CC Patient Demographics and Structural Racism Initiatives

John I. Gallin, M.D.
CC Chief Scientific Officer and
NIH Associate Director for
Clinical Research

National Institutes of Health
Office of Clinical Research

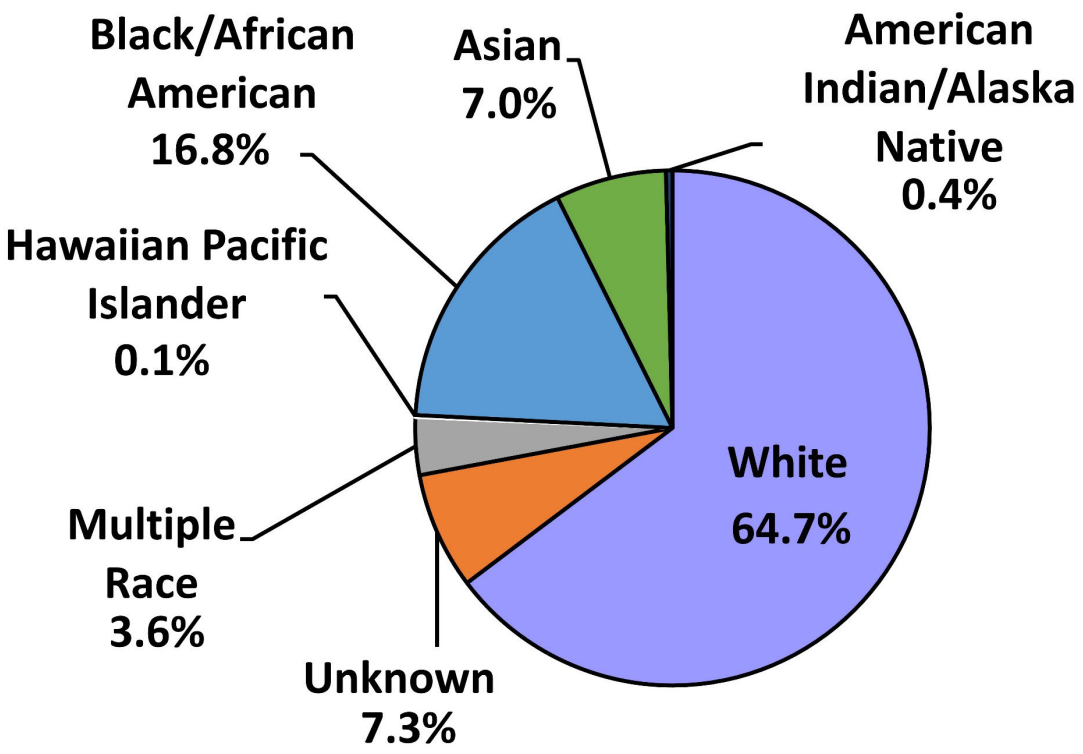
Outline

CC Patient Demographics

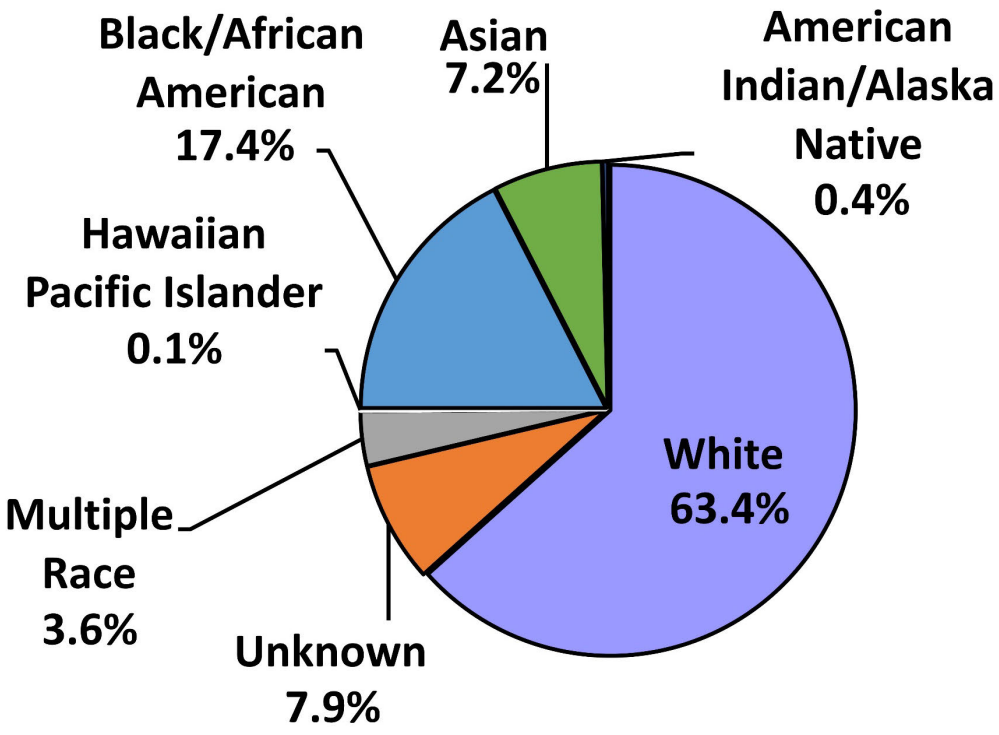
Structural Racism Initiatives to Change the CC Workforce

