



2022 ANNUAL REPORT

Diversity, Equity and Inclusion



Weill Cornell Medicine
Radiology

Message from the Chair



The Department of Radiology is committed to building and strengthening a culture of diversity and inclusion for all its stakeholders.

The Office of the Vice Chair in Diversity, Equity and Inclusion was created with the goal of establishing and sustaining strategies that advance belonging and innovation across every area of our department. To do so, we celebrate the multiple dimensions of diversity that each member of our community offers while taking steps towards ensuring that all feel valued and supported. Additionally, we actively promote social justice, challenge discrimination, and address disparities and inequities in the medical field and beyond. Furthermore, we monitor our DEI efforts to ensure that our department reflects the diversity found in our patients, their families, and the communities we serve.

The activities outlined in this report inspire us to look to the future with hope while making us acutely aware of our responsibility to provide care, engage in discovery, and teach medicine in a diverse, equitable, and inclusive manner across the medical field.

Robert J. Min, MD, MBA, FACR, FSIR, FACPH

John A. Evans, M.D. Professor of Radiology
Chairman of Radiology and Radiologist-in-Chief
President of Weill Cornell Imaging at NewYork- Presbyterian
President & CEO of the Weill Cornell Physician Organization
Weill Cornell Medicine - Department of Radiology

Introduction

We are pleased to share with you the 2022 Annual Report on Diversity, Equity and Inclusion at WCM Radiology. As diversity and inclusion remain a top priority for our department, we have made strides in transforming our DEI initiatives, while recognizing that our work is far from over.

Mission

The Department of Radiology seeks to foster and nurture a culture of inclusive excellence where all members of our department (irrespective of race, ethnicity, gender identity, sexual orientation, religion, age, ability, socioeconomic status, etc.) can thrive, succeed, and inspire others to do the same. We hold ourselves accountable to this intentional vision by:

- Building an inclusive and integrated community.
- Creating safe and brave spaces that nurture dialogue.
- Denouncing underprivilege and marginalization.
- Valuing the unique perspectives, strengths, and critical inquiries of each member of our department.
- Fostering an environment in which everyone can celebrate their individuality.
- Facilitating a new generation of ideas and leaders that embrace equity and mutual respect.
- Engaging with diversity across the local, regional, and global landscapes.
- Embracing decolonial, antiracist, feminist and queer values.

Vision

The Department of Radiology commits to creating new standards for inclusive innovation by developing initiatives that keep in mind the growth of our department and the people who define it. To do so, we look to our institutional and departmental goals as we work to:

- Continually improve on our demographic diversity.
- Promote a genuine sense of belonging for all members of the Cornell community.
- Prepare all constituents for an interconnected diverse world.
- Utilize and leverage the diversity of thought, backgrounds, and identities of our constituents for innovation and scholarly excellence.





DEI VICE CHAIR'S OFFICE



Dr. Kemi Babagbemi

In April of 2020, Dr. Kemi Babagbemi was appointed inaugural Vice Chair of Diversity, Equity, and Inclusion by the Department of Radiology. In this role, working closely with the Chair of Radiology and the Dean's Executive Council, she developed strategies and action plans to address DEI goals in the Department of Radiology which include educational initiatives, enhanced recruitment, sustainable pipelines, and meaningful outreach. As such, in addition to promoting the rise of underprivileged and underrepresented people in the field of radiology, her work illustrates how concepts of social justice and cultural difference have a positive impact on the world of medicine.

Dr. David Jaramillo Gil

In December of 2020, Dr. David Jaramillo Gil became Program Specialist in Diversity, Equity, and Academic Affairs in the Department of Radiology at Weill Cornell Medicine. In this role, Dr. Jaramillo Gil leverages expertise in academic administration, communication, outreach, and research to provide strategic planning, oversight and coordination of all departmental initiatives and programs related to diversity and inclusion. Dr. Jaramillo Gil earned his doctorate in Latin American, Iberian and Latino Cultures from the Graduate Center at the City University of New York, where he also served as Adjunct Lecturer, Administrative College Assistant, and Scholarly Communications Fellow.



Joseph Osborne, MD, PhD

DEI Interests: Training and Mentoring of Underrepresented Minorities in Medicine



Geraldine McGinty, MB, BCh, BAO

DEI Interests: Diversity and Equity in Healthcare



Bradley Pua, MD

DEI Interests: Racial and Socioeconomic Inequities in Lung Cancer Screening



Lauren Groner, DO

DEI Interests: Racial and Socioeconomic Inequities in Lung Cancer Screening



Katia Dodelzon, MD

DEI Interests: Gender Diversity in Radiology, Breast Cancer Disparities, Care of Queer and Trans Patients



Bill Schloss, MD

DEI Interests: Care of Queer and Trans Patients



Jessica M. Peña, MD, FACC

DEI Interests: Enrollment of Students who are Underrepresented in Medicine



Elizabeth Kagan Arleo, MD

DEI Interests: Women Mentorship and Development

DEI Faculty Champions

The Department of Radiology recognizes faculty members who are devoted personally and professionally to our vision and strategy of developing and nurturing a diverse community where everyone can reach their full potential with dignity and without barriers. These faculty members exemplify commitment to inclusion, serve as role models, and develop strategies for supporting an equitable experience for all.

Awards and Recognitions

DIVERSITY, EQUITY AND INCLUSION

Dr. Kemi Babagbemi

Recognized as Fellow of the American College of Radiology. Granted the Nigerian Community Portugal Humanitarian Award (pg. 28) as well as the Jeanne and Herbert Siegel Award for Excellence in Medical Education, an honor not bestowed to any radiologist in recent memory.

Dr. Joseph Osborne

Recognized as Fellow of the American College of Radiology, encouraging the important and much-needed presence of Black male physicians in Radiology.

Dr. Geraldine McGinty

First woman to serve as Senior Associate Dean for Clinical Affairs, a role that is focused on providing the highest level of care to the diverse communities we serve.

Dr. Michelle Lee

First radiologist to be recognized with the Louis Wade Sullivan, M.D. Award for Excellence in Public Health Advocacy for being a champion for medically underserved populations (pg. 30).

