Transforming Health in the Commonwealth: The First Five Years of the Center for Health Equity Transformation



20182023



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Reflecting on the Center for Health Equity Transformation: CHET's First Five Years

"Large streams from little fountains flow, Tall oaks from little acorns grow."

--D. Everett, The Columbian Orator, 1797

Just over five years ago, key leaders at the University of Kentucky came together to discuss the development of a new research center, later to be named the Center for Health Equity Transformation (CHET), designed to tackle the leading health conditions experienced by Kentuckians. At the time, this was viewed as an interesting, albeit unprecedented, concept. To bolster the case for creating CHET, I brought with me something I knew would be appreciated by this group of scientists and healthcare leaders: data. Making the point that health equity was an increasingly acknowledged field, a research and training priority, and a pathway to improve population health, I assembled data on UK's aspirational benchmarks with such centers (all); funding opportunity announcements from the National Institutes of Health (NIH) (many); NIH-funded R series and Center grants with "health equity" as a key word (many), the boost that such a center might provide for diversity, equity,



Nancy Schoenberg, Founding Director

and inclusion initiatives (speculatory), and the potential to improve health (aspirational). I stressed the need for a transdisciplinary, collaborative center focused on translational research and training efforts across diseases with the purpose of addressing health inequities in the Commonwealth and beyond.

Swayed by both the data and their fundamental interest in equity, this group of UK leaders got to work assembling a package that would very quickly become the supportive basis for CHET. With their encouragement and pledges of support, we obtained approval from key entities, applied for space in the new Healthy Kentucky Research Building, initiated the process to recruit and hire our first CHET/Behavioral Science faculty and staff, set up our financial accounts, disseminated information about CHET, and—quickly and surely —started becoming what we are today.

The justification for CHET's focus is all too easy to make: Kentucky has a declining life expectancy and among the highest national rates of morbidity and mortality from cardiovascular disease, cancer, substance abuse, diabetes, and obesity. Moreover, the burden of these diseases is not evenly distributed; suffering falls disproportionately on rural, racial/ethnic, and LBGTQIA communities, those with disabilities and those from lower socioeconomic status groups. Unfortunately, while key progress has been made in addressing these health disparities (for example, nearly all Kentuckians have health care insurance coverage due to the Affordable Care Act's provision of Medicaid expansion and a state-run health insurance marketplace), there is much to be done.

The investment our leaders have made in CHET's potential to undertake this work is humbling and inspiring. The spirit of collaboration and positive energy that helped to build CHET over the past 5 years grows ever stronger. From one faculty member and one graduate student in 2018 to ten primary faculty members, 19 core faculty affiliates, over 200 faculty affiliates and eight graduate research assistants in 2023; with \$102.5 million in annual grant funding; four health equity training programs; and a full roster of speakers, workshops, sponsorships, pilot grant competitions, award programs, and more, we are becoming the health equity research and training nexus we hoped to be. It's helpful for us to pause and reflect on our humble beginnings and to celebrate how far we have come. We invite you to review these pages to better understand and become energized through our accomplishments as we accelerate our mission to foster innovative, transdisciplinary and impactful research and training to improve the health of the most vulnerable residents of Kentucky and beyond.

Nancy & Schoenburg

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CHET's Leadership and Primary Faculty

Our ten Primary Faculty are administratively homed in several departments across campus and most are co-located in the Health Equity Cluster of the Healthy Kentucky Research Building.

Dr. Nancy Schoenberg (CHET Director):

Nancy Schoenberg's research focuses on rural and other underserved communities to develop and adapt evidence-based interventions to prevent and control chronic disease, including cardiovascular disease, diabetes, and cancer.





Dr. Carrie Oser (CHET Associate Director):

Carrie Oser's research interests include addiction health services, health disparities/equity, HIV risk behaviors/interventions, social networks, implementation science, as well as substance use among rural, Black American, and/or criminal legal system populations.

Ariel Arthur, MPH (CHET Manager):

Ariel Arthur is an experienced public health professional with a focus on addressing the impact of structural inequities on maternal health outcomes through policy.





Dr. Darlingtina Esiaka (Primary Faculty):

Darlingtina Esiaka's research examines pathways to health outcomes and chronic disease (e.g., Alzheimer's' and related dementia, cancer) survivorship in Black/African American and African diaspora men.

