

## Pediatric Health Equity Collaborative (PHEC) Participant Bios



**Amita Bey, MPH**

*Program Director, Surgical Outcomes Center for Kids (SOCKS) and the Office of Inclusion and Health Equity*

*Monroe Carell Jr. Children's Hospital at Vanderbilt*

Amita Bey serves as program director for both the Surgical Outcomes Center for Kids (SOCKS), and the Office of Inclusion and Health Equity, at Monroe Carell Jr. Children's Hospital at Vanderbilt. She has a Bachelor of Science in biology from Tuskegee University, and a Master's in Public Health in epidemiology and global studies from the University of Alabama at Birmingham. Prior to coming to Vanderbilt, she was a contracting epidemiologist in immunization services at the Centers for Disease Control and Prevention (CDC). Her extensive experience includes domestic and international multi-institutional clinical research, implementation science, assessment of health disparities in the treatment of pediatric chronic diseases and global health program evaluation.



**LaVone Caldwell, MSW, LSW**

*Director of Health Equity*

*Nationwide Children's Hospital*

LaVone has over 30 years' experience as a Clinical Social Worker in the areas of HIV/AIDS, hematology/oncology, neonatology; and child abuse/neglect. She has been employed at Nationwide Children's Hospital for over 23 years in various social work and leadership roles. LaVone was hired in September 2013 to develop a new department focused on eliminating health disparities throughout Children's Hospital. Her primary responsibilities include defining and developing a health equity vision and a strategic plan; leading, participating in and conducting activities related to addressing health disparities in our target communities; and creating methods, tools, resources and models that leads to equal clinical outcomes for all pediatric patients.



**John D. Cowden, MD, MPH**

*Medical Director of Equity and Diversity  
Associate Professor of Pediatrics  
Medical Director of International Services  
Children's Mercy Kansas City*

Dr. Cowden is Associate Professor of Pediatrics at Children's Mercy Kansas City, where he serves as Medical Director of the Office of Equity and Diversity and Medical Director of International Services. He is founder and co-director of CHICOS, a Spanish language training program for bilingual pediatric residents and other health care providers. Dr. Cowden's research and quality improvement interests include provider-patient communication, immigrant health care, diversity of research subjects, and access to health care for minorities, specifically those who do not speak English.

Dr. Cowden serves on the Health Equity leadership team for the Children's Hospitals Solutions for Patient Safety and is a member of the Pediatric Health Equity Collaborative.

Dr. Cowden graduated from Yale University School of Medicine (MD) and the University of Washington School of Public Health (MPH). He completed pediatric residency at Seattle Children's Hospital and completed the Disparities Leadership Program at the Disparities Solutions Center.



**Kirk Dabney, MD, MHDS**

*Co-Director Cerebral Palsy Program  
Clinical Director, Office of Health Equity and Inclusion Assistant Professor of  
Orthopedic Surgery,  
Pediatric Orthopedic Surgeon  
Nemours/Alfred I. DuPont Hospital for Children*

Kirk Dabney is an assistant professor of Orthopedic Surgery in the Department of Pediatric Orthopedic Surgery at the Nemours Alfred I. duPont hospital for Children. He received his Bachelor's in Arts degree (AB) from Princeton University. While at Princeton, he was captain of the Princeton wrestling team and earned All-Ivy status in wrestling. Dr. Dabney earned a Doctorate in Medicine (M.D.) from Thomas Jefferson University Medical College, and recently a Master's in Healthcare Delivery Science from Dartmouth College. His clinical responsibilities include providing orthopedic care to children from birth through twenty-one with sub-specialization including the care of children with cerebral palsy and other neuromuscular diseases, and children with orthopedic problems as a result of hematologic disorders (sickle cell disease and hemophilia). Dr. Dabney co-directs the Cerebral Palsy Division/program which is one of the largest in the country. Dabney holds his primary academic appointment as Assistant Professor of Orthopedic surgery at Thomas Jefferson University College of Medicine and is also Clinical Assistant Professor of Orthopedic Surgery at Georgetown University College of Medicine. He is a Fellow of the American Academy of Orthopedic Surgeons. He is board certified by the American Board of Orthopedic Surgeons.