- **Local**
  - **BSC Membership**
  - **CC Staff**
  - **Training Programs**
  - **Medical Executive Committee**
- **Extramural Regional Partnerships**

CC Patient Demographics



2019 Total: 23,974 patients

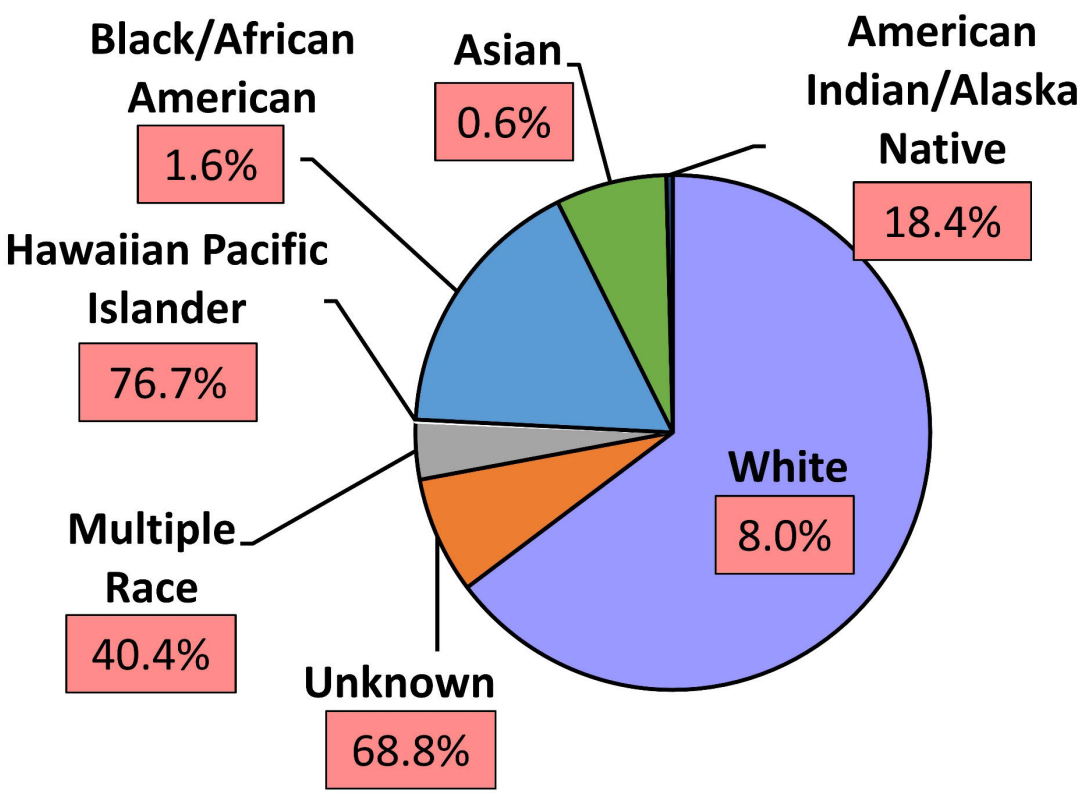


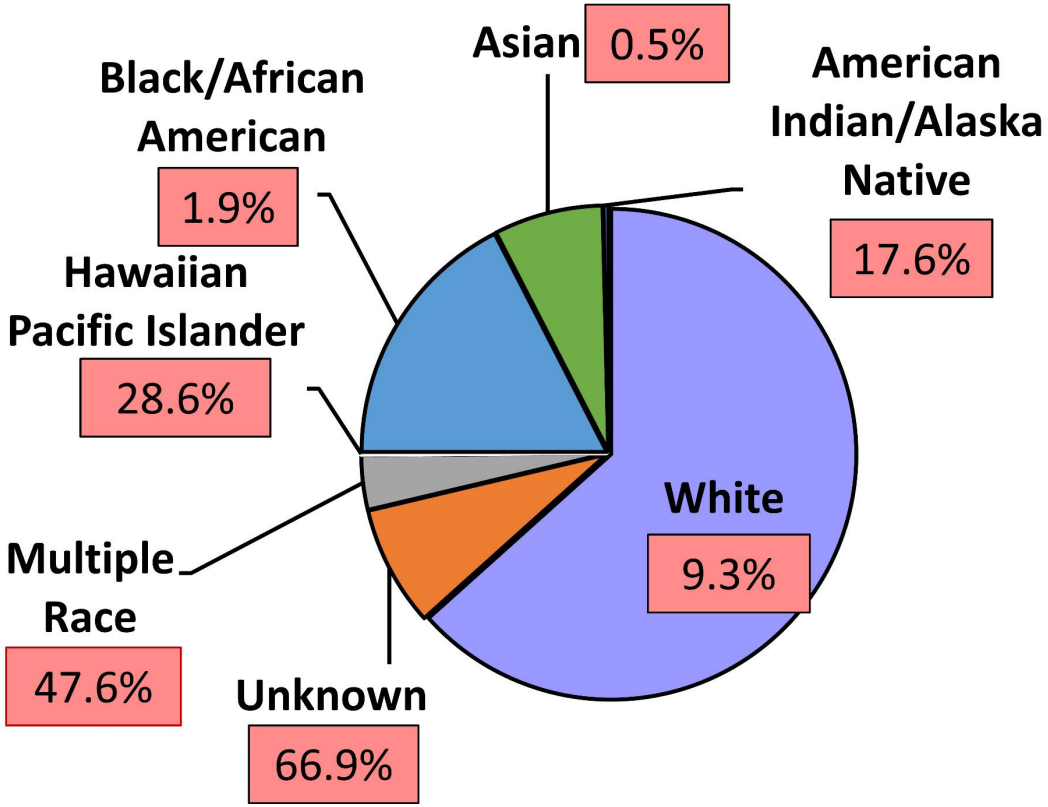
2020 Total: 13,637 patients

Data courtesy of BTRIS team

CC Patient Demographics

Hispanic/Latino Ethnicity





2019 Total: 23,974 patients

Total Hispanic/Latino: 12.1%

2020 Total: 13,637 patients

Total Hispanic/Latino: 13.4%

Data courtesy of BTRIS team

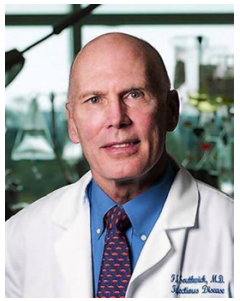
Outline

Structural Racism Initiatives to Change the CC Workforce

- Local
  - BSC Membership
  - CC Staff
    - Recruitment Strategies
    - Advancing From Within
    - New TT Positions

Board of Scientific Counselors

Kari Nadeau, M.D., Ph.D. – Chairperson
Stanford University School of Medicine



Frederick Southwick, M.D.
University of Florida

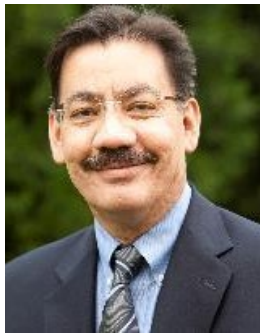
Vasken Dilsizian, M.D.
University of Maryland
