

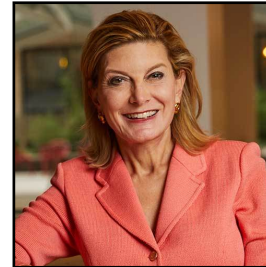


Weill Cornell Medicine

Diversity & Inclusion

29th
NEWSLETTER
EDITION

FALL/WINTER
2023



Message from the Executive Committee on Diversity & Inclusion

Greetings,

We hope this message finds you safe and well.

As we are coming off of the heels of our 5th Annual Diversity Week we are excited to highlight all we have done as a community during the fall and winter. Please be on the lookout for the next issue of our newsletter to read more about our Diversity Week programming.

Additionally, please see our most recent diversity report, which reviews important diversity initiatives and programs from 2020 to 2021. We want to thank everyone in our community for all of the work you have done to create and sustain positive change and all of the work you continue to do each and every day.

We have a lot of exciting events coming up, including a **Breaking Bread** on intersectionality on **May 16th** and our annual **SPARC Tri-I Diversity Retreat** on **June 3rd**, please mark your calendars, and as always, we welcome your suggestions and input!

Best Regards,

Yazmin Carrasco, Linnie Golightly, Joy Howell, Rache Simmons & Fanesse George

TABLE OF CONTENTS

Diversity Highlights	2
Annual Report	4
Recent Events	5
Diversity Town Halls	5
Development and Networking Programs	7
Education: Lectures, Symposiums, Conferences	10
Awareness at WCM	12
Mentorship	14
Spotlight	18
Upcoming Events	21
Internal Funding Opportunities	23
Educational Opportunities	23
External Development Opportunities	23
Resources	25
Recommended Reads	25

SAVE THE DATE

May 16	Breaking Bread
June 3	SPARC Tri-i Diversity Retreat

DIVERSITY HIGHLIGHTS

Fanesse George

Director, Office of Staff Diversity, Inclusion and Engagement



Fanesse George

We are excited to show appreciation and recognize one of our Executive Committee members, Fanesse George (she/her), Director of the [Office of Staff Diversity Inclusion & Engagement \(OSDIE\)](#), a division of the [Staff & Organizational Development department](#). Fanesse was the first Diversity, Inclusion & Engagement Associate to create inclusion, belonging, and engagement initiatives for over 6,000 staff at WCM. Fanesse then became a founding member of the Office of Institutional Equity (OIE), charged by former Dean Choi to develop, coordinate, and operationalize institutional programs and initiatives designed to advance equity at WCM. Today, as Director of the Office of Staff Diversity, Fanesse oversees the [Staff](#)

[Equity & Inclusion Council](#) (SEIC). The Staff Equity and Inclusion Council represents a group of champions and leaders comprised of non-academic staff who have worked at WCM for at least one year, that build community across departments and strategize ways to promote inclusion. The SEIC also consults with the Equity & Inclusion Steering Committee, a group of executive leaders that support equity and inclusion at WCM in order to provide strategic guidance on matters related to equity and inclusion initiatives. OSDIE also sponsors the new Women of Weill Cornell Medicine (WoW) Leadership Networking program and a new CME-accredited Bystander Intervention Training series in partnership with the New York City Commission on Human Rights. Fanesse's office also facilitates several events to give staff a platform to share their stories and experiences. With the launch of the 2022 WCM Employee Experience Survey, OSDIE plans to create data-informed programming to promote a welcoming and inclusive environment for all employees.

Fanesse says the most gratifying part of her role is the ability to "amplify the voices of others." As Director of the Office of Staff Diversity, Inclusion & Engagement, her mission is to infuse inclusion & belonging into all that we do at WCM. She proactively strategizes with department leaders and makes herself available to all employees to ensure **everyone** feels engaged and has a seat (and a voice) at the table.

DIVERSITY HIGHLIGHT

Fond Farewell

Farewell Dean Choi



Augustine M.K. Choi, M.D.

We are all saddened to see Dr. Augustine Choi, M.D., former Stephen and Suzanne Weiss Dean, Provost for Medical Affairs, and a lifelong champion for diversity and equity, step down as dean. We are grateful for his service, commitment, and passion as a pioneer for diversity in medicine. Dr. Augustine Choi has made a powerful impact on the Weill Cornell Medicine community and in medicine during his

six years of leadership; a few of his many notable accomplishments include establishing our internationally renowned debt-relief scholarship program, opening doors for underrepresented first-generation students, expanding the master's program from one to seven programs, growing our sponsored research portfolio, and ushering in an era of team science, fostering interdisciplinary research and education. These past few years we as a community and society have faced an innumerable number of challenges, namely the compounded effects of facing two pandemics, COVID-19 and racial injustice, and we are grateful for Dr. Augustine Choi's leadership during these trying times, demonstrating what it truly means to care, discover, and teach.

ANNUAL REPORT

Diversity and Inclusion Review of 2020 and 2021

Dear Weill Cornell Medicine Community:

Due to the pandemic, we have not had an edition of our annual report since 2019; We are thrilled to announce the release of our official diversity and inclusion report which covers 2020 and 2021.

This report reviews important diversity initiatives and programs over the last 2 years and outlines the ways we have adapted under ever-changing circumstances while remaining dedicated to the fundamental principles of diversity, equity, and inclusion here as a community at Weill Cornell Medicine. We want to thank everyone in our community and honor those we have lost along the way; this report is a testament to how much we've persevered while remembering there is still work to be done.

Lastly, since the release of the last report we have transitioned to a primarily virtual format. To access the report click below.

