



Center for  
Healthcare  
Innovation

# 2023 Impact Report

## Annual Summary of CHI Initiatives to Make Healthcare More Equitable





## Who We Are

The Center for Healthcare Innovation (CHI) is an independent, non-profit research and educational institute dedicated to making healthcare more equitable for all patients.

## Our Vision

To be the leading global platform for meaningful change in health equity.

## Our Mission

To bring together experts and ideas from all over the world to improve healthcare for everyone, regardless of socioeconomic status, gender, race, ethnicity, or other social determinants.

## Our Value Proposition

Embracing new perspectives to make healthcare more equitable.

**“An outstanding cross-sectional representation of healthcare experts provided the basis for a stimulating discussion on the meaning of patient-centricity and healthcare value from diverse perspectives.” – Dr. Greg Gilmet, MD, MPH, Vice President Medical & Scientific Affairs, Upsher-Smith Laboratories**

## Our Values

- Welcoming - We bring together diverse viewpoints and invite all to participate
- Committed - We see our work through
- Imaginative - The possibilities for the next solution are endless
- Forward-thinking - We're already thinking about what's next

## Our Objectives

- Advocate for vulnerable, at-risk, and underserved patients.
- Convene influential leaders, thinkers, and doers to develop collaborative relationships to make healthcare equitable for all patients.
- Increase the understanding of the definition, framework, and metrics of health equity.
- Produce primary, impactful research focused specifically on the latest trends, challenges, and opportunities of health equity.
- Analyze, identify, and disseminate best practices for reducing healthcare disparities for underserved patient groups.
- Develop ideas for policymakers to eliminate obstacles to care and reduce health disparities.



# What Makes CHI Unique

- We focus on research and education that aims to optimize healthcare as a core human value
- We are a 501(c)(3) non-profit, charitable organization dedicated to making healthcare more equitable for all patients
- We are rigorously objective, unbiased, and non-partisan
- We are an independent, neutral institute, not associated with or captive of industry, academia, government, or other institutions
- We approach our research, solutions, and education through a multi-perspective lens, including the patient, provider, pharma, pharmacy, payer, and policymaker perspectives
- We aim to bring in new perspectives into healthcare - including consumerism, technology, artificial intelligence
- We are a global organization, and we view U.S. healthcare through a global lens
- We are an interdisciplinary group of innovative healthcare leaders, physicians, executives, entrepreneurs, authors, academics, and innovators
- We operate for the benefit of other healthcare groups - including patients, providers, pharma, pharmacy, payers, and policymakers - and we incorporate each unique perspective into our research

**“The Healthcare Executive Roundtable on Patient-Centric Healthcare Value was excellent. The quality of the program and the expertise of the other executives added extreme value to the experience. It was an excellent use of my time.” - Matt Portch, Team Lead Commercial Effectiveness, Pfizer**

# Frequently Asked Questions

## **What is CHI?**

We are a healthcare research and educational institute.

## **What type of organization is CHI?**

We are an independent, objective 501(c)(3) non-profit.

## **What does CHI hope to accomplish?**

We hope to improve healthcare for everyone, regardless of socioeconomic status, gender, race, ethnicity, or other social determinants.

## **What activities does CHI do to achieve these goals?**

We advocate, research, educate, communicate, train, convene, and report on healthcare equity.

## **How does CHI make the world a healthier place?**

Our research and education focus on improving healthcare equity, eliminating and reducing healthcare disparities, and increasing access for all patient groups.

## **How is CHI funded?**

CHI is funded through a combination of grants from philanthropic foundations, program revenue from educational events and memberships, and individual and corporate donations from our Board of Directors and external stakeholders.

## **What are CHI's future goals?**

- (1) Increase the quantity and breadth of our research and education,
- (2) Continue to attract the best and brightest human talent and grow our team, and
- (3) Continue our journey to be the leading global platform for meaningful change in health equity

# Facing the Challenges that Lie Ahead

Dear Center for Healthcare Innovation Community,

As the nation continues to adjust to post-pandemic life, the continued underrepresentation of black and brown physicians and executives, the disproportionate impact of chronic diseases, and worsening maternal health disparities in the US are all stark reminders of the inequities millions of Americans continue to face. Additionally, healthcare organizations now face the dual challenge of addressing health disparities while navigating the discourse of diversity, equity, and inclusion (DEI) in America, as the words have become increasingly politicized.