Dr. Carolyn Lauckner (Primary Faculty):

Carolyn Lauckner's research is focused on developing and testing behavioral interventions that utilize mobile phone technology to encourage the adoption of healthy behaviors, with a special emphasis on reducing alcohol use among marginalized and underrepresented populations.



Leadership and Primary Faculty (cont.)



Dr. Erica Littlejohn (Primary Faculty):

Erica Littlejohn's interests include interdisciplinary research at the intersection of health disparities/equity and neurological disorders including traumatic brain injury (TBI) and Vascular contributions to cognitive impairment and dementia (VCID).

Dr. Delvon Mattingly (Primary Faculty):

Delvon T. Mattingly's research aims to promote racial health equity by better understanding the roles systemic racism, discrimination, and exposure to the criminal legal system play in the development of substance use and misuse, dependence, and associated physical and mental health outcomes.





Dr. Laurie McLouth (Primary Faculty):

Laurie McLouth's research leverages positive psychology, multilevel interventions, and implementation science to improve psychosocial outcomes and cancer care equity for patients and their caregivers facing advanced cancer, particularly in rural, socioeconomically disadvantaged areas.

Dr. Justin Moore (Primary Faculty):

Justin Moore's work utilizes epidemiologic, biostatistical, and community-based participatory approaches to investigate the intricate interplay of social identity, geographic factors, and physiological stress in cancer health outcomes, revealing critical insights into health inequities among minority and rural populations.





Dr. Elizabeth Rhodus (Primary Faculty):

Dr. Rhodus' research develops behavioral interventions to prevent and manage Alzheimer's disease and related dementias, specifically in rural and underserved regions of Kentucky.

Dr. Shyanika Rose (Primary Faculty):

Shyanika Rose's research aims to identify mechanisms by which policy initiatives can influence tobacco initiation and cessation and how policy can contribute to the reduction (or unintended widening) of racial/ethnic and socio-economic health disparities particularly in youth and young adult populations.



CHET's Core Faculty Affiliates

Our Core Faculty Affiliates represent eight Colleges across campus and serve CHET in a variety of capacities: as an Advisory Board; as mentors for our undergraduate and graduate training programs; as reviewers for our grant and award competitions; as methodological and substantive consultants; as facilitators to speakers; and as supporters of faculty recruitment efforts.



Matthew L. Bush, MD, PhD, MBA
Professor and Vice Chair for
Research of Otolaryngology –
Head and Neck Surgery, College
of Medicine.



<u>Lisa Cliggett, PhD</u>
Professor of Anthropology,
College of Arts and Sciences.



Laneshia Conner, PhD, MSW,
CSW
Assistant Professor of Social
Work, College of Social Work.



<u>Darwin L. Conwell, MD, MS,</u>
<u>FACG</u>
Chair of Internal Medicine,
College of Medicine.



Mark Dignan, PhD, MPH
Professor of Internal Medicine,
College of Medicine.



Rachel H. Farr, PhD
Associate Professor of
Psychology, College of Arts and
Sciences.



<u>Candice Hargons, PhD</u>
Associate Professor and Interim
Chair of Educational, School,
and Counseling Psychology,
College of Education.



Nancy Grant Harrington, PhD
University Research Professor
of Communication, College of
Communication and Information.



Pamela Hull, PhD
Associate Professor of
Behavioral Science, College of
Medicine.



Patrick Kitzman, PhD, MSPT
Professor of Physical Therapy,
College of Health Sciences.



Aaron J. Kruse-Diehr, PhD
Associate Professor of Family
and Community Medicine,
College of Medicine.



IBCLC
Associate Professor of Nursing,
College of Nursing.

Ana Maria Linares, DNS, RN,



Kathy Sheppard-Jones, PhD,
CRC
Executive Director of the Human
Development Institute (HDI).



Brittany Smalls, PhD, MHSA
Associate Professor of Family
and Community Medicine,
College of Medicine.

CHET's Core Faculty Affiliates (cont.)



<u>Danelle Stevens-Watkins, PhD</u>
Professor and Associate Vice
President for Research
(Diversity and Inclusion).



<u>Lauren Whitehurst, PhD</u>
Assistant Professor of
Psychology, College of Arts &
Sciences.



Lovoria B. Williams, PhD, FNP-BC, FAANP Associate Professor of Nursing, College of Nursing.



Keith J. Watts, PhD, MSW
Assistant Professor of Social
Work, College of Social Work.



<u>Corrine Williams, ScD</u>
Associate Professor of Health,
Behavior and Society, College of
Public Health.

