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Informational Hearing

Diversity in California's Health Care Workforce
Tuesday, February 20, 2024 - Upon Adjournment of Session
1021 O Street, Room 1100

BIOGRAPHIES

Kathryn Phillips, *Associate Director*, California Health Care Foundation

Kathryn E. Phillips is an associate director on CHCF's Improving Access team, which works to improve access to coverage and care for Californians with low incomes. Kathryn supports strategy across the team, develops strategic priorities and new initiatives to build the future health care workforce in California, and fosters alignment of workforce activities across the foundation.

In her previous role as a senior program officer, Kathryn managed the California Improvement Network and led the foundation's efforts to advance primary care, including modernizing payment for Federally Qualified Health Centers and public health care systems, accelerating the adoption of integrated behavioral health care statewide, and improving population health management capabilities among providers that serve Medi-Cal members. She continues to lead programming to improve health equity by fostering greater investment in primary care systemwide.

Before joining CHCF, Kathryn was the program director for practice transformation at Qualis Health (now Comagine Health), a nonprofit population health consulting firm. She directed regional and national quality improvement projects, including the landmark Safety Net Medical Home Initiative, which developed and tested an evidence-based framework to guide primary care redesign efforts. Her portfolio also included initiatives to advance care integration and the capacity of primary care practices to deliver behavioral health and oral health services.

Kiran Savage-Sangwan, *Executive Director*, California Pan Ethnic Health Network

Kiran Savage-Sangwan is the Executive Director of the California Pan-Ethnic Health Network (CPEHN). CPEHN is a statewide multicultural health advocacy organization, focused on eliminating persistent health inequities and addressing structural racism in health care. Prior to becoming Executive Director in 2019, Kiran served as CPEHN Deputy Director and Health Integration Policy Director. In those roles, she was the chief architect of many CPEHN bills, in particular the groundbreaking bill to prohibit hospital patient dumping that became California law in 2018. Kiran has been instrumental in positioning CPEHN as a leader in the health equity

field, expanding CPEHN's work in public, mental, and oral health, deepening CPEHN's local advocacy impact, and developing new partnerships and campaigns.

Kiran has a background in immigrant and mental health organizing and advocacy. Immediately prior to joining CPEHN, Kiran worked as the Director of Legislation and Advocacy for the National Alliance on Mental Illness (NAMI) California. There, she led policy initiatives to improve access to behavioral health care and to reduce the stigma and discrimination surrounding mental illness. Before NAMI California, Kiran worked at the American Civil Liberties Union of Northern California as an Organizer, primarily focused on immigrants' rights, and at the New York State Youth Leadership Council, which she co-founded.

Kiran graduated from New York University with a B.A. and a Master of Public Administration. She is a member of the Board of Directors of Community Catalyst and previously chaired the Sacramento Community Police Review Commission.. Kiran frequently testifies before state boards, commissions, and legislative committees, and is often cited by state and local media. She lives in Davis with her spouse and two daughters.

Meron Agonafer, *Policy and Legislative Affairs Manager*, California Black Health Network
Meron Agonafer serves as the Manager, Policy and Legislative Affairs for the California Black Health Network. She worked in the California State Assembly as a legislative aide for Assembly Member Chris Holden and Assembly Member Shirley Weber, and as a policy consultant in the Speaker's Office of Research and Floor Analysis. Meron also worked as a Policy Consultant for UC Health. She brings over ten years of experience in health policy.

Meron holds a B.A. from the University of the District of Columbia in Political Science, a Master of Arts in African Studies (emphasis on conflict resolution) from Howard University, and a Master of Studies in Law, specializing in government, from the University of California, Hastings College of the Law.

Dr. Seciah Aquino, *Executive Director*, Latino Coalition for a Healthy California
Dr. Seciah Aquino serves as Executive Director for the Latino Coalition for a Healthy California (LCHC) — the State's leading policy organization advocating for health equity in the Latine community. In her role, she is passionate to advance health justice for CA Latines through unity. Latines working hand in hand with fellow siblings from other systemically disenfranchised communities, to advance a unified Health Equity Agenda. One that seeks sustainable systemic changes, through policy solutions that will address the acute and long-term repercussions of health inequities. She strongly believes we must as a collective -- own our power and harness our resiliency to achieve true justice.

