

2024

Women's History Month



Stories throughout March As We
Recognize Women in Jericho*
Who Excel and Break Down the
Walls to Provide
Outstanding Care Embracing
Diversity, Equity & Inclusion!

*Featured :
Dr. Lei S. Charlton



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Dr. Lei S. Charlton

Chief Medical Officer

Dr. Charlton possesses an exceptional background that underpins her success in the field of medicine. Gain insight into her identity and journey towards her current esteemed status, which is instrumental in shaping her future. The images below and subsequent narrative serve as illustrations of Dr. Charlton's professional journey.



Dr. Lei S. Charlton

Chief Medical Officer

HOW I BECAME WHO I AM:

- **Mother and Daddy met at Virginia Union University Richmond Virginia (VUU) 1939.**
- **Both excellent students and athletes.**
- **Daddy grew up in FortWayne, Indiana and subsequently attended Catholic High School, where he lettered in all sports. He was accepted to Notre Dame. He showed up Black and was told “there was a mistake.”**
- **My Mother grew up in Charles City, VA not far from RVA and finished valedictorian in her high school class and was a basketball star.**

ANCESTORS WHISPER:

- **Mother’s mother Grandma Charity was a midwife and her Dad was a carpenter.**
- **Daddy’s Mother Grandma Charlton attended Spelman in the 1880s and his Dad worked at International Harvester**
- **The President of VUU, Dr Ellison connected my parents to the Northern Neck of VA: an area where at that time only one county, Lancaster, had a Black physician Dr Morgan E. Norris.**
- **My parents settled in Reedville, VA in Northumberland County.**
- **Our Mother accounted that every road they traveled led to water.**
- **She called it “the land of milk and honey”.**
- **A female undertaker Julia Weldon hosted my parents and at that time their 2 daughters were born in the 40s .**

- My parents built their own home eventually with the medical office in our basement.
- They also purchased land that led to water where the Potomac River meets the mouth of the Chesapeake Bay.
- My father invited specialists and colleagues who traveled from out of town and consulted on some of his patients in their fields of expertise.
- Daddy had installed an X-ray machine.
- He compounded medications.
- He made house calls.
- He and his colleagues held Saturday clinics.
- There was a *Man Cave* adjacent to the office with turn table and speakers components always playing Jazz.
- We had a particular copy NEJM from the 60s and in this particular issue printed on a page was “this was preserved for an article from Dr Jaehn Benjamin Charlton”, the details of the absent article I never knew .
- Dad had been a member of the army corp in a program that helped him attend Meharry Medical College in Tennessee and then trained at Harlem Hospital in New York.
- My parents took my siblings and me to National Medical Association (NMA) conferences.
- At the NMA, we met his colleagues and their families.
- We remain in contact with extended “families .
- Daddy mentored in the community and in the Family
 - Renard Charity, a cousin attended Meharry Medical College and interned at the Harlem Hospital; Also family are twin brothers Frank and Harry Royal who went to Meharry; Dr. Frank Royal’s children, Karen Love and Frank Royal, Jr. also went to Meharry Medical School. Frank has a 2nd daughter, Dr. Pamela Royal, who graduated from the Eastern Virginia Medical School. Dr. Frank Royal is married to my sister, Pamela. **PROUD TO BE AMONG THE PHYSICIANS IN MY FAMILY.**
- For a while in the 90s, I (Lei) helped my father see patients at night once a week in one of his offices.
- My Dad also was awarded a couple of patents - An exhaust pollution control system and a device that scrubbed carbon from automobiles.

MORE ABOUT ME:

- **I was born in Richmond VA.**
- **I grew up Reedville VA and Life on the northern neck, peninsula : included agriculture fishing , oystering and crabbing.**
- **Our siblings born in the 40s attended segregated Rosenwald schools with outhouses.the siblings, like me born in the 50s, attended a similar school with combined classes also with an outhouse.**
- **My parents and other parents,teachers and ministers were active in improving our schools .**
- **In the 60s more modern schools were built . I have one sibling born in the 60s.**
- **Our teachers were always excellent and supportive of students.we stayed after school using computer precursors with monitors and applications that helped us increase our skills of math, science and vocabulary .**
- **The cafeteria served real food like homemade rolls.**
- **In the 70s ,white and black schools merged: There was one elementary school, junior high school and senior high school. My best friend graduated in 1973 as Valedictorian and is now a retired physician. That same year I finished as a Salutatorian.**
- **At 17 years old I attended Spelman College in Atlanta, GA. I loved college years and finished magna cum laude in English/premed and received President Donald Steward's inaugural Presidential Award with a small amount of money attached.**
- **I then attended Meharry Medical College and started my residency @Harlem hospital Center in 1981.**

