



**Weill Cornell
Medicine**

Diversity and Inclusion

2019 A Year in Review





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A note from the Dean

As this publication goes to print, our country is facing an unprecedented set of challenges that are taking a disproportionate toll on communities of color. In March of 2020, New York City first began seeing cases of COVID-19 and quickly became the epicenter of the pandemic, with African Americans and Hispanics hit particularly hard by the virus. Minority communities are feeling the economic effects of the pandemic more harshly than others, and our country has been deeply shaken by recent examples of racism and violence toward Black Americans. It is a time of great uncertainty, and it's hard to know how we, as a nation, will move forward from these challenges. Yet we have faced very difficult times in the past, and we have been able to create a path—often through individual acts of integrity, empathy, and kindness. Now, as always, we stand in solidarity with the many people of color who work, study, and seek care at Weill Cornell Medicine. We will use the current situation as an opportunity to reaffirm our dedication to practices and behaviors worthy of our community and its ideals.

Diversity and Inclusion at Weill Cornell Medicine (WCM) continues to be a signature priority for me personally and for our institution. Our Board of Overseers, senior leadership, department chairs, and I are unreservedly committed to the vision of making WCM a national leader in diversity and

inclusion within academic medicine. Striving for greater equity, representation, and belonging across our community is not only the right thing to do. It also reflects our strong belief that diversity in education, scientific discovery, and patient care makes us better at advancing in our core mission as an academic medical institution. Weill Cornell Medicine's workforce must reflect the communities we serve.

Thanks to the efforts of our Office of Diversity & Inclusion, 2019 was a transformative year at WCM. For the second year in a row, we were honored to receive the INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award. We also held our second annual Diversity Week, which featured many seminars and lectures on health equity, diversity, and inclusion organized by departments and units throughout the institution. The weeklong event featured three keynote speakers— Dr. Dara Richardson-Heron, Chief Engagement Officer of the All of Us Research Program; Dr. Sian Leah Beilock, President of Barnard College; and Dr. Joan Reede, Dean for Diversity and Community Partnership at Harvard Medical School, who delivered the inaugural Elizabeth A. Wilson-Anstey, EdD Lecture. We presented the Dean's Diversity and Healthcare Disparity Research Awards, as well as the Jessica M. and Natan Bibliowicz Award for Excellence in Mentoring Women Faculty, to a number of deserving faculty, trainees, and students.

Our pipeline programs are thriving and continue to receive federal funding. In 2019, WCM received a T37 training grant from the National Institutes of Health (NIH) to advance diversity in the research workforce and promote health equity research. We also received an NIH R25 grant that will fund the Initiative to Maximize Student Development in the Graduate School. Our iconic pipeline programs, the Travelers Summer Research Program, the ACCESS program for PhD students, and the Gateways to the Laboratory program for MD/PhD students

continue to thrive.

The 2019 annual report features unique initiatives on gender diversity led by the Office of Women, housed within the Office of Diversity & Inclusion. Several large-scale surveys of WCM faculty were conducted to evaluate important issues related to academic promotion, leadership opportunities, job satisfaction, and salary equity. There has also been an in-depth evaluation of work-life balance considerations. Some of the key insights from these analyses and potential actions moving forward are summarized in the Gender Diversity feature section of this annual report.

Lastly, we are inspired by our achievements related to student diversity. For the first time in our history, the entering medical school class of 2019 had more female than male medical students (53% women). About 23% of the class is from groups underrepresented in medicine. Within the Graduate School, student diversity is also strong, with about 28% of students from underrepresented minority groups. In addition, applications from underrepresented minority students to the Graduate School are trending upwards, and there are now more women than men pursuing graduate studies.

Details of these and other accomplishments are highlighted in this second Annual Report on Diversity and Inclusion at WCM. The gains outlined in this report inspire us to strive for even greater progress, until we are able to ensure that every member of our community feels a sense of belonging.



Augustine M.K. Choi, MD
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Message from the Office of Diversity and Inclusion

We are excited to present to you the second Annual Report on Diversity and Inclusion at Weill Cornell Medicine. This report provides an opportunity to reflect on our concerted efforts to advance diversity and inclusion at WCM and share with you the strategies and accomplishments that contribute to success across our mission. As we have prepared to go to press, however, the unprecedented events of 2020 have been unfolding. The COVID-19 pandemic has enveloped the world, disproportionately impacting the underserved and communities of color. The tragic murder of Mr. George Floyd has led to an outpouring of calls for justice and worldwide protests for police reform. The confluence of these events, each monumental in their own right, could shatter a lesser community, yet it has brought out the best in ours. We will elaborate on this in next year's 2020 report. However, we would be remiss if we did not acknowledge now, the many acts of selfless heroism by WCM community members to combat the virus, as well as the many who have joined the clarion call for justice against police brutality and racialized violence against our Black communities. We are proud to stand with you in these efforts and provide support as we navigate these difficult times toward a better future of equity and equality for all.

WCM is well poised to help bring about such a future. By all measures, 2019 was an outstanding year for Diversity and Inclusion at Weill Cornell Medicine. Our efforts in research and education have been recognized on a national level, with Weill Cornell Medicine ranking No. 9 in *U.S. News and World Report's* 2019 Best Medical Schools for Research listing. This is the first time in the past twenty years that we have broken into the top ten. The strategic vision of Dean Choi continues to elevate diversity and inclusion as a crucial pillar of the

institution's mission. Several notable diversity and inclusion initiatives gave cause for celebration over the last year. For the second year in a row, WCM was awarded the INSIGHT Into Diversity Health Professions Higher Education Excellence in Diversity (HEED) Award, which highlights the growing national recognition of our institution's commitment to providing a strategic, holistic, and comprehensive approach to diversity, equity, and inclusion. With extraordinary pride, in September of 2019, WCM announced a transformative new scholarship program that will eliminate medical education debt for all students who qualify for financial aid. Thanks to generous support from the Starr Foundation and Maurice and Corinne Greenberg, Joan and Sanford I. Weill, the Weill Family Foundation, and many other Weill Cornell Medicine donors, we are able to increase our support of medical education for our students. By replacing student loans with scholarships that cover tuition, housing and other living expenses, the program ensures that all students, including those from economically diverse backgrounds, can pursue their medical education without financial burden. Through this landmark gift, we ensure that we can welcome the voices and talents of those who are most passionate about improving human health and change the future of medical education. Also in 2019, the Office of Diversity and Inclusion (ODI) settled into the newly renovated Lasdon House, which provides a new home and dedicated safe space to meet with our diversity partners. Already it is playing a crucial role in fostering community and synergistic collaboration across the breadth of our diversity and inclusion programs.

In this second Annual Report, we continue to summarize the activities and undertakings that encourage diversity and inclusion at all levels of the institution, from our student body, faculty and staff to our leadership, as guided by the three pillars of Weill Cornell Medicine's missions, Care, Discover, Teach. We view diversity and inclusion in the broadest sense, including differences in race, ethnicity, sexual orientation, gender identity, sex, ability, religious practices, socioeconomic class, citizenship, life experiences, and other important aspects of human life. This year, and moving forward, the annual report will include a special section that features an in-depth exploration of the experiences and initiatives within

the various categories of our office's mission. This year we are excited to use this section to feature gender diversity and the actions taken to build a more inclusive and supportive culture for women. This special feature coincides with the recent announcement by the Association of American Medical Colleges (AAMC) on gender diversity in medicine.

Advancing diversity and inclusion is an institutional priority and requires teamwork to ensure a rich environment of equity and inclusiveness at Weill Cornell Medicine. We would like to recognize our institutional leaders at Weill Cornell Medicine, Cornell University, and NewYork-Presbyterian (NYP); without their support, the achievements summarized in this report could not have been possible. We would also like to express our gratitude for all of our partners, whose commitment and efforts directly contribute to Weill Cornell Medicine's status as a leader in clinical care, research, education, mentorship, and diversity.

With Warm Regards,

Executive Committee on Diversity and Inclusion

Care. Discover. Teach.

The State of Diversity and Inclusion at WCM

At WCM, we believe in the strength of our diversity. Our diversity enables us to best pursue our institutional goals by leveraging the myriad of cultural, physical, social, intellectual, geographical, and philosophical characteristics that make each member of our workforce unique. It is important to regularly take stock of where we stand in order to develop and implement plans to support the recruitment, promotion, career development, and retention of a diverse faculty, staff, and student body. This section features statistics to understand our current position in relation to national benchmarks and to track our progress towards building a diverse and inclusive academic community.

Faculty

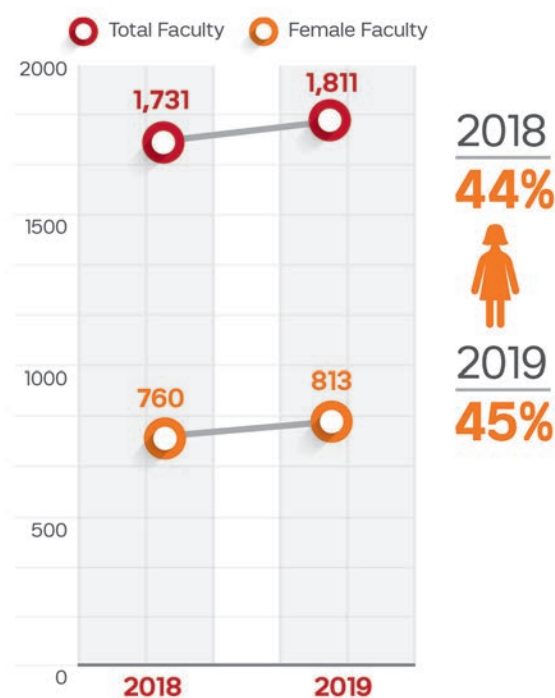
WCM is committed to greater inclusion of people of color and women within the ranks of our faculty, leadership and governing bodies. We continue to build a strong foundation for faculty diversity. In this effort, we collaborate with institutional programs such as the Office of Faculty Development and the Diversity Center of Excellence to enhance diversity and inclusion at all career levels and to increase female representation in academic ranks.

Academic Composition

	Full-Time	Part-Time	Other*	Total	% of Total
Faculty	1,811	146	357	2,314	73%
Fellows & Postdocs	452	1	43	496	16%
Academic Professionals	279	14	74	367	11%
Total	2,542	161	474	3,177	100%
% of Total	80%	5%	15%	100%	

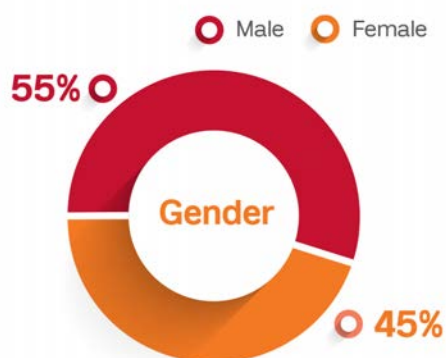
Source: Academic Staff Management System (ASMS), active appointments as of June 30th, 2019. Other includes sessional, voluntary, and "other" employment. Academic professionals include lecturers, archivists/librarians, research associates, staff associates, teaching associates, and visiting graduate assistants.