The Executive Committee on Diversity and Inclusion



Yazmin Carrasco, Linnie Golightly, Joy Howell, Rache Simmons & Fanesse George

[Click Here to Access Report](#)

Weill Cornell Medicine

Diversity and Inclusion

A Review of 2020 and 2021

Steep Climb Ahead: Mr. George Floyd Murdered
May 2020

Awakening
June 2020

Conversations on Black

Weill Cornell Medicine Celebrates Its First Juneteenth

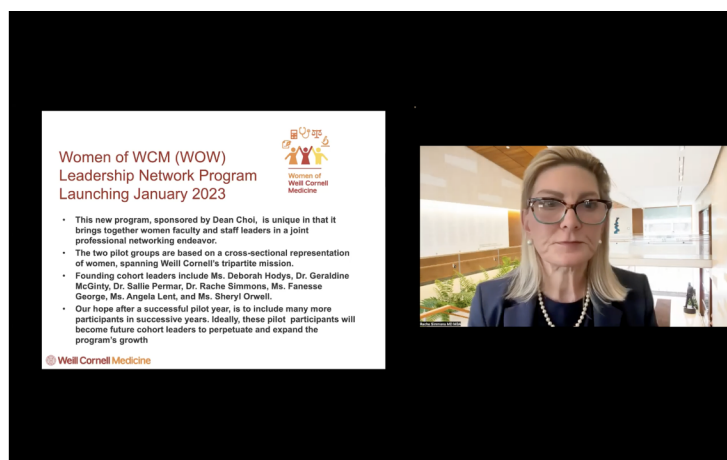
SPARC Tri-I Diversity Retreat

RECENT EVENTS

Diversity Town Halls

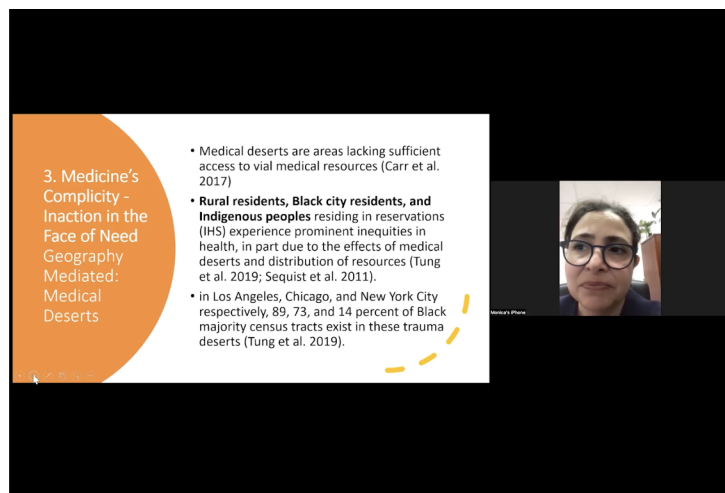
"The Status of Women at Weill Cornell Medicine"

Our annual, "**Status of Women at Weill Cornell**," Diversity Town Hall was held on October 12th by our own Dr. Rache Simmons, M.S., M.D., M.B.A., Weiskopf Professor of Surgery, Associate Dean of Diversity and Inclusion, and Director of the Office of Women. Dr. Simmons highlighted important findings about gender diversity at WCM, salary equity, and programs for women's career development.



"Structural Racism in Medicine: How Did We Get Here"

Another Diversity Town Hall was held on November 9th and featured Dr. Monica Vela, M.D., FACP, Professor of Medicine and Director of the Hispanic Center of Excellence at the University of Illinois, College of Medicine. Dr. Vela outlined the sociohistorical institutional mechanisms embedded into the fabric of the history and practice of medicine. In this town hall Dr. Vela highlighted various topics related to institutional racism such as implicit and explicit bias, occupational segregation, privilege, and modern biological determinism.



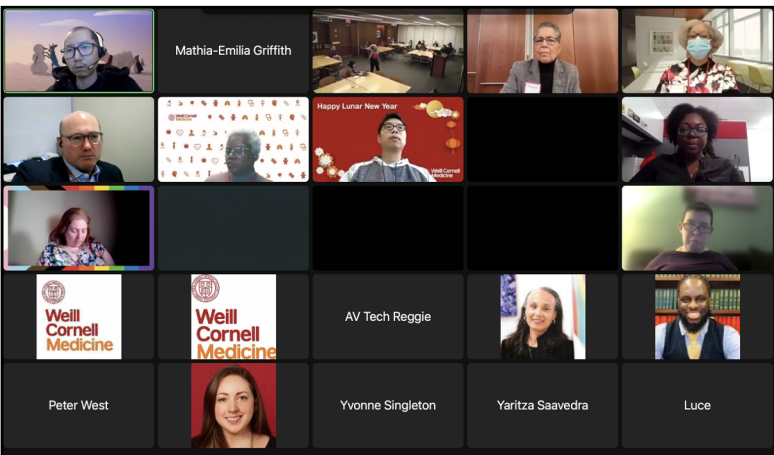
RECENT EVENTS

Diversity Town Halls

"What's on Your Mind?"

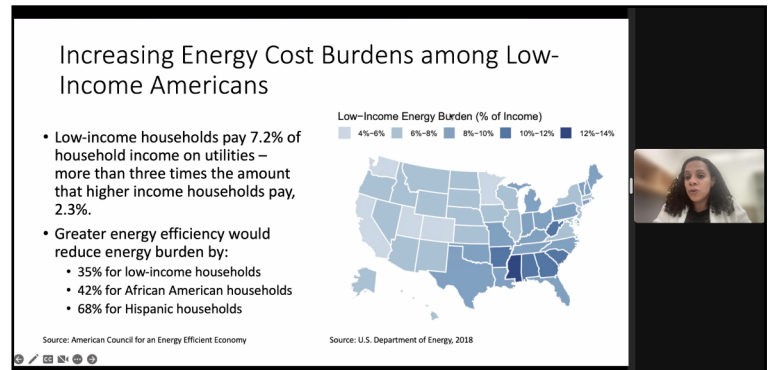


On January 11th we held the first ever **hybrid Diversity Town Hall** to start off the new year, facilitated by Dr. Renee Alexander, Ed.D., Posse Faculty Member and former Associate Dean of Students at Cornell University. This split-screen open forum discussion was Inspired by Dr. Renee Alexander's award-winning Breaking Bread series. This town hall gave us the opportunity to check in with the community since its inception 3 years ago. Participants shared their struggles with isolation, creating community, burnout, and activism fatigue as well as their optimism for the future!