Dr. David Jaramillo Gil

Selected to serve as Chair of the WCM Staff Equity and Inclusion Council as well as Community Engagement Manager of the WCM LGBTQ+ Steering Committee



Diversity Visiting Student Acting Internship

In the spring of 2019, with the support of Dr. Robert Min and the Department of Radiology, Dr. Kemi Babagbemi developed and founded a four-week rotation for rising fourth-year medical students interested in radiology who belong to historically marginalized and underserved groups. As such, the Diversity Visiting Student Acting Internship Program attracts diverse students into the fields of radiology and medicine while providing educational and enrichment opportunities to highly talented students. The program is one of the first of its kind in the United States and has served as inspiration to radiology departments across the nation and beyond.

After two successful cohorts joined remotely, this year our department was pleased to invite students to join our campus in person while providing them with housing and living stipends. The students were assigned to divisions in radiology based on expressed preference. These included Women's Imaging, Cardiothoracic Imaging, and Pediatric Radiology. As such, Drs. Dodelzon, Legasto, and Kovanlikaya effectively mobilized their corresponding divisions to provide students with substantive skills, knowledge, and support.



Diversity Visiting Student Acting Internship (Cont.)

This year we had the pleasure of hosting **Braian Lucas Yoon** who received his Bachelor of Arts in Psychology from Emory University and is completing his Doctor of Medicine degree from Texas Christian University School of Medicine as well as **Getrude Yolanda Makurumidze** who received her Bachelor of Arts in Biology from Bryn Mawr College and is completing her Doctor of Medicine degree from Georgetown University School of Medicine.

Among other activities, our faculty led a dedicated lecture series that introduced the students to radiology subspecialties. With support from our chief residents, the students took part in ongoing resident activities, gaining broad educational and networking opportunities in the process. Moreover, each student was assigned faculty and resident mentors whose commitment to their education and career growth was notable. During their last two weeks, the students were exposed to our workplace culture at the radiology welcome reception, while demonstrating their newly acquired knowledge and skills at the acting interns' final case presentations.

This program would not be possible without the supportive, collaborative, and nurturing environment that our department has established and works diligently to sustain and enhance.



Diversity Visiting Student Acting Internship (Cont.)

The Vice Chair in Diversity, Equity and Inclusion conducted exit interviews with each student which allowed them to provide honest feedback and powerful insight. The students spoke about the positive and welcoming learning environment that they encountered within our department. Their level of satisfaction with the overall experience made it clear that we had positively influenced their understanding of the field of radiology. In addition, they spoke highly of faculty, trainees and staff who cared about their experience, engagement, and wellbeing. They highly valued the opportunities to foster professional relationships while admiring our interest in physician health and wellness as well as diverse and inclusive environments. Our department is invested in each student's individual journey, having continued our conversations as they pursue residency in radiology. With excitement, we look forward to their future in the medical world and beyond.



John Evans Professorship Scholarship

The John Evans Professorship Endowed Tuition Assistance Scholarship was established to help support the professional development of two students enrolled in the recently established WCM Master's Program in Biomedical Imaging who have a financial need as well as to support diversity and inclusion in the field of Radiology/STEM as a path to reducing healthcare disparities.

Dr. Joel Jose Nario trained at The University of California, Irvine, attained his Doctor of Medicine from Weill Cornell Medicine and is a current intern in General Surgery at Houston Methodist Hospital.

Kamso Onyemeh graduated from the University of North Carolina, Chapel Hill majoring in Neuroscience and joined the MSc program at Weill Cornell College where he utilizes imaging to study motor disorders.

We thank Dr. Robert Min for his generous support and valued leadership as well as Dr. Andrew Schweitzer and Dr. Douglas Ballon for providing direction and coordination.

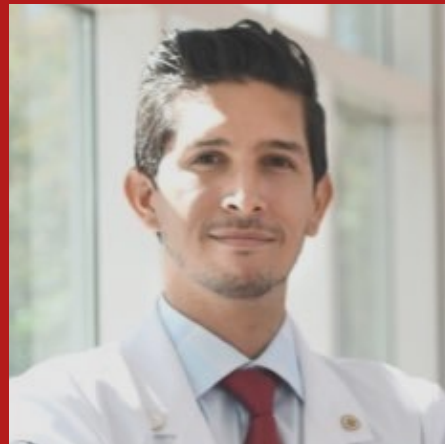


DEI Elective Rotations Stipends

In collaboration with the Office of Diversity and Inclusion, the Department of Radiology has had the pleasure of providing students seeking elective rotations with a living stipend during their stay in New York City.

Last year, the scholarship was offered to Fernando Rivera-Meléndez, MD from Universidad Central del Caribe. This year, we had the pleasure of welcoming D'Shaun Adams from the University of Central Florida College of Medicine. Their interest in Interventional Radiology brought them to our department where they took part in an immersive experience. We thank the Division of Interventional Radiology for their commitment to student education and success.

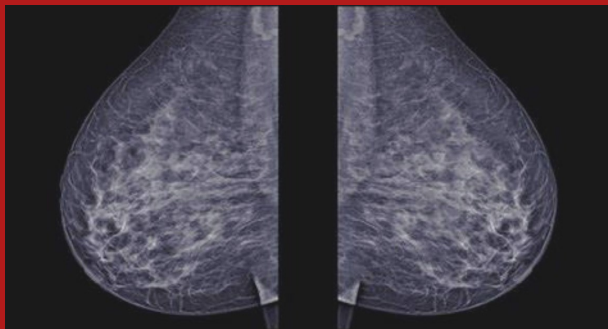
The stipends, which are limited in number, are offered on a first come first served basis. As many students request similar assistance, our department will continue to pursue multiple sources of funding.



Pipeline Initiative of the Enhancement of Radiology (PIER)



For the third year in a row, Dr. Kemi Babagbemi and Dr. Daniel Margolis have served as preceptors for the American College of Radiology (ACR) Pipeline Initiative of the Enhancement of Radiology (PIER), a program designed to increase exposure of URM medical students to Diagnostic Radiology, Interventional Radiology and Radiation Oncology. This year, they were paired with Tomi Alalade (CUNY School of Medicine) who presented “A 54-year-old woman with a significant family history of breast cancer presents for a screening mammogram” as an ACR Case in Point project to the Radiology and Radiation Oncology Section at the Annual Meeting of the National Medical Association (NMA).