Administratively, he is an active member of the Strategy Council at the Nemours DuPont Hospital for Children and has the role of leading the Nemours Office of Health Equity and Inclusion as its Clinical Director. Recently, Dr. Dabney helped to start the Pediatric Health Equity Collaborative, a consortium of Pediatric hospitals in the United States and Canada that champion the efforts of Health Equity. Dr. Dabney has also been involved with the diversity mentorship program within the American Academy of Orthopedic Surgeons and is actively involved in his community as a mentor and tutor in math for young African-American males. His greatest accomplishment is his marriage of 27 years to Monica and his two adult children, Christian and Courtney.



**Lisa Ross DeCamp, MD, MSPH**

*Co-Director, Johns Hopkins Center for Health and Opportunity for Latinos (Centro SOL)*

*Physician Liaison, Johns Hopkins Medicine Office of Diversity and Inclusion  
Assistant Professor, Department of Pediatrics*

*General Pediatrician, Children's Medical Practice at Johns Hopkins Bayview Medical Center*

Dr. DeCamp has research and programmatic expertise focused on increasing healthcare engagement of Spanish-speaking Latino families and reducing disparities in healthcare quality and safety for patients and families with limited English proficiency (LEP). Dr. DeCamp was an inaugural recipient of a Moore Foundation Early Career Investigator Award, which supports development and testing of a *mHealth* intervention to support immigrant Latino families' use of pediatric primary care. She is engaged with the local Latino community to improve health and healthcare access for Latino children and was a founding member of the Latino Family Advisory Board, which is comprised of Spanish-speaking Latino families, who support patient/family-centered improvements in care at Johns Hopkins.

In her role with the Office of Diversity and Inclusion, Dr. DeCamp provides programmatic leadership for Johns Hopkins health system efforts to improve the quality and safety of care for LEP patients. She also leads the MEASURE initiative which aims to improve the quality and accuracy of patient demographic data needed to support work to promote health equity across diverse populations at Johns Hopkins.



**Gabriela Flores, BA, MSM**

*Director, Office of Equity and Diversity, Children's Mercy Hospitals and Clinics  
CCHI Treasurer*

*Children's Mercy Kansas City*

Gabriela Flores creates and implements an organizational framework focusing on health equity, diversity and inclusion, which includes strategies specifically related to community engagement for Children's Mercy Hospitals and Clinics. She has over seventeen years of experience working in the area of human services, specifically with refugee and immigrant populations in the Kansas City metropolitan area. Her area of emphasis has been in language access, diversity and health equity. Previously, Ms. Flores served as the Director of Interpreter Services for Truman Medical Centers (TMC). Gabriela is an adjunct faculty at Johnson County Community College and at the Metropolitan Community Colleges. Ms. Flores holds a Bachelor's degree in Anthropology, a Master's in Business Management, and has completed the American Hospital Association's Cultural Competency Leadership Fellowship.



**Jane Goleman, MD, MDiv, D.Min**

*Clinical Associate Professor, OSU College of Medicine Nationwide Children's Hospital*

M. Jane Goleman, MD, MDiv, D.Min, is a member of the Section of Ambulatory Pediatrics at Nationwide Children's Hospital and a Clinical Associate Professor of Pediatrics at The Ohio State University College of Medicine. Dr. Goleman's clinical interest is in primary care, ADHD, and doctor-patient communication and its impact on health outcomes. She is the medical lead for the Office of Health Equity at NCH, and a founding member of the Pediatric Health Equity Collaborative. She leads quality improvement teams addressing HPV vaccine rates, infant mortality due to unsafe sleep, and tobacco cessation.



**Kelli Houston, MBA**

*Director, Center for Diversity and Health Equity  
Seattle Children's*

Kelli Houston is the Director for the Center for Diversity Health Equity (CDHE). Prior to joining Seattle Children's Hospital in March 2018, Kelli served as the System Director of Diversity and Inclusion at PeaceHealth (Catholic Community Health System) and was responsible for overseeing the development, execution, and leadership of diversity and health equity programs, education, and policy. She has 17 years of leadership experience in diversity and equity in both public and private sectors, including co-founding a Phoenix-based nonprofit healthcare service agency and a consulting company for diverse communities. Kelli spent seven years with Kaiser Permanente on the management team in Staff Education and Service Line where she created and facilitated just-in-time training programs for leadership and nursing professionals. The highlight of her career with Kaiser was serving as one of the founding employees of Kaiser Westside Medical Center in Hillsboro, Oregon. In addition to her other duties, Kelli also became a certified Master Trainer for Kaiser's Diversity Training Series in 2010. In her spare time, Kelli has performed as a stand-up comic and auditioned for NBC's *Last Comic Standing*. She is also a golf aficionado and a 12th Fan for the Seahawks.



