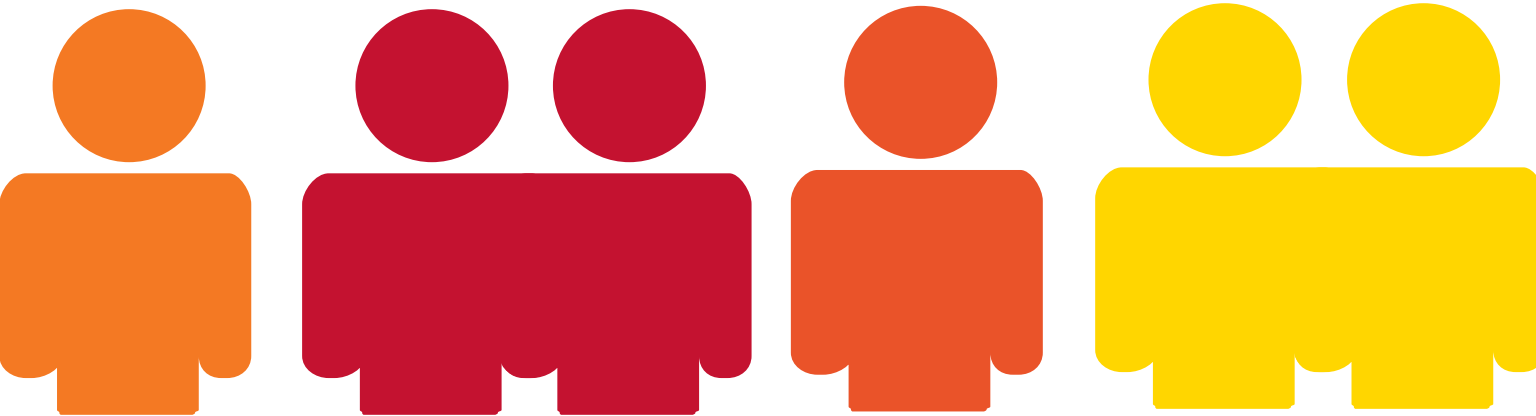




**Weill Cornell
Medicine**

5th Annual
**Diversity
Week**



April 24-29, 2023



It's an honor to celebrate our fifth annual Diversity Week at Weill Cornell Medicine.

Inclusion is core to our character as an institution, so I trust the WCM community will turn out again in spades to take full advantage of this milestone event.

This year's program offers us the opportunity to learn from an accomplished group of experts on topics related to diversity, equity, and inclusion within academic medicine and healthcare. I encourage you to participate in as many events as suit your schedule, as we all benefit — and patients benefit — when we take a more inclusive approach to our work.

There are two keynotes that I would like to bring to your attention:

- **Dr. Deborah Tannen**, Distinguished University Professor, Department of Linguistics at Georgetown University, will be delivering the *Women Keynote Lecture* on April 24 at 4 p.m., entitled "Women and Men at Work: Let's Talk (and Communicate...)."
- **Dr. Aletha Maybank**, Chief Health Equity Officer and Senior Vice President of the American Medical Association, will be delivering the Elizabeth A. Wilson-Anstey, EdD Lecture on April 25 at 5 p.m., entitled "Stay Committed to Equity and Justice in Health."

There will be virtual options to attend these keynotes and other events throughout the week, and you can review the **full schedule of events online**. Thank you to the Office of Diversity and Inclusion for its time and dedication in planning such a well-rounded and engaging Diversity Week.

WCM views diversity as a critical aspect of developing creative solutions to challenging healthcare problems, advancing cutting-edge scientific research, and designing and implementing innovative teaching modalities in biomedical education. I look forward to learning alongside you and, in particular, I'm eager to hear Dr. Lisa R. Fortuna's session "Time of Opportunity: Working Inclusively with Communities to Address Mental Health Inequities," so that I, too, can better address the needs of our exceptionally diverse patient populations as we seek to care, discover, and teach.

Sincerely,

Francis Lee, M.D., Ph.D.
Interim Dean, Weill Cornell Medicine
Interim Provost for Medical Affairs, Cornell University

welcome





Rache Simmons, MD



Linnie Golightly, MD



Joy Howell



Yazmin Carrasco



Fanesse George

On behalf of the Weill Cornell Medicine Office of Diversity and Inclusion, we are pleased to welcome you to the Fifth Annual Diversity Week. This year's diversity week offers a wide range of events and networking opportunities open to everyone across WCM. From two keynote lectures, diversity grand round talks from experts in their fields, to conversations and action on topical issues, our thought-provoking sessions are organized in response to the suggestions we received from our WCM community.

