



5TH ANNUAL LEADERSHIP RETREAT AND BOARD OF DIRECTORS MEETING SUMMARY

MARCH 25 – 27, 2022

____ RENAISSANCE ATLANTA AIRPORT
GATEWAY HOTEL HARTSFIELD-JACKSON
ATLANTA INTERNATIONAL AIRPORT ATLANTA,
GA



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5TH ANNUAL LEADERSHIP RETREAT AND BOARD OF DIRECTORS MEETING SUMMARY

PURPOSE

The purpose of this meeting was to discuss the overall state and status of the organization. The activities included the following:

- The evaluation of our goals and objectives,
- A review of our strategic plans,
- And the development of our next five-year goals.

The meeting also allowed directors to fulfill their oversight responsibilities and provide status reports.

Overview:



What began as a meeting for the organization's leaders attended by just a handful of members has now become a widely attended annual event. For the 5th Annual Leadership Retreat (ALR), in addition to the interested Reede Scholars who will be in attendance, we also convened the Annual Board of Directors Meeting.

As a result of recent increases in participation, the Reede Scholars, Inc. has made significant progress toward meeting our priority goals. Through sweat and grind, we have grown. Staying steadfast and true to our mission, we have experienced many firsts. We have developed podcasts, given scholarships and other awards, given charitable gifts to those impacted by COVID-19, started a research committee, and more.



We are pleased with the amount of interest generated this year. As a result, the number of Reede Scholars, Inc who attended the 5 annual retreat doubled!

This retreat allowed us to re-charge through the keynote speaker and to re- imagine and see the Reede Scholars, Inc. organization in a new light after hearing of our milestone accomplishments. Most importantly, the participants were able to re-engage and fellowship with one another, in-person, after the COVID pandemic. Individuals were able to find new roles within the our organization and know that their special talents are needed and welcomed. As we take the next steps as an organization, we hope our members stay excited, engaged, and committed to the mission and values of the Reede Scholars, Inc!

Background: 2017 - Present

2022, will mark the Reede Scholars' 5th Annual Leadership Retreat! We have accomplished much since our first retreat in 2018. The 2022, theme was: "Re-charge, re-imagine, and re-engage"! Instead of the usual 1.5 days, we planned 2 days: a half day on Friday, full day on Saturday and half day on Sunday. In addition to hotel and meals normally covered, we will provide airfare, as well for all attendees. We added the Board of Directors Meeting to maximize organizational efficiency and resources, as well as, afford them an opportunity to fulfill their oversight responsibilities.

As the world struggles to recover from a global pandemic unlike any other healthcare challenge we have ever seen, it is paramount that we address the stress and burnout created for healthcare leaders and their teams. The fifth anniversary was an ideal time to destress, celebrate accomplishments of the previous four years, and recommit to our goals and objectives. The agenda was designed with an introduction session that focused on recognizing health care provider burnout, improving the work life of health care providers, including clinicians and staff, and stress management strategies.^{1,2,3} The second and third day, we evaluated progress of our strategic plan, and reviewed the logic model metrics. Most importantly, there was a blend of work and fellowship.

In 2017, we recognized the need for an organizational strategic agenda, ideally, a five-ten-year plan. The idea grew, culminating in the first Reede Scholars Annual Leadership Retreat, in 2018, held in Atlanta, Georgia. Scholars came together, at their personal expense, to review our: 1) the organizational governance; 2) mission and goals; and 3) to develop a comprehensive organizational strategic agenda. Our intent then and now, is to explore ways the organization can be more responsive to member needs, enhance our brand and national position, and ameliorate our collective strengths to achieve health equity.

Prior to this retreat, we performed an environmental scan to help guide the strategic planning process. This pre-retreat survey identified our top strengths as: a) being a very diverse group, b) having a depth of collective and individual intellectual capital, c) a shared experience, d) a family, e) a networking body, and f) a commitment to vulnerable populations with the unique ability to see injustices through a common lens. The major concerns expressed via the environmental scan included: a) the lack of alumni participation; b) the need to support those who see a need for the Reede Scholars; c) the need to examine organizational infrastructure, and processes (governance), and d) a need for resources.