"Energy, Race and Health: the Unequal Distribution of Energy Insecurity in the US"

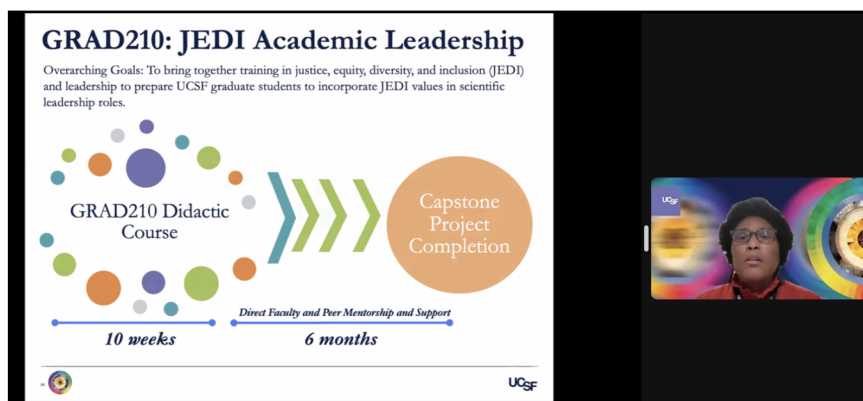
February 8th featured a Diversity Town Hall with Dr. Diana Hernandez, Ph.D., Associate Professor of Sociomedical Sciences at Columbia University Mailman School of Public Health. Dr. Hernandez's presentation outlined the racial history of housing as it connects to public health and energy insecurity in America. Dr. Hernandez shared research from her pending book detailing the physical and emotional impact of experiencing housing and energy instability while sharing how clinicians can practice energy justice.



RECENT EVENTS

Diversity Town Halls

"Enacting Change Through Cultivation of Graduate Student Activism and Engagement with Social Justice"



A Diversity Town Hall was held on March 8th featuring a presentation by Dr. D'Anne Duncan, Ph.D., Assistant Dean for Diversity and Learner Success in the Graduate Division at the University of California, San Francisco. Dr. Duncan's presentation detailed the importance of centering graduate student advocacy and activism to create sustainable institutional change that prioritizes equity.

Development and Networking Programs

Breakfast with Dr. Angela Byars-Winston



The **Office of Diversity and Inclusion** hosted a breakfast for Dr. Angela Byars-Winston, M.D., of the University of Wisconsin-Madison with members of the **Faculty Development Circles program** on October 20th. This was an opportunity to gather in community and learn from her profound wisdom. Dr. Byars-Winston is a tenured faculty member in the Division of General Internal Medicine within the Department of Medicine. She is also the director of research and evaluation at the UW Center for Women's Health Research, Associate Director at the Collaborative Center for Health Equity, and faculty lead in the Center for the Improvement of Mentored Experiences in Research. Her research examines cultural influences on academic and career development, especially for women and individuals from underrepresented racial and ethnic groups in the sciences, engineering, and medicine with the aim of broadening their participation in STEM fields.

RECENT EVENTS

Development and Networking Programs

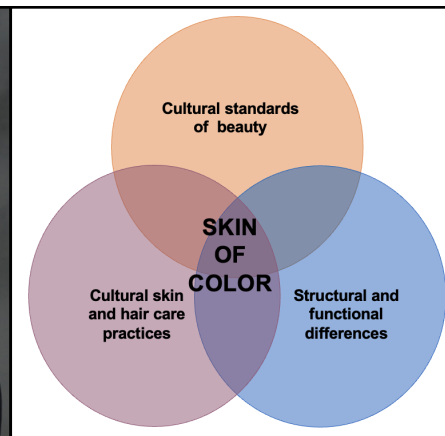
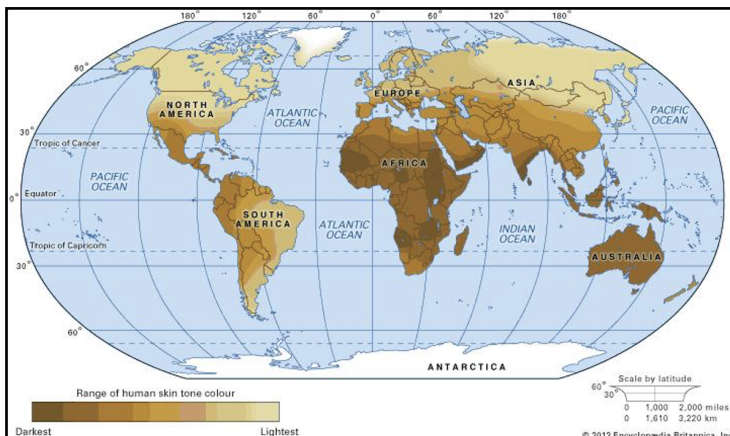
Faculty Development Circles: Grant Writing Workshop

On November 29th members of the **Faculty Development Circles** program, a professional development mentoring initiative for URiM faculty of the **Weill Cornell Medicine Diversity Center of Excellence (DCoE)** in collaboration with the **Office of Diversity and Inclusion**. Members participated in a grant writing workshop lead by Dr. Kyu Rhee, M.D., Ph.D., Professor of Medicine, Professor of Microbiology and Immunology. M.D.-Ph.D. student, Stephanie Pierre and Ph.D. student Nicole Acosta also attended to experience the programs offered for faculty.



