

# *Addressing Health Disparities: Can Black Women in Leadership be Part of the Solution?*

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**WomenNC**



**Healthcare is the cornerstone of society**

**“Of all the forms of inequality, injustice in health care is the most shocking and inhumane”**

**Dr. Martin Luther King, Jr.**

# Background



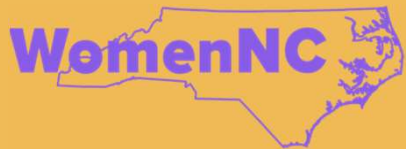
- The death rate for Blacks is generally higher than Whites (e.g., cardiovascular diseases, cancer, HIV, & homicide).
- Black women hold the most hazardous occupations in healthcare
- There is a lack of Black women in leadership positions in healthcare.
- Between 2011 and 2015, minority representation in hospital leadership boards, CEOs, executive leadership positions, and mid-level management remained under 20%



# Health Outcomes for Black Women

Black maternal mortality rate

Treatment of African American women



# Methodology





# Literature Review

- Approximately 26 journal articles, news articles and professional organization's websites contributed to this research
- Professional Organization websites
- News Articles
- Databases
- Google Scholar
- ProQuest

# Findings

**WomenNC**



# Barriers encountered in the workplace by professional Black women

Stereotypes

Lack of mentors

Advancement opportunities



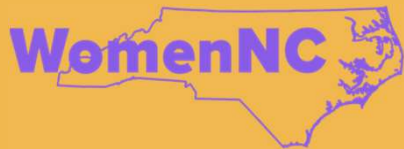
# NC Findings



## UNC Health Executive Council

Provides oversight, strategic direction and decision-making for UNC Health.

Out of the five major health systems which provide healthcare for most of North Carolina only one was led by an African American woman.



### DUHS Leadership



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Chancellor for Health Affairs at Duke University, President and CEO of DUHS



**Craig T. Albanese, MD, MBA**  
Executive Vice President and Chief Operating Officer, Duke University Health System



**Rhonda Brandon**  
Chief Human Resources Officer and Sr. Vice President, DUHS



**Ian Lee Brown**  
Chief Employee Experience Officer and Vice President, DUHS



**Monroe B. Brown, MD**  
Vice President for Administration, DUHS and Associate Dean of Veterans Affairs, Duke University School of Medicine



**Debra Clark-Jones**  
Associate Vice President for Community Health



**Mike Dente, MD, PhD**  
Associate Vice President, DUHS Clinical Labs and Vice Chair of Clinical Pathology, Department of Pathology



**Jeffrey Ferranti, MD, MS**  
Chief Digital Officer and Senior Vice President



**Barbara Griffith, MD**  
President, Duke Raleigh Hospital



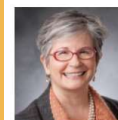
**Michael Kasran, MD, PhD**  
Executive Director, Duke Cancer Institute



**Catherine Lee**  
Associate Vice President for Government Relations



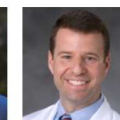
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Vice President, Network Services, DUHS



**Ellen Medearis**  
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**Rob Odem**  
Chief Marketing and Communications Officer and Vice President, Duke University Health System



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Interim System Chief Nursing Executive, Duke University Health System



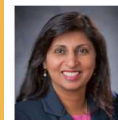
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WakeMed By the  
Numbers

WakeMed Innovations

Wake Tech & Wake  
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Valerie Barlow, PharmD, MBA  
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Cindy A. Boily, MSN, RN  
*Senior Vice President & Chief Nursing Office*

# NC Findings cont.

# Additional Findings

- The Healthy North Carolina 2030 Report showed that lower income families had a great chance of living in communities with schools that have insufficient resources for sending their students to college
- North Carolina Healthcare Association created Diverse Healthcare Leaders Mentorship Program



## Recommendations



## **Increase**

Scholarships/grants to target Black women furthering their education in healthcare.

## **Create**

Mentorship programs that will help Black women in entry and middle level management in healthcare administration navigate the progression of their careers.

## **Expand**

Opportunities to gain experience in healthcare administration while completing their education through internships and other experiential learning.



# Thank You. Questions? Comments?

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