Memories of Harlem Hospital Center:

- **Stellar attending physicians, fellows, chief residents; Sr. and Jr. residents, interns and other officers.**
- **We covered each others' shifts ,helped each other with patient procedures.**

- We were accountable to our group and to our patients.
- Excellent Nurses treated our patients with such dignity and supported the house officers.
- I remember presenting at morning reports and Grand rounds an “AIDS” case as then HIV was referred and another time a locked in syndrome patient’s case.
- I recall attending our rounds on the floor and yes there was a question - RE: Acid base shifts.
- Other memories there include stocking supplies for patient procedures to have ready at hand.
- I developed notecards of all of my patients even when they were no longer my patients that I kept in my locker until I completed my residency; I remember some of my patients names still
- There was an ER occasion I recall as the Senior Resident.
- We recovered gentleman who had overdosed on heroin with narcan. As he awakened, only female staff were in that operatory surrounding him and I said to him “You’re in heaven “ as he shook his head.

NEXT OFF TO FULFILL PUBLIC HEALTH:

- During those 4 years it was renamed the National Health Service Corps.
- I spent 20 + years NC FQHC in Soul City NC and Warrenton NC.
- Serving as Medical Director; I also gained 2 years of experience as NC Primary Health Care Association statewide Medical Director .
- While there I helped develop the Cardiac Rehabilitation program in Henderson, NC that I named HeartWise serving as the attending program physician for 10 years.
- In 2006, I moved from NC to RVA (Richmond, VA) transitioning my brother in law’s (Dr. Frank Royal) solo practice to me. The transition process spanned over several years.

MORE ON MY JOURNEY IN MEDICINE:

- **Substantially Involved with an ACO MSSP.**
- **In 2012 a colleague (Dr. Lerla G. Joseph) reached out to then maybe 20+ solo practitioners to apply for a Medicare Shared Savings Program.**
- **Over 3 years, we met other practitioners in Tidewater, VA and NC with no financial investment requirement; We were able to reach the critical mass of 5k beneficiaries growing to 6 K through 2019.**
- **We made Shared Savings consistently for 3 years.**

Continued Involvement in value-based care (ACO REACH)

- **Jericho REACH started 01/01/2023**
- **What I (Lei) feel the model affords:**
 - **Independent small practices opportunities to participate in health care delivery models and showcase their capabilities to provide outstanding care.**
 - **Returning the doctor patient relationship closer to what I believe most of us entered into the field of medicine to achieve in the first place.**
 - **Delivering high quality care.**
 - **Being good stewards of the funds that are based on historical claims data.**
 - **Benefiting from historical coding support.**
 - **Practicing culturally competent care with equity.**
 - **Earning trust from our patients.**
 - **Helping to return some of the joy of the practice of medicine.**
 - **Participating in health equity planning and implementation.**
 - **Standardization of Data collection reporting and analysis are all key components.**
 - **Enhanced relationships with Beneficiaries and opportunities for them to be represented on the governing body as voting board members.**

HOW I KEEP “MOVIN”:

My Work Life Balance is key :

- **Exercising:** (During the 80s we played tennis as much as twice daily as a part of a city-wide tennis team; We played in local tournaments; When my women’s doubles partner and I became town champions, the town stopped hosting the event.
- **Using my motorcycle skills from riding short and long distances to help solve challenges and take advantage of opportunities.**
- **Savoring good food but know that I must do so in moderation to ensure that I maintain a diet that aligns with good physical and mental well-being.**
- **Enjoying our Church praise dance ministry.**
- **Practicing yoga and walking on a nearby trail nearby my home.**
- **Kayaking on the Potomac River (on the Northern Neck Peninsula where I grew up).**

Family Investment

- **Two adult children who I cherish**
 - **DAUGHTER** Jamiel Charlton is an Executive Officer at NASA HQ; **SON** Malcolm Alston is associated with the Chanelo Pizza restaurant chain and a student.
- **Siblings and other Family Members.**