Despite these challenges, the health equity space has continued to see considerable momentum. Across the healthcare and life science industries, organizations continue to prioritize DEI and health equity objectives to improve healthcare for all communities. Efforts to reduce systemic barriers and recruit, hire, and promote professionals of color and other underrepresented professionals expanded as a key element of health equity strategies.

At the Center for Healthcare Innovation, our mission is to make healthcare more equitable for all communities regardless of socioeconomic status, gender, race, ethnicity, or other social determinants. We remain steadfast in our commitment to advancing DEI and health equity.

2023 was an exciting year for the Center for Healthcare Innovation. In addition to welcoming a new Executive Director, We've continued to be a leader at the forefront of many of the country's critical health equity challenges. We've held multiple in-person programs and webinars on pressing health equity and DEI concerns, including clinical research diversity and building inclusive, culturally competent healthcare organizations. Furthermore, Our Virtual Diversity Career Fairs remain a space tailored to connect diverse and underrepresented students and professionals with DEI-focused healthcare companies, and the Science Runway continues to mentor and inspire young women interested in STEM and healthcare.

Looking to 2024, We continue to approach achieving health equity as a collaboration and look forward to working with new and existing partners to make healthcare more equitable. We are excited to further advance the dialogue around health equity by convening influential leaders, thinkers, and doers.

We continue to prioritize programs and initiatives that address health equity across the healthcare ecosystem, from organizations to patients, and are committed to advocating for underserved communities. We look forward to the new challenges and opportunities the new year will bring as we remain resolute in our commitment to fostering meaningful change toward health equity.



**Lindsay Moore-Fields**  
Executive Director



**Julius Pryor III**  
Chair of the Board of Directors



# Our Education

Our events bring a robust variety of influencers together into the same room to create collective impact.

# Diversity, Inclusion, & Health Equity Symposium - East Coast

**January 18: 8:00 AM - 4:00 PM EST**

**January 19: 11:00 AM - 1:00 PM EST (Virtual)**

**January 20: 11:00 AM - 12:00 PM EST (Virtual)**

## INTRODUCTION

On January 18 - 20, 2023, the Center for Healthcare Innovation (CHI) held its Diversity, Inclusion, & Health Equity Symposium - East Coast 2023 in New York.

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.

[LINK TO EXECUTIVE SUMMARY](#)





# Diversity, Inclusion, & Health Equity Symposium - West Coast

**February 14: 8:00 AM - 4:00 PM PST**

**February 15: 11:00 AM - 4:00 PM PST (Virtual)**

**February 16: 11:00 AM - 12:00 PM PST (Virtual)**

## 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 role of mentoring in developing a diverse healthcare workforce. 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.

[LINK TO EXECUTIVE SUMMARY](#)



# 11th Annual Diversity, Inclusion, & Health Equity Symposium

**June 20: 8:00 - 4:00 PM CST**

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

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

## INTRODUCTION

On June 20-22, 2023, the Center for Healthcare Innovation (CHI) held its 11th Annual Diversity, Inclusion, & Health Equity Symposium in Chicago.

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. In-person panel discussions included best practices for making clinical research more inclusive, DEI in healthcare: building sustainable strategies, healthcare technology, race, & equity, and understanding obstacles to access to care for underserved communities. Additionally, the hybrid symposium featured distinguished keynote addresses, case studies, and a virtual panel discussing digital health equity: lessons learned from COVID-19. 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.