Resident Recruitment

At the Department of Radiology, we are committed to increasing and supporting the diversity of residents by actively recruiting individuals from groups that are underrepresented in medicine while providing resident selection and interview committee members with mandatory unconscious bias training.

We actively seek to attract and retain top medical talent that reflects the rich diversity of our city and the communities we serve. To do so, the Department of Radiology is an active participant of institutional recruitment efforts, such as the “Make Your Match: Residency Diversity Virtual Open House” and the “Graduate Medical Education Diversity Welcome Back.” At both events, in addition to the DEI Vice Chair’s Office, faculty members, chief residents, and residents of all postgraduate year levels shared their thoughts on our departmental and institutional commitment to high quality graduate medical education, diversity in medicine, and dedication to health equity. We thank them for volunteering their time and expertise.

Furthermore, as an exhibitor at the 58th Student National Medical Association Annual Medical Education Conference, Dr. David Jaramillo Gil spoke to medical students about careers in Radiology that address the health care needs of underserved communities while providing an overview of residency training and diversity initiatives in our department. At this conference, he recruited Getrude Makurumidze as one of our Diversity Visiting Student Acting Interns and Kayla Davis (Howard University College of Medicine) who will be a part of the Advanced Interventional Radiology Elective.

Department of Radiology

Class of 2027-2028

Diagnostic Radiology



Toluwani Dawodu
Columbia



Rachel Kaplan
Baylor



Sean Kim
Weill Cornell



Lizzy Liu
Johns Hopkins



Paige McMahon
Weill Cornell



Olivia Schultz
University of Chicago

IR Integrated



William Dickson
Tulane



David Nauheim
Thomas Jefferson



Jimmy Xia
Weill Cornell

Faculty Recruitment

MARK MIKKELSEN, PH.D.

Assistant Professor of Neuroimaging in Radiology

Dr. Mark Mikkelsen earned his B.Sc. from University of Glasgow, his M.Sc. from Bangor University, and his Ph.D. from Cardiff University. After completing postdoctoral training in cognitive neuroscience at Royal Holloway, University of London he did a fellowship at the Johns Hopkins University School of Medicine. In 2021, he joined Weill Cornell Medicine as a Postdoctoral Associate in Radiology before becoming Assistant Professor of Neuroimaging in Radiology this year.

Dr. Mikkelsen's research is centered on the investigation of low-concentration metabolites such as γ -aminobutyric acid (GABA) and glutathione (GSH) and the primary imaging technique used to measure them noninvasively in the living human brain, magnetic resonance spectroscopy (MRS). GABA is the chief inhibitory neurotransmitter, while GSH is an important antioxidant and a marker of oxidative stress. Both compounds have been implicated in several neuropsychiatric and neurological disorders. At Weill Cornell Medicine, he focuses on improving MRS methodology by optimizing how these metabolites are detected and quantified.

The Department of Radiology is invested in Dr. Mikkelsen's success, and the achievements of URM faculty in general, and looks forward to the many ways in which he will enhance the academic environment at Weill Cornell Medicine.





WOMEN FACULTY AS DEPARTMENTAL LEADERS IN ACADEMIC MEDICINE

Our department is proud to celebrate women in medicine and science. It is true that due to implicit gender bias women in academic medicine face barriers to leadership roles. For that reason, we applaud the leadership abilities of women faculty who have earnestly and enthusiastically accepted the challenge to guide our department as resilient and committed leaders. There is no denying that their impact is invaluable and necessary to effect change for all and advance equity at all levels. As we honor and acknowledge their accomplishments, we reiterate our commitment to their success.

Top row: Dr. Katia Dodelzon (Vice Chair of Clinical Operations), Dr. Grace Lo (Associate Program Director, Diagnostic Radiology Residency) and Dr. Arzu Kovanlikaya (Division Chief of Pediatric Radiology).
Middle row: Dr. Nicole Lamparello (Program Director, IR Integrated Residency and IR Independent Residency) and Dr. Michelle Drotman (Division Chief of Women's Imaging).
Bottom row: Dr. Sandra Huicochea Castellanos (Program Director, Molecular Radiology Residency), Dr. Kim Scherer (Associate Program Director, IR Integrated Residency and IR Independent Residency) and Dr. Elizabeth Hecht (Vice Chair in Academic Affairs and Faculty Development).

American College of Radiology (ACR) Paid Family and Medical Leave Policy



SCAN FOR MORE INFO

Dr. Elizabeth Arleo served as lead author of the historic ACR resolution which recommends that physicians be provided with 12 weeks of paid family and medical leave in a 12-month period as needed, making radiology the first medical specialty to adopt such a policy. By supporting the development of accessible family and medical leave policies that are consistent with federal and state laws, the ACR's resolution makes a considerable impact in the lives of present and future diagnostic radiologists, interventional radiologists, radiation oncologists, nuclear medicine physicians and medical physicists as well as their families.

Related publications:

Arleo EK, Porter KK. Paid family/medical leave in radiology: The time is really now. Clin Imaging. 2022 May;85:120-122. doi: 10.1016/j.clinimag.2022.03.017. Epub 2022 Mar 22. PMID: 35341682.

Magudia K, Ng TSC, Campbell SR, Balthazar P, Dibble EH, Hassanzadeh CJ, Lall N, Merfeld EC, Esfahani SA, Jimenez RB, Fields EC, Lightfoote JB, Ackerman SJ, Jeans EB, Englander MJ, DeBenedictis CM, Porter KK, Spalluto LB, Deitte LA, Jagsi R, Arleo EK. Family and Medical Leave for Diagnostic Radiology, Interventional Radiology, and Radiation Oncology Residents in the United States: A Policy Opportunity. Radiology. 2021 Jul;300(1):31-35. doi: 10.1148/radiol.2021210798. Epub 2021 Apr 13. PMID: 33847521.