We are also excited to welcome the **President of Howard University, Dr. Wayne A. I. Frederick, MD, MBA**, who will be presenting on "*The State of Diversity in the Medical Profession*" at this year's annual diversity week.

In addition, winners of the Ritu Banga Healthcare Disparities Research Awards, Pioneers in Diversity Awards, and the Jessica M. and Natan Bibliowicz Award for Excellence in Mentoring Women Faculty and members of our community that have been recognized nationally will be honored during an evening in celebration of diversity.

Once again it is important to note that the Dean's Diversity Week is made possible by the unwavering support of our academic leaders starting with the Cornell University Office of the President, the Weill Cornell Medicine Board of Fellows, the Dean's Office, and the numerous departmental/divisional heads across our institution for whom this week represents an opportunity to affirm their commitment to diversity and inclusion.

We invite all to attend the diversity week events across campus and engage in discussions that bring new perspectives, and celebrate the contributions made by people of all identities, different perspectives and experiences.

With warm regards,

Executive Committee on Diversity and Inclusion

agenda



PRELUDE EVENTS

Wednesday, April 19, 2023

- 4:00 PM – 5:00 PM **Trust and Medical Publishing: A View From JAMA and the JAMA Network**
Population Health Sciences | *Uris Auditorium and Zoom*
Kirsten Bibbins-Domingo, PhD, MD, MAS
Editor in Chief of the Journal of the American Medical Association (JAMA) and the JAMA Network
Lee Goldman, MD Endowed Professor of Medicine and Professor of Epidemiology and Biostatistics at the University of California, San Francisco

April 20 – April 22, 2023

- LGBT Health Workforce Conference: Emerging Challenges and Opportunities in LGBTQ+ Health**
Building the Next Generation of Academic Physicians (BNGAP)
[Register Here](#)

Monday, April 24, 2023

- 7:00 AM – 8:00 AM **Health Disparities in Urologic Cancers**
Urology Grand Rounds | [Zoom](#)
Kelvin Moses, MD PhD
Associate Professor, Vanderbilt Department of Urology
Fellowship Director-Urologic Oncology Fellowship
- 7:45 AM – 8:30 AM **The State of Diversity in the Medical Profession**
Neurological Surgery Grand Rounds | *Belfer Research Building BB 204-A, BB 204-B, BB 204-C and Zoom*
Wayne A. I. Frederick, MD, MBA
President of Howard University
- 7:30 AM – 8:30 AM **Language Barriers in Medicine: Considerations for Practice**
Obstetrics and Gynecology Grand Rounds | [Zoom](#)
Lisa Diamond, MD, MPH
Associate Attending Physician
Co-Director of the Patient Reported Outcomes Community Engagement and Language Core
- 8:30 AM – 9:30 AM **Meet and Greet with Wayne Frederick, MD, MBA, President of Howard University**
Neurological Surgery Grand Rounds | *Belfer Research Building BB 204-A, BB 204-B, BB 204-C*

- 12:00 PM – 1:00 PM **Come Dance with Me: A Fresh Look at Workforce Diversity through the Lens of Inclusivity (Lunch served at 11:30AM)**
Emergency Medicine Grand Rounds | 525 East 68th Street M131
Aisha Terry, MD, MPH, FACEP
President Elect of the American College of Emergency Physicians
Founder of the Minority Women in Science Foundation
- 4:00 PM – 5:15 PM **WOMEN KEYNOTE LECTURE**
Women and Men at Work: Let's Talk (and Communicate...)
Auditorium and | [Zoom](#)
Deborah Tannen, PhD
Distinguished University Professor
Linguistics Department Georgetown University
- 5:15 PM – 6:15 PM **Women Keynote Reception - Deborah Tannen, Phd**
Griffis Faculty Club
[Register Here](#)