[LINK TO EXECUTIVE SUMMARY](#)



# Digital Health, Innovation & Health Equity Workshop

Thursday, December 14, 2023 | 8:30 AM - 1:00 PM PST

## INTRODUCTION

The proliferation of digital health technologies (DHTs) and artificial intelligence & machine learning (AI/ML) has rapidly increased in recent years, partly spurred by the covid-19 pandemic. This increased role of DHTs and AI/ML in healthcare presents a unique opportunity for advancement and innovation; however, also poses equity challenges as health disparities still plague the US healthcare system. Advantages of technology in healthcare include increased preventative measures, health education, improved detection and intervention, and increased patient engagement. However, the presence of coded bias, which describes the bias within tools, algorithms, and artificial intelligence that discriminate against already marginalized patient groups, may limit the scalability and impact of these innovations to improve the health of US communities. This workshop brought together digital health and technology experts, providers, health equity professionals, healthcare executives, investors, and researchers, to discuss the intersection of innovation, technology, and health equity. Building upon discussion from CHI's 11th Annual Diversity, Inclusion, & Health Equity Symposium, this Workshop fostered a collaborative, engaging, and highly interactive exchange of ideas and information on digital health equity.

**EVENT RECAP AVAILABLE SOON**



# Webinar: Beyond Clinical Care: Building Inclusive, Culturally Competent Healthcare Organizations

Friday, January 20 | 11:00 AM - 11:45 AM EST

The U.S. is to become a “majority-minority” nation by 2042. With this shift in demographics, addressing racial and ethnic disparities in healthcare and the need for healthcare organizations to serve increasingly diverse communities have become industry-wide priorities. The Health Policy Institute at Georgetown University defines cultural competency as the ability of providers and organizations to effectively deliver healthcare services that meet patients’ social, cultural, and linguistic needs. As the U.S. becomes a more diverse country, the demand for culturally competent providers and other organizations continues to grow. Cultural competency is fundamental to delivering quality health services, as culture defines healthcare expectations and impacts every encounter. When providers and healthcare organizations prioritize cultural competency and understand culturally diverse backgrounds, they can engage patients more effectively and provide better care, thus improving patient outcomes. Additionally, the need for diverse healthcare providers continues to grow. As of 2019, only 12% of physicians in the U.S. are from historically underrepresented groups. And these needs are most acute when considering the healthcare inequities facing many communities of color in the U.S. Additionally, the need to deliver culturally competent care to diverse communities goes beyond a clinical setting. Cultural competency impacts all healthcare organizations, including the pharmaceutical, pharmacy, marketing, payer, and health technology sectors. This virtual panel is an in-depth discussion about why culturally competent healthcare is vital to serving the diverse patient communities in the U.S. The panel brings together leading physicians, hospital executives, and cultural competence experts to discuss the importance of building culturally competent organizations. The panel will discuss recent trends, opportunities, and challenges. By building culturally competent organizations and equipping healthcare leaders, clinicians, and other professionals, we can begin to make steps towards addressing the broader healthcare disparities and health inequities that afflict the U.S. healthcare system.

[View Video](#)

# Webinar: The Importance of Mentoring in Diversifying America’s Healthcare Workforce

Thursday, February 16 | 11:00 AM - 12:00 PM PST

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.

[View Video](#)

## Virtual Case Study - The Diversity Drug: And Why Everyone Needs a Dose [Part of CHI's 11th Annual DIHES]

Wednesday, June 21 | 2:00 PM - 2:30 PM CST

It's no secret. All patients do not have the same access to therapies and/or benefit from medical innovations resulting in huge disparities in health care for underserved and underrepresented populations. One way this can be addressed is by optimizing clinical trial site operations in underserved communities where awareness and participation is low. However, we sometimes avoid the tough question of "why" there are low participation rates in clinical trials, especially amongst people of color. It is important to look at the bigger picture and better understand core participation motivators and barriers from the perspective of these populations to improve access and participation in clinical trials. Beyond Good Medicine (BGM) is a team of dedicated and community-focused Astellas employees devoted to increasing diversity in clinical trials through education, advocacy and access. We believe that the greatest impact starts with challenging ourselves to address issues with profound effects on our industry and society. BGM aspires to highlight and combat a unique set of challenges that include language barriers, concerns about immigration status and various cultural views on health care. Based on these unique challenges, our approach aims to: 1) Improving clinical trial access and efficiencies for currently overlooked trial sites 2) Better understanding the voice of the patient and 3) preparing future investigators to lead sites in underserved communities, starting with HBCU (Historically Black Colleges and Universities) Medical Schools.