Love Letters for Cancer Screening Campaign

Our department has joined the American Cancer Society, the Optum Health Services Company and the Stand Up To Cancer Research Charity in support of the Love Letters for Cancer Screening Campaign and the Cancer Screen Week initiative developed by the Genentech Biotechnology Corporation. The Love Letters for Cancer Screening Campaign seeks to improve cancer screening rates for Black and Latina women by increasing community awareness, improving health literacy, and providing educational materials on prevention, early detection and treatment. The Love Letters for Cancer Screening Campaign highlights stories from Black and Latina women that feature a loved one's battle with cancer. Each letter participant provided a photograph of their loved one which was brought to life by an illustrator. The campaign drives targeted audiences to the Cancer Screen Week website which includes screening guidelines, free and low-cost options, locations and appointment recommendations, as well as general resources and information. We thank Dr. Kemi Babagbemi for driving collaboration with national partners in pursuit of improving health for women and people of color across the US.



RAD HEALTH EQUITY LAB

IMAGING AND THERAPY IN THE MANAGEMENT OF HEALTH EQUITY



Head: Joseph R. Osborne, MD, PhD
@radhealthequity

The lab is founded with a series of NIH and Internal grants over the last decade from MSKCC and WCM to investigate 1) Access to affordable technology, 2) Improved communication and access, 3) Patient navigation.

The most recent WCM IRB-approved study is the WCM catchment Prostate Cancer Health Impact Program (pCHIP) which is funded by the WCM Dean's office. This project uses decision navigation (DNI) and shared decision making to guide African American and Hispanic/Latino patients at NYP Brooklyn Methodist and NYP Queens in their health care decisions after being diagnosed with Prostate Cancer. This project uses some of the same principles as the original project, CHIP, which was an NIH P30 funded MSKCC catchment project also headed by Dr. Osborne as Principal Investigator.

In the next series of studies, the lab will expand its collaborations in the NYP enterprise, Cornell Center of Health Equity (CCHQ) and public-private partnerships to include other cancers and modalities such as Breast Cancer and chronic diseases such as Cardiac Sarcoid. To investigate population health, radhealthequity is positioned to be more proactive than observational in investigating other conditions which where a clear disparity exists and access has not been prioritized.

Selected recent publications include:

- Racial/Ethnic Disparities in Genomic Sequencing. Spratt DE, Chan T, Waldron L, Osborne JR. JAMA Oncol. 2016 Aug 1;2(8):1070-4.
- Association of Black Race with Prostate Cancer-Specific and Other-Cause Mortality. Dess RT, Hartman HE, Mahal BA, Osborne JR, Morgan TM, Mehra R, Salami SS, Kishan AU, Wang C, Schaeffer EM, Roach M 3rd, Pisansky TM, Shipley WU, Freedland SJ, Sandler HM, Halabi S, Feng FY, Dignam JJ, Nguyen PL, Schipper MJ, Spratt DE. JAMA Oncol. 2019 Jul 1;5(7):975-983.
- Cancer Health Impact Program (CHIP): Identifying Social and Demographic Associations of mHealth Access and Cancer Screening Behaviors Among Brooklyn, New York, Residents. Camacho-Rivera M, Rice SL, Oh S, Paris M, Gany F, Brown CL, Gonsky J, Osborne JR. Cancer Epidemiol Biomarkers Prev. 2019 Mar;28(3):478-485.
- Interventional Cultural and Language Assistance Program: Associations between Cultural and Linguistic Factors and Satisfaction with Cancer Care. Costas-Muniz R, Amir J, Paris M, Spratt D, Arevalo-Perez J, Fareedy S, González CJ, Gany F, Camacho-Rivera M, Osborne JR. J Community Med Health Educ. 2017;7(1):503.
- Individual Patient Data Analysis of Randomized Clinical Trials: Impact of Black Race on Castration-resistant Prostate Cancer Outcomes. Spratt DE, Chen YW, Mahal BA, Osborne JR, Zhao SG, Morgan TM, Palapattu G, Feng FY, Nguyen PL. Eur Urol Focus. 2016 Dec;2(5):532-539.

The RHE lab @radhealthequity will be publishing a white paper (Appendix A) to explain its action-oriented approach to studying radiology health equity and the role of other organizations in achieving this goal together.

IBREATHE

INVESTIGATING BEHAVIOR CHANGE INTERVENTIONS REGARDING LUNG SCREENING IN THE AMBULATORY SETTING TO IMPROVE LUNG HEALTH: A MIXED METHODOLOGY STUDY



Lauren K. Groner, DO (PI); Erica Phillips, MD; Rulla Tamimi, ScD, Bradley Pua, MD; Stephen Peterson, MD; Rishikesh Dalal, MD, Nathalie Moise, MD

Lung cancer is the leading cause of cancer-related death in the U.S., and although screening high-risk individuals using low-dose CT (LDCT) has been shown to reduce lung cancer-specific mortality (1, 2), lung cancer screening (LCS) among eligible adults is dismal (~6%). While recent updates to the LCS guidelines will increase the relative percentage of screening-eligible persons by 87%, there remain significant barriers to LCS at the patient, provider, and system levels. Despite ample research identifying barriers to LDCT, few studies have examined effective facilitators to early detection of lung cancer. Hence, we are employing a strategic implementation science approach, using the Behavior Change Wheel (BCW) framework, to design and pilot test a multi-faceted behavior change intervention at the provider level to increase uptake of LDCT screening in urban primary care-based practices with varying resources (NewYork-Presbyterian Medical Group Practices and Community Healthcare Network Long Island City). **The specific aims of our study are to: 1) Identify behavioral targets and the most prominent barriers to utilizing LDCT among primary care providers (PCPs) in two different practice model settings using the BCW framework; 2) Determine the most feasible and effective behavior change techniques that address the prioritized; and 3) Pilot a multi-component implementation strategy that will increase LDCT in academic-based faculty practices and FQHCs.**

Since receiving the 2022-2023 Health Justice Grant Dalio Center for Health Justice Grant in February, the team has conducted 4 nominal group sessions with primary care providers from around the country to understand physicians' most prominent barriers to implementing guideline concordant lung cancer screening uptake/referral in their daily practice, particularly regarding minoritized patients. Coding of the data is currently underway and will inform the design of our multicomponent behavior change strategy that will be implemented at our pilot sites from January 2023 through December 2023. Prior to implementation, we will assess the intervention's feasibility and acceptability using key-informant interviews with a diverse group of stakeholders (providers, administrators, executives, financial experts, and front-desk staff), such that the final multicomponent strategy will be feasible and acceptable in the total context of a primary care practice. The final intervention will be implemented and tested in one NYP- and one FQHC-affiliated primary care practice. **The results of this pilot will provide the necessary evidence for a future larger cluster randomized trial testing our multi-faceted implementation strategy to facilitate and enhance the LDCT screening process among diverse populations in diverse clinical and community settings, ultimately resulting in a reduction in disparate lung cancer outcomes.**