School of Medicine

Reshma Jagsi, M.D., Ph.D.
University of Michigan

Dolores B. Njoku, M.D.
Johns Hopkins University
School of Medicine

David Brian Hackney, M.D.
Beth Israel Deaconess
Medical Center, Harvard Medical
School

Sarah Roshini Abraham, Ph.D.
Nationwide Children's Hospital
Ohio State University



Jose Aron Lopez, M.D.
University of Washington,
Seattle

Research Dept Heads and Town Hall Meetings

Over past year introduced a discussion about Structural Racism at each of the above meetings.

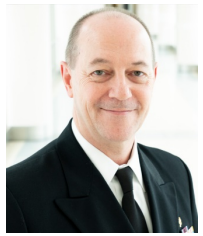
Outline

Structural Racism Initiatives to Change the CC Workforce

- **Local**
  - **CC Staff**
    - **Recruitment strategies**
    - **Advancing from within**
    - **New Tenure Track positions**

CC Department and Clinical Service Chiefs

19 Total
68.4% Women
15.8% URM



R. DeCederfelt, RPh, MS
(Acting PHARM)

A. Jones, MSOD, RN
(Pat. Rep.)

G. Wallen, PhD, RN
(NURS)

C. Grady, RN, PhD
(Bioethics)

K. Frank, MD, PhD, D(ABMM)
(Lab. Med.)

Barbara Bryant, MD, FCAP, FASCP
(Transfusion Med.)