Female Faculty 2018 v. 2019



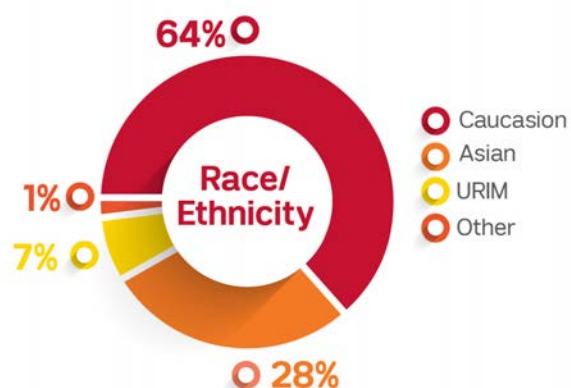
Source: Academic Staff Management System (ASMS), FY2019 active appointments as of June 30th, 2019. FY2018 active appointments as of June 30th, 2018.

Full-Time Faculty by Gender



Source: Academic Staff Management System (ASMS), FY2019 active appointments as of June 30th, 2019.

Full-Time Faculty by Race/Ethnicity



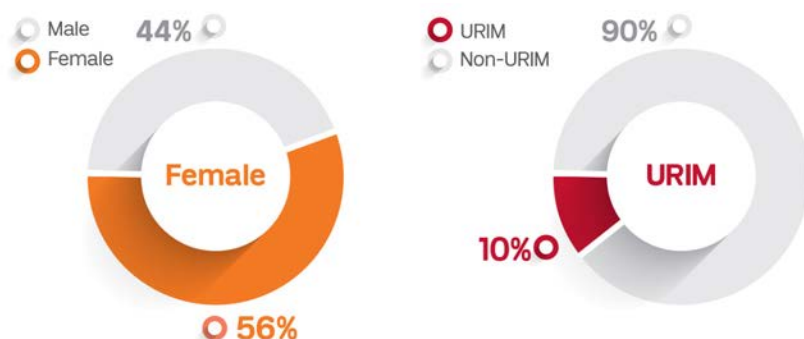
Source: Academic Staff Management System (ASMS), FY2019 active appointments as of June 30th, 2019. URiM includes Black, Hispanic, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders. Other race category includes those with two or more races and those whose race is unknown

URiM Faculty 2018 v. 2019



Source: Academic Staff Management System (ASMS), FY2019 active appointments as of June 30th, 2019. FY2018 active appointments as of June 30th, 2018. URiM includes Black, Hispanic, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders

Diversity of New Faculty Hires



Source: Academic Staff Management System (ASMS), FY2019 active appointments as of June 30th, 2019. URiM includes Black, Hispanic, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders. „New Hires“ are those who received their first appointment at WCM as a full-time faculty member. Count excludes those who were promoted to faculty ranks from non-faculty appointments and/or held a non-faculty appointment previously at WCM. Faculty in this report considers Instructors, Assistant Professors, Associate Professors, and Professors.

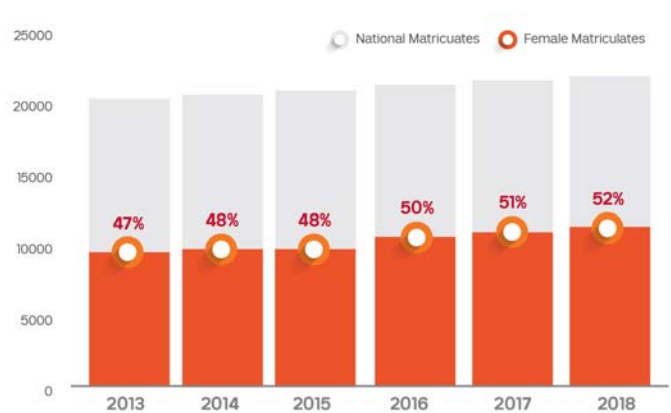
Students

Weill Cornell Medicine's students are among the best. Our medical students lead initiatives that are improving healthcare for underserved groups in New York City, such as uninsured patients, the LGBTQ+ community, and people seeking asylum in the US. Our Graduate students are making scientific discoveries and launching careers as researchers, entrepreneurs, healthcare professionals, and much more. Further, more Weill Cornell medical students go on to careers in academia than any other medical school in the country, according to data from the Association of American Medical Colleges. A diverse student body is critical and the diversity of WCM's student body continues to exceed national averages. It is important to note that the student body data shared is consistent with Integrated Post-secondary Education Data System (IPEDS) classifications. IPEDS' race and ethnicity classifications categorize all non-U.S. citizens and non-permanent residents as "nonresident aliens", and therefore, are counted within the "other" category along with those for whom race and ethnicity was not specified.

WCM Female Medical School Matriculates



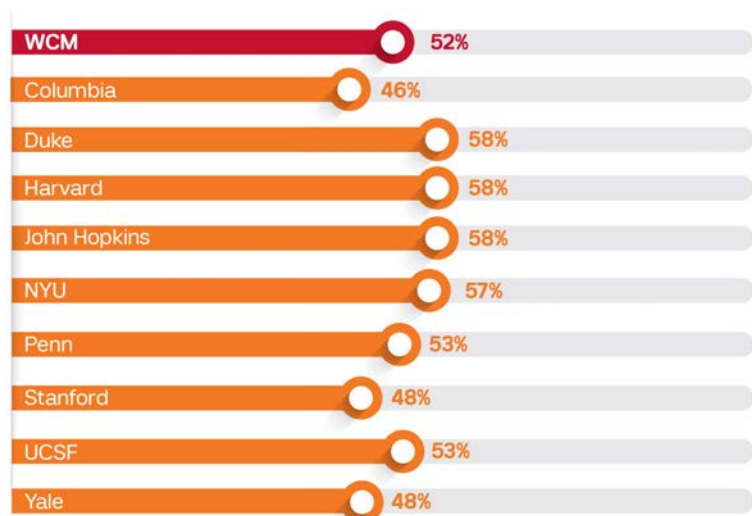
National Female Medical School Matriculates



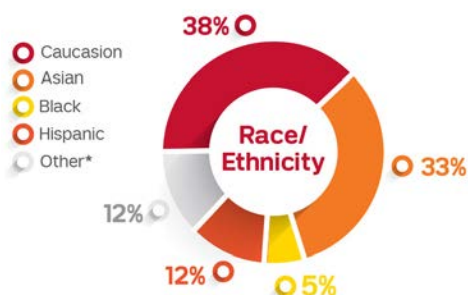
Source: Annual Diversity Book (2013-2017) WCM Matriculates, Jenzebar (Fall 2018) WCM Matriculates, AAMC 2019 Facts Table A-7.2, Medical School Matriculates by Sex

Female Matriculates from Competing Medical Schools Fall 2018

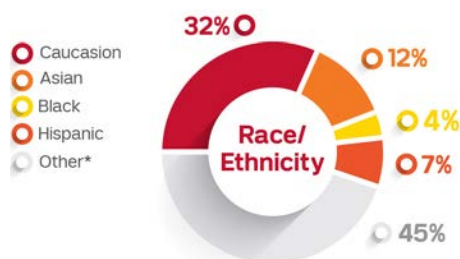
Source: Jenzebar (Fall 2018) WCM Matriculates, AAMC 2018 Facts Table A-1, Matriculates by Sex and School



MD & MD-PhD Student by Race/Ethnicity Fall 2018



GS Student by Race/Ethnicity Fall 2018



MD URiM Student and Total Student Fall 2018



GS URiM Student and Total Student Fall 2018

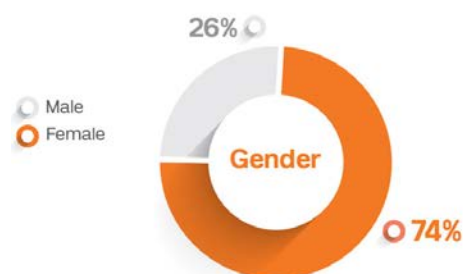


Source: Jenzebar (Fall 2018) WCM Enrollment. Other includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, two or more races, nonresident aliens, and unknown/unselected race and ethnicity

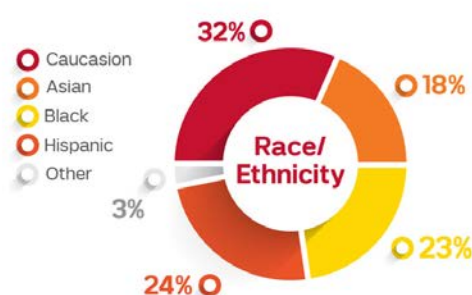
Staff

We must value each individual as a significant member of the team and believe that inclusive environments are created when every member in the WCM community feels valued, respected, actively engaged, and has the opportunity to contribute in a meaningful way to WCM's mission. Our energetic WCM staff are on the front lines every day of increasingly higher patient expectations, advances in science, and unprecedented technological change and combine their efforts with faculty and students to get this work done together. WCM celebrates diverse representation within our staff and continues to seek opportunities to increase the representation of people of color within the highest levels of administrative leadership and to be more representative of the communities we serve.

Non-Academic Demographics



Two not assigned were not included in aggregate. Source: SAP-Human Capital Management (HCM), data as of 6/30/2019



Source: SAP-Human Capital Management (HCM), data as of 6/30/2019. Other race category includes those with two or more races, American Indian or Alaskan Native and Native Hawaiian or Other Pacific Islander

care



With a legacy of putting patients first, Weill Cornell Medicine is committed to providing exemplary and individualized clinical care. Bringing together our academic community's unique perspectives and abilities not only leads to innovation, but also allows us to offer the best care for a diverse population. To provide the best patient care, our future doctors and scientists need to come from diverse backgrounds. Our physicians, researchers and trainees must be representative of the populations we serve, so that patients see us as a reflection of who they are. Our diversity and inclusion initiatives help us achieve this goal, position us as a leader in the healthcare industry, while also enriching the experiences of our academic community. Diversity and inclusion in our student body is a



critical pipeline to ensure a rich environment of equality and inclusiveness in clinical care.