Dr. Aquino is a proud immigrant from Guatemala. Through life experience she has been blessed to learn first-hand how to stand up for the oppressed, how to provide for the needy, and how to speak up for the rights of the destitute. Dr. Aquino began her journey in public health as a promotora and throughout her career, thereafter, has remained committed to creating a culture of health across the nation. For over 10 years, she has worked to advance health equity and social justice issues across non-profit, government, and academic sectors and at multiple levels including local, state, and national. Before her role as Executive Director, she served as Deputy Director at the Latino Coalition for a Healthy California.

Dr. Aquino holds a Doctorate in Public Health (DrPH) from Harvard University and a Master of Science (MS) in Global Medicine from the University of Southern California.

Tara Gamboa-Eastman, *Director of Government Affairs*, Steinberg Institute

Tara is an accomplished advocate with a deep commitment to ensuring equitable access to behavioral health care. During her time at the Institute, she was the lead advocate for AB 988 (Bauer-Kahan, 2022) to implement the 988 crisis care continuum in California. She has also focused on addressing the workforce shortage, commercial insurance parity, and designing public accountability systems.

Before coming to the Steinberg Institute, Tara worked in the California legislature on issues related to economic justice, housing, homelessness, and human services.

Tara holds a bachelor's degree in political science from UC Berkeley and a Master's of Public Policy from Harvard University.

Elizabeth Landsberg, *Director*, Department of Health Care Access and Information

Elizabeth Landsberg is the Director of the Department of Healthcare Access and Information (HCAI). Previously she was a Deputy Director at the Department of Managed Health Care (DMHC) overseeing the Help Center which assists consumers and providers with health care complaints. Before joining DMHC, Landsberg was an advocate for health care consumers in the nonprofit realm for more than 16 years. She was the Director of Policy Advocacy for the Western Center on Law & Poverty where she specialized in health care issues including health reform implementation, Medi-Cal, Covered California, and other issues affecting poor Californians. Earlier in her career, Landsberg was the Supervising Attorney for the Health Rights Hotline at Legal Services of Northern California. She was a Ruth Chance Law Fellow at Equal Rights Advocates and served as a law clerk to Federal District Court Judge Martha Vázquez. Landsberg received her law degree from UC Berkeley where she was the Editor-in-Chief of the Berkeley Women's Law Journal. She holds a bachelor's in history from Pomona College.

Elisabeth Abbott, *Deputy Director Office of Health Workforce Development*, Department of Health Care Access and Information

Libby Abbott joined California's Department of Health Care Access and Information (HCAI) in October 2023 as a Deputy Director to lead the Health Workforce Development team.

Prior to joining HCAI, Libby was the Director of the Health Workforce Program at the Clinton Health Access Initiative, where she led a portfolio of technical assistance to the governments of 12 countries on health workforce planning, programs, and policy. In this capacity she worked closely with the governments of several countries – Ethiopia, Liberia, Malawi, and Rwanda – to design and launch national health workforce strategies, including supply and demand modeling to set workforce targets, pre-service scale up plans, and introducing new health professions training programs.

Libby also has a background in research, monitoring, and evaluation.

Libby holds two master's degrees in Public Health and International Affairs from Columbia University.

Dr. Mark Henderson, *Professor of Internal Medicine and Associate Dean for Admissions*, UC Davis School of Medicine, University of California, Davis

Mark Henderson, M.D., is Professor of Internal Medicine and Associate Dean for Admissions at the UC Davis School of Medicine. Henderson is the community of practice lead for UC Davis's Health Resources and Services Administration-funded national Center for a Diverse Healthcare Workforce and an expert in reforming medical school admissions practices to enhance racial-

ethnic and economic diversity. Over the past 17 years, he led UC Davis's efforts to become one of the most diverse medical schools in the U.S.

He is co-principal investigator of the Accelerated Competency-based Education in Primary Care (ACE-PC) program, a 3-year medical school track for students committed to primary care careers, and the California Oregon Medical Partnership to Address Disparities in Rural Education and Health (COMPADRE), both funded by the American Medical Association. COMPADRE is a cross-state partnership between UC Davis and Oregon Health and Science University (OHSU) that aims to transform the physician workforce by admitting and training students from rural and tribal communities for future practice in these underserved communities.

Henderson holds the Dean's Endowed Chair in Teaching Excellence and teaches a UC Davis Study Abroad course in Spain.

