

**MSSNY Health Equity Committee
Draft Minutes
March 25, 2022
Via Zoom**

Present

Joshua Cohen, MD Commissioner
Janine Fogarty, MD Asst.
Commissioner
Linda Clark, MD, MS Chair
Erick Eiting, MD, Co-Chair
Adolph Meyer, MD Vice-Chair
Louis August, MD
Maria DeJesus, MD
Frank Dowling, MD
Lynda Hohman, MD
Nina Huberman, MD
Charles LoPresto, DO
Thomas Madejski, MD
Steven Mandel, MD
Joseph Maldonado, MD

Malcolm Reid, MD
Joseph Sellers, MD President

Excused

Mauvareen Beverley, MD
Iris Rose Danzinger, MD
Lisa Eng, MD
Caroline Gomez-DiCesare, MD
Anna Jaysing, Student
Monica Sweeney, MD

Absent

Erik Blutinger, MSC
Richard Chang, MD
Milton Hayes, MD

Angela Ingram, MD
Nolan Kagetsu, MD
Anna Megane Kim, MD
Eliezer Kinberg, MD
Madellyn Klugman, MD
Michelle Lee, MD
Kiron Nair, MD
Lincoln Pao, MD
Michael Pisacano, MD
Anita Ravi, MD
Willie Underwood, MD
Vijay Yanamadala, MD
Leanna Knight, Student
Connor Orrico, Student

Invited Guests

Parag Mehta, MD President-elect
Bonnie Litvack, MD Immediate Past
President
Paul Pipia, MD

Staff

Troy Oechsner, Executive VP
Pat Clancy, Senior VP/Managing
DirectorEf
Melissa Hoffman, Asst. Director Public
Health Education
Maureen Ramirez, Administrative Asst.

1) Welcome

2) Adoption of January 21, 2022 Minutes – approved with corrections.

3) Discuss the outline for the Health Equity Resolution work – Dr. Joseph Sellers and Troy Oeschner – gave an update to the implementation of the resolution:

- Changes to the Legislative Agenda
- DEI training for staff. Announced to staff – not yet scheduled
- Affirmation of DEI training for staff

- Seek grant funding for consultant – see attached
- Next steps (looking for committee input)
- DEI training for leaders
 - Affirmation of DEI training by leaders
 - Efforts to educate, improve governance, mentor and monitor
 - Review of resolutions and sunset process

The resolution encourages counties to:

- Affirm racism is a public health crisis
- Evaluate mission statements and policies/procedures
- Develop strategic plan to increase DEI: recruitment, support/mentor

Implementation: Discussion at County Executives meeting has been done.

- Followup meeting with County Execs and HEC
- Draft and send email with specific suggestions
- Engage ethnic medical societies
- Other ideas are welcome

Resolution: Work with Medical Schools to recruit an support underrepresented students and use culturally relevant curricula (no raced-based medicine)

Implementation Plan:

The resolution from the Health Equity Committee seeks to:

- Increase awareness of health discrimination
- Work with other stakeholders to eliminate inequities
- Prevent and manage diseases in disinvested communities through education
- Reverse increased in health inequities
- Promote more funding for programs to attract diverse physicians and faculty

Implementation

MSSNY asks the Health Equity Committee's help to look at grant and other opportunities to:

- Educate physicians and patients on health inequities
- Build coalitions
- Attract more diverse physicians, students and faculty
- Make legislative and regulatory changes to address inequities: (e.g. network adequacy requirements for underserved communities)
- Engage ethnic medical societies

MSSNY will request assistance from committee members to create a formula to review resolutions that are submitted regarding inequities. Also, create a method to review old policy through the sunset review process, so that the existing policies will be reviewed regarding under the lens of diversity, equity and inclusion.

There was a discussion about adding some history about the racism in New York State, including structural racism.

Dr. Mehta asks that in light of committee appointments that are coming soon, anyone who has suggestions that would lend towards the diversity of the committees and the diversity of the MSSNY leadership, please forward your ideas to Dr. Mehta. There is plenty of talent on this committee. We should be pick one of

several topics and start addressing it. There should be a discussion on micro-aggression. History is certainly important and should be looked at, but more importantly we should look at how people are feeling now. Everyone should be involved in the discussion. The questions – What happened? How did it feel? How were you treated? This allows people to understand that whatever occurred may have been unintentional, but it still undermined someone’s self-confidence. If we can start with one actionable item and address it, we will be heading in the right direction.

Dr Seller suggested that the Equity Committee should receive committee rosters and an explanation of it’s purpose so they might be able to suggest people that would be interested in participating. The question arose how exactly do you determine diversity if you’re not familiar with the person on the roster? MSSNY will soon be launching the new data base. This data base will have a “self-reporting” option regarding diversity and will allow MSSNY to collect this data. Self-identity is great. The “way” you are asked to self-identify is important.