2019 presented a historic opportunity to honor and celebrate four diversity champions who have been instrumental to our institutional efforts to attract and retain underrepresented minorities in medicine and to enhance student life and diversity at Weill Cornell Medicine and beyond. We celebrated the unveiling of a set of paintings depicting four icons of diversity and inclusion at WCM. Dr. Daniel Laroche, M.D. '92, his wife Marjorie Laroche and his cousin Marie Claude Brutus commissioned the paintings from the Haitian artist Junior Jacques to recognize the seminal contributions of Drs. James Curtis (former Associate Dean of Minority Affairs), Elizabeth Wilson-Anstey (former Assistant Dean for Diversity and Student Life and Director of the Travelers Summer Research Fellowship Program), Bruce Ballard (former Associate

Dean for both Equal Opportunity Programs and Student Affairs) and Carlyle Miller (WCM '75 and former Associate Dean for Student Affairs). The historic event, co-sponsored by the Office of Diversity and Inclusion and the Office of Diversity and Student Life, celebrated the donation of the portraits and recognized the pioneering work of their subjects in diversity, excellence, innovation, and translational research. The paintings are displayed in the Samuel J. Wood Library and in the lobby of Olin Hall outside the Office of Admissions.

WCM pursues full inclusion as a central component of our values and our approach to each other and to the world around us. We strive to ensure an inclusive community that values each individual's unique contribution. Inclusion enables us to promote a standard of tolerance and responsible self-conduct among all students and faculty that reflects the highest standards of the medical profession in caring for all patients, irrespective of ethnicity, culture, nationality, religion, sexual orientation or disability. This section features key events and partnerships at WCM that welcome, support, and develop individuals' identities, strengths and talents, and that ultimately contribute to our institution's outstanding patient care.



2nd Annual Diversity Week

The Diversity Executive Committee, in partnership with departments and diversity advocates institution-wide, organized the second annual Diversity Week held April 22 – 27, 2019. The week-long event featured three keynote speakers— Dr. Dara Richardson-Heron, Chief Engagement Officer of the All of Us Research Program, Dr. Sian Leah Beilock, President of Barnard College, and Dr. Joan Reede, Dean for Diversity and Community Partnership at Harvard Medical School, who delivered the inaugural Elizabeth A. Wilson-Anstey, EdD Lecture. The week commenced with a Celebration of Diversity that included the Annual Diversity Awards Ceremony where members of our community were recognized for their efforts to further WCM's mission of diversity and inclusion. The 2019 recipients of the Pioneers in Diversity Awards and the Jessica M. and Natan Bibliowicz Award for Excellence in Mentoring Women Faculty were:



► **Ida Sophia Scudder, MD Award** **Joshua Adjei, 4th-Year Medical Student**

Presented to an MD, PhD, MD-PhD, MS, or PA student who has made significant contributions in the field of community service and provided care and/or opportunities to the underserved

► **Bruce Laine Ballard, MD Award** **Nelson Sanchez, MD, Associate Professor of Clinical Medicine, and Kevin Holcomb, MD, Associate Professor of Clinical Obstetrics and Gynecology**

Presented to a faculty member who demonstrates commitment to improving student life and to fostering a nurturing and supportive environment where students are able to thrive and succeed



► **Louis Wade Sullivan, MD Award** **Victor Wong, PhD, Postdoctoral Scientist, Burke Neurological Institute**

Presented to a resident or a postdoctoral fellow who has been an outspoken champion for health promotion and a public health advocate, especially for medically underserved populations

◄ **Administrative Staff Award** **Greta Strong, EdD, Special Assistant, Neurology**

◄ **Jessica M. & Natan Bibliowicz Award for Excellence in Mentoring Women Faculty**

Geraldine McGinty, MD, MBA, Associate Professor of Clinical Healthcare Policy and Research and of Clinical Radiology

Recognizes outstanding men and women faculty who demonstrate commitment to advancing the academic careers of women in the areas of clinical care, research, or education



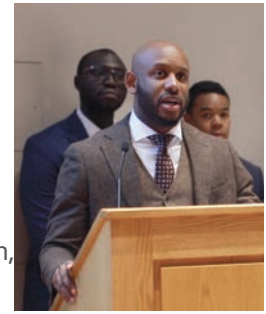


In addition to Diversity Grand Rounds and special seminars in all departments, the week featured numerous diversity panels such as the “Women Navigating Careers: Making Choices, Setting Goals and Getting Noticed in a Changing Environment,” hosted by the President’s Council of Cornell Women, symposia including “Diversity and Disparities in the Experience of End-Of-Life Care,” and speakers on topics such as health disparities, mentoring, disability inclusion, and LGBTQ+ awareness in academic medicine. Several conferences were also hosted to coincide with Diversity Week, including the Annual Meeting of the Society of Black Academic Surgeons and the 6th Annual Women in Global Health Research Conference.



Black and Latino Men in Medicine (BLMiM)

On April 27, 2019, Black and Latino Men in Medicine (BLMiM) held their 2nd annual symposium, co-sponsored by the Office of Diversity and Inclusion and the Weill Department of Medicine. This daylong symposium, which centered on “Embracing the Opportunity,” was attended by more 100 students, faculty and staff from the NYC metropolitan region. WCM Senior Associate Dean for Diversity and Inclusion, Dr. Said Ibrahim, gave the keynote address.



Dean’s Diversity Speaker Series

The Dean’s Diversity Quarterly Seminar was established by Dean Augustine M.K. Choi in the Fall of 2018 to connect renowned academic physicians, scientists, and diversity advocates with the WCM community, and to forge a stronger appreciation and path to diversifying medicine. The Office of Diversity and Inclusion hosted quarterly speakers who spanned a range of specialties in medicine and science. Dr. Lynn Holden, Co-Founder and President of Mentoring in Medicine, and a WCM Travelers Summer Research Fellowship (T-SRF) alumna, delivered her keynote talk on empowering the next generation of health professionals as part of our annual Black History Month celebration. In June 2019, biomedical engineer and Chief Executive Officer and Co-Founder of Thread, Dr. Sarah Hemminger, spoke about community-based success



Dean's Diversity Speaker Series *continued*

for minority populations. Dr. Carol Bates, Associate Dean of Faculty Affairs at Harvard Medical School and Chair of the Group on Women in Medicine and Science for the AAMC shared her work on the state and direction of gender equity in medicine. Each event was followed by a meet-and-greet reception with seminar attendees and special guests.



"Advocating for Inclusive Change," SPARC Tri-I Diversity Retreat

In June 2019, the 8th annual Successful Productive Academic Research Careers (SPARC) Tri-Institutional Diversity Retreat was hosted at WCM in partnership with Memorial Sloan Kettering (MSK) and Rockefeller University. Chaired by Associate Dean for Diversity and Inclusion, Dr. Linnie Golightly, and facilitated by Dr. Sandrine Tunezerwe of the Center for Creative Leadership and The Collective Base, retreat participants delved into the theme, "Advocating for Inclusive Change." The retreat featured interactive and reflective exercises, as well as collaborative planning for action, and a central outcome was a call for a diversity listening tour. Set to commence in the spring of 2020, the tour was postponed due to the pandemic.

Building the Next Generation of Academic Physicians (BNGAP)

On October 12, 2019 WCM co-hosted Building the Next Generation of Academic Physicians (BNGAP) "Leadership and Academic Medicine Regional Conference." BNGAP provides support and resources to underrepresented minorities pursuing careers in academic medicine. Through regional conferences and with the support of partners like WCM, BNGAP is able to connect graduate and medical students and early-career physicians with notable academic physicians. Under the guidance of BNGAP leadership, Dr. JP Sanchez, President (Rutgers NJ Medical School), Dr. Nelson Sanchez, Vice President (MSK and WCM), and WCM Associate Dean for Diversity and Inclusion Dr. Linnie Golightly, the conference offered 10 sessions co-facilitated by 16 academic physicians from six institutions. Drs. Edgar Figueroa (WCM Student Health, Associate Professor of Family Medicine in Clinical Medicine) and Elizabeth Wilson-Anstey led sessions. Dr. Said Ibrahim delivered the opening remarks.

Non-Academic Staff Contributions Towards an Inclusive Culture

The topic of diversity and inclusion is making its way into everyday conversations. Our work to make WCM a more inclusive and diverse community for faculty, students, and staff is a team effort. We are pleased with the positive steps taken by WCM non-academic staff in 2019 to create an inclusive environment. Examples of staff-driven initiatives include a Human Resources-hosted Unconscious Bias Workshop and Women in Leadership Symposium for Diversity Week 2019. 102 employees attended the Unconscious Bias Workshop, and 115 attended the Women in Leadership Symposium. After Diversity Week 2019, several departments requested unconscious bias training for their staff, and an additional 347 employees were trained.

Also in 2019, Human Resources, under the leadership of Senior Director Angela Lent, conducted an Engagement Survey that included a diversity and inclusion component. The insight gained from this survey helped to form the foundation for several upcoming grassroots ODI initiatives for staff.



Human Rights Conference Focuses on Violence Against Refugee Women and Girls

As conflict accelerates around the globe, an increasing number of refugees are fleeing war, violence and persecution. Young women and girls have emerged as a particularly vulnerable population. On September 20, 2019, Weill Cornell Medicine convened a full-day human rights conference aimed at bringing the issue of violence against refugee women and girls to the forefront of academic and advocacy efforts. Titled “Violence Against Women and Girls: Research and Rehabilitation” and hosted by the Global Health Initiative of the Department of Anesthesiology with co-sponsorship from the Center for Human Rights, this conference brought together experts in global health, refugee research, and human trafficking

to join in problem-solving. During her opening remarks, conference organizer Dr. Gunisha Kaur, an anesthesiologist and human rights researcher at Weill Cornell Medicine, shared her passion and specific initiatives on human rights. “The aim of our conference is to provide an outlet for that passion,” said Dr. Kaur. “To bring together experts and students in human rights, medicine, law, activism and journalism to foster collaborative partnerships and projects, and, as my parents would have hoped as new refugees, a pathway forward.” Keynote speakers included Dr. Jennifer Leaning, a senior fellow at the Harvard FXB Center for Health and Human Rights, and Nancy Shute, editor-in-chief of *Science News*.



Enriching URiM Talent, Faculty Development Circles

With the goal of strengthening the pipeline of WCM's talented minority physicians, a mentoring program by the Diversity Center of Excellence (DCE), called the Faculty Development Circles Program ("Circles"), was established in the spring of 2019. The brainchild of Dr. Susana Morales, co-principal



investigator of the DCE, the program was led by Dr. Linnie Golightly, DCE Director of Faculty Development. It launched on March 26, with a dinner for the inaugural 14-member cohort comprised of mid-career URiM faculty from the Departments of Medicine, Pediatrics, Obstetrics and Gynecology, Surgery, and Radiology. Through the first year of the 2-year program, Circles provides targeted career development, leadership practices and skills, and an institutional and collegial networking support system for professional advancement to URiM faculty at WCM. Based on identified needs, cohort members participated in workshops, including scholarly writing with Dr. Matthew McCarthy of the Weill Department of Medicine; navigating power dynamics with Dr. Maria Soto-Greene, Executive Vice Dean, Professor of Medicine and Director of the Hispanic Center of Excellence at Rutgers New Jersey Medical School; and self and leadership identity, communication and one-on-one coaching with consultant Dr. Sandrine Tunezerwe of The Collective Base. In addition, participants completed CV assessments with the Office of Faculty Affairs.