E. Jones, MD, MPH, MBA
(RADIS)

A. Cichocki, MS, MSS, RD, LD
(Nutrition)

J. M. Pollack, MDiv, BCC
(Spiritual Care)

N. O'Grady, MD
(Internal Med. Consult Service)

T. N. Palmore, MD
(Hospital Epidemiology Service)

H. Masur, MD
(CCMD)

A. Berger, MSN, MD
(Pain & Pall. Care)

K. Kaczorowski, RN, MHSA
(Patient Support Service)

K. M. Baxley, MHA, MBA, LICSW, LCSW
(Social Work)

D. P. Merke, MD, MS
(Ped. Consult Service)

A. Mannes, MD, ME, MBA
(Periop. Med.)

L. Chan, MD, MPH
(Rehab. Med.)

P. Herscovitch, MD
(PET)

CC Tenured Scientists

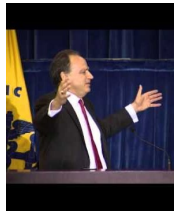
21 Total
28.6% Women
14.3 % URM

Gwenyth R. Wallen
PhD, RN

David B. Sacks
MB ChB, FACP, FRCPath

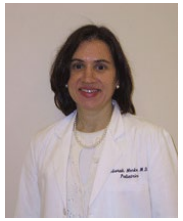
Sergio D. Rosenzweig
MD, PhD

Henry Masur
MD



Charles Natanson
MD

Leighton Chan
MD, MPH



Deborah P. Merke
MD, MS

Diane Damiano
MD

David S. Wendler
MA, PhD

Christine Grady
MSN, PhD

Ronald M. Summers
MD, PhD

Bradford Wood
MD

Ronald D. Neumann
MD

Scott Y.H. Kim
MD, PhD

Dima A. Hammoud
MD

Zenaide Quezado
MD

Anthony F. Suffredini
MD

Joseph A. Kovacs
MD

Joseph A. Frank
MD

Robert L. Danner Jr.
MD

Harvey Alter
MD

CC Recently Tenured

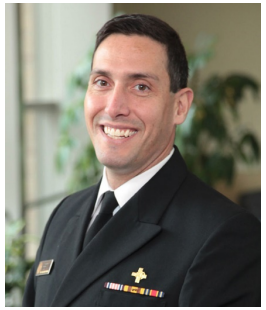
Diane Damiano, PhD, PT

Zenaide Quezado, MD

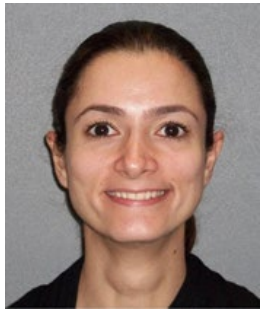
Sergio Rosenzeig, MD, PhD

Gwen Wallen, PhD, RN

Current CC Tenure Track



Dan Chertow, MD, MPH



Parizad Torazi-Parizi, MD

Jason Elinoff, MD

Sameer S. Kadri, MD, MS

Thomas Bulea, PhD

T. N. Palmore, MD

Building a Pipeline for New Investigators National Searches

Input from NIH Equity Committee to assure balance of subject matter and scientific expertise of members for equity, diversity, and inclusion. Committee members chosen and charged to insure thorough, fair, and credible process.

Building a Pipeline

New Tenure Track Positions

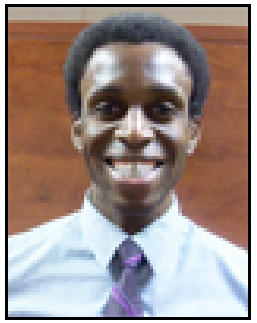
- Dept. of Bioethics. New TT search initiated with NIMHD. "Ethics of Underrepresented Minorities in Clinical Research"
- BSC recommended Nicole Farmer, MD for TT within new Translational Biobehavioral Health Disparities Branch in Nursing. Gwen Wallen PhD, RN, Chief.

New Senior Clinician Search

- BSC recommended Nadia Biassou MD, PhD for Senior Clinician. Dual Appt with NIDCD established. Search initiated.

Building a Pipeline

Advancing Clinical Investigators



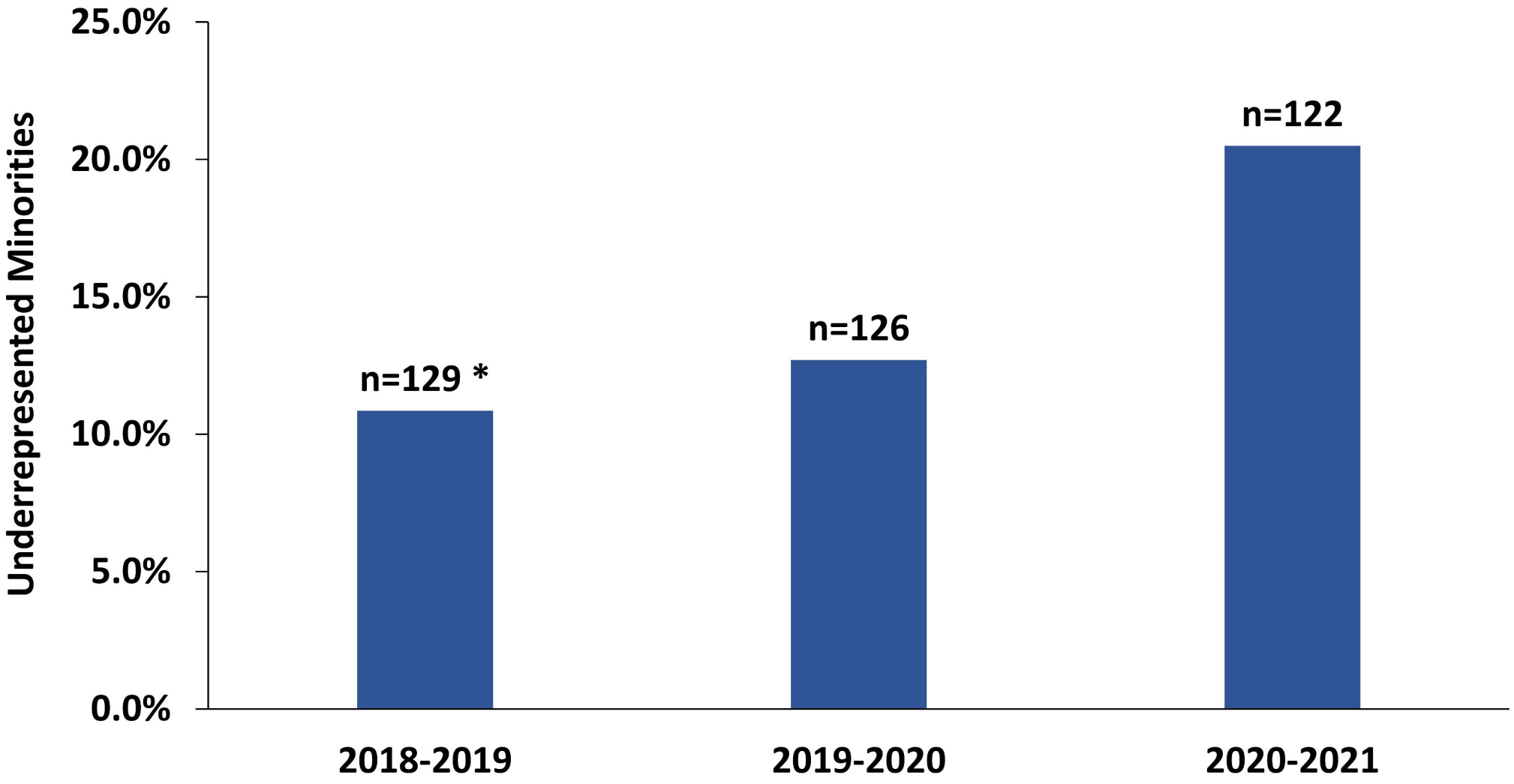
- **Ifeanyui Anidi, MD, PhD just completed Critical Care Medicine/Pulmonary Fellowship, extended to prepare for Assistant Clinical Investigator (with NHLBI).**