[View Video](#)

## Webinar: Digital Health Equity: Lessons Learned from COVID-19

Thursday, June 22 | 11:00 AM - 12:00 PM CST

Healthcare has seen rapid adoption and use of virtual platforms stemming from the COVID-19 pandemic. The surge in telemedicine is a prominent example; according to a global study done in 2022 by the Italian Institute of Telemedicine in collaboration with the Yale College of Medicine and Kaiser Permanente, telemedicine visits increased by more than 3,000% during October 2020 compared to 2019 in the U.S. However, the changes in virtual health technology accelerated by COVID-19 extend even further than telemedicine, including novel tools such as artificial intelligence and innovations in data structure and collection, as identified in a Microsoft Research study in 2022. Yet despite the vast potential of these rapidly growing health technologies, challenges to health equity remain. For example, the digital divide represents a significant barrier to equitable care. Research indicates that older Black and Hispanic populations are less likely to have access to and utilize digital health technology. Moreover, the importance placed on health data during the pandemic further illuminated the severity of gaps in health data on race and ethnicity, which disproportionately harms minority groups such as Black, Hispanic, and Indigenous communities. Even with cohesive data infrastructure and artificial intelligence, the lack of representative data collection will continue to perpetuate health disparities. This panel convenes a group of digital health and healthcare experts to discuss COVID-19's impact on the digital health landscape and the equity challenges it brought to light.

[View Video](#)

## Webinar: DEI & Health Equity - Beyond the Buzzwords

**Tuesday, October 10, 2023 | 11 AM - 12 PM CST**

As the United States becomes an increasingly diverse nation, the needs of communities and patients will also continue to evolve. To create a more equitable, accessible, and innovative healthcare system in the United States, the disparities faced by communities of color and other underserved groups must be addressed. Since the COVID-19 pandemic, healthcare has seen an industry-wide commitment to Diversity, Equity, & Inclusion (DEI) and health equity. However, patients of color and those from underrepresented groups continue to face significant health disparities. For example, Black women are 3 times more likely to die from complications related to childbirth, Hispanics are 2 times more likely to be diagnosed with and die from liver cancer, and American Indians & Alaska Natives are 2 times more likely to contract COVID-19 than their white counterparts. Despite renewed awareness and efforts to address health disparities, the words diversity, equity, & inclusion have become increasingly politicized. Healthcare organizations now face the dual challenge of addressing health disparities while also navigating the discourse of DEI in America. This webinar will convene a distinguished group of healthcare & DEI experts to discuss strategies for navigating healthcare's DEI landscape and best practices for continuing to work towards a more equitable healthcare system for all communities despite old and new challenges to achieving health equity.

[View Video](#)

## Webinar: Pipeline Programs - Why the Pipeline Struggles to Reach the Top

**Tuesday, November 14, 2023 | 11 AM - 12 PM CST**

In recent years, there has been a renewed focus on the significant health disparities impacting communities of color and other marginalized communities. As a part of this renewed focus, the healthcare industry is committed to creating a more representative workforce. Across the industry, efforts to reduce systemic barriers and recruit, hire, and promote professionals of color and other underrepresented professionals expanded, with pipeline programs as a key element in health equity strategies. However, there is still work that needs to be done, especially when looking at leadership positions in healthcare careers. Only 13% of C-suite positions in healthcare are held by professionals of color, and despite representing 20% of healthcare's entry-level workforce, women of color only represent 5% of C-suite executives. Furthermore, these workforce disparities extend into the clinical realm as well. 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. While pipeline programs have long provided a unique opportunity to increase awareness and access for students from underrepresented groups, we must ensure that pipeline programs showcase opportunities and encourage representation of professionals from underrepresented groups in leadership. In order to create a healthcare workforce that represents the communities it serves, we must see workforce diversity and representation from entry-level to C-suite. This program will discuss the benefits and unintentional consequences of pipeline programs and best practices for how the industry can better structure pipeline programs to align with health equity priorities and address workforce diversity at all levels of an organization.

[View Video](#)



# Equity Projects

Projects addressing health disparities, biases, and systemic inequities affecting Black and Brown communities and other marginalized groups.