Members of the WCM community often come together, not only to ensure that our patients and their families receive compassionate, high-quality care, but also to confirm that proper attention is given to the well-being of our clinicians and medical students as well. In 2019, numerous events and initiatives created connections and provided support and resources to meet diverse patient and individual needs.

WCM LGBTQ+ Steering Committee

Since 2012, the WCM's LGBTQ+ Steering Committee has created a supportive and welcoming campus climate for lesbian, gay, bisexual, transgender, queer, other sexual and gender minorities and community allies. Under the direction of Dr. Nelson Sanchez, several events were held in 2019, including a fall mentoring dinner connecting the LGBTQ+ community to colleagues and allies. The Ronald O. Perelman and Claudia Cohen Center for Reproductive Medicine worked with WCM's LGBTQ+ Steering Committee to review its new patient intake forms and ensure they are inclusive of all gender identities and sexual minority relationships.



Weill Cornell Medicine Wellness Qlinic (@WCMwqclinic)

The WCM Wellness Qlinic is NYC's first student-run mental health clinic created to provide free mental healthcare, including individual counseling and medication management, for the LGBTQIA+ community. WCM Psychiatry's Jess Zonana, MD teamed up with medical students to open the clinic's doors to patients in March 2019. The WCM Wellness Qlinic is staffed by NYP/Weill Cornell volunteers across disciplines, including residents, social workers, and psychologists. In addition to patient care, it offers curriculum, training, and research opportunities, as well as community outreach for LGBTQ mental health.



Trans Experiences

The Department of Psychiatry at WCM hosted co-author Donald Collins to answer questions and read excerpts from *At the Broken Places: A Mother and Trans Son Pick Up the Pieces*, a book written with his mother about his journey as a trans man. It was among several events coordinated by the Department of Psychiatry to promote a departmental culture of diversity and inclusion.



#WhiteCoatsForHumanRights

On September 4, 2019, members of the WCM community participated in a nationwide rally to spotlight human rights matters at the border and detention centers. A congressional bill requires Customs and Border Protection (CBP) to perform initial health screens on detainees and set standards for water, sanitation, hygiene, shelter and sexual abuse prevention in CBP detention facilities. Organized by the Latino Medical Student Association (LMSA) with chapters across the country, medical students, staff, and faculty joined together to show their support for human rights and dignity for immigrants.



National Conference on Medical Student Mental Health and Well-Being

In September 2019, the first-ever National Conference on Medical Student Mental Health and Well-Being assembled more than 350 medical school educators, students and researchers in NYC to address the increasing rates of psychological distress among medical students nationwide. Weill Cornell Medicine, in partnership with the AAMC, Associated Medical Schools of New York, and the American Foundation for Suicide Prevention, hosted the two-day conference. The conference spotlighted the findings of leading mental health researchers, clinicians, and educators while giving a needed platform for students and stakeholders to de-stigmatize the conversation around mental health.

CCHEq - The Community Engagement Core

The Cornell Center for Health Equity (CCHEq), a university-wide center, advances health equity through academic-community partnerships and aims to reduce pervasive health disparities at the local, regional, and national levels. In NYC, the CCHEq also partners with the Meyer Cancer Center to build the infrastructure for community-based research in Brooklyn. Led by Erica Phillips, MD, MPH, this community outreach program engages churches, community organizations, and physicians who refer patients to NYP Brooklyn

Methodist Hospital. A series of discussion groups were held to identify community health-related priorities and strategies to partner with churches. CCHEq faculty and staff trained community health educators to deliver a lifestyle intervention program to their congregations. CCHEq investigators Erica Phillips and Laura Pinheiro, PhD designed a survey to assess community needs regarding cancer screening and attitudes and beliefs about cancer and its risk factors.

Community building is central to enacting WCM's mission of diversity and inclusion. Opportunities to network with colleagues and create partnerships across WCM were readily available throughout the year. Mixers were hosted by the Latino Medical Student Association (LMSA), the LGBTQ+ Steering Committee, and the Office of Diversity and Inclusion hosted its annual holiday mixer. Bi-weekly coffee hours sponsored by the Office of Student Life welcomed faculty, staff, and students. Student-led initiatives, including Watering My Garden Sister Circle offer safe spaces for frank discussions about professional and personal experiences among colleagues in medicine, with support from the ODI and the Diversity Center of Excellence. BLMiM closed out the academic year with a faculty and student social hour, adding to the opportunities for members across WCM to connect through dialogue and inclusive engagement.

Dialogue Across Differences, Breaking Bread Dinners



Breaking Bread Dinners bring the WCM community together. The program consists of a communal meal and facilitates dialogue touching on topics of difference including race, sexual orientation, gender, socioeconomic status, and current events. They provide an ongoing safe space to explore beliefs, preconceived notions, worldviews, and ways to understand one another more positively. In 2019, the Graduate School of Medical Sciences and Office of Medical Education partnered with ODI to host a conversation on "What it means to be 'American.'" Lead facilitator and Breaking Bread founder from Cornell Ithaca and former Associate Dean of Students, Dr. Renee Alexander, led the conversation at this and other dinners held during the year.

2019 New Student Diversity Mixer

The 2019-20 academic year kicked off with the second annual new medical and graduate student Diversity Mixer at the end of orientation week. This event was a collaborative effort between the Office of Student Diversity, the Tri-Institutional Minority Society, and Students for Equal Opportunity in Medicine.

In the words of Yendé Grell, a second-year medical student, the event was heartwarming and attracted many students of color.

“I thought the Diversity Mixer was a huge success. It exceeded our expectations. The energy was vibrant. Everyone was happy, vibing to music, and eating good food.”

- Josue Barnes, Ph.D. student in the PBSB program

“It was only the first week of school but I already felt like these were my people. I couldn’t have imagined a better way to bond with other students of color than over good food, music and most importantly a good time.”

– Yendé Grell, second-year medical student



The Association of Diverse Physician-Scientists in Training (ADEPT)

The Association of Diverse Physician-Scientists in Training (ADEPT) was founded in 2019 for and by students from backgrounds traditionally underrepresented in medicine and science (URiMS) in the Tri-Institutional MD-PhD Program. With the assistance of faculty mentor and physician-scientist, Dr. Marcus Goncalves, its goal is to provide a safe space for MD-PhD students from underrepresented backgrounds by fostering community, advocacy, and mentorship. The ADePT inaugural meeting was held at Amor Cubano in Manhattan on February 2019. This year ADePT hosted a picnic in Central Park for students in the Gateways to the Laboratory Summer Program, a 10-week intensive program for URiMS undergraduates interested in pursuing the dual MD-PhD degrees. On December 2, 2019, ADePT also hosted its first Invited Lecture by Dr. José Alemán-Díaz, MD, PhD, Assistant Professor of Endocrinology at NYU Langone Medical Center and graduate of the Harvard-MIT MD-PhD Program.





Tri-Institutional Minority Society (TIMS)

A partnership of Rockefeller University, Memorial Sloan Kettering Cancer Center, and Weill Cornell Medicine, TIMS hosted and co-sponsored a number of community building activities in 2019. These include monthly "Mentorship Meals," an interactive lunch where URIM faculty members discuss their career journeys. On June 7, TIMS heard from Dr. Laura Riley, WCM's Chair of the Department of Obstetrics and Gynecology. In February 2019, in collaboration with the Clinical & Translational Science Center, the program hosted a thought-provoking ethics panel and screening of the film *The Immortal Life of Henrietta Lacks*.

Big Red STEM Day

Big Red STEM Day is a full-day, interactive event that brings together faculty, students and staff from across Cornell campuses to excite and encourage underserved high school students to pursue Science, Technology, Engineering and Math (STEM)-related education and careers. On May 24, the Tri-Institutional Minority Society and the WCM Outreach Club helped minority middle- and high-school girls from across New York City learn about science and conduct experiments and activities.

The Female Association of Clinicians, Scientists, and Educators (FACES)

FACES is another student group that fosters diversity and inclusion within the Tri-Institutional MD-PhD Program. This student-initiated and led organization provides mentoring opportunities for students, advocates for women's issues, and promotes an inclusive Tri-Institutional community. Founded in 2004, FACES has become an invaluable space for developing fellowship among female-identifying MD-PhD students. In the spring of 2019, the program hosted Dr. Sharon Milgram, Director of the NIH Office of Intramural Training and Education, to give a workshop on building resiliency and developing confidence during scientific training.



discover

Weill Cornell Medicine is a place where medical breakthroughs happen, where cutting-edge therapies are pursued, and where the next generation of physicians and scientists is trained to tackle the most complex problems in healthcare. One of the largest and most comprehensive academic medical centers in the U.S., WCM is home to transformative basic, translational, and clinical research. In its mission to conduct high-quality research, WCM is equally committed to advancing the health of all members of its community. For example, a research project led by Eloise Chapman-Davis, MD, a specialist in gynecologic cancers, aims to ensure physicians are able to deliver culturally competent medical care to underserved populations with cervical cancer. To meet this challenge, Dr. Chapman-Davis teamed with Monika M. Safford, MD to develop a web-based intervention to educate and motivate women to seek follow-up care.¹ With funding from a Dean's Diversity and Healthcare Disparity Research Award, Dr. Chapman-Davis was able to generate pilot data through the Patient Activated Learning System (PALS) that uses easy to understand language and is developing a smartphone/desktop application that will remind patients via text message of the importance of keeping their appointments. This project aims to engage and hear the concerns of women and develop content to answer their questions in language they can understand.

At Weill Cornell Medicine, we recognize that our physician and scientists must possess a unique combination of intellect and passion that inspires the breakthroughs and the empathy required by the future of healthcare. In this section of the report, we sample wide-ranging and ongoing projects and initiatives by WCM members and institution partners that collectively ensure equity in healthcare access, delivery, and discovery.