Tuesday, April 25, 2023

- 8:00 AM – 9:00 AM **Gender & Sexual Diversity in Dermatology: Fundamentals & Advocacy**
Dermatology Grand Rounds | [Zoom](#)
Jon Klinton Peebles (Klint), MD FAAD
Kaiser Permanente, Mid-Atlantic Permanente Medical Group
- 12:00 PM – 1:00 PM **The Space Between: A Narrative Journey Through the Hidden Curriculum**
Pediatrics Grand Rounds | [Zoom](#)
Kimberly Manning, MD
Professor of Medicine, Division of General Internal Medicine
Associate Vice Chair, Diversity, Equity, and Inclusion
Emory University School of Medicine
- 4:00PM – 5:00PM **Health Disparities of Latino/Hispanic/Latinx Men Who Have Sex with Men (MSM)**
LGBTQ+ | Weill Greenberg Center, 1305 York Avenue, 2nd Floor, Conference Rooms B & C and | [Zoom](#)
Alex Gonzalez, MD, MPH
Chief of Internal Medicine - Atrius Health Copley
Lead Physician for HIV and LGBTQIA+ Health Programs - Atrius Health
Assistant Professor of Medicine - Beth Israel Deaconess Medical Center and Harvard Medical School





- 5:00 PM – 6:00 PM **ELIZABETH A. WILSON-ANSTEY, Ed.D. LECTURE**
Stay Committed to Equity and Justice in Health
Uris Auditorium and [Zoom](#)
Aletha Maybank, MD, MPH
Chief Health Equity Officer and Senior Vice President
American Medical Association (AMA)
- 5:00PM – 6:00PM **Celebration of Diversity** | *Griffis Faculty Club*
Pioneer in Diversity Awards
Ritu Banga Healthcare Disparities Research Awards
Jessica M. & Natan Bibliowicz Award for Excellence in Mentoring Women Faculty
[Register Here](#)

Wednesday, April 26, 2023

- 8:00 AM – 9:00 AM **Understanding Health Disparities and Social Determinants of Health: A New Era for Health Care Professionals**
Medicine Grand Rounds | Uris Auditorium
Leonard Egede, MD, MS
Professor of Medicine and Inaugural Milwaukee Community Chair in Health Equity Research
Chief, Division of General Internal Medicine; Director, Center for Advancing Population Science (CAPS); Director MCW CTSI KL2 Program; Director, MCW CTSI Master's in Clinical/Translational Research
Medical College of Wisconsin
- 11:00 AM – 12:30 PM **Over a Way That With Tears Has Been Watered: Building Health Equity Through Trust and Partnership**
Psychiatry Grand Rounds
[Register](#): *Monica Fortsch mof4007@med.cornell.edu*
Lisa R. Fortuna, MD, MPH
Professor and Executive Vice-Chair Department of Psychiatry and Behavioral Sciences
University of California San Francisco
- 12:00 PM – 1:00 PM **Women Entrepreneurship in Medicine and Science**
President's Council of Cornell Women (PCCW) | [Zoom](#)
Rache M. Simmons, MD, MS, MBA (Moderator)
Associate Dean of Diversity
Director, Office of Women
Deborah Arrindell, MD, MPH, JD
Vice President of Pharmacovigilance & Risk Management
Global Blood Therapeutics
Tanya Bentley, PhD
Co-founder and CEO
Health and Human Performance Foundation
Julie Eskay Eagle
Health care entrepreneur and investor

Bridget Ann Martell, MA, MD

President and CEO Artizan Biosciences
Venture Partner, Alley Corp Healthcare

Zawadi Bryant

Founder and Former CEO Nightlight Pediatric Urgent Care

12:00 PM – 1:30 PM

Is Affirmative Action at Risk? Takes on its Past and Future

Weill Cornell Graduate School of Medical Sciences, Office of Student Diversity |
Weill Greenberg Center, 1305 York Avenue, 2nd Floor, Conference Rooms A, B & C
[Register Here](#)

1:00 PM – 2:00 PM

Diversity Week book club for “Hearing Happiness: Deafness Cures in History” by Dr. Jaipreet Virdi

The Samuel J. Wood Library, Medical Center Archives, and Office of Diversity and Inclusion | [Zoom](#)

2:00 PM – 5:00 PM

The Gallery of Allies - A Multi-Media Exhibit Show

An Interactive Showcase of WCM Allyship Stories. Refreshments provided.
Office of Staff Diversity, Inclusion & Engagement | *Belfer Research Building BB 204-A, BB 204-B, BB 204-C*

5:00 PM – 6:00 PM

Hearing Happiness: Deafness Cures in History

The Heberden Society | *BA-126 (1300 York Avenue)* and [Zoom](#)