# The Science Runway



The Science Runway is a national mentorship and educational program that encourages, inspires, and mentors girls interested in STEM and healthcare-related fields. The Science Runway is a curated collection of personal stories of women who have inspiring careers in the STEM and healthcare fields and a mentorship program designed to inspire girls by showcasing the multitude of careers possible with a scientific foundation through mentoring sessions and virtual resources. The program welcomes girls from all backgrounds to participate and strongly encourages the participation of females from underrepresented backgrounds and minorities. The Science Runway aims to address the alarming gender disparities in STEM and healthcare-related fields by inspiring, encouraging, and mentoring girls to reach their full potential and follow their passion and excitement for science. In addition, we aim to incorporate diversity, equity, and inclusion themes into our programming to uniquely address barriers for BIPOC girls. More info can be seen at [thesciencerunway.org](https://thesciencerunway.org).

During 2023 the Science Runway had over 280 young women and 35 different mentors participate in its programming. The Science Runway held its first series of virtual Runway Roundtables in the spring semester and continued the programming in the fall semester. These roundtable discussions marked the launch of Science Runway's undergraduate expansion. Each session featured all-female professional panels and a post-roundtable mentoring/networking session. Additionally, the Science Runway continued its monthly mentoring sessions with our partner high schools.

## Hear from our Participants

**"The event was awesome. I had such a great time speaking with the participants. It's events like these that remind me why I am passionate about healthcare."** - Participating Mentor

**"It was incredibly empowering to see women working in such awesome roles being both successful and true to their values. It really expanded my view of what kinds of jobs I could work in, and was great to connect with women who have been where I am and want to provide guidance to the next generation."**  
- Undergraduate Mentee

**"It is always great for our students to see examples of people and especially women, that are leaders in their communities."** - Partner School STEM Teacher





# Black Healthcare & Medical Association (BHMA)



The Black Healthcare & Medical Association (BHMA) is a global, independent, non-profit professional membership organization for Blacks and African Americans in the healthcare and life sciences industries. BHMA aims to promote deeper and broader professional contact, communication, and resource exchange among Blacks and African Americans in the healthcare ecosystem, including executives, entrepreneurs, investors, payers, academics, physicians, researchers, scientists, policymakers, and service professionals.

On November 8, 2023, the Black Healthcare & Medical Association (BHMA) hosted its first in-person networking session in partnership with Ipsen. The Community in Conversation Networking Event began with opening remarks by CHI Board Chair, Mr. Julius Pryor III, who kicked off a collective dialogue by discussing effective practices that foster DEI & belonging, and how to integrate them into the foundation of healthcare organizations. Throughout the event, attendees engaged in networking opportunities and connected with other Black & African American professionals, allies, and representatives from Ipsen.



The event poster features a dark blue background with a white grid pattern in the top right corner. On the left side, there is a photograph of several people in a networking event setting. The text on the right side of the poster provides the event details.

  **BHMA**  
Black Healthcare & Medical Association    Innovation for patient care

## BHMA Networking Event

In partnership with Ipsen

**WEDNESDAY,  
NOVEMBER 8, 2023**  
5:30 - 7:30 PM EST  
One Main Street, 7th Floor  
Cambridge, MA 02142

Join the Black Healthcare & Medical Association (BHMA) and Ipsen for a Community in Conversation Networking Event for a collective dialogue on the representation of Black and African American professionals in the healthcare workforce. Participants will network and connect with other Black and African-American professionals and representatives from Ipsen.

Reach out to [lindsay.moorefields@bhmassociation.org](mailto:lindsay.moorefields@bhmassociation.org) with any questions.



Center for  
Healthcare  
Innovation

# DIVERSE TALENT IN HEALTHCARE

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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 have the opportunity to meet and interview diverse jobseekers, collect résumés, and position their company in a competitive labor market.