**Karima Karmali, RN, BScN, MBA**

*Director, Centre for Innovation & Excellence in Child- and Family-Centred Care  
The Hospital for Sick Children*

Karima Karmali has over 20 years of leadership experience in health care and is the Director of the Centre for Innovation & Excellence in Child- and Family-Centred Care at The Hospital for Sick Children (SickKids) in Toronto. In this role, she provides strategic and operational leadership to advance the design and delivery of health care to better meet the needs of patients and their families. Karima champions and leads initiatives aimed at improving patient and family experience at SickKids. She has a special interest in health equity for vulnerable populations and international health issues. Ms. Karmali is a strong proponent of volunteerism and gives of her time both locally and internationally. She is currently the Vice-President of the Aga Khan Ismaili Council for Canada. Karima obtained her Bachelor of Science in Nursing from McGill University and a Master of Business Administration from Queens University.



**Hans B. Kersten, MD**

*Professor of Pediatrics*

*St. Christopher's Hospital for Children*

Hans Kersten graduated from Temple University School of Medicine and completed his residency at St. Christopher's Hospital for Children (SCHC). He is an attending and hospitalist physician at SCHC, the medical director of the multidisciplinary Grow Clinic, and a professor of pediatrics at Drexel University College of Medicine. Dr. Kersten founded the Reach Out and Read programs at St. Christopher's Hospital for Children over 10 years ago and is a member of the Reach Out and Read Greater Philadelphia Advisory Committee. He has led recent efforts for St. Christopher's to become "hunger-free" by developing initiatives to screen for FI throughout the hospital, providing resources for families, organizing food drives, improving fresh food access by starting the F2F and FreshRX programs at the hospital and the Philly Food Cart in the lobby. He has completed over 20 invited lectureships on failure to thrive and FI, and presented an American Academy of Pediatrics (AAP) webinar on FI. He is a member of the APAs Task Force on Childhood Poverty, received the Vincent Zarro, MD, PhD Community Outreach Award from Drexel University College of Medicine (DUCOM) for his advocacy and scholarly efforts and recently been elected to DUCOMs Alpha Omega Alpha (AOA) Honor Medical Society.



**Lenny López, MD, MDiv, MPH**

*Senior Faculty, Disparities Solutions Center, Massachusetts General Hospital  
Chief of Hospital Medicine, Associate Professor of Medicine, University of  
California San Francisco*

Lenny López, MD, MDiv, MPH, is Senior Faculty at the Disparities Solutions Center, Chief of Hospital Medicine and Associate Professor of Medicine at the University of California San Francisco. Dr. López is an internist trained at the Brigham and Women's Hospital (BWH), who completed the Commonwealth Fund Fellowship in Minority Health Policy at the Harvard School of Public Health and a Hospital Medicine fellowship at BWH. Dr. López joined the Mongan Institute for Health Policy (MIHP) in 2008 after his research fellowship in General Internal Medicine at Massachusetts General Hospital (MGH) and was an Assistant Professor of Medicine at Harvard Medical School until 2015. With an ultimate goal of reducing healthcare disparities in cardiovascular disease and diabetes, his current research addresses issues relating to patient safety and language barriers, optimizing primary care clinical services for Latinos with cultural and linguistic barriers, and using health information technology to decrease disparities. A second line of research is investigating the epidemiology of acculturation among Latinos in the US and its impact on the prevalence and development of cardiovascular disease and Type II diabetes. This research will help inform how to better design clinical interventions for improving chronic disease management among Latinos.



**Erika J. McMullen, SHRM-SCP**

***External Consultant, Office of Diversity & Inclusion, Johns Hopkins Medicine, John Hopkins Health System***

*Founder and Principal Consultant  
Moxie Consulting Group, LLC.*

Erika is the founder and principal consultant at Moxie Consulting Group, LLC. She provides clients with strategic and innovative solutions on diversity, inclusion, cultural competency, health equity, and talent development. She is a natural change agent driven by excellence. Erika is a public speaker, facilitator, and educator. She has been a guest lecturer at Johns Hopkins University, Xavier University, and the University of Cincinnati.

Previously, Erika served as a Human Resources Specialist in the Office of Diversity, Inclusion & Linguistic Services at Cincinnati Children's Hospital Medical Center, a global leader in pediatric healthcare, research and medical education. She launched the hospital's first-ever cultural competency champion role and managed the cross-departmental mentor program.