- **Ousmane Cisse, Pharm D, PhD in Critical Care Medicine Dept, awarded honorary NIH Associate Scientist title for defining in *Pneumocystis* species genetic diversity and evolutionary rates and for genetic sequencing of *Pneumocytis carinii*.**

Outline

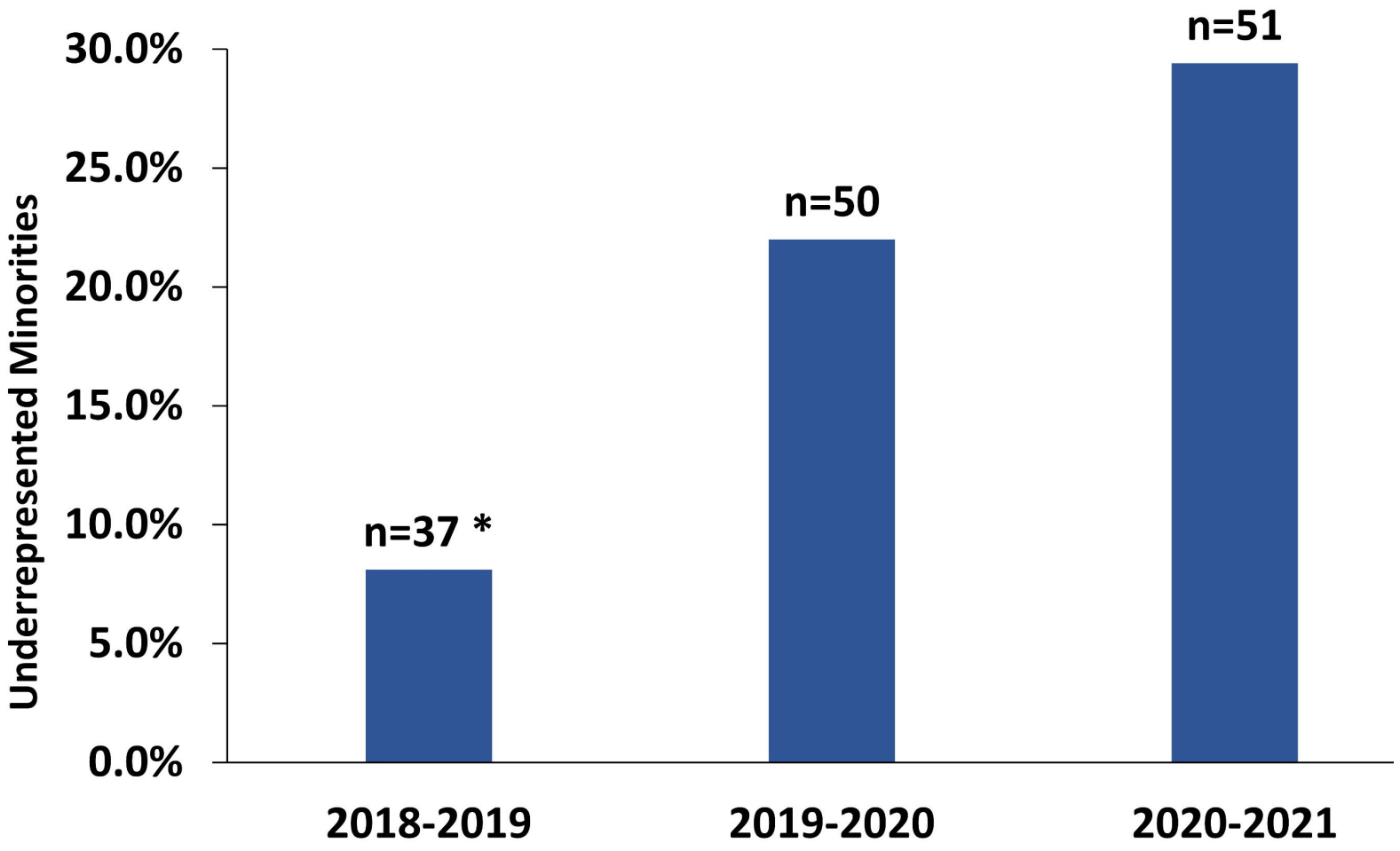
- Training Programs
  - ACGME
  - MRSP
  - Clinical Research Courses