Faculty Research Dinner: "Skin of Color: Where are We? Where are We Going?"

On November 8th the **Office of Diversity and Inclusion** held a faculty research dinner with Dr. Andrew Alexis, M.D., M.P.H., Vice-Chair for Diversity and Inclusion for the Department of Dermatology, and Professor of Clinical Dermatology. Dr. Alexis led a talk titled **"Skin of Color: Where are We? Where are We Going?"** discussing the racial history of skin classification and the material impacts that that has on medicine today. Dr. Alexis outlined the racial and ethnic disparities in treatment and outcomes that are manifestations of a history of exclusion.



RECENT EVENTS

Development and Networking Programs

Faculty Research Dinner: "Stress and the Brain Bladder Connection"



On Thursday, February 9th, the **Office of Diversity and Inclusion** held a faculty research dinner with Dr. Larissa Rodriguez, M.D., Chair of Urology and Urologist-in-Chief at NewYork-Presbyterian/WCM. Dr. Rodriguez led a talk titled "**Stress and the Brain Bladder Connection**," discussing the ways feelings of stress or anxiety can negatively impact bladder function and control. Dr. Rodriguez also highlighted important foundational research covering clinical connections and consistencies to underlying brain abnormalities and patients' sensory processing relating to bladder control and pain.

Faculty and Staff Dinner



On Thursday, March 9th, faculty and staff shared a meal and discussed their experiences at Weill Cornell Medicine. Attendees shared the changes their departments have faced since the pandemic and how they have adapted to meet new challenges. Attendees also engaged each other in a discussion about their interests and passions outside of WCM and what it means to stay emotionally grounded while working in medicine.

RECENT EVENTS

Education: Lectures, Symposia, Conferences

Precision Health Equity Symposium

Weill Cornell Medicine
Caryland Israel Englander
Institute for Precision Medicine

Inaugural
**Precision
Health Equity
Symposium
2022**

Thursday, October 27
12:00 PM - 6:30 PM
Cornell Tech, Verizon Executive Education Center

Friday, October 28
10:30 AM - 3:30 PM
Weill Cornell Medicine, Weill Greenberg Center



On October 27th the **Caryl and Israel Englander Institute for Precision Medicine** held their "**Precision Health Equity Symposium.**" This symposium included lectures, breakout discussions as well as panel sessions covering a wide array of topics.

The Heberden Society: Lecture Series

The **2022-2023 Heberden Society Lecture Series**, supported by the Office of the Dean, offered 4 lectures that were open to the WCM community and the public throughout the academic year. This lecture series is an initiative aimed to promote an interest in the history of medicine. People were given the opportunity to gather for engaging talks from leading professors in the humanities and social sciences and consider new and thought provoking ideas about prevalent health topics through a historical lens.

THE HEBERDEN SOCIETY
promoting interest in the history of medicine

2022-2023 Lecture Series
Supported by the Office of the Dean
All lectures are free and open to the public!

OCTOBER 26, 2022 | 5 PM

 **Janet Golden, PhD**
Professor Emerita, Department of History, Rutgers University
Patients, Syphilis, Disability, and Medicine: A History
Registration for this virtual lecture is available at https://weillcornell.zoom.us/webinar/register/WN_hpWxJ-1uRlQnkCOVV4gFA

JANUARY 18, 2023 | 5 PM

 **Wangui Muigai, PhD**
Assistant Professor, African and African American Studies and History, Brandeis University
Infant Mortality, Race, and the American Roots of a Health Inequality
This is a hybrid lecture, co-sponsored with the New York Academy of Medicine. Virtual attendance for the general public is available at https://weillcornell.zoom.us/webinar/register/WN_Gcfn1OeyT16znW4klMHnw. Members of Weill Cornell Medicine are encouraged to join us in A-126 (1300 York Avenue).

MARCH 2, 2023 | 5 PM

 **Naomi Rogers, PhD**
Professor in the History of Medicine and of History, Yale University
Health Activism and Community Control: American Medicine in the 1960s and 1970s
This is a hybrid lecture, co-sponsored with the Division of Medical Ethics. Virtual attendance for the general public is available at https://weillcornell.zoom.us/webinar/register/WN_Scor_mhE59KYfBObkrka-g. Members of Weill Cornell Medicine are encouraged to join us in A-126 (1300 York Avenue).

APRIL 26, 2023 | 5 PM

 **Jaipreet Virdi, PhD**
Associate Professor, Department of History, University of Delaware
Hearing Happiness: Deafness Cures in History
This is a hybrid lecture. Virtual attendance for the general public is available at https://weillcornell.zoom.us/webinar/register/WN_8a45ysZfQWasku0Ctos_zA. Members of Weill Cornell Medicine are encouraged to join us in A-126 (1300 York Avenue).



RECENT EVENTS

Education: Lectures, Symposiums, Conferences Black History Month Panel and Celebration



On February 28th, the **Office of Staff Diversity, Inclusion, and Engagement** and the **Office of Diversity and Inclusion** held a Black History Month event titled, "**Black Men's Perspective: Navigating Mental Health and Leading the Community.**" A panel included Dr. Kevin Holcomb, M.D., Associate Dean for Admissions, Denzil Coleman, Administrative Director in the Center for Virtual Care, and Curtis St. Surin, Chief Administrative Officer in the Department of Obstetrics & Gynecology. A discussion was moderated by Dr. Andrew Alexis, M.D., Vice-Chair for Diversity and Inclusion in the Office of Dermatology. A reception followed in Griffis Faculty Club.