Dr. Clark presented a grid of the committee’s efforts. Specifically, what’s happening and who’s doing it. The Tiger Team created this. Everyone should look at the grid and see who can handle some objectives and report back to the committee. Dr. Clark will send the grid to everyone. Dr. Clark asked if anyone would like to take an item at this time. Dr. Huberman volunteered to oversee “racism as a health crisis”. Dr. Mandel mentioned that he felt there was a lot of disparities with people with mental health and addiction issues and that he felt this was an item that this committee should address. Dr. Dowling pointed out that MSSNY has been incredibly attentive to this issue, probably THE most active of all 50 states address physician burnout and substance abuse. Dr. Dowling pointed out MSSNY’s CPH as well as, the Physician Wellness Committee which is involved with the AMA delegation on this topic. Dr. Dowling suggests that the committee reach out to the physician wellness committee and any member of this committee that might be interested in what they’re doing to reach out to them as well. It is an opportunity to share information back and forth.

4) eGFR – Dr. Clarke discussed eGFR and to consider providing a unified response to race-based testing in New York State. The committee discussed race-based testing and algorithms at the last meeting. Dr. Eiting and Dr. Clark had discussed this and thought perhaps this is something MSSNY should do on a state level. Is this something MSSNY might get involved in - encouraging everyone to eliminate testing based on race? A member stated she thought it would be a great idea, but that it would have to be presented properly to initiate the greatest impact. Facts need to overcome culture. Because some national organizations have already come out against race-based testing, this might be an easier ask. Dr. Maldonado pointed out that MSSNY Communications can get the word out to the media on any important issues that might be raised. There is the media part and then there is the endorsement part.

Pat Clancy pointed out that MSSNY does not have policy on this. The first thing to do would be to create a resolution to the MSSNY Council adopting a policy and then from there a statement is created along with everything else that is needed. If the

committee would like to put forth a resolution for the council to consider. Pat checked to see if this could go to the House of Delegates as a late resolution, but it would need to be an emergency resolution which this is not. We can have something ready for the next council meeting. Also, doing the research to back up the resolution is critical. No one wants to rush this. Dr. Clark indicated that it was important that it be done correctly, because it would also set precedence on future recommendations coming from this committee. Some organizations have eliminated race from the patient records, but unfortunately even the labs need to change the way they process tests, because the results are these particular tests are computed with race as a factor. That needs to be changed. This is an opportunity for MSSNY to be a leader. Currently, the attorney general's office is looking into this, but MSSNY and the physicians should take the lead on something like this. Is the committee in favor of creating a resolution that asks that every lab in New York State adopt a GFR estimation without race. A majority of the committee expressed a desire to move forward with this. Dr. Eiting will draft the resolution for the committee to review. Dr. Auguste will assist. It can be done by email and look forward to the committee's feedback once it's been drafted.

5) Race-based testing and algorithms – The committee asked Pat Clancy if any other MSSNY committees were looking into race-based testing and algorithms. MSSNY's Infectious Diseases Committee has been dealing with the algorithm for antiviral treatments and is supporting the state's DOH guidance. MSSNY, following a recommendation of the Infectious Disease Committee, joined with the AMA on an amicus brief in the matter *Roberts v. Bassett* and also with NYC DOH/MM in *Jacobsen v. Bassett* regarding NY Dept of Health's treatment prioritization guidance.

6) 2021 MSSNY House of Delegates Resolution 156 – Eliminating Health Disparities in NYC: committee action is required. This was a resolution that was presented at the 2021 House of Delegates. It asks that a chief medical officer be created for New York City. For the first time in history, NYC has appointed a chief medical officer. Along with other responsibilities, this person is charged with making sure that disparate health issues are being addressed. The reference committee felt strongly that the Health Equity Committee should meet with this person to address issues in NYC and discuss what's being done to address health disparities in NYC and report back to Council on their findings. MSSNY committees have met with officials from the health departments to discuss many issues over the past. In Bronx County, they have not had an Asst. Health Commissioner in this county for many years. This would be a good opportunity when the committee meets with the health officer, to let her know that. Its important to know that the NYC Department of Health is its own entity. It gets it's own federal funding. It works in tandem with the NYS Department of Health, but it is its own entity. Dr. Madejski indicated that he thought this meeting would be important and that the committee should reach out to set up an appointment with the New York State Department of Health too. We should coordinate with New York County too. Pat Clancy will advise council that the committee is reaching out to set up this appointment to sit with the CMO.

Dr. Clark and Dr. Eiting will schedule another tiger team meeting.

154 **Next Meeting: September 23, 2022**

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156 **Adjourned**

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