Jaipreet Virdi, PhD

Associate Professor, Department of History
University of Delaware

6:00 PM – 7:00 PM

Antisemitism in Educational Spaces

Office of Student Diversity | *Weill Greenberg Center, 1305 York Avenue, 2nd Floor, Conference Rooms A, B & C* and [Zoom](#)

Andrew Goretsky

Anti- Defamation League





Thursday, April 27, 2023

- 12:00 PM – 2:00 PM **Anti-Black Racism and Other Forms of Discrimination Based on Race and Color Interactive Workshop (Including Role Play)**
Refreshments provided.
Office of Staff Diversity, Inclusion & Engagement | *Belfer Research Building BB 204-A, BB 204-B, BB 204-C*
Speaker: Vanessa Ramos
Managing Director of Education and Compliance
NYC Commission on Human Rights
Associate Professor of Medicine, Harvard Medical School
Speaker: Alphonso Christian Smith
Deputy Director of Curriculum, Compliance, & Strategic Engagement
NYC Commission on Human Rights
- 12:00 PM – 1:00 PM **Experiences of First-Generation Students at Elite Campuses** |
Weill Greenberg Center, 1305 York Avenue, 2nd Floor, Conference Room A and [Zoom](#)
Keith LaScalea, MD
Associate Professor of Clinical Medicine Weill Cornell Medicine
- 12:00 PM – 1:00 PM **Bias in Artificial Intelligence (AI) – What’s New in 2023?**
Radiology Grand Rounds | [Zoom](#)
Judy Wawira Gichoya, MD, MS
Assistant Professor; Department of Radiology
Emory University School of Medicine
- 3:00 PM – 4:00 PM **Health Equity Requires Action**
Meyer Cancer Center | *Belfer Research Building BB 204-C and [Zoom](#)*
Kim Rhoads, MD, MS, MPH
Associate Director, Community Engagement
University of California in San Francisco Cancer Center
Director of Umoja Health
- 3:30 PM – 5:00 PM **Breaking Bread: A Conversation Based on the Recently Published Book “Misconceiving Merit.”**
Biochemistry and Cell Biology | *1300 York Ave Room A106 and [Zoom](#)*
Renee Alexander, PhD
Former Associate Dean of Students and Director, Campus Climate Initiatives, Cornell University Ithaca. Founder, “Breaking Bread” community
Mary Blair-Loy
Professor and Interim Director of Graduate Studies
Sociology, UC San Diego
Sushmita Mukherjee, PhD, MS
Associate Professor of Research in Biochemistry
Co-Director, Microscopy and Image Analysis Core Facility
Diversity Champion, Departments of Biochemistry and Cell Biology,
Weill Cornell Medicine

- 5:00 PM – 6:00 PM **Against the Tide: Reflections on a Path Less Traveled**
Office of Student Diversity | *Belfer Research Building BB 204-A, BB 204-B, BB 204-C* and [Zoom](#)
Gary Butts, MD
Executive Vice President for Diversity, Equity, and Inclusion
Chief Diversity and Inclusion Officer
Dean for Diversity Programs Policy and Community Affairs
for the Icahn School of Medicine at Mount Sinai
- 5:00 PM – 6:00 PM **My DEI Journey: Lessons Learned**
Ophthalmology Grand Rounds | *Weill Greenberg Center, 1305 York Avenue, 2nd Floor, Conference Rooms B & C*
Ore-ofe Adesina, MD
Associate Professor of Ophthalmology & Neurology
Medical Director & Director of Neuro-ophthalmology
John P. McGovern Professorship in Ophthalmology
Ruiz Department of Ophthalmology & Visual Science
McGovern Medical School at UT Health Science Center
- 6:00 PM – 8:00 PM **Diversity Mixer Medical School and Graduate School**
Office of Student Diversity | *Belfer Research Building BB 204-A, BB 204-B, BB 204-C*

Friday, April 28, 2023

- 10:00 AM – 11:00 AM **TBC**
Women in Global Health Research Initiative | [Zoom](#)
- 10:00 AM – 11:30 AM **Brainstorming Session on how to support Affirmative Action**
Weill Cornell Graduate School of Medical Sciences, Office of Student Diversity
| *Belfer Research Building BB 204-A, BB 204-B, BB 204-C* [Register Here](#)
- 12:30 PM – 2:00 PM **From Ph.D. to the Workforce: A Roundtable Discussion about Taking Career Next Steps**
Weill Cornell Graduate School of Medical Sciences, Office of Student Diversity
| *Belfer Research Building BB 204-A, BB 204-B, BB 204-C* [Register Here](#)
- 7:00 PM – 9:00 PM **Watering My Garden Networking Reception** | *Belfer Research Building Terrace*