Dr. Ilan Shapiro, Chief Medical Officer, AltaMed Health Services

Dr. Ilan Shapiro is the Senior Vice-President and Chief Health Correspondent and Medical Affairs Officer for AltaMed Health Services. He supports strategies for external health communications, advocacy, and community relations. As the Chief Health Correspondent for AltaMed, Dr. Shapiro works closely with the Public Affairs, Community Affairs, Government Relations, and Civic Engagement departments to help expand community health and wellness initiatives.

Between 2016–17, he also served as Medical Director for Behavioral Health, and was instrumental in strengthening the practice and expanding AltaMed's offerings. Dr. Shapiro has been on the frontlines of the COVID-19 pandemic as a leading health expert, providing care, education and information. He has become a trusted media resource for both regional and national news outlets, including CNN, NBC, MSNBC, Telemundo, and Univision. At AltaMed, he is the face of our Community Affairs digital segment Conversaciones Vitales. Born from the pandemic, the episodes seek to educate the community and prevent any disinformation around important health topics as well as provide reliable information around common health care concerns.

In addition to his work at AltaMed, Dr. Shapiro serves on the Board of Governors at L.A. Care Health Plan and the Gasol Foundation.

James Fitzgibbon, MBA, DPT, President/Regional School Administrator, Kaiser Permanente School of Allied Health Sciences

James Fitzgibbon serves as the President and Regional School Administrator of the Kaiser Permanente School of Allied Health Sciences (KPSAHS) in Richmond, CA. Fitzgibbon is responsible for the administrative oversight of the schools' degree and certificate programs and integration with Kaiser Permanente Medical Centers across the northern California region. He leads KPSAHS with a renewed focus on workforce planning, allied health professions expansions, and maintaining strong partnerships with all of Kaiser Permanente's Medical Centers, in order to meet workforce needs and shortages.

Fitzgibbon's background and accomplishments include serving as the Area Director of Physiotherapy Associates and Director of Rehabilitation Services at Palm Drive Hospital. Additionally, he served as the Director of Sonoma College's Allied Health Program, where he was instrumental in all aspects of strategic business development, marketing, accreditation and curriculum design for the healthcare professional courses and programs. Fitzgibbon has been a major contributor to the growth and operational excellence of each organization, while applying

a philosophical focus on education and patient centric care delivery. Fitzgibbon received his B.Sc. (1997) from Trinity College Dublin and holds dual M.B.A degrees from the Haas School of Business at UC Berkeley and Columbia Business School NY (2012), and a Doctorate of Physical Therapy (2006) from the Rocky Mountain University of Health Professions. He currently lives in Berkeley, CA with his wife and 4 rescue dogs.

Dr. Ruth Shim, *Associate Dean of Diverse and Inclusive Education*, UC Davis School of Medicine, University of California, Davis

Ruth Shim, M.D., M.P.H., is the Luke & Grace Kim Professor in Cultural Psychiatry and Professor of Clinical Psychiatry in the Department of Psychiatry and Behavioral Sciences at the University of California, Davis. She also serves as Associate Dean of Diverse and Inclusive Education at the University of California, Davis School of Medicine. Dr. Shim's research focuses on mental health disparities and inequities, and she provides clinical psychiatric care in the UC Davis Early Diagnosis and Preventative Treatment (EDAPT) Clinic.

Dr. Shim is a member of the Board of Trustees of the Robert Wood Johnson Foundation and the American Association for Community Psychiatry. She serves on the Research and Evaluation Committee of the California Mental Health Services Oversight and Accountability Commission. Additionally, Dr. Shim serves on the editorial boards of *JAMA Psychiatry*, *Psychiatric Services*, *Community Mental Health Journal*, and American Psychiatric Publishing. She is co-editor of the books, *The Social Determinants of Mental Health*, and the recently published, *Social (In)Justice and Mental Health*.

Dr. Shim is a former fellow of the Executive Leadership in Academic Medicine (ELAM) Program, and an at-large member of the National Academies of Sciences, Engineering, and Medicine Forum on Mental Health and Substance Use Disorders.

Dr. Shim received a Master of Public Health specializing in health policy from the Rollins School of Public Health at Emory University and an M.D. from Emory University School of Medicine.

Monica Scott, LMFT, *Lead Clinical Supervisor*, Roots Community Health Center, Oakland, California

Experienced behavioral health clinician with a demonstrated history of working in the mental health care industry. Skilled in Adolescent Therapy, Anger Management, Software Documentation, Elder Care, and Healthcare. Strong healthcare services professional with two masters focused in Psychology and Gerontology.