We engaged a facilitator, Ralph Fuccillo, who has skillfully guided our work each year during the day and half meetings, and the virtual meetings in 2020 and 2021. In 2018, an initial review of by-laws found eleven goals. A procedural examination indicated a shared interest in three (3) focus areas from eleven (11) stated goals in the original document:

- Maintain a group of experts and advocates for health and health policy issues, with an emphasis on underserved communities.
- Promote quality improvement in health services for underserved communities in the US and worldwide.
- Promote professional/social relationships and collaboration among its members.

These three goals guided the development of a strategic plan, utilizing a Logic Model to set metrics, that bolstered our strengths and addressed concerns. Retreat outcomes to date include, but not limited to:

- 1) Updating our Bylaws and financial accounting,
- 2) Publication of a quarterly newsletter, that highlight member achievements, post opportunities, and has a Featured Member section,
- 3) Development of health equity podcasts,
- 4) A series of health equity podcasts in response to the impact of COVID-19 on vulnerable people,
- 5) A 2-year focus for the annual health equity symposium, to give a deeper dive into the chosen subject matter,
- 6) An active research committee, focusing on adolescent health,
- 7) A working Logic Model,
- 8) Developing Speakers Bureau,
- 9) Increased sponsorships,
- 10) A Position Statement,
- 11) Commitment to an annual Reede Scholars, Inc. organizational meeting, and
- 12) A branding campaign which, once completed, will reflect our sophistication and intellectual prowess.

As a result of these planning retreats and adjacent activities of our members, The Reede Scholars has a tremendous opportunity to shape an organization of collective influence and change. Our next phase of re-building will generate a well-positioned group of influential leaders, positioned to influence the path to health equity across the U.S. We knew we could do more. We are now empowered with a framework and a plan to do more.

References:

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4226781/>

<https://connect.uclahealth.org/2021/11/09/addressing-health-care-worker-burnout/>

<https://www.massmed.org/Publications/Research,-Studies,-and-Reports/Physician-Burnout-Report-2018/>



Meeting Agenda

DATE	TIME	DESCRIPTION/LOCATION: BRAVO ROOM	PRESENTER
FRIDAY	1:00 PM – 2:00 PM	REGISTER & PICK-UP BADGE	
	2:00 PM	WELCOME OPENING SESSION INTRODUCTION OF SPEAKER <u>Addressing Burnout: A Training Program For Healthcare Leaders*</u>	MARY FLEMING, MD, MPH, FACOG PRESIDENT C. DEWEY, MD, MEd, MACP
	6:00 – 8:00 PM	WELCOME RECEPTION – ALPHA ROOM	MARY FLEMING, HOST
SATURDAY	8:45 AM	WELCOME ROLL CALL CALL TO ORDER INTRODUCTIONS	MARY FLEMING, MD, MPH, FACOG PRESIDENT
	9:10 AM	PRESENTATION - <u>THE COMMONWEALTH FUND</u>	LAURIE ZEPHYRIN, MD, MPH VP, HEALTH SYSTEM EQUITY
	9:30 AM	STRATEGIC PLANNING SESSION PART I FRAMING REVIEW AND EVALUATIONS	RALPH FUCCILLO, BS PRINCIPAL AT CAMBRIDGE CONCORD ASSOCIATES FACILITATOR
		HOW ARE WE DOING? OUTCOME METRICS: 1) MET, 2) IN PROGRESS, 3) NOT MET	MARY FLEMING
		9: 50 AM BRANDING CAMPAIGN & OTHER EFFORTS <ul style="list-style-type: none"> • DATABASE • WEBSITE: HTTPS://WWW.REEDESCHOLARS.ORG • Podcasts 	
		10:05 AM SPEAKERS BUREAU	NICOLE DEL CASTILLO, MD, MPH SECRETARY/ADMINISTRATOR
		10:15 AM FUNDRAISING / CAPITAL DEVELOPMENT COMMITTEE	DON LEE, MD, MPH TREASURER/CHAIR
		10:25 AM AD HOC RESEARCH COMMITTEE	ELNA NAGASAKO, MD, PhD, MPH CHAIR
		10:35 AM AD HOC SCHOLARSHIP COMMITTEE	C. E. Hodge, DMD, MPH, MPA CHAIR
	11:15 AM	10:45 AM COMMENTARY <ul style="list-style-type: none"> • RESPONSE TO PRESENTATIONS • Q & A / DISCUSSION 	JOAN REEDE, MD, MS, MPH, MBA DEAN FOR DICP/ HMS
STRATEGIC PLANNING: THE NEXT 5 YEARS			
	12:30 – 1:15 PM	LUNCH – HOTEL RESTAURANT	