Dean's Quarterly Diversity Seminar: Navigating Health Equity and Behavioral health



On March 21st, the **Office of Diversity and Inclusion** held a **Dean's Quarterly Diversity Seminar** featuring Dr. Kevin Simon, M.D., Chief Behavioral Health Officer of the Boston Public Health Commission, about navigating health equity and behavioral health. His presentation outlined how bias skews normal developmental expectations of BIPOC youth and influences their mental health and how this can negatively impact their outcomes. Dr. Simon engaged the audience in a conversation to consider the ways clinicians and parents can actively support children as they navigate systems. A reception followed the presentation at Griffis Faculty Club where community members were able to meet Dr. Simon.

RECENT EVENTS

Awareness at WCM

International Pronouns Day

October 19th was **International Pronouns Day**, and the **Office of Staff Diversity, Inclusion & Engagement** honored the occasion by inviting the WCM community to submit questions about pronouns anonymously. This was an opportunity for employees to understand better what pronouns are, how they are used, and other related topics. WCM employees using various pronouns were engaged in answering the questions. Click [here](#) to view the Pronouns FAQ page with answers to common questions about pronouns.

Veterans Day

Veterans are an essential part of Weill Cornell Medicine's past and present workforce. They served our country as a symbol of bravery, commitment, and diligence. In commemoration of Veterans Day on November 11th, **the Office of Staff Diversity, Inclusion & Engagement** highlighted **Mr. Odell Jones Jr.**, Associate Director of HR Systems and Analytics, to share his story. In his interview, Mr. Odell shared how his experience as a Marine impacted him professionally and what he believes colleagues could do to further inclusion for fellow veterans. Click [here](#) to read the interview.



Odell Jones Jr.

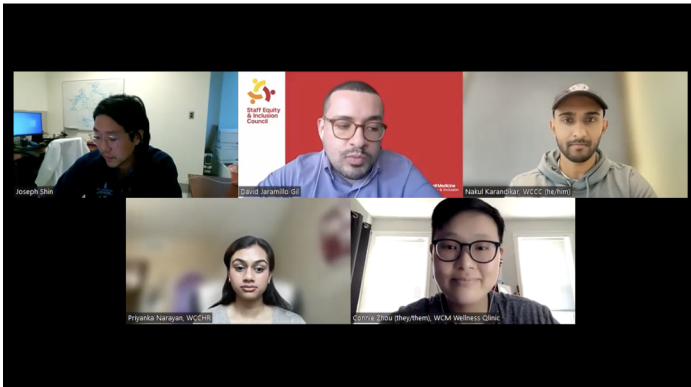
OSDIE Bystander Intervention Training: "Combating Anti-Black Racism"

The Office of Staff Diversity, Inclusion, and Engagement hosted a **Bystander Intervention Training** on December 6th to provide the WCM community with tools and strategies to safely respond and react when witnessing anti-Black racism as well as other forms and discrimination based on race and color. This CME-accredited workshop—led by training specialists from the **New York City Commission on Human Rights** outlined a historical context for race and color-based discrimination, highlighted how discrimination has impacted the lives of New Yorkers, institutions, and the delivery of healthcare services, defined the key terms of racism and colorism and provided an understanding of Human Rights Law as well as tools on how to disrupt anti-Black racism and other forms of discrimination based on race and color, including the Five D's of Active Bystander Intervention (Direct, Distract, Delay, Delegate, Document).

RECENT EVENTS

Awareness at WCM

Healthcare and Human Rights Panel Event: "An Uneven Road to Access for All"



On December 13th, in recognition of **International Human Rights Day**, the **Office of Staff Diversity, Inclusion, and Engagement** and the **Staff Equity & Inclusion Council (SEIC)** invited faculty, staff and student leadership of various WCM student-run services (WCM Community Clinic, WCM Center for Human Rights, WCM Qclinic) to reflect on the roadblocks and opportunities that face various communities and learn about how WCM supports access to healthcare for our diverse community.

[Watch Now](#)

Breaking Bread: Persons with Disabilities Peer Group

A Breaking Bread event, titled, "**Persons with Disabilities Belong Too,**" was held on December 8th, 2022. This event was facilitated by Dr. Renee Alexander of Cornell-Ithaca and Dr. Linnie Golightly, Associate Dean of Diversity & Inclusion. Participants shared their experiences as healthcare professionals living with visible and invisible disabilities. This Breaking Bread was created in solidarity with the principles of **International Day of Persons with Disabilities** and was made possible by the guidance and knowledge of **Dr. Kathleen Friel, Ph.D.**, Associate Professor of Neuroscience at Weill Cornell Medicine. From this initial event the **Office of Diversity and Inclusion** created a **Persons with Disabilities Peer Group** in order for faculty and staff at WCM with visible and invisible disabilities to find community. The first Breaking Bread: Persons with Disabilities Peer Group was held on March 8th, 2023, and attendees were able to share experiences with ableism and find support in one another.



RECENT EVENTS

Awareness at WCM


New WCM Clinic for Gender Affirming Care

During the **WCM LGBTQ+ Steering Committee Holiday Mixer** event in December, the committee was able to host trainees, staff and faculty at the Weill Greenberg Center. Presentations at the event highlighted WCM's new [Transgender Clinic \(Clinic for Gender Affirming Care\)](#). This clinic is housed in the Division of Endocrinology, Diabetes and Metabolism, and offers gender affirming care for gender diverse adults and is supervised by Dr. Ann Danoff. The Clinic for Gender Affirming Care team fosters a welcoming environment and is committed to providing individualized gender affirming hormone treatment; the team suggests in person appointments for initial visits but will also accommodate patients with virtual visits.