Saturday, April 29, 2023

BLACK AND LATINO MEN IN MEDICINE (BLMIM) FOURTH ANNUAL CONFERENCE

Healthcare Leadership: Lessons from Our Past and Vision Toward Our Future

- 9:00 AM – 10:00 AM **Practicing Cultural Humility When Serving Latinx/Hispanic Communities: A Pathway to Providing Equitable Care**
Welcome Remarks | *Uris Auditorium*
Maurice Hinson, MD History of BLMIM
Koby Amankwah, MS4 General Welcome
Kevin Holcomb, MD
- 10:00 AM – 11:00 AM **KEYNOTE ADDRESS** | *Uris Auditorium*
Louis W. Sullivan, MD, Former Secretary of the U.S.
Department of Health and Human Services, Founding Dean and President Emeritus of Morehouse School of Medicine
- 11:00 AM – 11:45 AM *Catered Lunch Break*
- 11:45 AM – 1:00 PM **Concurrent Small Group Sessions** | *Belfer Research Building BB 302*
Defining your Network and Executing the Elevator Pitch
Small group session geared towards high school students up to junior medical students. Session features lecture on mentorship and networking then skills workshop on crafting and delivering an elevator pitch.
- 12:00 PM – 1:00 PM **Concurrent Small Group Sessions** | *Belfer Research Building BB 302*
Leveraging Social Media as a Healthcare Provider
Small group session geared towards Senior Medical students up to Attendings regarding navigating social media as a healthcare professional. Session features lecture on potential uses of social media, positive and negative use cases, open discussion, and networking time.
- 1:00 PM **Celebration of Science and leadership in Medicine (SLiM) Students**
Kevin Holcomb, MD
- 1:20 PM **Closing Remarks**
Koby Amankwah, MS4
- 1:30 PM *End of program*

keynote



Deborah Tannen, PhD

Distinguished University Professor
Linguistics Department Georgetown University

Monday, April 24th, 2023

4:00 PM – 5:00 PM | *Uris Auditorium/Zoom*

Deborah Tannen is a Distinguished University Professor in the linguistics department at Georgetown University. Among her 26 books (13 authored and 13 edited or co-edited), the best known is *You Just Don't Understand: Women and Men in Conversation*, which was on The New York Times best seller list for nearly four years, including eight months as No. 1, and has been translated into 31 languages. This is the book that brought gender differences in communication style to the forefront of public awareness. Her book *Talking from 9 to 5: Women and Men at Work*, a New York Times Business best seller, does for the workplace what the earlier book did for women and men talking at home. Her books *You Were Always Mom's Favorite!*, about sisters, and *You're Wearing THAT?*, about mothers and grown daughters, were also New York Times best sellers. Her most recent book, a memoir, is *Finding My Father: His Century Long Journey from World War I Warsaw and My Quest to Follow*.

Deborah has been a guest on such television and radio news and information shows as *The Colbert Report*, *The PBS NewsHour*, *Oprah*, *Nightline*, *20/20*, *Good Morning America*, and the *Today Show*, as well as many shows on CNN and NPR including *Morning Edition*, *All Things Considered*, *Fresh Air*, *1A*, and *Hidden Brain*. She has been featured in and written for most major newspapers and magazines including *The Atlantic*, *The New York Times*, *The Washington Post*, *The Wall Street Journal*, *Time*, *Newsweek*, *USA Today*, *People* and the *Harvard Business Review*. In addition to her linguistic research and writing, she has published poems, short stories, and personal essays. Her first play, "An Act of Devotion," is included in *The Best American Short Plays: 1993-1994*. It was produced, together with her play "Sisters," by Horizons Theatre in Arlington, Virginia. A highly sought after speaker, she has lectured widely nationally and internationally to leading corporate, educational, and governmental organizations, including the Wharton School and a gathering of United States senators and their spouses.

In 2021, she was inducted into the American Academy of Arts & Sciences. Last year, she received the first ever "Language" award at the inaugural gala for Planet Word, a museum devoted to language in Washington, DC. She was honored for her life's work studying human communication and making the academic study of sociolinguistics accessible to people's daily lives.