ACGME Clinical Fellows



* Total number of ACGME Fellows

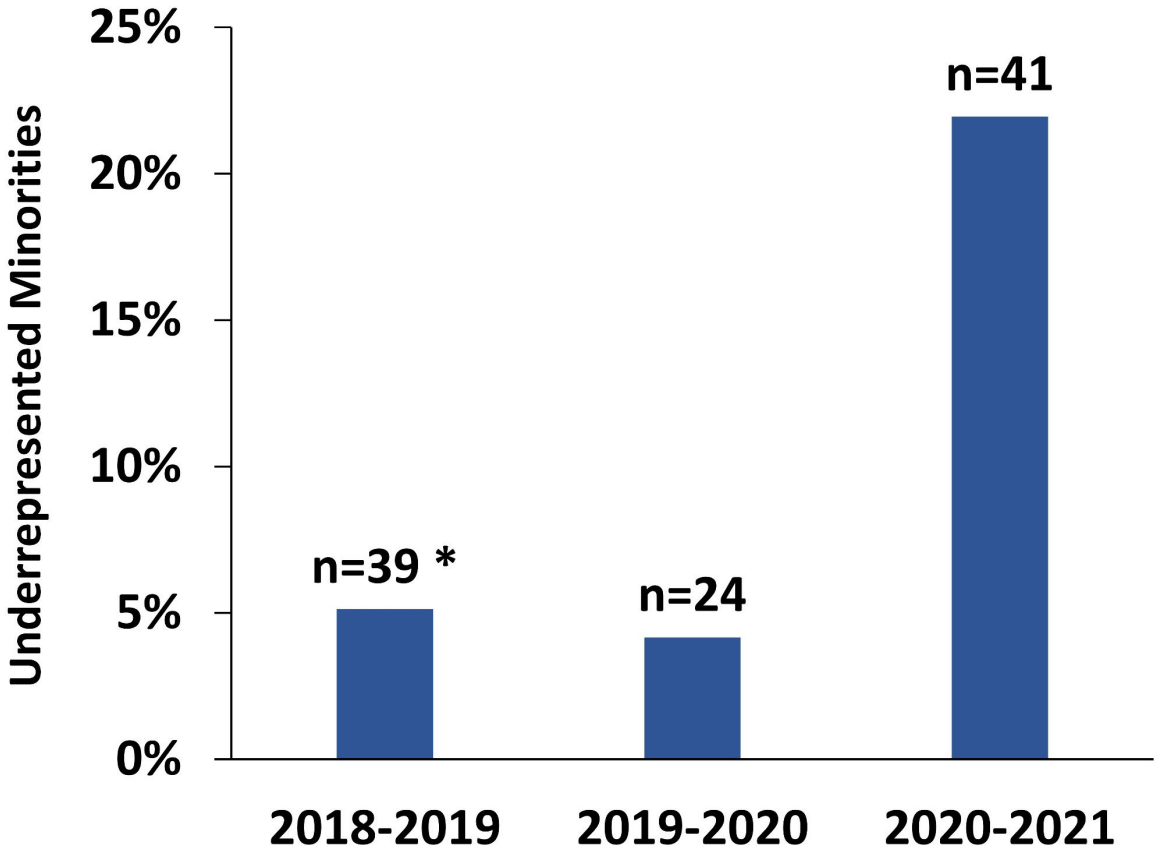
Medical Research Scholars Program



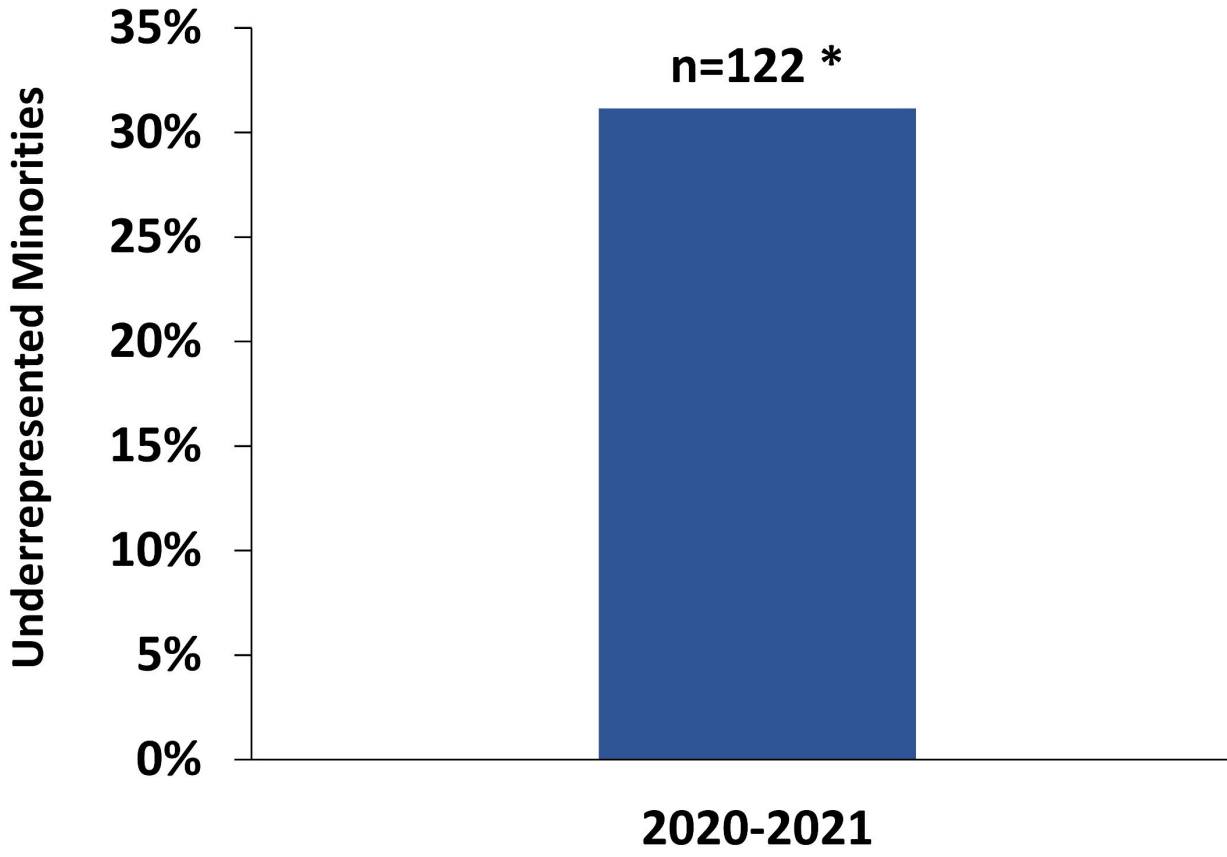
* Total number of scholars

CC Conference Speakers

CC Grand Rounds Speakers



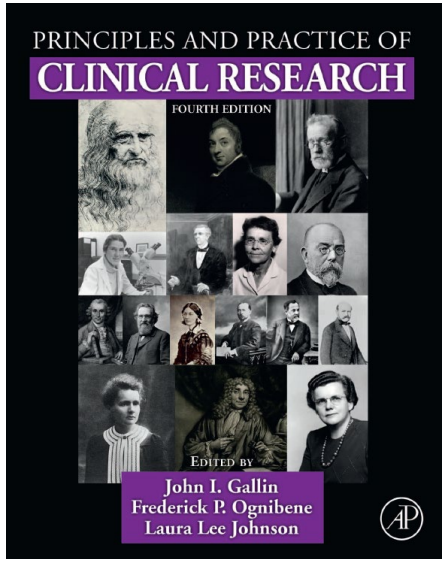
CC Seminar Speakers

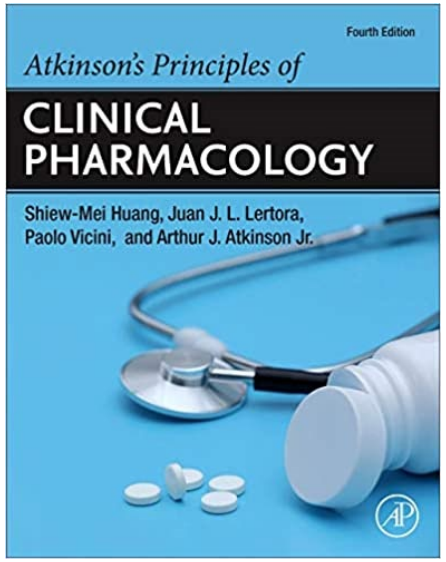


* Total number of speakers