	1:30 PM	<p><u>Organizational tools and resources to advance health equity:</u></p> <p>Using <u>equity assessments</u>/lens for programs, policies, services</p> <p><u>Community partnerships</u></p> <p><u>Advocacy</u></p>	<p>RALPH FUCCILLO FACILITATOR</p> <p>ATTENDEES/PARTICIPANTS</p>
	4:45 PM	<p><u>NIH, HHS leaders call for research and policy changes to address oral health inequities</u></p> <p>RECESS</p>	
	6:30-9:30 PM	DINNER	
SUNDAY	9:15 – 11:00 AM	<p>STRATEGIC PLANNING SESSION PART II</p> <p>FUTURE DIRECTIONS</p> <p>UPDATE LOGIC MODEL & EVALUATION PLAN</p> <ul style="list-style-type: none"> ● Using information from Strategic Planning Session, develop: <ul style="list-style-type: none"> – <u>S.M.A.R.T. goals</u> – Assign tasks, establish timelines ● <u>Succession Planning</u> <ul style="list-style-type: none"> – Election of officers – 2023 – <p>ANNOUNCEMENTS</p> <ul style="list-style-type: none"> ● Committee Assignments ● Date and location of 6th Leadership Retreat and Board of Directors Meeting ● Leadership Retreat & BOD Event Planning Team <p>WRAP-UP ADJOURN HOTEL CHECK-OUT</p>	<p>RALPH FUCCILLO FACILITATOR</p> <p>MARY E. FLEMING PRESIDENT</p> <p>ATTENDEES/PARTICIPANTS</p>

MEETING SUMMARY:

PART I – RE-CHARGE*

Opening Session

*Addressing Burnout: A
Training Program For
Healthcare Leaders.*

PART II – RE-IMAGINE

Evaluation Session

Will perform a critical
examination to assess where
we are and how we are
doing.

PART III – RE-ENGAGE

Planning Session

Will determine future direc-
tions & desired outcomes to
advance health equity.

Attendees:

1. Cece Calhoun
2. Carine Davilla
3. Magdala Chery
4. Yamicia Conner
5. Charlene Dewey
6. Mary Fleming
7. Ralph Fuccillo
8. Kennetha Gaines
9. Shantel Herbert-Magee
10. Cynthia Hodge
11. Elna Nagasako
12. Shelia Roundtree
13. Sarimer Sanchez
14. Kevin Simon
15. Carmela Socolovsky
16. Siobhian Sprott
17. Wayne Stephens
18. Shelly Taylor
19. D’Nyce Williams
20. Nicole Del Castillo
21. Amon Rodgers
22. Zenta Buchanan
23. Ireland Battie
24. Brysn James
25. Christine Bynum
26. Olivia Diever
27. Brian Swann





Part I – RE-CHARGE

Friday, March 25, 2022

Opening Session - Addressing Burnout: A Training Program For Healthcare Leaders

C. DEWEY, MD, MEd, MACP

The Joseph A. Johnson, Jr., Distinguished Leadership Professor (2018-19), Assistant Dean for Educator Development, Director of the Educator Development Program, Director, Center for Professional Health, Chair, Faculty Wellness Committee, Professor of Medical Education and Administration, Professor of Medicine and Public Health, Vanderbilt University Medical Center Nashville, TN