DIVERSITY RAD

ENHANCING AND NURTURING CULTURAL DIVERSITY AND COMPETENCE IN CURRENT AND FUTURE HEALTH PROFESSIONALS IN THE FIELD OF RADIOLOGY



Kemi Babagbemi, MD (PI); Lisa Americo, MD; Elizabeth Arleo, MD; Lily Belfi, MD; Katerina Dodelzon, MD; Silvina Dutruel, MD; Lauren Groner, DO; Keith Hentel, MD; Joy Howell MD, FAAP, FCCM; David Jaramillo Gil, PhD; Robert Min, MD; Joseph Osborne, MD, PhD; Jessica Peña, MD, MPH; Arindam RoyChoudhury, Ph.D.; Andrew Schweitzer, MD; Robert Schloss, MD; Michio Taya, MD; Sahira Torres, MS; Nathaniel Yohannes, MD

In 2019, the Association of American Medical Colleges (AAMC) provided detailed statistical information about race and ethnicity in medical education and the US physician workforce in its Diversity in Medicine report. The report concluded that Black, Hispanic, and Native American people remain underrepresented in US medicine, despite increasing efforts to create a diverse physician workforce. Even when people that are underrepresented in medicine (URiM) attend medical school, advance to residency, and enter the medical workforce, a range of factors limit their development. These include non-supportive institutional cultures, micro-aggressive behavior, and commonplace indignities directed toward URiM physicians. When it comes to the field of radiology, URiM are underrepresented relative to other medical specialties.

Overall, increased cultural diversity and competence in the health care workforce can lead to improved satisfaction and greater quality of care for racial and ethnic minority patients. Implementing culturally competent and diverse health care is critical to the success of the Department of Radiology (DoRad) at NYP/WCM. A wide range of opportunities exist to reduce health disparities and health inequities within the Department of Radiology (DoRad), the communities it serves, and the field to which it belongs. These include but are not limited to building partnerships with public and private stakeholders; increasing the number of physicians from disadvantaged backgrounds; developing improved mechanisms to monitor and report on progress toward achieving the vision of the DoRad.

To do so, anonymous observational surveys will be sent by the DoRad at NewYork-Presbyterian Hospital and Weill Cornell Medicine (NYP/WCM) to current health professionals (CHP) and future health professionals (FHP). Surveys are sent to CHP to assess knowledge, attitudes, exposure, and intent about cultural diversity and competence in the radiology workforce. Surveys are sent to FHP to assess knowledge, attitudes, exposure, and intent about educational and career paths in the field of radiology.

In doing so, we aim to ensure the health, safety, and well-being of all patients; increase added value to patient care; improve efficiency, transparency, and accountability; strengthen medical recruitment and education; increase patient education and community outreach; advance scientific knowledge and innovation; among other things.

The study has been approved by institutional review boards and will launch this fall.

The Racial and Social Justice Book Club Series was created as part of our department's commitment to eliminate racial disparities, achieve racial equity, promote fair treatment in healthcare, reduce the abuse of rights within medicine, consider our patients' biopsychosocial contexts, pay heed to voices of the most vulnerable people, and avoid preventable disease in the communities we serve. Most importantly, the Racial and Social Justice Book Club Series invites healthcare workers to consider the significance of protecting human and civil rights within the medical setting.

Thus far, the Racial and Social Justice Book Club Series has explored Black and African American health disparities and experience with health care; history of abusive and unethical medical research and experimentation on Black and African Americans; Trans medicine and barriers to health care; medical gatekeeping of Trans bodies; sexism and gender bias in STEM; diverse women in STEM and intersectionality; Latinx/e/a/o health in the U.S., Latinx/e/a/o representation in medicine; sustainable radiology practices; sustainability and environmental justice; violence and racism experienced by Jewish, Muslim, and Asian American and Pacific Islander communities; among other topics.

Racial and Social Justice Book Club

Racial and Social Justice Book Club (cont.)

In September of this year, the organizing committee of the Racial and Social Justice Book Club discussed the approach to studying literature and humanities within the medical setting in the form of a peer-reviewed academic article entitled “Hiding in plain sight: How incorporating honest discussion of racial and social (in)justice into medical education can inspire change” which was published in *Clinical Imaging*. The article presents reciprocal learning and exchange, cultural competence and humility, and the process of unlearning as necessary in the act of becoming anti-racist, a concept that is applicable to all since none is immune to bias or free of blind spots.



SCAN FOR MORE INFO

Racial and Social Justice Book Club (cont.)

2022 VANDERBILT RADIOLOGY

DIVERSITY, EQUITY & INCLUSION WEEK

CME CREDIT AVAILABLE
LIVE & STREAMED SESSIONS
ALL EVENTS IN MCN CCC-1111 AND/OR ON ZOOM

12 SEP "Radiologists: There is Something Else to See" Dr. V. Joy Simmons Noon to 1 p.m. In-Person & Zoom	13 SEP "Gaslighting: The Hidden Deterrent of Diversity in Medicine" Dr. Shenelle N. Wilson Noon to 1 p.m. Zoom	14 SEP "Consideration for Caring for LGBTQ Patients and Families" Del Ray Zimmerman Noon to 1 p.m. In-Person & Zoom
15 SEP "The Racial and Social Justice Book Club: Origins, Implementation and Future Directions" Dr. Kemi Babagbemi Noon to 1 p.m. Zoom	16 SEP "Environmental, Social & Governance (ESG) Issues in Health Care Organizations" Dr. Mark A. Cohen, PhD Noon to 1 p.m. In-Person & Zoom	

MORE INFO & REGISTRATION AT
[VUMC.ORG/RADIOLOGY/DIVERSITY-INCLUSION](https://vumc.org/radiology/diversity-inclusion)

VANDERBILT UNIVERSITY MEDICAL CENTER
Downloaded by the Department of Radiology Communications & Design Team

Due to the success of the Racial and Social Justice Book Club, Dr. Kemi Babagbemi was invited to speak at the Department of Radiology at Vanderbilt University for a Diversity, Equity and Inclusion Week Grand Rounds. In detail, Dr. Babagbemi discussed 1) how a DEI book club can be used for normalizing conversations about social and racial injustice in the medical workplace, 2) how literature and visual media can be used to educate and promote a sense of inclusion within a medical academic department, 3) how a DEI book club can be used to educate and engender a sense of advocacy, 4) how a DEI book club can be created and sustained within a medical department. Her presentation was well-received, inspiring audience members to establish a racial and social justice book club of their own.