Dean's Diversity and Healthcare Disparity Research Awards

For the second year, the Dean's Diversity and Healthcare Disparity Research Awards supported work that seeks to address healthcare disparities. A total of \$200,000 was awarded to faculty, fellows/postdoctoral associates, residents, and medical/graduate students. Recipients were recognized at the annual Celebration of Diversity that kicked off Diversity Week and were invited to present their work at a subsequent Diversity Week celebration. The 2019 recipients of the Dean's Diversity and Healthcare Disparity awards were:



Samuel Taylor, Class of 2020

Characterizing the Effects of Fructose on Colorectal Cancer Growth and Metabolism

Daniel Wang, Class of 2020

Social determinants of heart failure readmissions and mortality: A systematic review and meta-analysis

Joseph Osborne, MD

WCM catchment Prostate Cancer Health Impact Program (pCHIP)

Eloise Chapman-Davis, MD

Utilization of a web-based platform (Patient Activated Learning System- PALS) to improve knowledge and follow-up among women with abnormal cervical cancer screening

Jialin Mao, MD

Racial Disparity in Device-based Surgical Treatment for Prostate Cancer: Examining Surgeons' Role

Robert N. Peck, MD

Reducing Post-hospitalization Mortality in Impoverished Adults with Hypertensive Emergency: a Pilot Study in Tanzania

Melissa Boneta Davis, MD

Identification of Ancestry-Specific Drug targets using CRISPR Screening of Patient-Derived African Breast Cancer 3-D Organoid models

Jaime Lynn Bernstein, MD

Engineering Permanent Nipple Projection

Daniel Vanderbilt, MD

Feasibility of pulmonary nodules screening at standard Computerized Tomography simulation (CTsim) for breast cancer radiotherapy

Kiel Michael Telesford, MD

Determining ethnicity-based differential B cell inflammation in multiple sclerosis

Keith Chadwick, MD

Novel delivery method of transgender voice therapy using a mobile application

Research Assistance for Primary Parents (RAPP)

Established in 2019 by Dean Choi, the Research Assistance for Primary Parents program will provide several \$50,000, one-year grants for technical research assistance to faculty members who are engaged in research and also have primary childcare responsibilities. This program is administered by the Office of Faculty Development in collaboration with our Office of Women.

Extramurally Funded Diversity Programs

Career Advancement for Research in Health Equity (CARE)

In 2019, WCM was awarded its first National Institutes of Health (NIH)/National Institute on Minority Health and Health Disparities-funded T37 grant to promote Career Advancement for Research in Health Equity. Led by Drs. Ibrahim, Golightly and Charlson, the program provides early exposure to health equity research and/or global health for pre- and post-doctoral trainees.

Hearing Health Foundation Grant

Dr. Victor Wong of the Burke Neurological institute received the 2019 Emerging Research Grant from the Hearing Health Foundation for his work, "Targeting tubulin acetylation in spiral ganglion neurons for the treatment of hearing loss." Dr. Wong, deaf since age four, is committed to not only finding treatments for hearing loss, but also to raising awareness for improvement in hearing health.

SGM Cancer CARE

An R25 Award from the NIH was granted to Dr. Nelson Sanchez in the Weill Department of Medicine to design curricula for early-career researchers focusing on sexual and gender minority (SGM) cancer research. In order to develop evidence-based clinical practice guidelines in oncology care across the cancer care continuum, from prevention to survivorship, it is necessary to address persistent gaps in the knowledge of specific sexual and gender minority cancer risk factors and cancer treatment experiences.² The short-term goal of this project is to design an up-to-

date, competency-based workshop titled, "Sexual and Gender Minority Cancer: Curricular Advances for Research and Education." Long-term, the resulting curriculum will stimulate training and education and increase SGM cancer research in order to create health equity for vulnerable SGM populations.

Program for Individualized Mentorship Education Solutions (PrIMES)

PrIMES provides direct support and mentoring to college students from underrepresented groups in medicine. This program, led by Drs. Ben Hartley and Caitlin Hoffman of the WCM Brain and Spine Center, was awarded an Engaged Opportunity Grant from the Cornell Ithaca campus to partner with Mentoring in Medicine, a non-profit organization co-founded by WCM T-SRF alumna, Dr. Lynn Holden.

Physician-Scientist Institutional Award

Dr. Kyu Rhee in the Division of Infectious Diseases was awarded a \$2.5 million, five-year Physician-Scientist Institutional Award by the Burroughs Wellcome Fund. This award supports trainees and physicians including women and URiM without doctorates to enter laboratory-based research careers. This program is a partnership between WCM, the Rockefeller University, and Memorial Sloan Kettering Cancer Center.

HRSA Funded Health Equity Research Fellowship

The Diversity Center of Excellence welcomed Christopher Gonzalez, MD as its first Health Resources and Services Administration (HRSA)-funded Health Equity Research Fellow. Dr. Gonzalez received his MD from Columbia University College of Physicians & Surgeons and completed his Internal Medicine residency training at NewYork-Presbyterian/Columbia University Irving Medical Center, where he served as a student and resident leader and received recognition for his commitments to teaching and increasing diversity in medicine. He continued in this tradition in 2019, by hosting an interdepartmental mixer for minority residents and medical students. He also served as the keynote speaker for the SEOM Pre-Medical Conference on December 14. Appointment to the Health Equity Research Fellowship will enable Dr. Gonzalez to develop an extramurally funded independent research program focused specifically on health equity.



Faculty Research Dinners

Faculty research dinners hosted by the Office of Diversity and Inclusion feature the innovative research conducted by WCM's URiM scientists. As part of this program, promising URiM physician-scientists share their latest work in an informal, collegial setting. Featured presenters in 2019 included Dr. Parmanand Singh, Weill Department of Medicine, "Noninvasive molecular imaging of thoracic aortic aneurysm in Marfan Syndrome," and Dr. Ayana Morales, Weill Department of Medicine, "The role of Wilms' Tumor 1 in Kaposi Sarcoma Herpesvirus Oncogenesis."

Research Scholars for Health Equity

The Diversity Center of Excellence of the CCHEq has the mission of enhancing diversity in medicine and health care and of promoting health equity through research, education, and advocacy, all in partnership with the community. In 2019, through initiatives such as Research Scholars for Health Equity, the center provided funding for faculty to examine health equity topics such as health disparities in the Emergency Department, implicit bias, disparities in glucose monitoring, and barriers and facilitators to reach orthopedic specialists.



Cornell Center for Health Equity (CCHEq)

In 2019, CCHEq hosted the second annual Health Equity Symposium at the College of Veterinary Medicine in Ithaca. About 50 people (34 from the NYC area; 16 from the Ithaca campus) attended the symposium. The keynote speaker was Wilma Alvarado-Little, MA, MSW, Associate Commissioner and Director of the Office of Minority Health and Health Disparities Prevention at the New York State Department of Health. The symposium agenda included grantees' research presentations and progress updates, an "academic speed dating" session, lightning talks by CCHEq members, and opportunities to discuss new collaborative projects.

CCHEq members were awarded grants from a variety of mechanisms and sponsors to investigate diverse health equity topics such as: promoting evidence-based communication of numbers in health; the potential impact of digital technological interventions to address equity and training issues faced by home health aides; racial and ethnic disparities in quality of care for disabled Americans with arthritis; experiences of sex trafficking victims in healthcare settings; and enhancing care and advocacy for immigrants and asylum-seekers.

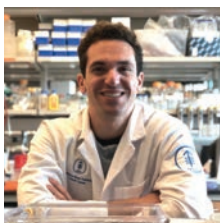
Building Pipelines and Early Exposure to Research

A variety of initiatives helps expand Weill Cornell Medicine's middle school, high school and undergraduate pipelines to expose members of historically underrepresented populations to biomedical research and move towards building a more diverse research workforce. Below are example of these programs:

High School Catalyst Program

With the help of the Weill Cornell Graduate School and Dr. Marcus Lambert from the Office of Student Diversity, Pedro Silberman, a 4th-year graduate student, started the High School Catalyst Program. Previously the WCM High School Immersion Program, the redesigned program offers hands-on biomedical research exposure to New York City

high school students of all backgrounds. The High School Catalyst Program gives priority to high school students from self-reported underrepresented minority, disadvantaged, and first-generation immigrant backgrounds. During the seven-week program, students work hands-on and closely with Weill Cornell Graduate School students and postdoctoral scholars on a scientific project in laboratory settings at WCM and Memorial Sloan Kettering Cancer Center.



to promote diversity in undergraduate research. The closing ceremony featured student speakers: Oluomachi Onyekwere discussed the role played by epigenetics in the mutations of hematopoietic stem cells in a talk entitled, "The Effects of Histone H3.3 Serine 86 Mutations in Hematopoietic Stem Cells," and Jesús E. Romero-Pichardo presented his work on the use of the immune system for the delivery of drug treatments in his talk entitled, "SEAKER CAR T-Cells for Tumor Drug Delivery." All students had an opportunity to present their work in a poster session and to celebrate with mentors, colleagues, friends and family members. Dr. Marcus Lambert notes, "This is always a really special event for us each year. The students build really strong relationships with our Weill Cornell community during their time here. On this day, they really get a chance to see how supported and respected they are by their colleagues and mentors."



ACCESS Summer Research Program

On August 9, 2019, the 26th summer of the ACCESS (Advancing Cornell Career Experiences for Science Students) program came to a successful conclusion. About 12 undergraduate students from traditionally underrepresented groups from across the nation came to WCM to receive hands-on training in laboratory settings, take courses, and attend lectures. Their 10-week summer experience culminated in oral presentations at the Leadership Alliance National Symposium in Hartford, Connecticut, a conference held by a consortium of institutions



Gateways to the Laboratory Program

The summer of 2019 saw a record 16 Gateways students participate in this program, which is designed to increase the number of students from traditionally underrepresented backgrounds who enter MD-PhD programs. Coming from across the country, students spent 10 weeks working in labs, doing clinical shadowing, and volunteering in the Heart to Heart Community Clinic. In 2019, an exciting announcement was made: any Gateways student invited to interview for the Tri-Institutional MD-PhD Program will have their travel-related expenses covered courtesy of the Olaf S. Andersen Alumni Fund. This generous support removes a potentially heavy burden from students.

teach



Since its inception in 1898, Weill Cornell Medicine has cultivated a reputation for delivering top-tier training to future physicians and scientists. On August 20, 2019, the 106 members of the Class of 2023 received their short white coats during Weill Cornell Medicine's annual White Coat Ceremony, officially marking the beginning of their medical education.³ The Class of 2023 adds to Weill Cornell Medicine's diverse community. Its students, nearly two-thirds of whom are bilingual, hail from 16 countries. Women comprise more than half the class, and 23 percent are from groups that are underrepresented in medicine. Four students are graduates of the institution's summer premedical programs, which seek to expose minority and economically disadvantaged undergraduate students to science and medicine. While the diversity of our student body has traditionally been high, we are continuously striving to do better and train future generations of physicians, scientists, and educators with varied backgrounds, disparate perspectives, and multiple abilities.

Second-year Tri-Institutional MD-PhD student Briana Christophers is also a champion of this belief and is identifying strategies to encourage more diverse applicants to apply to MD-PhD programs by removing potential barriers. As the lead author of a viewpoint published in the *Journal of Clinical Investigation* in December 2019, Briana explains that applying to an MD-PhD program is an expensive, emotional task.⁴ Certain groups such as women or underrepresented minorities are more likely to suffer imposter syndrome and, as a result, may be discouraged from applying. Briana



and her co-authors argue that MD-PhD program websites should increase transparency by including the ranges for GPA and MCAT scores of current students, in order to mitigate imposter syndrome. Websites that list ranges for admission statistics are especially helpful to applicants who do not have friends, family or advisors with knowledge of the MD-PhD application process. The authors want to ensure that institutions are providing an accurate picture of who is applying and what criteria play a significant role in admissions decisions. The website for the Tri-Institutional MD-PhD Program has listed ranges for admission statistics for many years. Strategies such

as this can help people make better decisions on where to apply and increase the number of women, underrepresented minorities and first-generation college students who join the physician-scientist workforce.