CHET's Affiliates

CHET has over 200 affiliates across the University of Kentucky who represent 13 unique Colleges and 59 unique departments. These affiliates are individuals who have an interest in health equity, receive all our Center updates, attend our community events, and are eligible to apply for CHET research funding. They are crucial to our outreach and educational missions. The majority of affiliates (64%) serve in a faculty role, with most belonging to the College of Medicine (34.6%), the College of Arts & Sciences (21.8%), or the College of Public Health (12.0%). Their top research areas of interest are Diversity and Inclusion, Mental Health, Substance Use, Health Policy, and Cancer. Additionally, the most common populations of interest among affiliates are: Appalachian Populations, Rural Populations, Black/African Americans, LGBTQ+ Individuals, and Older Adults.









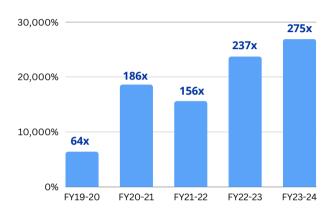
Health Equity Research

With a core mission to foster innovative, transdisciplinary and impactful research that improves the health of the most vulnerable residents of Kentucky and beyond, our ten Primary Faculty, staff, and trainees engage important research questions, pursue diverse funding opportunities, collaborate across campus and the world, and disseminate research results to stakeholder and academic communities.

CHET: A Strong Return On Investment

CHET receives funding from the College of Medicine, College of Arts and Sciences, College of Communication & Information, College of Public Health, Center for Clinical &Translational Science, Office of the Vice President for Research, Cardiovascular RPA, and UNITE RPA. External to UK, CHET has received funding from Aetna Better Health of Kentucky and Anthem BlueCross and BlueShield Medicaid.

Return on Institutional Investment (Total Active Funding)



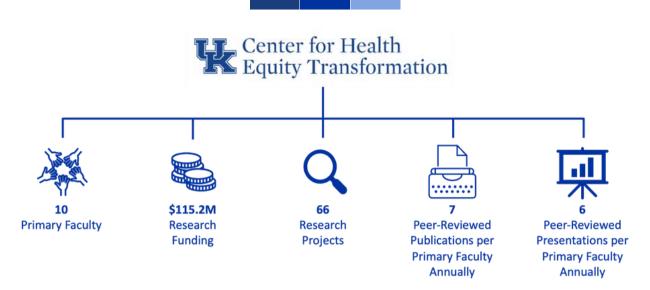
Return on Investment for Total Active Funding by Fiscal Year; 64x = 6400%

These investments have yielded a strong return with CHET faculty receiving grants from numerous NIH institutes and other sources of research support. In just 5 years, the return on investment for CHET has grown from 6400% in Fiscal Year 2019-2020 to 27500% in Fiscal Year 2023-2024 for total active funding, as shown in the figure above.

CHET's Research Success

CHET's Primary Faculty demonstrate extraordinary research productivity, including research funding, publications, presentations, and research-related honors and awards. Since 2019, Primary Faculty have been awarded 45 grants for a total of \$64.7 million in new funding. Including funding obtained prior to 2019, the total funding for CHET primary faculty is \$115.2 million across 66 research projects with current active grants totaling \$102.5 million for FY23-24. In addition to their success in obtaining research funding, CHET's Primary Faculty average seven peer-reviewed publications and six peer-reviewed presentations annually. This is extraordinary productivity, especially considering that 8 out of 10 primary faculty are early career faculty and/or pre-tenure.

Health Equity Research (cont.)



Examples of CHET Primary Faculty's Recent Awards and Publications

Honors and Awards:

- Dr. Esiaka: Received a Mentoring and Career Development Technical Assistance and Junior Investigator Diversity Fellow Award from the Gerontological Society of America (GSA)
- Dr. Mattingly: Received Harburg Student Award for Excellence in Social Epidemiology, Center for Social Epidemiology and Population Health, Department of Epidemiology, University of Michigan
- Dr. McLouth: Selected as a National Cancer Institute (NCI) Moonshot Scholar to support her R01 "Pathways, a Hope-Based Intervention to Support Personal Goal Pursuit, Mental Health, and Quality of Life during Advanced Lung Cancer Treatment"
- Dr. Moore: Received a Minority in Cancer Research Faculty Award from the American Association for Cancer Research
- Dr. Oser: Received the inaugural 2023 A&S
 Outstanding Faculty Peer Mentoring Award
- Dr. Rhodus: Selected Fellow for the 2023-2024
 NIH/NIA R25 Dementia Palliative Care Clinical Trials
 Program, Massachusetts General Hospital/Harvard
- Dr. Schoenberg: Invited as Keynote Speaker for the 2023 American Academy of Health Behavior Conference

