity a priority, your organization can move beyond performative and surface-level statements. These steps can include adequate funding and resource allocation, accountability measures, and creating a culture that promotes dialogue.

PANEL 4:

Clinical Trial Diversity: What We've Learned & What's Next?

MODERATOR

Dr. Scott Treiber, PhD, MBA

PANELISTS

Dr. Deepak Behera, MD

Dr. Ivy Kam, PharmD

Ms. Meghan McKenzie, MA

Dr. Shilpen Patel, MD

Dr. Maria Raven, MD, MPH, MS

Ms. Rhonda Smith, MBA

[View the program book to read the speaker bios](#)

PANEL SUMMARY

The development of COVID-19 vaccines has brought renewed scrutiny and dialogue on the lack of diversity in US clinical trials. According to the latest FDA data, African Americans represent 13% of the US population but comprise only 8% of all US clinical trial participants. Hispanic Americans comprise 19% of the US population but only 11% of all US clinical trial participants. Particularly in the wake of the pandemic, ensuring that all patient populations are confident in the safety and efficacy of drugs has become paramount. Market, governmental, and regulatory forces are also creating renewed pressure on the industry to reduce barriers to clinical trials for underrepresented racial groups. For example, a bipartisan bill, the Diverse and Equitable Participation in Clinical Trials (DEPICT) Act, was introduced in 2022. The bill aims to boost diversity in clinical trials by requiring enhanced data reporting on clinical trial demographics and providing resources to improve access to clinical trials. In a country where people of color are estimated to outnumber Caucasian Americans by 2044, the inclusion of individuals of varied races, ethnicities, ages, gender identities, and sexual orientations in clinical trials and clinical research will help prevent disparities in the evaluation of potential new medicines, therapies, and treatments. This panel will include a cross-sectoral group of physicians, researchers, and industry executives sharing their insights on how to make our clinical trial ecosystem more diverse and inclusive for all patients.

BEST PRACTICES

- **Create novel partnerships**
 - By seeking out novel partnerships with other healthcare organizations and clinical researchers as well as within the community you're seeking to help, partners can share knowledge and find creative solutions to ultimately advance health equity.
- **Intentionally strive for diversity at all levels**
 - Being intentional about prioritizing diversity among healthcare leadership, clinical researchers, and ultimately trial participants will better address health disparities.
- **Collect data on social determinants of health**
 - Knowing who is participating in clinical trials will better enable researchers to both meet their participation needs as well as disseminate findings on health disparities, which is ultimately the first step in addressing them.
- **Establish early career opportunities for underrepresented communities**
 - Creating talent pipelines and early exposure opportunities for underrepresented communities in clinical research and healthcare organizations will increase workforce diversity.

FEBRUARY 15, 2023

DISTINGUISHED KEYNOTE ADDRESSES



Dr. Ebbin Dotson, PhD, MHA

Assistant Professor, Department of Health Management and Policy, University of Michigan School of Public Health

WEDNESDAY, FEBRUARY 15, 2023 | 11:00 AM - 11:30 AM PST

Ebbin Dotson, PhD, MHA is an Assistant Professor in the Department of Health Management and Policy (HMP), the Faculty Director for the UM Summer Enrichment Program (UMSEP), and the Director for the Health Equity Leadership Pipeline Collaborative (The Collaborative) at the University of Michigan School of Public Health. Dr. Dotson's research topics include organizational theory and behavior, health equity, leadership competencies, health professions pipelines, workforce diversity, predictive assessment, health literacy, and community health. In HMP, Dr. Dotson teaches courses in organizational behavior, leadership, and health equity management. He is the student case competition faculty director and is the faculty liaison to the HMP Alumni Board. Within SPH, Dr. Dotson supports recruitment and retention pipeline program initiatives, and advises the student organization Public Health Student of African Descent (PHSAD). On campus, Dr. Dotson enjoys his work with The Edward Ginsberg Center, the Center for Interprofessional Education, and the Men of Color Faculty Writing Group. Before joining UM SPH, Dr. Dotson served as the Assistant Dean of the Office of Diversity and Inclusion and an Assistant Professor in Community Health Sciences at the University of Illinois at Chicago School of Public Health. Dr. Dotson received his PhD in Health Services and Policy Analysis from the University of California at Berkeley School of Public Health. He earned a Masters of Health Services Administration degree and a Bachelors of Science degree in Organizational Studies from the University of Michigan, Ann Arbor. He was also an administrative fellow at Michigan Medicine. Dr. Dotson serves on the University of Michigan SPH Health Management and Policy Program Alumni board, and several of his community service efforts are focused on mentoring youth, especially young men.

FEBRUARY 15, 2023

DIVERSITY CAREER FAIR



Center for
Healthcare
Innovation

DIVERSE TALENT IN HEALTHCARE

Diverse Talent in Healthcare is a virtual career fair platform to connect innovative, DEI-focused healthcare and ancillary organizations with diverse and underrepresented professionals, including people of color, women, LGBTQ+ community, veterans, and the differently-abled. The career fair welcomes diverse job seekers of all career stages and all subsets of healthcare, including the provider, pharma, technology, and other domains. Employers will have the opportunity to meet and interview diverse jobseekers, collect résumés, and position your company in a competitive labor market.