In this section of the annual report, we highlight initiatives by trainees, faculty, academic physicians, and WCM partners that directly or indirectly promote diversity of ideas and an academic unit that is more reflective of the community we serve.

Student-led Learning

Community Perspectives in Medicine (CPIM) is a student-run elective that features presentations by community-based organizations on health disparities and challenges. The course also provides a safe place for students to discuss issues related to culture, identity, and bias. Under the guidance of a faculty advisor, medical students Andrea Liu and Laura Deering led the curriculum this year. Featured community organizations included the Division of Correctional Health Service of NYCHHC (correctional health), Settlement Health and MUHS Hospice and Palliative Care (immigrant health), Callen-Lorde Community Health Center (LGBTQIA health), and Dr. Susana Morales, Weill Cornell Medicine (racial health disparities).

Professional Development for URIM Students/Faculty and Women

The ODI continues to offer financial assistance to URIM academic physicians who sought professional development through opportunities hosted by the AAMC and other medical organizations. In 2019, Drs. Meredith Pittman (Pathology and Laboratory Medicine) and Lisa Rong (Anesthesiology) received support to attend the AAMC Early Career Women Faculty Leadership Development Seminar. Similarly, Drs. Jennifer Downs (Weill Department of Medicine) and Anjali Rajadhyaksha (Pediatrics) were also sponsored to attend the AAMC Mid-Career Seminar, while Drs. Victor Wong (Burke Neurological Institute) and Eloise Chapman (Obstetrics and Gynecology) participated in the AAMC Minority Faculty Leadership Development Seminar.

Inaugural Dr. James Curtis Scholarship

In 2019, WCM established the Dr. James Curtis Scholarship. As the first Director of the TSR-F, Dr. Curtis left an indelible mark at WCM by helping to solidify the institution's commitment to diversity in medicine. The program he started celebrated its 50th anniversary in 2019. This scholarship recognizes the contributions of a graduating medical student who demonstrates outstanding academic scholarship, leadership, and



involvement in community service. Dr. Ngozi Rosalin Monu, a former Olympic swimmer at the 2000 and 2008 Summer Olympics, was the inaugural recipient and was recognized at the National Medical Fellowships' Champions of Health Awards in New York in April 2019. She is currently a resident in obstetrics and gynecology at NewYork-Presbyterian/Weill Cornell.

WCM Diversity Center of Excellence

In the second year of a four-year grant from the HRSA, the Diversity Center of Excellence was able to provide support and programming for pre-medical students, starting as early as middle school through college, medical students, residents, fellows, and faculty. In one year, the number of programs increased from 7 in 2018 to 38 in 2019. Programs entailed school assembly presentations on career paths to middle school students, dinner and short-term mentoring for college pre-medical students, the annual Health Equity Pre-Medical conference, an annual conference to prepare URiM medical students for residency, and much more.

- One of the signature programs is the **Diversity Mentoring Cascade**, which encourages mentoring and support at all career levels in medicine. The program is made up of 44 minority faculty and 115 trainees, which includes medical students, residents, and fellows. The model of the Diversity Mentoring Cascade was shared at the 6th Annual Medical Education Subway Summit by Dr. Marcus Lambert, a faculty mentor in the Office of Student Diversity, which co-sponsors the program.
- In 2019, the Diversity Center of Excellence launched **Faculty Scholars in Health Equity**, a one-year program aimed at generating a cadre of teaching faculty to support the further development, implementation, and evaluation of training in health equity and cultural competence across the entire spectrum of medical education at Weill Cornell Medicine. There are 9 faculty from Radiology, General Internal Medicine, Pediatrics, Endocrinology, Diabetes, and Metabolism, Pediatrics, and Psychiatry.
- On January 19, 2019, the Diversity Center of Excellence, with the support of Internal Medicine, Anesthesiology, Neurology, Neurosurgery, Pediatrics and Psychiatry, hosted the **annual NewYork-Presbyterian-Weill Cornell Diversity Welcome Back event** for residency applicants. This event introduced 41 residency applicants to Weill Cornell's larger diversity family and celebrated our community's commitment to diversity, inclusion, and health equity.



A New Rural Residency Program

A longstanding collaboration with Cayuga Medical Center, which has been a teaching site for WCM medical students and trainees for many years, expanded to support a new rural residency program that began training its first cadre of residents in July 2019. This program, led by Michael Berlin, MD, a graduate of WCM's Internal Medicine residency training program, has a heavy emphasis on the social determinants of health and recruits faculty mentors from the CCHEq and Cornell's new MPH program.

CCHEq – Education Core

In 2019, the CCHEq launched special educational programming on health equity. These include classes on "Practicing Medicine: Health Care Culture and Careers in NYC" and "Practice Health Equity: Theory and Fieldwork in North Brooklyn." There are also summer internship programs for undergraduates and rising second-year medical students who want to jumpstart their Areas of Concentration experience. Eleven students were competitively chosen for participation in the program. After a successful completion of the volunteer experience, students are offered a modest stipend.

Fostering Diversity in Medicine and the Sciences



Science and Leadership in Medicine (SLiM) Mentoring Program

SLiM is a six-week mentoring program created by BLMiM. The program is designed to expose underrepresented high school and undergraduate students to careers in medicine and science. SLiM mentees participate in weekly group clinical activities. In addition, mentees network with esteemed current and former WCM faculty members from various specialties who share their unique paths to medicine, such as Drs. Holcomb, Maurice Hinson, Anthony Watkins, and Estomih Mtui.





WISER Summer Program

In 2019, the Weill-Ithaca Summer Experience in Research (WISER) marked its 7th year. This Weill-Ithaca pipeline program is directed by Drs. Golightly (WCM) and Dade (Cornell Ithaca's Office of Academic Diversity Initiatives). WISER, a six-week summer training program for Cornell undergraduates interested in medical research careers, was facilitated by WCM mentors such as Drs. Ethel Cesarman (Pathology and Laboratory Medicine), Babacar Cisse (Neurological Surgery, Daylon James (Obstetrics and Gynecology), Iris Navarro-Millan (Medicine), Lisa Newman (Surgery), Melissa Davis (Surgery), and Stephen Peterson (Medicine).



SPARC Jr.

On July 22, 2019, students gathered at Memorial Sloan Kettering Cancer Center to explore careers in healthcare for the annual SPARC Jr. Conference. The Successful and Productive Academic Research Careers Jr. (SPARC Jr.) conference hosted over 100 students from all summer programs at Weill Cornell Medicine, Rockefeller University, and Memorial Sloan Kettering Cancer Center and is also open to high school students,

college students and parents/guardians in the NYC area. The SPARC Jr. keynote speaker, Nicole Ramsey, MD, PhD '15, Allergy and Clinical Immunology Fellow at The Mount Sinai Hospital, gave a very inspiring talk, sharing her journey to science and medicine. The talk was followed by two panel sessions on "Your Role in Advancing Your Career: Planning for the Future" and "Non-MD Careers in Health and Medicine," which featured a pharmacist, Nathan Rafaelov, PharmD; a research computing expert, Hanif Khalaq; a physician assistant, Maria Compte, MD, MPH & TM; and a genetic counselor, Shenela Lakhani, MSc, CGC, CCGC.



Weill Cornell IMSD Program

In 2019, WCGS received an R25 grant from the NIH for \$2.5 million to establish the Weill Cornell Initiative to Maximize Student Development (IMSD). The Weill Cornell IMSD supports four trainees per year and two marquee initiatives: The Early Start Program and Esprit de Corps. IMSD fellows Rafael Colon, Viktor Belay, Amanda Simon, and Valerie Gallegos arrived in July to begin the Early Start Program, which includes a summer rotation before the start of the academic year. The program also includes social outings and informal lunches with faculty and older students discussing topics such as mentoring, navigating graduate school, and how to maintain wellness. According to focus groups conducted with students, the Early Start Program has helped the fellows boost their confidence as scientists, become acclimated to the Graduate School and focus on their lab rotations without the stress of coursework.

In the fall of 2019, IMSD fellows joined 11 first-year PhD students in the **Esprit de Corps Program**, a near-peer mentoring initiative that aims to build community while also providing important pieces of professional development for new students. The year-long curriculum, run by Drs. Avelino Amado and Marcus Lambert, allows first-year students to hear advice on selecting a thesis lab from older students, have one-

on-one meetings with advisors, find mentors outside of the laboratory, and receive tips on maintaining financial wellness, topics not always formally covered in traditional courses. A cornerstone of the Esprit de Corps program are members that return to serve as near-peer mentors, or coaches, for each new cohort of students.



7th Annual LGBT Health Workforce Conference

In 2019, WCM's LGBTQ+ Steering Committee, in collaboration with BNGAP, organized the 7th Annual LGBT Health Workforce Conference. The conference provides an overview of up-to-date practices (climate, educational, research, and clinical) in preparing the health care workforce to address the health concerns and disparities of LGBT communities. The conference gathered over 250 health professionals (MD, DO, PA-C, RN, NP, DD, social workers, psychologists, etc.), educators, and students (pre-health professions, professional schools, and graduate) from across the country. In addition to recognizing the 50th anniversary of the Stonewall Rebellion, the 2019 conference achieved the following goals: 1. Organize a historical walking tour of lower Manhattan recognizing the 50th anniversary of the Stonewall Rebellion and landmark achievements in LGBT health; 2. Offer several workshops on improved hospital and clinic practices in caring for LGBT individuals; 3. Host a writing seminar to educate trainees and faculty on publishing educational innovations in LGBT health; 4. Share academic medicine leadership best practices from the perspectives of two gay-identified medical school deans (Dean Jeffrey Akman and Dean Jose Ginel Rodriguez); and 5. Host a research and education innovation poster presentation.

Networking for Diversity at a National Level

Members of the WCM community continued to expand the visibility of the institution's commitment to advancing quality, equitable medical care by presenting work at local, regional, and national conferences.

Dr. Linnie Golightly, Dr. Ruth Gotian and Tri-I MD-PhD students Briana Christophers and Renan Aparicio participated in the American Physician Scientist Association's "Physician Scientist Trainee Diversity Summit" sponsored by the Burroughs Wellcome Foundation in Research Triangle Park, North Carolina. Drs. Oyinkan Marquis, Adrienne Phillips, Charlotte Gamble, Elaine Barfield and Kevin Holcomb attended the National Medical Association (NMA) Annual Convention and Scientific Assembly in Honolulu, Hawaii. Dr. Linnie Golightly served as the official WCM representative to the AAMC Group on Diversity and Inclusion (GDI) at the 2019 Annual AAMC National Meeting in Phoenix, Arizona and at the Annual GDI Meeting in Chicago, Illinois.