Noteworthy Publications:

- Dr. Lauckner: <u>Lauckner C</u>, Truszczynski N, Lambert D, et al. "Catfishing," cyberbullying, and coercion:
 An exploration of the risks associated with dating app use among rural sexual minority males. *Journal of Gay & Lesbian Mental Health*. 2019;23(3):289-306
 - Third most-read article in journal's history
- Dr. Littlejohn: <u>Littlejohn EL</u>, Booker NE, Chambers S, Akinsanya JA, Sankar CA, Benson RT. Advancing Health Equity in Neurologic Disorders and Stroke: Stakeholder Insights Into Health Disparities, Research Gaps, and Potential Interventions.
 Neurology. 2023;101(7 Supplement 1):S92-S103.
 - Published in most widely read and highly cited peer-reviewed neurology journal
- Dr. Rose: Rose SW, Anesetti-Rothermel A, Westneat S, van de Venne J, Folger S, Rahman B, Azam T, Zhou Y, Debnam C, Ribisl K, Cohn AM. Inequitable Distribution of FTP Marketing by Neighborhood Characteristics: Further Evidence for Targeted Marketing. Nicotine Tob Res. Mar 1 2022;24(4):484-492.
 - Cited as part of the evidence base supporting the FDA-proposed rule to ban flavored cigars

Health Equity Research (cont.)

CHET's Pilot Program

The CHET grant program for health equity research has been has provided funding to numerous investigators since 2020. In total, CHET has funded nine Pilot Projects, two Arts & Sciences (A&S) Student Projects, and has given four Just-In-Time (JIT) funding awards. In total, these funding awards amount to \$175,140. We have funded investigators in six colleges and across eleven academic departments. We have partnered to leverage funding with various entities across campus including the UNITE Research Priority area, the CCTS, the College of Arts and Sciences, and the Food as Health Alliance. CHET pilot projects (\$25,000) focus on funding for any health equity topic for faculty at any career stage. We also conducted a special funding round for Arts and Sciences graduate students. The pilot funding mechanism has been successful in its aims of stimulating dissemination of health equity research and garnering future funding. Pilot awards have all resulted in either a conference presentation or planned manuscript and have been successful in using the pilot data to obtain funding for larger projects from CDC, HHS, SAMSHA and foundations. They have also generated submission of 3 NIH R01 applications and an R21.



9 Pilot Projects



2 A&S Student Projects



4 Just-In-Time Funding Awards



\$175,140 Total Funding Awarded

CHET Pilot Grant Awardee Spotlight

In their study entitled "RED ALERT! COVID-19's Impact on Delivering Care for Survivors of Intimate Partner Violence (IPV), Sexual Violence and Child Abuse. Learning Lessons Now and Preparing for the Future," mPIs Ann Coker and Camille Burnett aimed to "qualitatively examine how COVID-19 has affected agencies providing services to those experiencing intimate partner violence, sexual violence, and child abuse in the Bluegrass."

When asked about the study, mPIs stated that "Lessons learned from this experience have opened the door to reimagination and innovation both now and in the future. The evidence has shown that while these agencies were able to sustain services with some semblance of functionality during COVID safety measures, it also simultaneously created a host of complexities that were not part of any formalized preparedness or COVID response plan."

Training Programs

The Center for Health Equity Transformation (CHET) offers training programs designed to improve health outcomes through stellar research training and improved practice. Our programs address the continuum of training levels from undergraduate to early-career faculty. All training programming prioritizes the inclusion of individuals from traditionally disadvantaged populations and communities as well as addresses fundamental health inequities in the Commonwealth and beyond.

The following programs constitute key training opportunities in CHET:



- The Students Participating as Ambassadors for Research in Kentucky (SPARK) program provides undergraduate students the opportunity to return to their home communities to design and implement a mentored health promotion research project.
- CHET Graduate Research Assistant (GRA) trainees enjoy various opportunities including connecting to cross-campus opportunities, engaging in professional service activities, conducting health equity research, and building a robust professional network.
- The Addressing Rural Cancer Inequities Through
 Scientific Excellence (ARISE) Postdoctoral Fellowship
 Program provides transdisciplinary and translational
 postdoctoral research training in rural cancer prevention,
 control, and survivorship.
- The Research Scholars Program, supported by OVPR and OFA, is an inclusive faculty development program to achieve research success is an inclusive faculty development program that works closely with individual early-career faculty members to achieve research success.