*Addressing Burnout: A Training Program For Healthcare Leaders**

Outline:

1. Introduction: The PHWS & COVID pandemic stress
2. Stress and Burnout
3. Resilience
4. Individual and Organizational Approaches
5. Resources and Summary

Learning Objectives

Participants completing this session will:

1. Discuss risks and sources of burnout.
2. Identify individual strategies that enhance resilience.
3. Practice MBSR and write a B-A-SMART-ER wellness goal to complete within the next 3-6 months.
4. Compare and contrast individual vs organizational approaches to reducing burnout.

PART II – RE-IMAGINE

Evaluation Session:

- A. Welcome
 - a. Meeting was called to order at 8:52am. Roll call was taken and introductions were made
- B. The Commonwealth Fund Overview and Updates – Laurie Zephyrin
- C. Strategic Planning Session Part I
 - a. An introduction to Framing, review, and evaluations
 - b. ***Add Ralph's Slides
 - c. Reviewed our 3 Priority Goals that guide our strategic plan
 - i. Maintain a group of experts and advocates for health and health policy issues, with an emphasis on underserved communities.
 - ii. Promote quality improvement in health services for underserved communities in the US and worldwide.
 - iii. Promote professional/social relationships and collaboration among its members.
 - d. Reviewed our outcome metrics to review how we are doing

- e. Branding Campaign and other Efforts were reviewed by Dr. Mary Fleming. Information discussed included the Reede Scholars podcasts, newsletters, and website (presented by Nicole Del Castillo).
- f. Speakers Bureau – This new initiative was presented to during this meeting by Nicole Del Castillo. Slides can be viewed [here](#).
- g. CAPITAL DEVELOPMENT COMMITTEE – Don Lee gave updates on the Capital Development Committee. Slides can be viewed [here](#).
- h. AD HOC RESEARCH COMMITTEE – Elna Nagasako presented about the Ad Hoc Research Committee. Slides can be **viewed here**.
- i. AD HOC SCHOLARSHIP COMMITTEE – Cynthia Hodge presented about the Ad Hoc Scholarship Committee. Slides can be viewed [here](#).

- j. COMMENTARY with Dr. Reede. Dr. Reede encourage the scholars to think about new directions/spaces for the Reede Scholars, Inc. Think about places and positions that we can create change and opportunities and not just in DEI spaces. Think about changes of how things are done (policy/practices). Also to think about how can we train others and create opportunities for others to be in these other spaces and positions. Another thoughts was using our podcast to speaks to different audiences. Podcast that speak to roles and spaces that are non-traditional but highlighting health equity.



- D. Strategic Planning Session: The Next 5 Years
 - a. Presentation on “Health Equity” discussed how the Reede Scholars, Inc. use our collective voice to advance health equity. The presentation defined health equity, discussed the questions if we are a “health equity attentive organization” and how we operationalize achieving health equity. This resource was provided to participants: [Missed Connections: Providers and Consumers Want More Medical-Dental Integration](#). Slides from this presentation can be found [here](#).
- E. Advancing Health Equity
 - a. Participants were asked the following
 - i. “To be fully engaged in REEDE scholars I need....” The following responses were shared:
 1. Resources to help me grow as a professional
 2. Network where you can share your ideas
 3. Synergy - I am a catalyst
 4. Engagement
 5. A place where I can contribute

