

Achieving Health Care Equity for People with I/DD and Their Families

Speaker Bios

Dave Richard, Deputy Director, NC Medicaid

Dave Richard is the Deputy Secretary, NC Medicaid, where he leads North Carolina's \$14 billion Medicaid and NC Health Choice programs for the state's Department of Health and Human Services. Richard's vision for Medicaid is to ensure a sustainable, person-centered, and innovative Medicaid program for more than two million North Carolinians who use Medicaid. As the programs undergo transformation to even better fit the needs of state and its residents, he is committed to the fundamental goal of improving the health and well-being of all residents. Richard believes the right way to achieve success is to work closely with stakeholders in all aspects of Medicaid.

Prior to leading Medicaid, Richard was the Deputy Secretary for DHHS Behavioral Health and Developmental Disability Services and the State Operated Healthcare Facilities divisions. He joined DHHS in May 2013 as the Director of the Division of Mental Health, Intellectual and Developmental Disabilities and Substance Abuse Services. Richard joined DHHS after leading The Arc of North Carolina, an advocacy and service organization for people with intellectual and developmental disabilities, as its Executive Director for 24 years. Richard has a bachelor's degree in education from Louisiana State University.

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Annise Weaver, MS. Ed., CRC. Associate Director of Diversity, Equity, and Inclusion, Dept. of Psychiatry and Behavioral Sciences, Duke University Medical Center

Annise Weaver serves as the Associate Director of Diversity, Equity and Inclusion, and NC-PAL Education & Outreach Manager-Community with the Department of Psychiatry and Behavioral Sciences, Duke University Medical Center where she leads programs to integrate diversity, equity, and inclusion training for staff, students, and patients. Annise is the Vice Chair of the ME² (Motivate, Mentor, Educate and Empower) Employee Resource Group for Black staff. She has over fifteen years of experience developing initiatives that better serve diverse populations. Annise pursues the most current research and training on racial equity, bias, and inclusion among the most under-resourced communities. She is passionate about improving the diversity among staff, faculty and learners and providing pathways to success for communities within and outside of Duke. Most recently, Annise was awarded the 25th annual Samuel DuBois Cook Society Award for Black staff at Duke University.

Before joining Duke, Annise oversaw two mental health treatment programs that served largely Black and Latinx clients in New York City. Throughout Annise's career, she has been a leader in spearheading initiatives to serve underrepresented clients. Annise received her Undergraduate and Master's degree in Education of Science with a focus on Rehabilitation Counseling from the University at Albany. Annise maintains a credential as a Certified Rehabilitation Counselor.

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Dr. Susan Havercamp, PhD., Ohio State University Nisonger Center

Susan M. Havercamp, PhD, is a professor of psychiatry and behavioral health at the Ohio State University Nisonger Center. Her research explores physical and mental health issues in people with intellectual and other disabilities. Her professional contributions lie in three areas: building a health surveillance evidence base, developing and evaluating health promotion interventions, and training healthcare providers to improve healthcare for patients with disabilities. Dr. Havercamp is the Principal Investigator of the Centers for Disease Control and Prevention funded program, a partnership with the Ohio Department of Health to improve the health of Ohioans with disabilities. Through this program, Dr. Havercamp led the development of core disability competencies for disability in health care education and developed disability training programs for interdisciplinary healthcare professionals. Dr. Havercamp is a consulting editor for *Intellectual and Developmental Disabilities*, *the Disability and Health Journal*, and *Inclusion*. She is past president of both the American Association on Intellectual and Developmental Disabilities Board of Directors and the Alliance on Disability in Health Care Education.

Dr. Havercamp is also the Principal Investigator of the Rehabilitation Research and Training Center (RRTC) on the assessment and treatment of behavioral health conditions in adults with intellectual disability funded by the National Institute on Disability, Independent Living, and Rehabilitation Research. This center, called *Can you Hear Me Now?*, is focused on improving our ability to access self-report information on health and behavioral health from adults with intellectual disability. One current national study aims to estimate the prevalence of psychiatric disorders in adults with intellectual disability. We have partnered with six states, including North Carolina.