Mentorship

WCM LGBTQ+ Mentorship and Networking Series

WCM LGBTQ+ Mentorship and Networking Series



RSVP Here: <https://forms.gle/eCjyMSPTXhggn3b8>

Thursday, March 2, 2023, 5-7pm

Location:
Belfer Research Building, 413 E. 69th Street
BB 302-A, BB 302-B, BB 302-C

The goal of this network is to foster mentoring relationships across all career stages and departments – medical students, residents, fellows, and faculty. The WCM LGBTQ+ Mentorship and Networking Series will cover various aspects of professional and personal development.

Join us for food, drinks and guest speaker,
Dr. Jessica Spellun

On October 13th and March 2nd the **WCM LGBTQ+ Steering Committee** and **Diversity Center of Excellence** partnered to host their **WCM LGBTQ+ Mentorship and Networking Series**. The WCM LGBTQ+ Mentorship and Networking Series covers various aspects of professional and personal development. The goal of this network is to foster mentoring relationships across all career stages and departments – medical students, residents, fellows, and faculty. The March 2nd meeting featured Dr. Jessica Spellun, M.D., Assistant Professor of Clinical Psychiatry at WCM, and Mental Health Director of the WCM Wellness Qlinic (a medical student and trainee-run free mental health clinic serving LGBTQ+-identified individuals).

RECENT EVENTS

Mentorship

Espirit de Corps

The **Office of Student Diversity** launched their near-peer mentor program for incoming first years from underrepresented backgrounds, who are matched with senior graduate students for off-the-bench mentoring relationships. Near-peer mentors received mentor training; In addition, mentors and mentees participate in professional development sessions and community-building activities throughout the year. The Office of Student Diversity thanks Esprit De Corps mentors for their support and service to our community.



Diversity Mentoring Cascade

The flyer features the Weill Cornell Medicine logo on the left. The main text reads: "You are invited to join the 2022-2023 Diversity Mentoring Cascade". Below this is a large group photo of diverse individuals. At the bottom, it says: "New & returning medical & PhD students, residents, fellows, faculty are invited to the".

You are invited to join the
2022-2023
Diversity Mentoring
Cascade

Weill Cornell
Medicine

Weill Cornell
Medicine
Diversity Center
of Excellence

New & returning medical & PhD students, residents, fellows, faculty are invited to the

On December 13th the **Diversity Center of Excellence** held their, "**Diversity Mentoring Cascade,**" kickoff event. This event included former and current medical & Ph.D. students, residents, fellows, and faculty. The Diversity Mentoring Cascade is a space for health professionals who are underrepresented in medicine (URiM) to engage in inter-generational learning. The following event was held on March 14th. This event is co-sponsored by the **WCM Office of Diversity and Student Life** and the **Department of Medicine**.

RECENT EVENTS

Mentorship

Mastercard Diversity-Mentorship Collaborative Mentoring Program: Dr. Hector Aguilar-Carreno



The Office of Faculty Affairs hosted Dr. Hector Aguilar-Carreno, Ph.D., Professor of Virology, Chair, American Society of Virology Diversity, Equity, and Inclusion Committee Chair, American Society of Microbiology Committee for Minority Education Department of Microbiology and Immunology, College of Veterinary Medicine, Cornell University, for **the MasterCard Diversity-Mentorship Collaborative Mentoring Program** on January 18th. His talk was entitled, "**Grasping Opportunities as they Come: My Journey from Mexico to Viral Glycoproteins, Vaccines, and Antivirals.**" The event was followed by a luncheon with members of the community.

Dean Yoon Kang Hosts Lunch with Dr. Carol Storey-Johnson

In October Dean Yoon Kang, M.D., Senior Associate Dean of Education, hosted a lunch with **Dr. Carol Storey-Johnson, M.D.**, Professor Emerita of Medicine and grand doyenne of medical education, in Griffis Faculty Club during the 2022 alumni celebration week.



Annual Diversity Winter Mixer



"Honoring Our Past as We Move Into the Future"



The Office of Diversity and Inclusion was thrilled to host our first back in-person annual Diversity Holiday Mixer, on January 26th. A happy crowd of our community members of all levels joined at Griffis Faculty Club to celebrate and mingle with one another.

Interim Dean, Dr. Francis Lee, M.D., attended and asserted his full support of continuing diversity, equity, and inclusion efforts at WCM. The Deans of Diversity also addressed the community.

SPOTLIGHT

DEI Leadership



Linnie Golightly, M.D.

Dr. Linnie Golightly, M.D., Associate Professor of Clinical Medicine, Microbiology & Immunology and Associate Dean of Diversity and Inclusion received the, "Diamond Award for Excellence in Education Leadership, Diversity | Equality | Inclusion, Humanitarian Philanthropic & Community Engagement," at the 7th Annual Diamond Awards on January 21st in Atlanta, Georgia from the Not Alone Foundation. The Diamond Awards are designed to honor faces and images of excellence in the entertainment, corporate, and creative industries as well as leaders in diversity, equity, and inclusion for their professional accomplishments and contributions to our society on a local, state, or international level. [Click here to read more.](#)

Fanesse George, Director of the **Office of Staff Diversity Inclusion & Engagement**, a division of the **Staff & Organizational Development department** was highlighted as one of the winners of the 2022 Top Leader in Diversity, Equity, Inclusion and Belonging (DEIB) in Mogul, a print and digital publication. [Click here to read.](#)



Fanesse George

Celebration



James Curtis, M.D.

National Medical Fellowships (NMF) Alumnus, **Dr. James Curtis M.D.**, was celebrated by his alma mater, Albion College. Albion held a celebration for Dr. Curtis' 100th birthday, as a tribute to Dr. Curtis' lifelong commitment to service and recognize him as a trailblazer and leader of diversity and equity in medicine. The community shared stories about the meaningful impact Dr. Curtis has had on their lives and careers. [Click here to read.](#)

SPOTLIGHT

Congratulations!