6. Clear mission and purpose
- ii. “Considering the history of Reede Scholars, Inc. I am most concerned about...” The following responses were shared:
 1. Future secession planning (especially as it relates to new officers).
 2. How do we grow and broaden
 3. Lack of engagement by some members – the value proposition. Discussed finding ways to highlight scholars accomplishments but also not making others feel isolated. Discuss how some scholars might not be engaged due “not feeling they are doing enough” or feeling they are in a “less than optimal place.” Discussed finding ways to highlight our “rising stars”
- b. Next steps
 - i. For membership engagement discussed thinking about what scholars gain from their Reede Scholars, Inc. membership at each level of their career. Some suggestions included:
 1. Potential membership wellness
 2. Networking opportunities
 3. More mentorship
- c. Participants were provided the following resources:
 - i. [Organizational tools and resources to advance health equity.](#)
 - ii. [Equity assessments,](#)
 - iii. [Community partnerships.](#)
 - iv. [Advocacy](#)
 - v. [NIH, HHS leaders call for research and policy changes to address oral health inequities](#)

PART III: RE-ENGAGE

- A. Strategic Planning Session Part II – Future Directions
 - a. The completed surveys were reviews. Results can be viewed here.
 - b. Participants were presented information about strategic intelligence and the strategic plan framework were reviewed by the facilitator Ralph Faccillo. The following resources were provided to the participants:
 - i. [S.M.A.R.T. goals](#)
 - ii. [Succession Planning](#)
 - c. Future Directions:
 - i. Regarding membership engagement, discussed the need





- for being more intentional about current fellows being a part of the Reede Scholars, Inc. during their fellowship year.
- ii. Include membership engagement in all of the current committees
 - iii. Consider a membership committee
 - iv. Revive the strategic planning task force that will work on the strategic planning framework (activity, strategies, outcomes) and address the following activities:
 - 1. Visibility and Position
 - 2. Member Engagement
 - v. Potential example of an activity, strategy, and outcome for Reede Scholars:
 - 1. Activity – membership engagement
 - 2. Strategies – clarify and confirm membership
 - 3. Outcome – reduce the isolation of non-engaged scholars
- d. Announcements
- i. Participants had an opportunity to sign up to participate in Reede Scholar, Inc committees. Committee Assignments can be viewed [here](#).

Meeting was adjourned Sunday, March 27 at 10:10am EST

BIOGRAPHICAL SKETCHES



Charlene Dewey

Dr. Dewey is an internist and graduate of Morehouse School of Medicine where she also received the Ciba Geigy Award for Academic and Community Leadership and the Departments of Medicine and Psychiatry Achievement Awards. Dr. Dewey completed her residency and chief residency at the Albert Einstein College of Medicine/Montefiore Medical Center in 1993. Dr. Dewey then joined the faculty of the Baylor College of Medicine, Houston, TX and was designated as a T. T. Chao Scholar in 1993-94. Dr. Dewey received her M.Ed. in Curriculum Design and Evaluation from the University of Houston and developed two model programs: The Educator Development Program (EDP) and Residents as Teachers and Leaders (RATL™) Program. She joined the Vanderbilt University School of Medicine with joint appointments in the Department of Medical Education and Administration and the Department of Medicine-Division of General Internal Medicine and Public Health in September 2007. Dr. Dewey is a full professor, Assistant Dean for Educator Development and Director of the Center for Professional Health. Read more: <https://www.amwa-doc.org/amwaleads2021/charlene-m-dewey-md-med-macp/>



Ralph Fuccillo

Ralph Fuccillo is a Principal at Cambridge Concord Associates. Cambridge Concord Associates (CCA), is a mission-driven consulting practice that specializes in planning, governance, communication, and one-to-one leadership support and development. Previously he served as the Senior Advisor to DentaQuest. A seasoned leader in philanthropy, Mr. Fuccillo has a distinguished career in health and human services, education, and organizational development. An advocate for disease prevention and health promotion, he was instrumental in advancing the mission of "To Improve the Oral Health of All." While at DentaQuest he was committed to reducing the burden of oral diseases and poor oral health through the combined resources and national reach of DentaQuest's dental benefits and coverage models, philanthropic investments, and advances in dental care delivery. Ralph is an advocate for health equity, community engagement, and the work of community health centers. He holds Master's and Bachelor's degrees from Fordham University and University of Massachusetts, Boston. Read: <https://www.uschamberfoundation.org/bio/ralph-fuccillo>