Aletha Maybank, MD, MPH

Chief Health Equity Officer and Senior Vice President
American Medical Association (AMA)

Tuesday, April 25th, 2023

5:00 PM – 6:00 PM | *Uris Auditorium/Zoom*

Aletha Maybank, MD, MPH currently serves as the Chief HealthEquity Officer and Senior Vice President for the American Medical Association (AMA) where she focuses on embedding health equity across all the work of the AMA and leading the Center for HealthEquity. She joined the AMA in April 2019, to launch AMA’s Center for Health Equity as their inaugural Chief Health Equity Officer. Prior to joining the AMA, Dr. Maybank served as the Founding Deputy Commissioner for the Center for Health Equity at the NYC Department of Health and Mental Hygiene (2014). Aimed at strengthening equity efforts and transforming organizational culture, the Center became a model of success recognized by NYC leadership, the Centers for Disease Control and Prevention and the World Health Organization. She was instrumental in infusing equity at the neighborhood level and advancing the Department’s place-based approach to addressing health inequities. She also set precedence with groundbreaking work at the Office of Minority Health in the Suffolk County Department of Health Services (2006) while serving as the Founding Director.

Dr. Maybank has taught medical and public health students on topics related to health inequities, public health leadership and management, physician advocacy, and community organizing in health. In 2012, along with a group of Black woman physician leaders, Dr. Maybank co-founded “We Are Doc McStuffins”, a movement inspired by the Disney Junior character Doc McStuffins serving to shine a light on the critical importance of diversity in medicine.

She is a highly sought-after health expert in media appearing on national and influential media outlets such as NPR, MSNBC, NewsOne, Roland Martin, the Lancet, Journal of the American Medical Association to name a few. More recently, due to her leadership in the COVID response efforts, she has been interviewed by Oprah Winfrey and authored the New York Times Op- ed, “The Pandemic’s Missing Data” to bring more awareness to the structural inequities in the United States. She moderates the AMA monthly web series, “Prioritizing Equity” that elevates the voices and stories of physicians centering equity in COVID-19 response efforts.

Dr. Maybank holds a BA from Johns Hopkins University, a MD from Temple University School of Medicine, and a MPH from Columbia University Mailman School of Public Health. She is a pediatrician and preventive medicine/public health physician.

Diversity Awards Ceremony and Reception

Tuesday, April 25

5:00 PM – 6:00 PM | Zoom

This year's recipients will be formally announced at the Celebration of Diversity ceremony.

Ritu Banga Healthcare Disparities Research Awards

The Ritu Banga Healthcare Disparities Research Awards support excellence in research to improve the health of women and underrepresented minorities and/or to reduce health disparities in healthcare systems and in clinical settings, either locally or globally.

Jessica M. and Natan Bibliowicz Award for Excellence in Mentoring Women Faculty

The Jessica M. and Natan Bibliowicz Award for Excellence in Mentoring Women Faculty recognizes outstanding men and women faculty at Weill Cornell Medicine who demonstrate commitment to advancing the academic careers of women in the areas of clinical care, research, or education. The individual must have a track record of providing strong mentorship, as well as fostering a nurturing and supportive environment for all faculty.

Pioneers in Diversity Awards

The **Ida Sophia Scudder, MD Award for Excellence in Public Service** recognizes an MD, PhD, MD-PhD, or PA student who has made significant contributions in the field of community service and providing care to the underserved.

The **Bruce Laine Ballard, MD Award for Excellence in Mentorship** is presented to a faculty member who demonstrates a commitment to improving student life and to fostering a nurturing and supportive environment where students are able to thrive and succeed.

The **Louis Wade Sullivan, MD Award for Excellence in Public Health Advocacy** honors a resident or postdoctoral fellow who has been an outspoken champion for health promotion and a public health advocate, especially for medically underserved populations.

The **Administrative Staff Award** recognizes staff members who embody the spirit of cultural diversity and service. This award honors staff members who have gone beyond the call of duty to make sure the environment is inclusive, engaging and welcoming, and whose efforts may often go unnoticed.

The **Marie Metoyer, MD Award** recognizes faculty or alumnus of the medical college who has gone above and beyond to serve communities despite difficult conditions.

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Weill Cornell Medicine

diversity.weill.cornell.edu

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