Dr. Kathleen Friel, Ph.D., Lab Director of the Clinical Laboratory for Early Brain Injury Recovery at the Burke Neurological Institute was invited to the United Nations for the **UN International Day for Persons with Disabilities** on December 5th. The UN holds an annual event in honor of International Day of Persons with Disabilities, inviting people with disabilities for discussions surrounding disability inclusion and justice at the global level. The overarching theme for this event highlighted innovation and transformative solutions for inclusive development. The interactive dialogues during this event covered the topics, innovation for disability inclusive development in employment, reducing inequality, and innovation for disability inclusive development.



Kathleen Friel, Ph.D.



Onyinye Balogun, M.D.

Dr. Onyinye Balogun, M.D., was a 2022 CTSC Pilot Award Recipient. The objective of the Pilot Translational and Clinical Studies Program is to create opportunities for translational team research across disciplines and institutions as well as between scientists and the community at large. The CTSC has created 2 new targeted award opportunities in health disparities and special populations. Dr. Onyinye's proposal was titled, "**Improving Access to Clinical Trials (IMPACT) in Women's Cancers Through Community-Based Education and Provider Accessibility.**"

Welcome! New Faces

We are excited to welcome Emilia Griffith at the **Office of Diversity and Inclusion** as a Diversity Assistant. Emilia (she/they) studied sociology and has a background in community organizing and advocacy in prison reform and public policy. She is passionate about diversity and equity and will assist in the implementation of diversity related programs for those underrepresented in medicine at Weill Cornell.



Emilia Griffith

SPOTLIGHT

Welcome! New Faces

It is our pleasure to introduce Fernando Arzu, the new senior administrative specialist in the **Office of Student Diversity**. Fernando is an experienced professional in the higher education community and the Senior Administrative field. He takes pride in facilitating an environment where students can develop their leadership skills and professional development. As the Senior Administrative Assistant, his goal is to create systems, organize meetings and assist with problem-solving challenges that might arise. Fernando will support the Office of Student Diversity (OSD) and the Office of Student Affairs. As part of OSD, Fernando will support administratively all of our wonderful student groups and leaders.



Fernando Arzu



Natalia del Rosario Rivera Sanchez

We welcome Natalia del Rosario Rivera Sanchez, a third year Pharmacology student and the **Office of Student Diversity's** graduate assistant. As part of Natalia's role, she will work collaboratively with the OSD team to amplify the office's mission and student's voices through social media. As part of OSD's social media campaign, they will be highlighting efforts, events, and people who contribute to the OSD mission and vision.

Updates



ACCESS Summer Scholars 2022

We are excited to share some news from our ACCESS scholars:

Natalia Perez, ACCESS scholar working with **Dr. Alexandros Sigaras** - Assistant Professor of Research in Physiology and Biophysics at Weill Cornell Medicine, was selected to present her **poster** at the ABRCMS national conference. Her poster titled: **“Optimizing Quantification Methodologies for Outer Membrane Vesicles”** will highlight her current research endeavors.

SPOTLIGHT

ACCESS scholars cont:

Dr. Björn Kafsack and ACCESS scholar from cohort 2022, **Darlene Malave**, published a manuscript based on their work over the summer. Darlene is the **first author** of the manuscript entitled: **“Safe, Effective, and Inexpensive Clearance of Mycoplasma Contamination from Cultures of Apicomplexan Parasites with Sparfloxacin”** published in Microbiology Spectrum and can be found [here](#) (PMID 36190416). Darlene will be presenting her summer research at the Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS) national conference.

Andoni Nolasco, ACCESS scholar from cohort 2022, was selected to present his summer research project conducted in the lab of **Dr. Olga Boudker** - Professor of Physiology and Biophysics, at the ABRCMS national conference as well.

UPCOMING EVENTS

Breaking Bread

Intersectionality: What is it? Why does it matter? Should it be controversial?

Tuesday, May 16, 2023 | 5:30 PM - 7:30 PM

Belfer Research Building, Rooms BB 302 C-D



BREAKING BREAD

INTERSECTIONALITY:

What is it? Why does it matter? Should it be controversial?



We invite all in our community to come for an open discussion on this recurrent societal topic. How does intersectionality affect our community, research, patients and our care for them?

Breaking Bread is an ongoing WCM series of facilitated dinner dialogues that bring community members together to discuss an array of topics across the spectrum of diversity, equity and inclusion, including race, class, gender, sexual orientation, and ability.

Tuesday, May 16, 2023

Event Information:

5:30 PM - 7:30 PM
Belfer Research Building:
BB 302-C, 302-D

We welcome back Dr. Renee Alexander, founder of this award-winning series at Cornell's Ithaca campus.

Scan QR code below or [click here](#) to RSVP

Weill Cornell Medicine
Diversity & Inclusion



[Click Here to Register](#)

UPCOMING EVENTS

SAVE THE DATE

SPARC Tri-I Diversity Retreat

Saturday, June 3, 2023 | 8:30 AM to 2:00 PM



**Weill Cornell
Medicine**



Memorial Sloan Kettering
Cancer Center

2023 SPARC TRI-I DIVERSITY RETREAT *"Effective Communication"*

Saturday, June 3, 2023 | 8:30am - 2:00pm

Belfer Research Building

413 E. 69th Street, 2nd Floor

Rooms BB 204 A-C

Alan Alda Center
for Communicating Science®

AT STONY BROOK UNIVERSITY

Communications Workshop:

- Attain tools to feel empowered as a researcher to effectively communicate the value and significance of your science and build an authentic rapport with non-academic audiences.
- Learn universal communication strategies, including avoiding jargon, and technical skills for creating engagement.
- Engage and inspire diverse audiences through effective communication.