Formerly at the Health Collaborative, Erika developed employer programs for Robert Wood Johnson Foundation's Aligning Forces for Quality initiative. She created successful partnerships to increase transparency and consumer engagement for the region's first-ever performance measurement and public reporting of clinical outcomes data, entitled *Your Health Matters*. As Executive Director of Cincinnati MD Jobs, she pioneered one of the first nonprofit physician recruitment initiatives in the country and established a successful strategy to diversify hires. Erika also has experience in pharmaceutical sales.

Erika earned a bachelor's degree in Health Services Administration with a minor in Marketing from Florida International University, a Post-Baccalaureate Clinical Research Certificate from the University of Cincinnati and is a Society for Human Resources Management senior certified professional (SHRM-SCP).



**Arie L. Nettles, PhD, NCSP, HSP**

*Associate Professor of Clinical Pediatrics, Licensed Psychologist, Developmental Medicine, Vanderbilt University School of Medicine  
Director, Office of Inclusion & Health Equity  
Monroe Carell Jr. Children's Hospital at Vanderbilt and the Vanderbilt University Hospital*

Dr. Nettles is associate professor of clinical pediatrics and psychologist for school age children with developmental disabilities and autism in Developmental Medicine at the Vanderbilt University School of Medicine and Monroe Carell Jr. Children's Hospital. Leading the Office of Inclusion and Health Equity (OIHE), a joint effort with Children's Hospital and Department of Pediatrics, Arie works to address and meet the needs of a diverse pediatric population through education and systemic organization. Currently Arie serves on the Statewide Planning and Policy Council for the State of Tennessee Department of Intellectual and Developmental Disabilities. Her current research is cultural competency in health care.



**Patricia Oceanic, MSOD**

*Administrative Director, Office of Health Equity and Inclusion  
Nemours/Alfred I. DuPont Hospital for Children*

Pat enables cultural change throughout the Delaware Valley by driving initiatives to eliminate healthcare disparities. The six areas of focus include: quality; community engagement; workforce diversity; research; cultural competence training; language, literacy and healthcare literacy. Prior to joining Nemours, Pat initiated and launched a global diversity initiative with W.L. Gore and Associates, (one of Fortune's top 100 companies) and established affinity groups that identified group-level issues of gender, race, culture, age and sexual orientation, and worked in collaboration with senior leadership to address barriers raised.



**Karen Sappleton, MSED, MSW, RSW**

*Senior Manager, Centre for Innovation & Excellence in Child and Family-Centred Care  
The Hospital for Sick Children*

Karen Sappleton is a mother of two young boys and is the Senior Manager of Child and Family-Centred Care & Health Equity in the Centre for Innovation & Excellence in Child and Family Centred Care at SickKids. In this capacity she manages the Interpreter Services department, the Family Centre (children's library and health information for families and the schooling program), and the Office of Patient and Family Experience. Karen has been a member of the SickKids community for the last 11 years, first as a clinical social worker in the Clinical and Metabolic Genetics Program as well as the Good 2 Go Transition Program in Adolescent Medicine, and as a Clinical Research Project Manager

for the Department of Social Work. Karen was also an Inter-Professional Education Specialist as a member of the New Immigrant Support Network, supporting the development and implementation of the Cultural Competence workshops at SickKids and running the Train-the-Trainer workshops throughout the province of Ontario. Karen continues to teach, present and runs workshops on health equity, social justice, child and family-centered care, and patient experience. Prior to her career with SickKids, Karen was an educator and administrator in New York City, working predominantly with children and youth with learning disabilities and special needs. Karen is passionate about health equity, social justice, education, and supporting all of our children and families to have the best healthcare experience possible.



**Aman Sium, MA, PhD(c)**

*Director of Client and Family Integrated Care  
Holland Bloorview Kids Rehabilitation Hospital*

Aman Sium is currently the Director of Client and Family Integrated Care at Holland Bloorview Kids Rehabilitation Hospital. He works in close partnership with clients, families, staff, and community stakeholders to advance client and family-centered care, in both theory and practice. Aman's academic and professional focus examines health service and program design from client and family-centered and equity-seeking perspectives.