Racial and Social Justice Book Club (cont.)

Our discussion on Islamophobia caught the attention of the Department of Psychiatry at Weill Cornell Medicine. Their monthly newsletter, entitled *Conversation on Diversity*, includes short-written pieces that reflect the authors' opinion on DEI issues. Their team welcomed the Racial and Social Justice Book Club organizing committee to an interview in which they discussed how they arrived at the topic of Islamophobia; common misconceptions about Muslim Americans; and what healthcare professionals might do in order to better understand and address the needs of Muslim American communities.




Diversity Grand Rounds Series

To explore the impact of structural barriers and implicit biases on patient care and outcomes, our department invites thought leaders and experts in diversity, equity and inclusion. Additionally, aware of the obstacles faced by physicians who belong to racial and ethnic populations that are underrepresented in the medical profession (URM), our department recognizes the research, education, and clinical accomplishment of notable URM physicians. This year, our speakers included Efrén Flores, MD (Massachusetts General Hospital) who presented “Health Equity Driving Radiology Care Transformation: The Future is Now,” Tina Young Poussaint, MD, FACR (Boston Children's Hospital) who provided a “Pediatric Brain Tumor Imaging Update,” and Justin T. Stowell, MD (Mayo Clinic) who spoke about “Radiology Care of Transgender and Gender Diverse Patients.”

Early Exposure of Medical Students to Radiology Seminar Series


In collaboration with radiology student interest groups in the Student National Medical Association (SNMA), the Latino Medical Student Association (LMSA), the South Asian Medical Student Association (SAMSA) and the Asian Pacific American Medical Student Association (APAMSA), several members of our department conducted interactive workshops and events throughout the year to help kickstart students' unique professional journeys as future radiologists.




ROAD TO RESIDENCY IN RADIOLOGY

Join us for a comprehensive overview of the process of preparing for and applying to residency in Radiology.

Our Invited Speakers:








Dr. Andrew Schweitzer
Program Director
WCM Radiology



Dr. Katerina Dodelzon
Associate Program Director
WCM Radiology

October 21 from 7-8 pm EST

To attend, please use the following registration form:
https://weillcornell.azure1.qualtrics.com/jfe/form/SV_77Z4UZEgzLFGQFU
 We look forward to seeing you there!

Radiology Imaging Workshop

FOR MEDICAL STUDENTS


Topic:
Join us for a general overview of imaging modalities, indications and contraindications, and normal and abnormal findings.

Date & Time:
Tuesday, February 1st
7-8 pm EST






Our Invited Facilitators:

Dr. Anna Starikov, Fellow in Radiology
 Dr. Michelle Roytman, Assistant Professor of Clinical Radiology
 Dr. Christine Chen, Assistant Professor of Clinical Radiology
 Dr. Lily Belfi, Associate Professor of Clinical Radiology

Register: <https://weillcornell.zoom.us/join/register?JlkdugtrZMIETIS5mHstLW1ICNF-GLOBncPH>



CAREERS IN ACADEMIC RADIOLOGY

Ajay Gupta, MD, MS
Professor of Radiology and Neuroscience

Jana Ivanidze, MD, PhD
Assistant Professor of Radiology

Joseph Osborne, MD, PhD
Professor of Radiology

Elizabeth Hecht, MD, FSAR
Professor of Radiology

Alan Clint Legasto, MD
Assistant Professor of Clinical Radiology

**MAR 9, 2022
12-1 EST
ONLINE**

REGISTER HERE
<https://bit.ly/3G5QAel>



Bystander Intervention Training

After offering Cultural Competency Training and Safe Zone Training, the Department of Radiology offered Bystander Intervention Training to all its members throughout the month of July. Bystander Intervention Training raised awareness of the importance of being an active bystander and provided participants with the knowledge, tools, and practical steps for supporting people experiencing harassment and discrimination. In addition, participants reviewed case studies of bystander interventions that are relevant to clinical and radiology practices. After receiving overwhelmingly positive feedback, our department offered a second round of Bystander Intervention Training sessions in September.

COVID19 Worldwide Community Education

Leveraging her 2 year-long participation as a volunteer in clinical trials for the COVID 19 vaccine development, Dr. Kemi Babagbemi became a vaccine educator and ambassador. As a preceptor for the COVID 19 Community Education and Empowerment Internship Program, she helped trained over 800 premedical STEM students from underrepresented and disadvantaged groups in basic virology and vaccinology. In addition, as part of the COVID 19 Speaker Bureau at Weill Cornell Medicine, she led several town halls about COVID 19 vaccines across local, regional, national, and international communities. While her work in this area has begun to unwind in recent months, we are thankful for her dedication and tireless efforts.



African Students Displaced by War in Ukraine

In response to the precarious position of African students in Ukraine, Dr. Kemi Babagbemi joined forces with community organizations, medical professionals, and advocacy groups to support the varied needs of the 16,000 African students affected by the war. Unlike their Ukrainian counterparts, African students were rejected and stuck at border crossings for days in brutal conditions. Furthermore, they were displaced without refuge, and many were unable to continue their studies. To increase access to information, Dr. Babagbemi organized multiple virtual meetings in which experts offered psychological, medical, and legal guidance and support to victims and their families. To garner global awareness, she has engaged the United Nations (UN). In fact, as part of her efforts, one African medical student was invited to be a part of the UN international stage and speak about their experience in the Russia-Ukraine War. Being aware of her labors, she was invited by the Weill Cornell Center for Human Rights to speak about her work. Lastly, her advocacy efforts helped to support the resettlement of 200 of these medical students in Portugal. For this, Dr Babagbemi was awarded the Nigerian Community Portugal Humanitarian Award.