**500+**  
EVENT  
ATTENDEES



**170+**  
RESUMES  
SUBMITTED



**330**  
ORGANIZATIONS  
REPRESENTED



**7**  
EMPLOYER  
BOOTHS

[VIEW CAREER FAIR SITE](#)

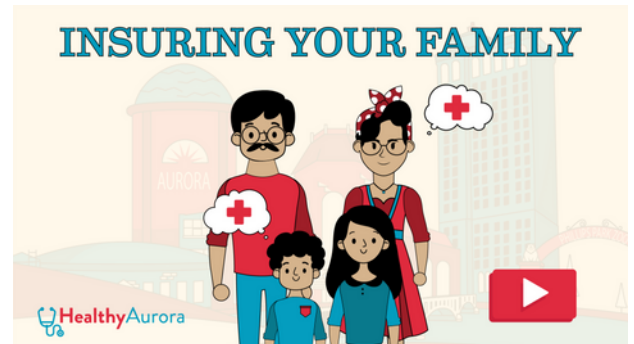
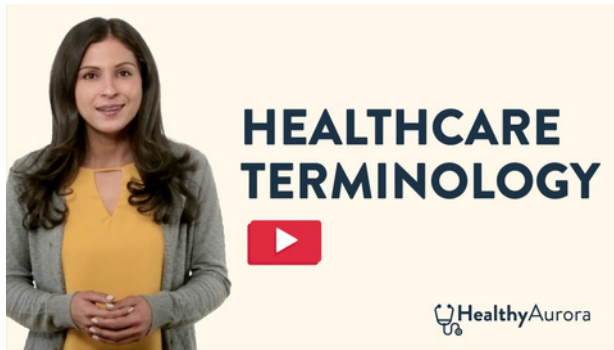
The background is a solid teal color with a semi-transparent image of several hanging light bulbs. The bulbs are of various shapes and sizes, some with visible filaments, and are suspended by thin wires. The overall aesthetic is modern and minimalist.

# **Other Projects & Collaboratives**

# Healthy Aurora



Healthy Aurora is a collaborative, community-wide education and outreach effort designed to increase health literacy, education, and awareness for all Aurorans. Our goal is to improve wellness by increasing literacy about health and healthcare options. Healthy Aurora provides easy-to-understand information about healthcare options, raises awareness of the importance of scheduling annual wellness and preventative exams. It also assists patients in building relationships with their doctors, demystifies healthcare options, and provides resources to help Aurorans understand and seek available insurance and coverage. Please visit [healthyaurora.org](http://healthyaurora.org) for more information.





# Intentional Inclusion: Black Women, Breast Cancer, & Clinical Trials

We must begin by examining the past, to inform us of the present. Historically, clinical trials have been exclusionary. Clinical research dates back to the early 1900s when the majority of participants within trials were white men.[1] This practice continued for decades and perpetuated the idea that the standard for all medicinal therapies should be based on their bodies. It was not until the passing of the NIH Revitalization Act in 1993 that women and minorities had to be included in clinical trials by law.[2] However, long before this act was passed, the bodies of Black women were medically exploited and experimented on without their consent. For example, gynecology as a medical discipline and practice was based on the bodies of Black enslaved women. The harm and terror imparted on enslaved women left generational impact within the Black community and partly fuels some of the medical mistrust we still see today. Medical mistrust not only stems from slavery, but also includes more recent scientific mishaps like that of Henrietta Lacks, whose cancer cells were used to produce the HeLa cell line, the first ever immortalized human cell line, without her consent.[3] Since this historic scientific mishap, we still see unfortunate health outcomes for Black women despite the modern medical interventions that exist, one of which is found in breast cancer diagnoses.

[READ FULL BLOG POST](#)

# Our Impact

A photograph of an audience seated in a lecture hall, viewed from behind. The image is overlaid with a semi-transparent blue triangle on the left side.

**80+**

Events Around the  
Country Since 2011

**7,000+**

Total Event Participants

**17,500+**

Monthly Digital Impressions

**1,025+**

Girls Served by Mentoring  
Sessions via Science Runway

**6,000+**

Recepients of  
Research Reports

**94%**

Event  
Satisfaction

A graphic background for the social media followers block, featuring a teal-to-green gradient and faint, overlapping icons for various social media platforms like Facebook, Twitter, and Instagram.

**3,250+**

Social Media Followers

# Our Impact

## **Chronic diseases disproportionately impact the most underserved patient groups**

We've convened over 1,000 C-Suite and senior executives from the provider, pharma, payer, patient and other healthcare sectors to share new ideas around reducing barriers to care and addressing social determinants of health.