480+
EVENT
ATTENDEES



102
RESUMES
SUBMITTED



221
ORGANIZATIONS
REPRESENTED



3
EMPLOYER
BOOTHS

FEBRUARY 16, 2023

VIRTUAL PANEL

The Importance of Mentoring in Diversifying America's Healthcare Workforce

MODERATOR

Mr. Joseph Gaspero

PANELISTS

Dr. Aileen Dinkjian, EdD, MPH

Ms. Leah Pimentel, MBA

Dr. Michael von Poncet, MD, PhD

[View the program book to read the speaker bios](#)

PANEL SUMMARY

With the COVID-19 pandemic laying bare the profound health disparities that impact the US healthcare landscape, healthcare organizations and the industry have responded by committing to addressing health disparities. Across the industry, efforts to reduce systemic barriers and recruit, hire, and promote professionals of color and other underrepresented professionals expanded as a key element in health equity strategies. However, much remains to be done. As of 2019, only 12% of physicians in the U.S. are from historically underrepresented groups, with the percentage of black male physicians unchanged since 1940. And workforce disparities are not limited to clinical roles. Women of color represent 20% of healthcare's entry-level workforce; however, they represent only 5% of c-suite executives. Healthcare organizations must devise innovative strategies that aim to recruit and hire professionals from underrepresented backgrounds, with mentoring as a central component. Community mentoring programs, starting at the high school level, are an effective strategy for diversifying talent pipelines. Mentorship programs not only foster community collaboration but also provide pathways of opportunity for historically underrepresented communities into healthcare. Therefore, creating more diverse healthcare organizations, from leadership to entry-level, is critical in addressing health inequities in the United States healthcare system. This webinar will discuss the importance of diversifying healthcare talent pipelines and the role mentorship plays in DEI and health equity strategies.

BEST PRACTICES

- **Incorporate DEI into your daily life**
 - Achieving a diverse healthcare workforce begins with contributing towards DEI efforts everyday within your personal life, no matter how small.
- **Understand your role in increasing workforce diversity**
 - Intentionally understanding your role in promoting diversity and seeking out ways to be an active participant is crucial in diversifying the healthcare workforce.
- **Promote ambition and excellence**
 - By acknowledging and promoting the possibility for high-level success that underrepresented communities can achieve within the healthcare industry, healthcare organizations can better support these communities in fully realizing their potential.

KEY THEMES AND INSIGHTS

- **Create early career opportunities for students and young health professionals from diverse communities**
 - Establishing internship programs, partnerships in higher education, mentorship programs, and other talent pipelines earlier on will better expose and encourage students and young professionals from underrepresented communities to careers in the healthcare industry, ultimately improving workforce diversity.
- **Intentionally prioritize DEI across all organization levels**
 - By explicitly prioritizing diversity, equity, and inclusion across individual, interpersonal, and institutional levels, organizations can better advance these values beyond performative statements and create a culture that attracts diverse outside talent.
- **Seek out novel partnerships with industry partners**
 - Healthcare organizations must continue creating unique collaborations with one another beyond the catalyst of the COVID-19 pandemic to share knowledge and discover creative solutions to health disparities.
- **Nurture long-term relationships within the community**
 - To ensure that the true needs of the community are continually centered, healthcare organizations must invest in long-term relationships within the communities that they are seeking to help.

SPECIAL THANKS

SPONSORS



KEY CONTACTS

ABOUT CHI

The Center for Healthcare Innovation is an independent, 501(c)(3) research and educational institute that helps patients and providers increase their knowledge and understanding of the opportunities and challenges of maximizing healthcare value to improve health and quality of life. We aim to make the world a healthier place. CHI encourages and enables meaningful and executable innovation that aims to address existing and ensuing healthcare dynamics through communication, education, training, symposia, reports, and research. By bringing the best and brightest healthcare leaders from all over the world together to share their ideas and expertise, CHI creates a unique opportunity to address and improve healthcare value, which we view as a function of quality, access, and cost. For more information, please visit www.chisite.org.

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Mr. Joseph Gaspero

President & Co-Founder
Center for Healthcare Innovation
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UPCOMING SYMPOSIUM



11th Annual Diversity, Inclusion, & Health Equity Symposium

June 20: 8:00 - 4:00 PM CST (In-Person - Center for Healthcare Innovation, 625 W. Adams Street, Chicago, IL 60661)

June 21: 11:00 - 4:00 PM CST (Virtual)

June 22: 11:00 - 12:00 PM CST (Virtual)

Register @ <https://www.chisite.org/events-all/healthequity2023>



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- Mr. Julius Pryor III (Chair), Chair of the Board of Directors, Center for Healthcare Innovation
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- Mr. Joseph Gaspero (President & Co-Founder), President & Co-Founder, CHI
- Dr. Neelum Aggarwal, MD, Professor, Department of Neurological Sciences, Rush Alzheimer's Disease Center at Rush University Medical Center
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- Ms.Carolynn Johnson, MBA, CEO, DiversityInc
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- Mr. Douglas Swill, JD, LL.M., Health Care Transactional and Regulatory Partner, Faegre Drinker Biddle & Reath
- Ms. Ramita Tandon, Chief Clinical Trials Officer, Walgreens Boots Alliance
- Dr. Scott Treiber, PhD, MBA, Vice President, Strategic Development, Synteract
- Mr. Loren Trimble, MBA, CPA, Founder, CEO, and Managing Director, AArete

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- Dr. Kate Rosenbluth, PhD, Founder and Chief Scientific Officer, Cala Health
- Dr. James Su, PhD, Chief Science Officer, Lap IQ

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**Our vision is to be
the leading
global platform
for meaningful
change in health
equity.**



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2022

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