Dr. Elaine Barfield serves as the official WCM representative to the NMA and is sponsored by the ODI to attend national and regional meetings. She also serves as the Scientific Program Chair for Region 1 of the NMA where she is responsible for planning and executing its annual Continuing Medical Education meeting involving eight states, Puerto Rico, and the Virgin Islands. Dr. Barfield additionally serves as Vice President of the Manhattan Central Medical Society, the local chapter of the NMA.

Gender Diversity

The AAMC acknowledges that gender equity is a key factor in achieving excellence in academic medicine. It has issued a Call to Action Statement asking academic medical schools to assess the status of their women faculty, specifically in equity of leadership, compensation, workforce representation, research publications and funding, and academic recognition



Women represent more than 50% of medical students nationally and at WCM.⁵ The current data shows that women represent 45% of the overall faculty at WCM. (46% of clinical science department and 35% of the basic science department faculty) Our entire faculty at WCM has increased by 16% since 2015, and our female faculty has increased by 20% since 2015. This implies that, in the near future, women will represent 50% or more of the faculty at WCM. Challenges that women physicians face today are clearly not related to lack of a pipeline, but are those of gender equity in promotion, leadership roles and compensation.

Dean Choi charged Associate Dean for Diversity and Inclusion Rache Simmons to conduct an institutional self-assessment in these areas at WCM. This featured section will highlight the data from this assessment, as well as some of the accomplishments of the Office of Women in 2019.

Office of Women

The Weill Cornell Office of Women (OW) is part of the overarching Office of Diversity and Inclusion. It was established in 2018 to acknowledge the importance and contributions of women faculty at WCM, and its mission is to increase and support leadership, career fulfillment and gender equity for women faculty at Weill Cornell Medicine. The OW serves to coordinate



women's initiatives, programs, events and policies and is directed by Rache Simmons, MD. The OW has strong collaborations and shared events with the Office of Faculty Affairs, the Office of Faculty Development, the Mentoring Academy and the ODI.

The OW is guided by the Women's Leadership Council (WLC) comprised of women faculty from both clinical medicine and the basic sciences. Members of the WLC include Dr. Jane Salmon, Associate Dean (Faculty Affairs), Dr. Katherine Hajjar, Senior Associate Dean (Faculty), Dr. Ruth Gotian, Dr. Barbara Hempstead, Dean (Graduate School), Dr. Randi Silver, Associate Dean (Graduate School), Dr. Lola Brown, Assistant Dean (Research), Dr. Silvia Formenti, Chair, Radiation Oncology, Dr. Laura Riley, Chair, Obstetrics and Gynecology, Dr. Lorraine Gudas, Chair, Pharmacology, Dr. Rainu Kaushal, Chair, Population Health Sciences, Dr. Geraldine McGinty, Chief Strategy Officer, Physician Organization, and other women leaders from WCM. The Council meets monthly to discuss women's initiatives.

Office of Women Key Accomplishments in 2019

- ▶ The OW hosted several events during the 2019 Diversity Week that focused on gender equity and women's leadership. The Gender Diversity Keynote speaker, Dr. Sian Beilock, President of Barnard College, discussed "Enhancing STEM Success for Women and Girls" and showed data on gender biases in society starting in early elementary education. The President's Council of Cornell Women held a panel discussion on "Women Navigating Careers: Making Choices, Setting Goals and Getting Noticed in a Changing Environment." The OW also coordinated selection of the Jessica M. and Natan Bibliowicz Award, an annual award presented to a faculty member to acknowledge his or her commitment toward mentoring female faculty. Ms. Jessica Bibliowicz presented the award to the 2019 recipient, Dr. Geraldine McGinty.



- ▶ The OW worked with NYP to coordinate the Second Annual Women Physicians of NYP Symposium. This day-long symposium was attended by 430 women from WCM, Columbia and the NYP network. National and local speakers discussed topics such as women's equity and leadership, negotiation, the Fifth Trimester – returning to work after childbirth,

and finances of academic institutions. Dr. Simmons co-chairs the Women Physicians of NYP with Dr. Laura Forese, NYP Chief Operating Officer.

- ▶ On June 7, 2019, the OW and the Mentoring Academy co-hosted a seminar for senior leadership at WCM to develop skills for mentoring women faculty. This program featured Dr. David Smith and Dr. W. Brad Johnson, the authors of the national bestseller *Athena Rising – How and Why Men Should Mentor Women*.
- ▶ The OW supports women faculty at all levels to attend national leadership programs, such as the AAMC Mid-Level Career Development Program and the AAMC Early Career Development Program. In 2019, OW also supported Dr. Yoon Kang and Dr. Claire Henschcliffe to attend ELAM (Executive Leadership in Academic Medicine), a prestigious yearlong program designed to assist senior women physicians and scientists in further developing their careers toward institutional leadership positions.
- ▶ The OW continues to co-host Women in Medicine and Science Quarterly Networking and Educational Events with the Offices of Faculty Affairs and Faculty Development and the Mentoring Academy.
- ▶ The OW collaborated with key partners including the President's Council of Cornell Women, an alumni group of Cornell University involved with mentoring and supporting women faculty and the Office of External Affairs to coordinate programs such as Big Red STEM day for NYC high school girls interested in careers in medicine and science.
- ▶ Dr. Simmons, Director of the OW, continues to leverage the OW's resources to provide guidance, counseling and other support services in her role as a Title IX coordinator for WCM faculty.



Status of Women at WCM Self-Assessment Study

Due to trends in national data demonstrating gender inequities in academic medicine, Dean Choi charged Associate Dean Simmons to create an in-depth report on the status of women faculty at WCM. This study was conducted from July – December 2019 and specifically focused on the areas of promotion, leadership, salary equity, and job satisfaction.

Promotion by Gender

Promotion data by gender show that women represent roughly half of those in the instructor/assistant professor ranks, and the proportion then drops to 37% of associate professors and 26% of professors. These numbers have not changed dramatically since 2015 and are very similar to AAMC national data. Overall, only 8% of WCM faculty are tenured, but women represent 27% of these tenured faculty. There are institutional initiatives and collaborations between the Office of Women, Office of Faculty Affairs and Office of Faculty Development to further assess and diminish these gender differences in promotion.

Gender Leadership Study

Data on the institution's leadership show less women holding many of these high-ranking positions. Weill Cornell Medicine is committed to creating a work environment that identifies potential future women leaders and supports them in these roles.

Salary Equity Study

Gender disparities in compensation exist nationally in academic medicine, as described in a recent report from the AAMC.⁵ It is important for individual institutions to perform a self-assessment to explore areas of potential improvement.

Our institution's internal assessment included 1,253 faculty based on study eligibility, representing 70.4% (1253/1780) of the entire faculty. Data came from a centralized institutional database and included a complete

academic year, defined as July 1, 2018-June 30, 2019.

The salary compensation data were analyzed for basic science and clinical faculty and compared to AAMC data. Clinical departments were subdivided into cohorts of individuals with similar responsibilities, in order to narrow the salary range and create a more homogeneous faculty group for comparisons by gender. For each cohort, a report was generated showing de-identified faculty members by gender.

The WCM institutional data showed a gender earnings ratio comparable to AAMC data of other academic institutions. In both the basic science and clinical departments, reasons for differences in the gender earnings ratio included academic rank, years at the institution, and stipends for administrative roles within the department or institution. In the clinical cohorts, additional factors that impacted compensation included choice of specialty and clinical volume. This study will serve as baseline data to launch more detailed explorations and institutional efforts in gender equity.

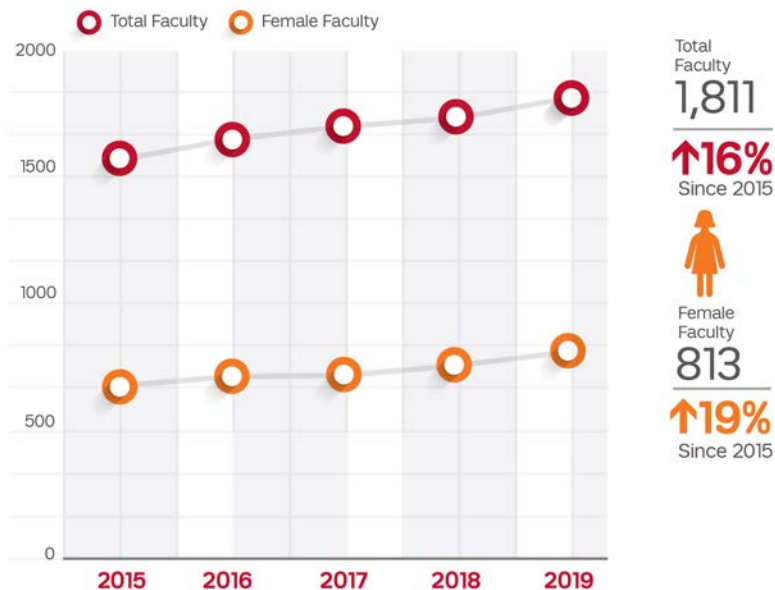
Job Satisfaction

In 2017, WCM participated in a faculty survey using the AAMC Standpoint Survey platform. This survey included 1017 out of 1522 total WCM faculty (67% ; 45% women/55% men). The data from the 2017 AAMC survey was compared to a subset of questions from an internal WCM faculty survey conducted in 2010.



Five Year Female Faculty Growth



WCM Appointments; Full-Time Only | July 1, 2019



Faculty includes professors, associate professors, assistant professors, and instructors

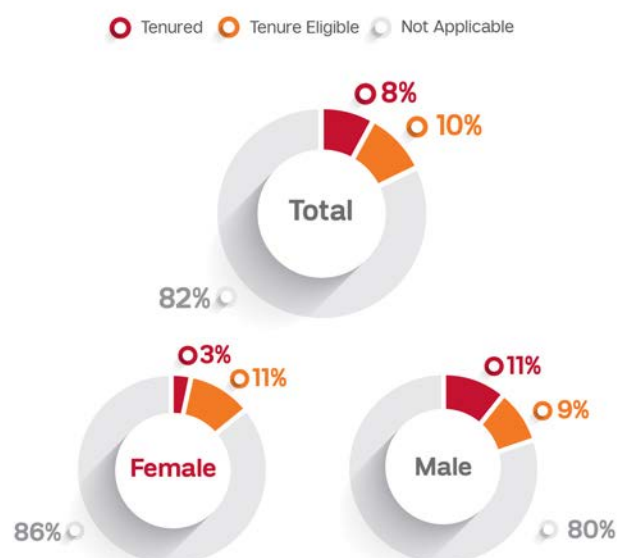
WCM v. AAMC: Gender Comparison

WCM Appointments; Full-Time Only | July 1, 2019

		WCM		AAMC
		2015	2019	2019
	Female			
	Professor	24%	26%	25%
	Associate Professor	38%	37%	38%
	Assistant Professor	48%	52%	47%
	Instructor	61%	50%	59%
Total Faculty		43%	45%	42%
	Male			
	Professor	76%	74%	75%
	Associate Professor	62%	63%	62%
	Assistant Professor	52%	48%	53%
	Instructor	39%	50%	41%
Total Faculty		57%	55%	58%

Faculty Composition by Tenure

WCM Appointments; Full-Time Only | July 1, 2019



Our data showed equally high overall job satisfaction (80%) in both male and female faculty. As another indicator of global job satisfaction, less than 6% of faculty were considering leaving WCM, and these numbers were equal by gender.