**Aswita Tan-McGrory, MBA, MSPH**

*Deputy Director  
The Disparities Solutions Center, Massachusetts General Hospital*

In her role as Deputy Director at the Disparities Solutions Center, Ms. Tan-McGrory works with internal and external partners on guidance on collecting race, ethnicity, language and other social determinants of health data; developing disparities dashboards that stratify quality measures by race, ethnicity, and language; and developing recommendations for data collection in pediatric patients. In addition, Ms. Tan-McGrory currently serves on the MA Executive Office of Health and Human Services' Quality Measurement Alignment Taskforce.

Ms. Tan-McGrory also oversees the Disparities Leadership Program, an executive-level leadership program on how organizations can address racial and ethnic disparities and she has worked more than 170 organizations on strategies for getting leadership buy-in, data collection, developing dashboards and developing diversity initiatives. Ms. Tan-McGrory also travels across the country to speak to organizations about how race, ethnicity, and language impact the quality of care. Ms. Tan-McGrory serves on several executive

committees, including the MGH Diversity Committee, the MGH Executive Committee on Community Health and the Partners Health Equity and Quality Committee. In addition, Ms. Tan-McGrory sits on the board of the Massachusetts Public Health Association.

Her interests are in providing equitable care to underserved populations and she has over 20 years of professional experience in the areas of disparities, maternal/child health, elder homelessness, and HIV testing and counseling. She received her Master of Business Administration from Babson College and her Master of Science in Public Health, with a concentration in tropical medicine and parasitology, from Tulane University School of Public Health and Tropical Medicine. Ms. Tan-McGrory is a Returned Peace Corps Volunteer where she spent 2 years in rural Nigeria, West Africa, on water sanitation and Guinea Worm Eradication projects.

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



**Nicole (Nikki) Tennermann, MSSW**

*Administrative Director, Office of Health Equity and Inclusions*

*Clinical Social Worker*

*Boston Children's Hospital*

Nikki Tennermann (BA, Bard College; MSSW, Columbia University School of Social Work) is the incoming Administrative Director for the Office of Health Equity and Inclusion at Boston Children's Hospital. Ms. Tennermann is a licensed clinical social worker with a background in complex care, early childhood social-emotional development, and diversity and inclusion training for social service professionals. Ms. Tennermann identifies as an anti-oppressive social worker and practices from a social justice and empowerment standpoint. She pays particular attention to race, culture and beliefs as they impact clinical encounters and practices in English and Spanish. Beyond her direct service work, Ms. Tennermann has provided consultation to social service and healthcare professionals around reducing bias in clinical judgment through critical exploration of self and self-awareness. She has assisted with curriculum development for professional trainings on unconscious bias and racial identity development and has investigated how social determinants of health impact pediatric patients with chronic medical conditions. She is passionate about mentoring high school, bachelor's and master's level students from underrepresented groups and increasing access to mental health services through telehealth. In her new role, Ms. Tennermann hopes to enhance health equity and reduce health outcome disparities through systems-level analysis and research, promotion of diversity and representation across service areas, and collaboration with hospital and community stakeholders.



**Valerie L. Ward, MD, MPH**

*Faculty Pediatric Radiologist*

*Assistant Professor of Radiology, Harvard Medical School*

*Faculty Director, Diversity and Cultural Competency Council*

*Boston Children's Hospital*

Valerie L. Ward (AB, MPH, Harvard University; MD, Yale University School of Medicine) is the Medical Director of Health Equity and Inclusion at Boston Children's Hospital (BCH); Staff Radiologist at BCH; and Assistant Professor of Radiology at Harvard Medical School (HMS). Early in her career, Valerie was sponsored by BCH to participate in the Fellows Program of The Partnership, Inc., an organization dedicated to workplace diversity and inclusion through professional and organizational development. Subsequently she was appointed as Faculty Director of the BCH Diversity and Cultural Competency Council (DCCC). Her clinical and research interests focus on understanding factors that lead to disparate outcomes for diverse children, improving the health care provider and patient interaction, and assessing diagnostic imaging technology. Along with the research working group of the DCCC, she obtained funding from the Blue Cross Blue Shield Foundation of Massachusetts to study the factors that affect communication between health care providers and diverse in-patients and their families. This study led to the development of a patient "navigation" tool. She later collaborated with pediatric colleagues to perform a study that led to a better understanding of missed care opportunities for diverse outpatients in the primary care setting at BCH. Dr. Ward was a 2012 recipient of the HMS Harold Amos Faculty Diversity Award. She has also been the Physician Director for Quality Improvement in Radiology, and improved the educational experience of trainees and faculty in recognizing and understanding factors involved in difficult and missed diagnoses in pediatric imaging.