Staff & Organizational Development Events



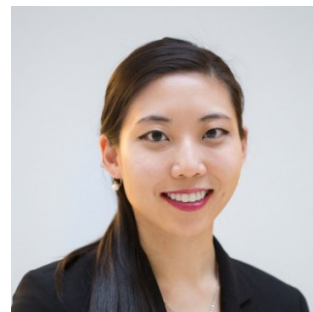
The Weill Cornell Medicine Staff and Organizational Development Department invited Dr. Robert Min to speak at their Asian American and Pacific Islander (AAPI) Heritage Month event and Dr. David Jaramillo Gil at their Hispanic Heritage Month event. At the “Exploring Asian American and Pacific Islander Heritage Panel: Family, Identities, and Moving Forward,” Dr. Min shared thoughts on the model minority myth, cultural assimilation and acculturation, and what it means to be part of the AAPI community in the United States. At “The Climb: Latinx Leaders Reflect on Career Advancement & Identity” event, Dr. Jaramillo Gil explored the current gap in Latinx representation in leadership roles, demystified the monolithic misperception of Latinx people, and the unique roadblocks that Latinx communities face.

Last year, after the mass shooting in the Atlanta-area in which six women of Asian descent were killed, Dr. Michelle Lee spoke as a community activist and health care worker at the largest AAPI (Asian Americans and Pacific Islander) Heritage rally in Manhattan's Chinatown, was interviewed and/or featured in numerous news outlets, and was recognized as a healthcare hero by NYP Hospital during AAPI Heritage Month.

Ever since, in addition to discussing ways in which community members can help AAPIs, Dr. Lee has denounced the xenophobic scapegoating and fearmongering that has led to a rise in racist acts against AAPIs. Her work has been recently featured in The Washington Post, NBC News, Stat News and The Podcast by Kevin MD. For this work, she was awarded the Louis Wade Sullivan, M.D. Award for Excellence in Public Health Advocacy by WCM.

As an outspoken advocate of resident safety and wellness, Dr. Lee encouraged departmental leaders to consider hate crime prevention strategies. As a result, with the support and guidance of Dr. Min and Dr. Babagbemi, residents are now offered transportation to reduce their exposure to hate crimes and bias-motivated incidents.

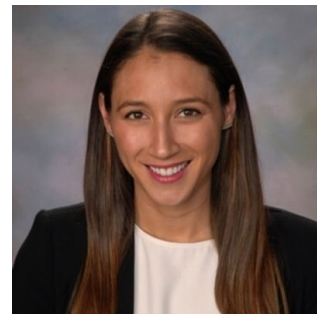
Resident Highlights



Resident Highlights (cont.)

Dr. Marina Corines, PGY5 and Chief Resident, joined the Junior Board for Project Renewal, a nonprofit organization which meets the needs of homeless or at-risk New Yorkers by delivering healthcare, providing housing, and offering employment services. As a way to promote departmental bonding and mentorship, she organized a community service activity in partnership with Project Renewal. Faculty, trainees, and staff visited Project Renewal's Bedford Greenhouse (2865 Creston Ave Bronx, NY) where they worked with a horticultural therapist on a deep clean of the rooftop greenhouse as well as cultivating plants and trees.

Furthermore, in collaboration with Drs. Melissa Reichman and Kemi Babagbemi, Dr. Corines is exploring a possible partnership between our institution and Project Renewal ScanVan, which would allow our physicians to provide mammography screening services to underserved communities without access to imaging and care.



The Sunflower Hour Gatherings

The Sunflower Hour has been designed to provide a welcoming and inclusive environment for all members of the departments of radiology at MSKCC and WCM. Our goal is to explore different topics, facilitate the sharing of knowledge, support diversity of ideas and open communication, and encourage collegiality and collaboration.

During our meetings, we encourage participants to raise topics of interest. These can include stress management and wellness, work-life balance and parenthood, sustainability and wellbeing, workplace learning and development, social justice and health equity, activism and advocacy, bias and burnout, and many others.

Organizing Committee

Kemi Babagbemi, M.D. (WCM), Viktoriya Paroder, M.D., Ph.D. (MSKCC), Lauren Groner, D.O. (WCM), Jeffrey Reiner, M.D. (MSKCC), and David Jaramillo Gil, Ph.D. (WCM).



Additional Initiatives



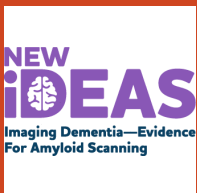
AMERICAN COLLEGE OF RADIOLOGY (ACR) RADIOLOGY HEALTH EQUITY COALITION

Having served as the first woman chair of the ACR, Dr. Geraldine McGinty launched the Radiology Health Equity Coalition, a network of patient-focused radiology societies intended to positively influence health equity and address disparities.



AMERICAN COLLEGE OF RADIOLOGY (ACR) APPROPRIATENESS CRITERIA (AC)

Dr. Kemi Babagbemi continues to publish patient-friendly summaries of the ACR AC. The summaries are intended to improve patient-physician communication as well as patient comprehension of relevant health information.



NEW IDEAS: IMAGING DEMENTIA—EVIDENCE FOR AMYLOID SCANNING

Our department has enrolled in New IDEAS, a national trial managed by the ACR aimed to address racial disparities in Alzheimer's disease. The New IDEAS study evaluates the association between amyloid PET and patient-centered outcomes in Black and Latino communities, among others.

Additional Initiatives



AMERICAN COLLEGE OF RADIOLOGY (ACR) BULLETIN AND THE HCWVS HUNGER CAMPAIGN

Dr. Kemi Babagbemi was featured in the ACR Bulletin "Building on Population Health Management" Issue. In the interview, she discussed her involvement in the Healthcare Workers Versus Hunger online campaign which raised over 400k for food banks in less than 2 weeks.