Clinical Research Training Courses (2020-2021)

Introduction to the Principles and Practice of Clinical Research (IPPCR)
Principles of Clinical Pharmacology (PCP)





Clinical Research Training Courses (2020-2021)

Introduction to the Principles and Practice of Clinical Research (IPPCR)
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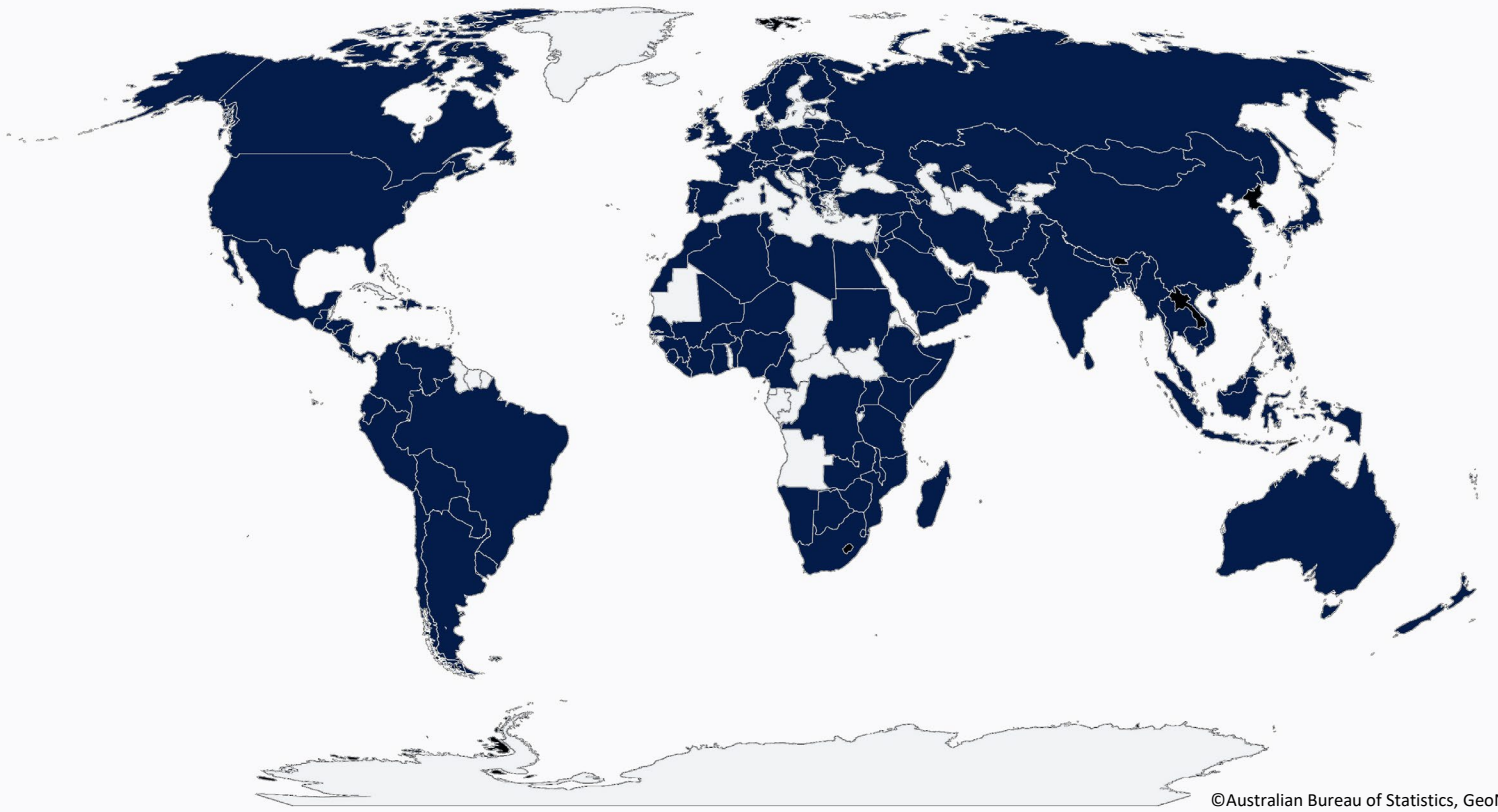
17,916
Total Participants