## **African American & LatinX individuals represent 13% and 19% of the U.S. population but only 5% and 3% of clinical trial participants, respectively**

CHI has led symposia and conferences focusing on diversity and clinical trials since 2011, and we've brought together over 800 leading clinical trial and diversity experts to share ideas and learn.

## **Women represent 47% of the U.S. workforce but only 34% of the STEM workforce**

Since 2016, CHI has worked to address this disparity through mentoring, energizing, and inspiring young women to explore their interests in STEM and enter STEM careers.

## **Black & brown physicians comprise only 10% of all physicians in the US**

We've compiled research and organized programs on the importance of building a diverse and inclusive healthcare workforce that is more representative of patients.



# Supporting Innovation

CHI offers our deepest gratitude to all the generous supporters who assist our efforts to make the world a healthier place through communication, education, training, symposia, reports, and research. We would like to give special thanks for the support, donations, gifts, and resources made by the following supporters:

**AArete**

**Abbott**

**Astellas**

**Advocate Aurora Health Care**

**Amazon**

**American Medical Association**

**Amicus Therapeutics**

**Astellas**

**AstraZeneca**

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**Cempa Community Care**

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**Delta Dental Foundation of**

**Illinois**

**Dunham Foundation**

**Edelman**

**Eikon Therapeutics**

**FalconX**

**Fresenius Kabi**

**Genentech**

**Gilead Sciences**

**Hologic**

**Horizon Therapeutics**

**Ipsen**

**Kaiser Permanente**

**Merck**

**Northwestern Medicine**

**Novo Nordisk**

**Otsuka**

**PEP!IN**

**PhRMA**

**Rush University Medical Center**

**Takeda**

**University of Chicago Medicine**

**VNA Healthcare**

**WeWork**





# OUR CHI TEAM

## BOARD OF DIRECTORS

- Mr. Julius Pryor III, Chair of the Board of Directors, Center for Healthcare Innovation
- Dr. Thomas Summerfelt, Vice Chair of the Board of Directors, Center for Healthcare Innovation
- Mr. Joseph Gaspero, President & Co-Founder, Center for Healthcare Innovation
- Dr. James Gillespie, PhD, JD, MPA, Senior Vice President & Co-Founder, Center for Healthcare Innovation
- Dr. Neelum Aggarwal, MD, Professor, Department of Neurological Sciences, Rush Alzheimer's Disease Center at Rush University Medical Center
- Mr. Guillermo Amezcua, MBA, General Manager, Baxter US Renal, Baxter International
- Dr. Cheryl Beal Anderson, PharmD, MBA, VP, Global Regulatory Affairs & Quality, Upsher-Smith Laboratories
- Dr. Benée Brown, PharmD, Director, Medical Science Liaisons, Bayer
- Dr. Ronald Copeland, M.D., F.A.C.S., SVP and Chief Equity, Inclusion and Diversity Officer, Kaiser Permanente
- Ms. Erickajoy Daniels, MS, Senior Vice President of Diversity & Inclusion, Advocate Aurora Health
- Ms. Simintha Esson, MA, Chief Development Officer, Council of Chief State School Officers
- Ms. Ricki Fairley, MBA, CEO, Touch: The Black Breast Cancer Alliance; Board; Triple Negative Breast Cancer Foundation
- Ms. Lynn Hanessian, Chief Science Strategist, Edelman
- Ms.Carolynn Johnson, MBA, CEO, DiversityInc
- Dr. Charlotte Jones-Burton, MD, MS, President and Founder, Women of Color in Pharma
- Dr. Marty Martin, PsyD, MPH, MS, MA, Director and Associate Professor, DePaul University
- Mr. Joff Masukawa, President, Diligentia
- Ms. La Toya McClellan, MA, Senior Director/Head of Engagement, Diversity & Inclusion, Astellas Pharma US
- Mr. Stephen Morales, MBA, Managing Director, Optimity Advisors
- Dr. Andres Quintero, MD, MPH, MBA, Global Medical Affairs Director, Hospital Products and Sterile Injectables, Pfizer
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- Dr. Ali Solouk, PhD, Director of Strategic Initiatives - Chief of Staff, CHI
- Mr. Justin Williams, Program Manager, CHI

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