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Dr. Steve Sulkes, MD. Co-Director, Strong Center for Developmental Disabilities, Professor, Dept. of Pediatrics, University of Rochester Medical Center

Dr. Sulkes is a Developmental-Behavioral Pediatric Specialist who has provided primary care and developmental-behavioral pediatric specialty care for individuals with intellectual and developmental disabilities in residential and community settings for more than forty years. Dr. Sulkes is the Co-Director of the University Center of Excellence in Developmental Disabilities in University of Rochester Medical Center's division of Developmental-Behavioral Pediatrics. He directed the interdisciplinary Leadership Education in Neurodevelopmental Disabilities program for 25 years and remains on its faculty, and he is the director of the University of Rochester Fellowship program in Developmental-Behavioral Pediatrics. He is Past-President of the American Academy of Developmental Medicine and Dentistry.

Dr. Sulkes works toward giving those with developmental disabilities the same opportunities for high quality health care in the same settings everyone else has. He aims to provide equal opportunities to participate in all aspects of community life. His research and advocacy passions merge around improving health care delivery for people with intellectual and developmental disabilities. Dr. Sulkes graduated from Boston University School of Medicine, trained in Pediatrics at Upstate Medical Center in Syracuse, NY and in Developmental Pediatrics at Boston Children's Hospital. He is board certified in General and Developmental-Behavioral Pediatrics.

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Panelist Bios

Victor Armstrong serves as North Carolina DHHS Chief Health Equity Officer, with responsibility for leading the overarching strategy and operational goals to promote health equity, diversity, and inclusion across all the agency's health and human services. He is responsible for developing, implementing, facilitating, and embedding health equity strategic initiatives into every aspect of DHHS' programs, services, actions, outcomes, and internal employee culture; as well as overseeing the Office of Health Equity, Office of Rural Health, and the Office of Diversity and Inclusion.

Victor joined NC DHHS as Director of the NC Division of Mental Health, Developmental Disabilities, Substance Abuse Services in March of 2020. Prior to accepting this role, Victor spent six years as Vice President of Behavioral Health with Atrium Health. Victor has over 30 years of experience in human services primarily dedicated to building and strengthening community resources to serve individuals who have been historically marginalized. He is a nationally recognized speaker on issues regarding health equity and access to healthcare, particularly as it relates to individuals living with mental health challenges.

Victor currently serves on the advisory board for the East Carolina University School of Social Work, American Foundation for Suicide Prevention of NC. He is also a member, and former board chair, of NAMI NC, and a member of National Association of Social Workers. Victor is a former member of the board of directors of National Council for Behavioral Health, i2i Center for Integrative Health, and RI International.

Victor graduated, Magna Cum Laude, from North Carolina Central University with a bachelor's degree in Business Management and received a Master of Social Work from East Carolina University.

Deja Barber is currently obtaining a double Masters in School & Rehabilitation Counseling from NCA&T State University. She has a contract position with Disability Rights NC working on the COVID Vaccine Project and the Ability Leadership Project. Deja is a graduate of the first Peer Mentoring Training Program sponsored by the NC Council on Developmental Disabilities and is assisting with the second training program. Deja was a presenter at the 2018 Association of Programs for Rural Independent Living conference and has been a member of the Youth Steering Committee and NC State Independent Living Council board. Deja has served on numerous community boards.

Courtney Chavis is the Triage Specialist at the Autism Society of NC. In this role, Courtney provides support to the Advocacy Department by responding to in-coming calls and communications. She assists the Autism Resource Specialists to ensure courteous and speedy response times. Her support is utilized throughout several regions including Charlotte, Raleigh, Eastern, Greensboro, and Fayetteville. Courtney chairs the ASNC Diversity Committee. She also delivers presentations and workshops, and provides autism-related information to service providers, families and other stakeholder groups as needed. Prior to working for ASNC, Courtney was a Family Advocate with the Family Support and Community Collaboration Program of Sandhills Center, NAMI, and North Carolina Families United. Her first position supporting children was as an Occupational Therapist Assistant/ Teacher Assistant at Gateway Education Center in Greensboro, NC; her hometown.

Courtney studied at the University of North Carolina at Greensboro and Laurel (John Wesley) University. She is an artist and writer interested in using art to promote growth, self-care and wellbeing. "I've learned that people will forget what you said. People will forget what you did. But people will never forget how you made them feel." is a Maya Angelou quote she lives by.