Joan Reede

Joan Y. Reede is a physician. She is the Harvard Medical School's inaugural dean for diversity and community partnership, and a member of the Nation Academy of Medicine. She is known for creating programs that mentor and support minority physicians and female physicians. Alumni of her programs have created a 501(c)(3) organization called [The Reede Scholars](https://hms.harvard.edu/faculty-staff/joan-y-reede) in her honor. She is a 1980 graduate of Mt. Sinai, and completed a residency in pediatrics at John Hopkins University School of Medicine. She then completed a fellowship in child psychiatry at Boston Children's Hospital. Reede returned to Harvard later in her career, earning a Master's of Public Health degree in 1990 and a

Master's in Policy and Management in 1992, both from the Harvard School of Public Health. She also holds an MBA from Boston University. Joan is the recipient of numerous awards. Read more:

<https://hms.harvard.edu/faculty-staff/joan-y-reede>



Laurie Zephyrin
Langone School

Laurie Zephyrin, M.D., M.P.H., M.B.A., is vice president for Advancing Health Equity at the Commonwealth Fund. She has extensive experience leading the vision, design, and delivery of innovative health care models across national health systems. From 2009–2018, she was the first national director of the Reproductive Health Program at the Department of Veterans Affairs, spearheading the strategic vision and leading systems change through the implementation of evidence-based policies and programs to improve the health of women veterans nationwide. Zephyrin is a board-certified clinician. She is a clinical assistant professor of Obstetrics and Gynecology at NYU

of Medicine and was previously an assistant professor at Columbia University, College of Physicians and Surgeons. She earned her M.D. from the New York University School of Medicine, M.B.A. and M.P.H. from Johns Hopkins University, and B.S. in Biomedical Sciences from the City College of New York. She completed her residency training at Harvard's Integrated Residency Program at Brigham and Women's Hospital and Massachusetts General Hospital. Read more:

<https://www.commonwealthfund.org/person/laurie-zephyrin>



COMMITTEE ASSIGNMENTS 2022 - 2024

Committee	Current Members	New member request	Email/Phone number
ELECTION COMMITTEE (EXECUTIVE OFFICERS)	Term 2010 - 2024 Mary Fleming – President Nicole del Castillo – Secretary Don Lee – Treasurer	Term 2024 – 2027 Elect year 2023	
CAPITAL DEVELOPMENT AND MANAGEMENT (AUDIT COMMITTEE)	1. Don Lee, Chair 2. Brian Swann 3. Anne Newland 4. Cynthia Hodge	1. Shantel Hebert-Magee 2. Yamicia D. Connor 3. Wayne Stephens 4. Carme	shantelmd@yahoo.com yamicia.connor@gmail.com
ANNUAL HEALTH EQUITY SYMPOSIUM	1. Mary Fleming 2. Cynthia Hodge 3. 4. 5.	1. Magdala Chery 2. Nefertiti Harmon Durant 3. Adolfo M Valadez 4. D’Nyce Williams 5. Cecelia Calhoun	cherymagdala@gmail.com 973-518-4378 ndurant@peds.uab.edu 205 616 7794 ndurant@peds.uab.edu 205 616 7794
AD HOC RESEARCH COMMITTEE	1. Elna Nagasako, Chair 2. Cynthia Hodge 3. D’Nyce Williams 4. Frinny Polanco -Waters 5. Alexy Arauz Boudreau	1. Yamicia D. Connor 2. Sarimer Sanchez 3. sarimersanchez@gmail.com	yamicia.connor@gmail.com
AD HOC SCHOLARSHIP	1. Cynthia Hodge, Chair 2. Brian Swann 3.	1. Siobhian M. B. Sprott 2. Wayne Stephens	siobhian.sprott@gmail.com
STRATEGIC PLANNING TEAM		1. Magdala Chery (Chair) 2. Cynthia Hodge 3. Shantel Hebert-Magee 4. Shelly Taylor 5. Kennetha Gaines ** 6. Shantel Hebert-Magee 7. CeCe Calhoun 8. Kevin Simon 9. Brian Swann 10. Sheila Roundtree	