151
Participating Countries

~ 77.4% (151/195) of All Countries



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Participating countries are shaded.

Clinical Research Training Courses (2020-2021)

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17,916
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151
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~ 77.4% (151/195) of All Countries

IPPCR Top 10 Countries (Number of Participants)	
United States	4,701
India	1,376
Nigeria	799
Egypt	535
Pakistan	532
Brazil	395
Saudi Arabia	245
Canada	176
Kenya	140
Mexico	121

PCP Top 10 Countries (Number of Participants)	
United States	2,622
India	960
Nigeria	452
Egypt	225
Pakistan	187
Brazil	179
Saudi Arabia	105
Canada	88
Syria	85
China	73

Outline

- **Medical Executive Committee**
  - **Social Determinants of Health**

Medical Executive Committee

Social Determinants of Health

Lead: Anna Maria Nápoles PhD, MPH,
Scientific Director, NIMHD

Healthy People 2030 – CDC

SDOH are conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.
https://health.gov/healthypeople/objectives-and-data/social-determinants-health

CC Top 10 Social Determinants of Health

Unemployment, unspecified
Occupational exposure to toxic agents in other industries
Personal history of physical and sexual abuse in childhood
Insufficient social insurance and welfare support
Disappearance and death of family member
Homelessness
Occupational exposure to toxic agents in agriculture
Low income
Social exclusion and rejection
Other problems related to housing and economic circumstances

Outline

- **Extramural Regional Partnerships**

Regional Partnerships

NIH/Howard University Partnership

- **Master Agreement signed 2019**
- **Benefits**
  - ► **To NIH: increased diversity; access to minority patients**
  - ► **To Howard: enhanced research opportunities**

Howard/NIH Partnership Executive Team

Celia Maxwell, MD
Assoc. Dean Research,
College of Medicine

Hugh Mighty, MD
Dean, College of Medicine

Anthony Wutoh, PhD, RPh
Provost

Bruce Jones, PhD
VP Research

William Southerland, PhD
Prof. Biochem.

Thomas Mellman, MD
Prof. Psychiatry,
PI GHU CTSA

Anna Allen, PhD
Assoc. Prof.,
Dept. Biology

John Gallin, MD
CSO CC, Assoc. Dir. CR

Anne Zajicek, MD, PharmD
Dep. Dir. OCR

Roland Owens, PhD
Asst. Dir., OIR

Charlene Le Fauve, PhD
Sr. Advis. to the Chief OSWD

Howard University and NIH as Partners

Howard Colleges & Schools

- College of Medicine
- College of Pharmacy
- College of Nursing
- College of Dentistry
- School of Social Work
- School of Divinity
- School of Law

- Undergrad Honors Biol. Students
- Mentorship of Grad Students, Tenure Tracks, Junior Faculty
- Clinical Research Projects
  - Pulmonary Hypertension
  - Sarcoidosis
  - Behavioral Sciences
  - Sickle Cell
  - COVID
  - Bioethics
  - Nursing

NIH ICs

- NIAMS
- NICHD
- CC
  - -Bioethics
  - -CCMD
  - -Nursing
- NINDS
- NIDCR
- NCI
- NINR
- NIDDK
- NIAID
- NIMH
- NHLBI
- NHGRI

NIH UNITE Initiative Team

NIH-Howard Medical School Scholars Program

Courtney Fitzhugh, MD (UNITE Team Rep)

Investigator, Cellular and Molecular Therapeutics Branch, NHLBI, NIH

Tiffany Powell-Wiley, MD, MPH

Investigator

Cardiovascular Branch, NHLBI, NIH

Intramural Research Program, NIMHD, NIH

Proposal: Increase proportion of Howard medical students conducting research: a three-year mentoring program with NIH.

Conclusion

The CC has initiated numerous approaches to address Structural Racism thru new recruitments, advancement of staff, training programs and partnerships with local institutions to change the culture locally within the NIH community.

Questions/Discussion