SCAN FOR MORE INFO



RADIOLOGICAL SOCIETY OF NORTH AMERICA (RSNA) *RADIOLOGY: IMAGING CANCER* JOURNAL PODCAST SERIES

Dr. Jana Ivanidze is host of the *Radiology: Imaging Cancer* podcast. Topics have included "Racial Disparities in Oncologic Imaging and Oncology Care", "Global Health Approaches to Oncologic Imaging and Radiation Oncology," and "RSNA Grant Recipient Dr. Gloria Guzmán Pérez-Carrillo."



SCAN FOR MORE INFO



RAD-AID INTERNATIONAL

The WCM RAD-AID chapter offers the opportunity to volunteer and provide essential radiology training to international medical partners. While the COVID19 pandemic hindered travel, faculty members continue to provide remote lectures to residents at Kilimanjaro Christian Medical Centre and add cases to the RadGlobal section of the C.R.E.A.T.E Program website.



SCAN FOR MORE INFO

Additional Initiatives



BẠCH MAI HOSPITAL ENGLISH CLUB

Dr. Kemi Babagbemi is part of the Bạch Mai Hospital English Club which matches English-speaking radiologists with Vietnamese-speaking radiologists who wish to increase English fluency, master medical terminology, and be active members of the global radiology community.



BENHA UNIVERSITY AND EGYPTIAN SOCIETY OF RADIOLOGY AND NUCLEAR MEDICINE

This year, faculty members were invited to speak at Egypt's Benha University. Dr. Janine Katzen spoke about "Basic Breast MRI," Dr. Melissa Reichman about "BI-RADS Lexicon" and Dr. Katia Dodelzon about "Patient-Centered Communication in Breast Imaging."



OPERATION BACKPACK, VOLUNTEERS OF AMERICA — GREATER NEW YORK

Our department came together for the 7th year in a row in support of Operation Backpack and raised \$5,000 to ensure that children living in NYC homeless or domestic violence shelters have a backpack full of school supplies in time for the first day of school.

Additional Initiatives



ZERO — THE END OF PROSTATE CANCER SUMMIT

Our department participated in the ZERO — The End of Prostate Cancer Summit which brings together hundreds of advocates from around the country to make prostate cancer a priority within federal government, state legislatures, and communities. Part of the Rad Health Equity Lab.



THE SYNERGISTIC PARTNERSHIP FOR ENHANCING EQUITY IN CANCER HEALTH (SPEECH) CONFERENCE

SPEECH is a Fox Chase Cancer Center (Temple University) and Hunter College (City University of New York) Regional Comprehensive Cancer Health Disparity (U54) Partnership. The Rad Health Equity Lab participated in their annual conference.



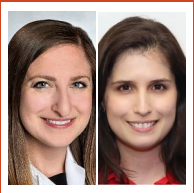
THE WEILL CORNELL MEDICINE DAVID ROGERS HEALTH POLICY COLLOQUIUM

As part of her work in the Rad Health Equity Lab, Yendé Grell (WCM Graduate, Class of 2022) presented “pCHIP - Factors Influencing Prostate Cancer Treatment Decision Making for African American and Hispanic/Latino Men” at the David Rogers Health Policy Colloquium.



SCAN FOR MORE INFO

Additional Initiatives



NEW ENGLAND WOMEN IN RADIOLOGY (NEWR) LECTURESHIP

To generate speaking and networking opportunities for junior women radiologists, our department was invited to participate in NEWR. Under the guidance of Dr. Elizabeth Hecht, we have welcomed Dr. Shanna Matalon (Brigham and Women's Hospital) and Dr. Anna Luisa Kuhn (University of Massachusetts Medical Center) to share their expertise with us.



OCHSNER & WCM VIRTUAL VISITING PROFESSORSHIP IN RADIOLOGY

Designed by Dr. Katia Dodelzon, the program invited Dr. Danielle Summers (Ochsner) to discuss "Breast Imaging in Male & Transgender Patients" and Dr. Kemi Babagbemi (WCM) to discuss "Case for Increasing Diversity of the Radiology Workforce – Addressing Disparities in Breast Cancer Care."



MENTORSHIP PROGRAM FOR WOMEN IN RADIOLOGY

Established by Dr. Elizabeth Arleo, the two-tiered mentorship program offers a first-year female resident to be paired with a 2nd-4th year female radiology resident and a faculty mentor. This program has been expanded to all incoming radiology residents regardless of gender.

Additional Initiatives



URM AND LGBTQ+ MENTORSHIP CIRCLE

Dr. Kemi Babagbemi advocated for the creation of a mentorship circle specifically for URM faculty and trainees. In doing so, our department will provide a space in which to address barriers unique to URM faculty and trainees. Similarly, the department is in the process of developing a mentorship circle for self-identified members of the LGBTQ+ communities.



HPREP

The Health Profession Recruitment Exposure Program (HPREP) is a ten-week program in which over 100 high school students meet and learn from health professionals. In this year's session, Drs. Belfi, Dodelzon, Scherer, Ivanidze, and Chen discussed their journeys into medicine and Radiology.



TSRF

The Travelers Summer Research Fellowship (TSRF) Program is designed to give 25 premedical students insights into the field of medicine. At this year's session, Drs. Dodelzon, Scherer, Ivanidze and Yohannes discussed healthcare delivery, medical education, and research. A manuscript that examines the efficacy of the educational intervention has been submitted.

Rising Initiatives

INCORPORATING DEI IN JOURNAL CLUBS

The Office of the Vice Chair in Diversity and Inclusion will work closely with the Research Chief Residents to select articles that focus on health inequities and disparities, underrepresentation and marginalization, and barriers to healthcare and medical education.

REPORTING HARASSMENT & DISCRIMINATION

Strengthening protections against discrimination and harassment in the workplace is of great importance to our department. We will utilize our website to provide guidance for reporting harassment, discrimination, or inappropriate conduct within the institution and beyond.

DEVELOPING DEPARTMENTAL LGBTQ+ CREW

Heterosexist and gender normative values found within medicine and broader society result in discriminatory practices in healthcare settings. As a result, our department is in the process of developing a safe space that addresses the unique needs and concerns of queer and trans physicians.

BCHIP

Dr. Kemi Babagbemi is developing the “Breast Cancer Health Impact Program” to educate physicians on the need for genetic and imaging screening for breast cancer in Black and African American women at an early age in addition to streamlining the general screening process. BCHIP will be a part of the Rad Health Equity Lab.