BOARD OF DIRECTORS	<ol style="list-style-type: none"> 1. Cynthia Hodge 2. Dora Hughes 3. Kamillah Jackson 4. Elna Nagasako 5. Amon Rodgers 6. Phillip Woods 7. D'Nyce Williams 	<ol style="list-style-type: none"> 1. Kennetha Gaines 2. Yale Fellow / ex officio 3. Cecelia Calhoun 4. Sheila Roundtree 	kennethagaines@gmail.com cece.calhoun@gmail.com
SPEAKERS BUREAU		<ol style="list-style-type: none"> 1. Magdala Chery 2. Nefertiti Harmon Durant 3. Joan Jie-eun Jeung 4. Don Lee 5. Brian Swann 6. Adolfo M Valadez 7. Sarimer Sanchez 8. Carine Davila 9. Kevin Simon 	drmchery@gmail.com ndurant@peds.uab.edu joanjeung@gmail.com don.s.lee@gmail.com swanndent@gmail.com amvaladez@sbcglobal.net
LEADERSHIP RETREAT & BOD PLANNING TEAM	<ol style="list-style-type: none"> 1. Cynthia Hodge 2. D'Nyce Williams 3. Mary Fleming 		
Reede News	<ol style="list-style-type: none"> 1. Mary Fleming 2. Cynthia Hodge 		
Website Monitor	<ol style="list-style-type: none"> 1. Mary Fleming 2. Nicole del Castillo 3. Cynthia Hodge 4. Don Lee 		
Twitter		Kevin Simon	
Calendar Team		Siobhian Sprott	
Dr. Joan Reede Legacy Fund	Brian Swann	Sheila Roundtree	

Ad Hoc Strategic Planning Committee

Will include Membership Engagement

1. Magdala Chery - Chair



2. Shelly Taylor
3. Kennetha Gaines ** (Yale)
4. Shantel Hebert-Magee
5. CeCe Calhoun (Yale)
6. Kevin Simon
7. Brian Swann
8. Sheila Roundtree
9. Carmela Socolovsky
10. Amon Rodgers
11. Nicole del Castillo
12. Carine Davila

Advisor: Ralph Fuccillo

WE GRATEFULLY ACKNOWLEDGE AND THANK THE SPONSORS & SUPPORTERS WHO MADE THIS LEADERSHIP RETREAT AND BOARD OF DIRECTORS MEETING POSSIBLE!

SPONSORS & SUPPORTERS



Mission

To engage and nurture a network of diverse, skilled, and effective leaders who will effect change through research, education, policy, and practice.

<https://www.reedescholars.org/>



The
Commonwealth
Fund

Mission Statement

The Commonwealth Fund — among the first private foundations started by a woman philanthropist, Anna M. Harkness — was established in 1918 with the broad charge to enhance the common good.

Today, the mission of The Commonwealth Fund is to promote a high-performing health care system that achieves better access, improved quality, and greater efficiency, particularly for society's most vulnerable, including low-income people, the uninsured, and people of color.

<https://www.commonwealthfund.org>



HARVARD
MEDICAL SCHOOL

OFFICE FOR DIVERSITY INCLUSION & COMMUNITY PARTNERSHIP



DICP Mission

The mission of the Office for Diversity Inclusion and Community Partnership (DICP) is to advance diversity inclusion in health, biomedical, behavioral, and STEM fields that builds individual and institutional capacity to achieve excellence, foster innovation, and ensure equity in health locally, nationally, and globally.

SPECIAL THANK YOU TO THE LOCAL DIRECTORS FOR THEIR STRONG WORK TO ENSURE A SUCCESSFUL EVENT

CYNTHIA E. HODGE, DMD, MPH, MPA'02, DENT. PH'05

D'NYCE L. WILLIAMS, MD, MPH, MPA'02, FACOG