Kelly Crosbie is the Chief Quality Officer at the Division of Health Benefits (NC Medicaid). She is responsible for overseeing all Quality Programs aimed at improving health outcomes, promoting health equity, paying for value, and addressing medical and non-medical drivers of care. She also directs all Care Management and Population Health Delivery programs including Advanced Medical Homes (AMH), High-Risk Pregnancy Care Management, Care Management for At-Risk Children, Long-Term Services and Supports (LTSS) Care Management, and Health Homes for Individuals with Behavioral Health, Substance Use Disorders, and Intellectual and Developmental Disabilities. She has served in this role since 2016.

From 2014-2016, Kelly served as the Chief Operating Office for CCNC, the state's population health/ medical home system. From 2008-2013 she served at NC Medicaid, first as Assistant Director of Behavioral Health Managed Care then as Chief Operating Officer. Kelly has over 20 years of experience in government Medicaid and Human Service programs.

Ms. Crosbie is a licensed clinical social worker and received her MSW from Temple University and her B.S. from the University of Pittsburgh. She is an appointed member of the NC Institute

of Medicine, the HCP-LAN 2.0 Care Transformation Forum, and the Health Equity Advisory Team (HEAT), the NCQA Public Sector Advisory Committee and Equity Standards subcommittee; and she has served on multiple Technical Advisory Panels for CMS/CMMI and NQF initiatives.

Dr. Michelle Laws is the Chief Experience Officer for the North Carolina Medical Society. Prior to taking on this new position at the beginning of 2022, Dr. Laws served as the Assistant Director of Consumer Support Services and Community Engagement and the Diversity, Equity and Inclusion for the NC DHHS, Division of MH/DD/SAS. In March 2020, Dr. Laws was brought on to the Secretary of the NC DHHS' COVID19 Emergency Response Team to help lead the Historically Marginalized Populations (HMP) Workgroup.

Dr. Laws' distinguished professional career also includes serving as the Director of Policy and Public Advocacy for the NC National Alliance on Mental Illness (NAMI-NC); Assistant Director of the Community Health Coalition, Inc. serving as the former Executive Director of the North Carolina State Conference of the NAACP; and serving as an adjunct professor for North Carolina Central University, North Carolina State University, and college-transfer courses in federal and state prisons. Dr. Laws also served as the legislative liaison for NC DHHS's Division of MH/DD/SAS. Dr. Laws has been widely recognized both nationally and internationally as a dynamic speaker and passionate advocate for marginalized and underserved populations, including women and children living in poverty, the homeless, justice involved youth, veterans, and persons with mental illness and substance use disorders.

Dr. Laws is a native of Chapel Hill, NC and holds a Bachelor of Arts degree in Communications from the University of North Carolina at Chapel Hill; a Master of Arts Degree in Sociology from North Carolina Central (Magna Cum Laude graduate); and a Ph.D. in Social and Behavioral Sciences from Virginia Commonwealth University School of Medicine's Department of Health Policy and Behavior.

Dr. Mehul Mankad serves as the Chief Medical Officer (CMO) of Alliance Health, a North Carolina Medicaid Tailored Plan. As CMO he directs Alliance's clinical policy and its application across the organization, reflecting the focus on integration of behavioral health, physical health, and pharmacy services. Prior to Alliance, Dr. Mankad served as Chief of Psychiatry at the Durham VA Medical Center and as an Assistant Professor at the Duke University Department of Psychiatry. Dr. Mankad received his medical degree from Northwestern University and completed his psychiatric residency at Duke University. Dr. Mankad is a Distinguished Fellow of the American Psychiatric Association and past president of the North Carolina Psychiatric Association.

Lisa Nesbitt graduated from Cook College at Rutgers University with a BS in Natural Resource Management and received her law degree from George Washington University. After working in the states of Washington and New Jersey, she put her career on hold to raise 3 kids.

Lisa went back to the practice of law and began working at Disability Rights North Carolina (DRNC) in 2012. Much of her work is focused in the Medicaid area, advocating for appropriate

services for both children and adults with disabilities. She also works on Fair Housing issues for people with disabilities.

Disability Rights is a legal advocacy agency that fights for the rights of people with disabilities in North Carolina. DRNC handles cases involving discrimination, abuse, and other rights violations. All of their services are at no cost to North Carolinians with disabilities. They are a private, independent, nonprofit and a member of the National Disability Rights Network. DRNC's goal is a fully integrated and accessible community – where people with disabilities have power, equal opportunity, and freedom to make their own decisions.