In 2023, CHET received a
Research Challenge Trust
Fund Endowment to establish
the 'CHET Training Program'
with funds provided by Aetna
Better Health of Kentucky.

 CHET Faculty also provide mentorship through the Disparities Researchers Equalizing Access for Minorities (DREAM) Scholars, Women in Medicine and Science (WIMS), the White Coats for Black Lives Fellows, the CCTS TL1 Predoctoral Training Program, and the Markey Science Training in Research, Oncology, Networking and professional Growth (STRONG) Scholars programs.

Training Programs (cont.)

Students Participating as Ambassadors for Research in Kentucky (SPARK)

SPARK is one of the only research programs in the country that unifies the goals of introducing undergraduate students to health equity research through a "Research 101" training course and fostering the inclusion of students from underrepresented groups and communities in the sciences. SPARK connects undergraduate students from UK and Kentucky State University with research mentors,



CHET mentors, and graduate research assistants to design and implement a health equity research project. The 16-month program begins with a didactic research training that then evolves into dyadic mentorship between the students (called SPARKlers) and their chosen research mentors. The students then conduct their research with the financial support of CHET and its affiliates, analyze the research, and ultimately present their research at the annual Center for Clinical and Translational Science conference.

The SPARKIers: There are 17 SPARKIers across four different cohorts, including the six students in the current cohort. CHET has facilitated the SPARK program and enabled students to explore a vast array of health equity research topics (e.g., maternal mortality, cancer, diabetes risk factors, and heart failure). Students have successfully used SPARK as a launchpad to find professional success in medical and academic fields.

A majority of SPARKIers in Cohorts 1 & 2 reported improvements in developing presentation, networking, and professionalism skills; an improved understanding of health equity; increased ability to develop and implement a research plan and budget; and improved ability to collect and analyze data.

All SPARKlers in Cohort 3 reported that they acquired confidence to identify potential upstream causes of health inequities, develop a testable research question and hypothesis, collect data from community participants for health equity research, and present a poster at an academic conference.

SPARKIer Outcomes: Where are they now?



3 Graduated and enrolled in graduate or medical school



7 Graduated and engaged in medical research careers



7 Completing undergraduate degrees

"Research 101 was helpful because I knew nothing about IRB research before SPARK, but that class taught me the basics. The one-on-one meetings were helpful because they gave me the opportunity to ask questions, create a timeline for my research, and work through any concerns or problems I had during the entire process."

- SPARKler, Cohort 3

Training Programs (cont.)



CHET GRAs

CHET is committed to training the next generation of health equity researchers at the graduate and professional levels. Graduate research assistants (GRAs) work with CHET faculty engaged in a diverse array of research approaches, including community-based participatory research, survey design, policy, intervention, and dissemination and implementation science. CHET GRAs engage and support efforts in research conduct, development

of scholarly products, professional networking, enriching activities (speaker series, workshops), training undergraduate students, and grantsmanship.

Faculty in CHET train students from inside and outside of the U.S.—each of whom brings a unique set of experiences and interests to our CHET community. Since 2018, CHET has provided a dynamic learning and career development home for 14 graduate research assistants. With backgrounds in medicine, epidemiology, biostatistics, medical sociology, health communication studies, medical anthropology, clinical psychology, and nutrition and dietetics, our present and past GRAs exemplify the cross-disciplinary nature of CHET.

In collaboration with faculty across UK, GRAs are actively involved in research leading to more than 50 academic publications and presentations. Upon degree completion, GRAs have received prestigious placements as Assistant Professors at research intensive universities (i.e., University of Alabama at Birmingham, University of Maryland) or sought medical research careers.

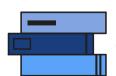
CHET GRAs by the Numbers



14 Total number of GRAs since launch



8 Current GRAs



50+ Publications and presentations



6 Alumni GRAs

- Assistant Professors 2
- MD/PhD fellow 1
- Research/Data Scientist 2
- Healthcare provider 1

My research and academic horizons have been broadened with the opportunity to work alongside various transdisciplinary research teams and train with incredible mentors.

- Max Groznik, CHET GRA

Training Programs (cont.)