Regarding opportunities for leadership, only 45% of women, compared to 60% of male faculty, were satisfied with the opportunities for professional development. Less women faculty felt WCM offers equal opportunities regardless of gender (71% men vs 52% women).

Faculty wellness and burnout are areas of national interest in academic medicine. Data from our 2017 survey showed less women faculty felt WCM cultivates faculty wellness in the workplace (51% men vs 42% women). The survey also included questions regarding symptoms of burnout and found that 67% of women and 57% of men had some symptoms. This is an area that we plan to further investigate, in partnership with NYP, to specifically assess how burnout effects the work environment, faculty attrition and patient care.

The 2017 survey showed that women faculty feel disrespected in the workplace more than male faculty (23% vs 10%). The surveys from 2010 and 2017 show that only 1% of men experience disrespectful treatment due to gender in the workplace compared to 28% of women in 2010 and 17% of women in 2017. WCM is committed to fostering a work environment free from gender discrimination and harassment. Dean Choi and NYP leadership have signed a commitment to safety and equity for WCM and NYP as part of TIME'S UP Healthcare's efforts to improve employment standards for healthcare organizations. Additional

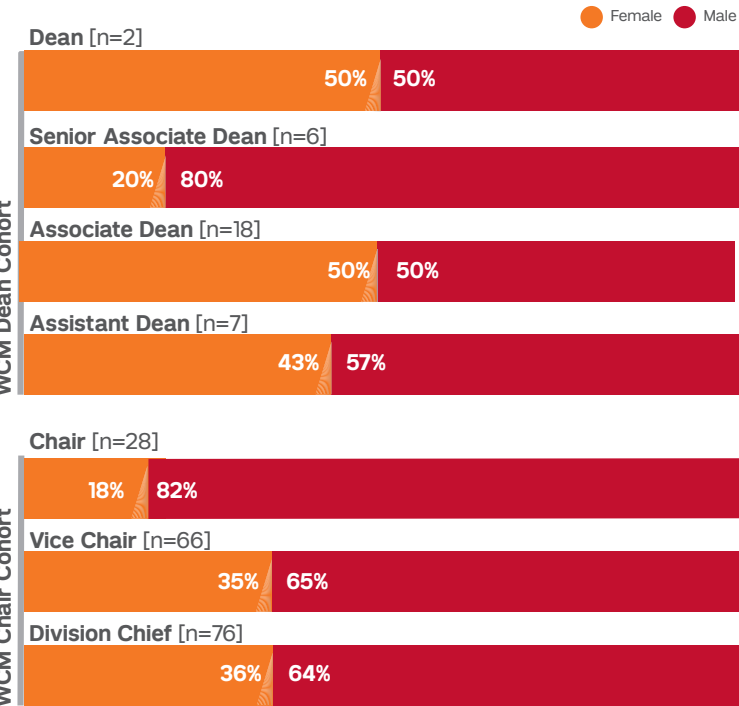
institutional assessments are planned to strengthen the environment of respect and inclusion for all WCM women faculty.

Next Steps

This initial, systematic self-assessment serves as a baseline for our continuing studies and provides a framework for launching meaningful recommendations for institutional initiatives. The data from these studies have been presented to WCM leadership and faculty through the General Faculty Council, Executive Faculty Council, the Executive Committee of the WCM Board of Overseers, WLC, ODI Executive Council and ODI General Council. Dean Choi plans to deliver a "Status of Women at WCM Town Hall" to the wider WCM community in 2020, which will serve as a venue to further disseminate this data. It will also offer the opportunity for open conversation to strengthen the culture of inclusion and belonging for our women of WCM.

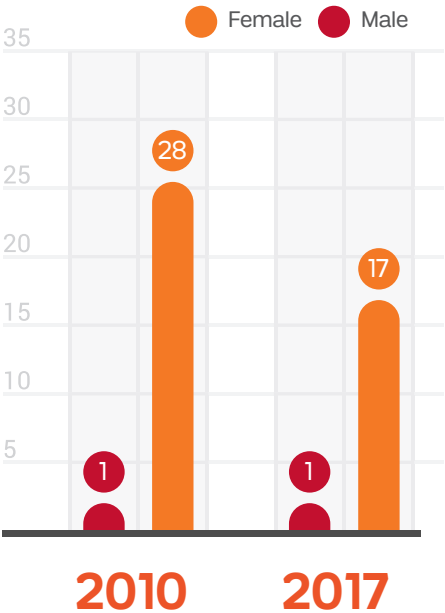


WCM Leadership Roles and Gender

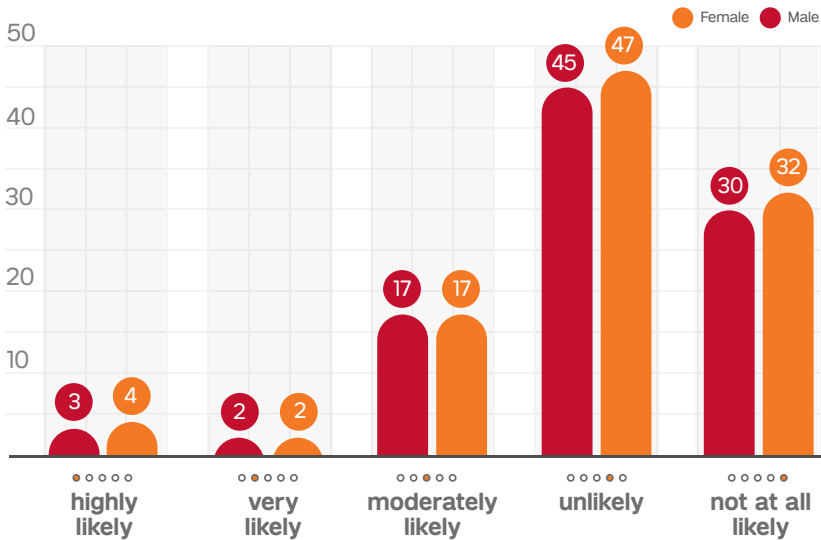


Data collected prior to November, 2019. Individuals may hold more than one position.

Experienced disrespectful treatment due to gender 2010 v. 2017



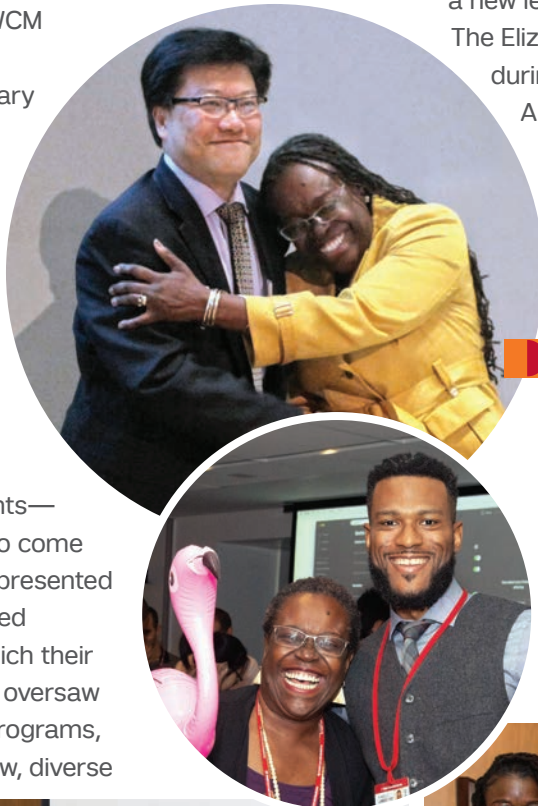
How likely are you to leave the institution in the next 1-2 years? 2017



Farewell

Elizabeth A. Wilson-Anstey, EdD

December 17, 2019 saw a bittersweet gathering at the Griffis Faculty Club to bid farewell to Dr. Elizabeth Wilson-Anstey, our longtime Assistant Dean for Diversity and Student Life who retired. During more than 40 years of service, Dr. Wilson-Anstey championed student diversity at WCM. She joined WCM in 1976 as a senior administrative secretary in the Office of Minority Affairs. In 1983 she became an administrative manager in the Office of Student Affairs, rising to assistant dean for student affairs in 2003. In those roles, she counseled students—particularly those who come from groups underrepresented in medicine—organized student events to enrich their experiences at WCM, oversaw community service programs, and helped recruit new, diverse



underrepresented in medicine the opportunity to explore the profession of medicine. Over a period of about 2 months in the summer, participants engage in research opportunities, faculty shadowing, science lectures and small-group discussions on topics such as health disparities. Since 1969, this iconic program has trained 1,217 pre-med students from across the country.

In recognition of her commitment and service to WCM, a new lectureship in her name was inaugurated in 2018.

The Elizabeth A. Wilson-Anstey, EdD Lecture occurs during the institution's annual Diversity Week in April. In the words of Dean Choi: Much of WCM's accomplishments on student diversity are the direct result of Dr. Wilson-Anstey's leadership, vision, and civility. The WCM community will remain forever grateful for her service and for her commitment to equity and excellence.

"Liz embodies excellence in diversity in academic medicine. Four decades of Travelers classes have benefited from her warmth, compassion and energy. Without her, the Travelers program would not have been the same."

- Dean Augustine M.K. Choi, MD



cadres of aspiring doctors to come to the institution for their medical education.

Dr. Wilson-Anstey was appointed to the role of Assistant Dean for Diversity and Student Life in 2017.

Dr. Wilson-Anstey's other major roles included the directorship of Weill Cornell Medicine's Travelers Summer Research Fellowship program. Since its founding in 1969, the Travelers program has offered pre-medical students from groups historically



Contributors

This Diversity & Inclusion Annual Report is the result of a collaborative effort by many individuals throughout the Weill Cornell Medicine community. Each reporting area worked hard to provide the information within this report in a short time period. Thank you for your continued partnership in this important endeavor.

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