<u>Addressing Rural cancer Inequities through Scientific</u> <u>Excellence (ARISE) T32 Training Program</u>

Currently serving four postdoctoral fellows, the ARISE T32 Training Program provides transdisciplinary and translational postdoctoral research training in rural cancer prevention, control, and survivorship, with a particular focus on health equity. ARISE provides multifaceted training opportunities to well-qualified postdoctoral scholars in applied behavioral science, including intervention,



dissemination and implementation science. The two-year program emphasizes translating knowledge of risk factors into evidence-based behavioral interventions across the cancer prevention to survivorship spectrum for medically underserved rural residents. ARISE postdoctoral trainees select one of three thematic behavioral cancer tracks: environment, risk behavior, and health care delivery. An experienced mentor team works closely with each postdoctoral fellow to oversee research career development. Appropriate coursework, workshops, and other enrichment opportunities are tailored to the fellow's needs. An experiential community-based cancer research shadowing component is embedded within the program.

The Research Scholars Program

Supported by the Office of the Vice President for Research, the Office for Faculty Advancement, and the Colleges and departments sponsoring their Research Scholar, the Research Scholars Program (RSP) is a one-year, multicomponent investment in the research success of early career faculty. Through a combination of tailored professional development opportunities, multilevel mentorship, and scientific and social networking, the RSP provides Research Scholars, many of whom come from backgrounds underrepresented within their disciplines, with the skills necessary for securing research funding and building successful careers. Now in its third cohort, the RSP has served eighteen early career faculty members at UK.



Collaboration is Key

"The program leadership and advisory team are diverse in disciplines and well-connected across the university. This is valuable because they can make meaningful connections for collaborations. It is through these opportunities to connect with scientists across the university that I have learned about funding opportunities and potential collaborators." - **Dr. Julie Plasencia** (Research Scholar, Cohort 2)

Health Equity Programming



CHET hosts guest speakers, facilitates trainee growth through opportunities to meet with visiting speakers and attend events targeting trainee development, organizes events showcasing CHET's work and the work of our students, faculty, and staff, co-sponsors interdisciplinary events with other colleges and departments, coordinates an undergraduate essay competition, and honors those working to advance health equity through the annual Equity Changemaker Awards.

CHET has co-sponsored 10 interdisciplinary events with other colleges and departments and community organizations, including the Center for Clinical and Translational Science, Office of the Vice President for Research, College of Public Health, Center for Equality and Social Justice, Departments of African American and Africana Studies, History, Anthropology, and Sociology, Markey Cancer Center, National Advocates for Pregnant Women, and the Kentucky Health Justice Network, among others. Topics have included health behavior, communication, medical humanities, racial equity, public health policy, and more.

CHET faculty members have also been vocal proponents of social justice, writing several op-eds in response to issues like COVID-19 racial disparities and vaccine equity. CHET also regularly releases statements in response to significant events that impact underrepresented populations, such as statements decrying racism.

Elevating Equity Speaker Series

Our Elevating Equity Speaker Series brings in internationally recognized experts to facilitate discussion and educate the UK campus and broader Lexington community regarding issues of health equity. The 2022-2023 academic year's events, sponsored by Anthem BlueCross and BlueShield, the Gaines Center for the Humanities, and the Commonwealth Institute for Black Studies, included:

- Darrell M. Gray, II, MD, MPH, FACG, Elevance Health, presented "Advancing Health Equity: Translating Stories in Partnership, Policy and Practice."
- Vanessa Northington Gamble, MD, PhD, The George Washington University, National Council on the Humanities, hosted a discussion with Nikki Brown, PhD, Associate Professor of American and African American History, University of Kentucky, titled "Elevating the Stories of Black Women: Dr. Virginia Alexander."





CHET's Bright Future

Thank you for taking the time to review CHET's achievements over these five years. As we look forward to our next five years and beyond, it is clear that we have much to do to advance our vision —to achieve health equity locally, nationally, and internationally. This vision requires exemplary and expansive training, from undergraduate students to more senior faculty, to ensure that the greatest talent pool can tackle some of the most challenging health inequity issues of our time. We are grateful to all of you who have invested in CHET thus far. We hope, through enhanced programming; additional trainees, staff, and faculty; new research grants and philanthropic partnerships, and other opportunities we cannot yet imagine, we will enhance and accelerate our path to achieving a world in which everyone has a fair and just opportunity to be as healthy as possible.

Acknowledgements

CHET's successes would not have been possible without the support of the many internal and external partners listed below who share a passion for promoting health equity.































Appendix: CHET Milestones, 2018-2023