Keynote Speaker:

**Rasheed Gbadegesin,
MBBS, MD, FASN**

Wilburt C. Davison
Distinguished Professor of
Pediatrics

Associate Dean for Physician
Scientist Development

Duke University School of
Medicine

[Click
Here to
Register](#)



Join us for a career networking fair highlighting funding opportunities, faculty development programs, support groups and much more!

Sponsored by: The Weill Cornell Medicine Office of Diversity and Inclusion, the Diversity Center of Excellence and Department of Medicine, the Burroughs Wellcome Fund, the Rockefeller University Center for Clinical Translational Science, and Memorial Sloan Kettering Cancer Center Office of Health Equity

INTERNAL FUNDING OPPORTUNITIES

Cornell-Hunter Health Equity Research Fellowship Rolling Admission

This fellowship, under the Weill Cornell Medicine Division of General Internal Medicine, in collaboration with CUNY-Hunter College, is uniquely designed to deepen trainees' understanding of the root causes of disparities in health care, local and international healthcare delivery systems, epidemiology of disease, and interventions to improve health outcomes.

This fellowship offers a two to three-year fellowship duration, depending on prior training and experience. Eligible applicants have MD, DO, DNP, PsyD, PharmD, MBBS, MB ChB, or PhD with a strong commitment to pursuing independent research careers.

[Click Here for Online Application](#)

EDUCATIONAL OPPORTUNITIES

Anti-Racism Allyship Training Course Cornell Center for Health Equity

Two years ago, the nation witnessed the recording of the horrific killing of George Floyd by the Minneapolis police, jolting our country into the truths of racism. The more recent shocking murder of Tyre Nichols at the hands of Memphis police underscores how far we have to go. The self-paced training will equip participants with information, resources, and skills to disrupt spaces perpetuating these intolerant systematic narratives and achieve authentic allyship. ***The course is optional.***

[Click Here to Start Course](#)

EXTERNAL DEVELOPMENT OPPORTUNITIES

NIH Notice of Special Interest (NOSI): Diagnostics and Disease Management Tools for Use in Underserved Populations

Due dates on or after February 5, 2022 and subsequent receipt date through July 6, 2025

The NHLBI seeks R01 applications for **diagnostics and disease management tools** that have the power to deliver breakthroughs to enable prevention and treatment of heart, lung, blood and sleep diseases in underserved communities.

For More Information and to Apply [Click Here](#)

EXTERNAL DEVELOPMENT OPPORTUNITIES

NIH Research Opportunities for New and "At-Risk" Investigators to Promote Workforce Diversity

(R01 Clinical Trial Optional)

Expiration: September 8, 2025

The purpose of this funding opportunity announcement is to encourage applications for research projects within the NIAID mission. This FOA seeks to support either (a) a New Investigator (NI), an individual who has not previously competed successfully for substantial, independent funding from NIH, or (b) are an 'At-Risk' investigator, an individual who had prior support as a PD/PI on a substantial independent research award and unless successful in securing a substantial research grant award in the current fiscal year, will have no substantial research grant funding in the following fiscal year, from diverse backgrounds, including those from groups underrepresented in the health-related sciences.

[Click here to learn more and apply](#)

Notice of NHLBI Participation in PAR-22-105 "Dissemination and Implementation Research in Health

(R01 Clinical Trial Optional)"

Expiration: May 8, 2025

(NOT-HL-22-026) National Heart, Lung, and Blood Institute

The purpose of this Funding Opportunity Announcement (FOA) is to support studies that will identify, develop, and/or test strategies for overcoming barriers to the adoption, adaptation, integration, scale-up, and sustainability of evidence-based interventions, practices, programs, tools, treatments, guidelines, and policies. Studies that promote equitable dissemination and implementation of evidence-based interventions among underrepresented communities are encouraged. Conversely, there is a benefit in understanding circumstances that create a need to stop or reduce ("de-implement") the use of practices that are ineffective, unproven, low-value, or harmful. In addition, studies to advance dissemination and implementation research methods and measures are encouraged. Applications that focus on re-implementation of evidence-based health services (e.g. cancer screening) that may have dropped off amidst the ongoing COVID pandemic are encouraged.

[Click here to learn more.](#) [Click here to apply.](#)

COVID-19

Latest Updates >

To help keep the Weill Cornell Medicine community up-to-date on recent developments and provide answers to frequently asked questions, the Human Resources department has created a COVID-19 information web page. You can access the page on or off-campus (using your CWID and password) at

<https://wcmcentral.weill.cornell.edu/covid19>

WCM STUDENTS

Students can review the current resources which include both psychiatry and counseling:

<https://medicaleducation.weill.cornell.edu/student-resources/>

counseling@med.cornell.edu

studentmentalhealth@med.cornell.edu

WCM STAFF

<https://wcmcentral.weill.cornell.edu/covid19>

RECOMMENDED READS AND PODCASTS

"Misconceiving Merit: Paradoxes of Excellence and Devotion in Academic Science and Medicine"

Mary Blair-Loy, Ph.D. and Erin A. Cech, Ph.D.

Learn about the ways embedded cultural ideas and conceptions of merit in academia, particularly academic science, produce unequal outcomes.

[Access Link](#)

Recommended by WCM alum, Dr. Frank Richards, M.D.:

"The Lancet Series on Racism, Xenophobia, Discrimination and Health"

The Lancet

Examine how structures of power and oppression shape policy and practice today and are root causes of racial health inequities in this journal series

[Access Link](#)

RECOMMENDED READS AND PODCASTS

"Data on Researchers' Self-Reported Disability Status NIH"

NIH Office of Extramural Research

Learn more about researchers with disabilities in the NIH-supported scientific workforce.

[Access Link](#)

Recommended by Dr. Carl Nathan, M.D., Professor & Chair of Microbiology and Immunology, WCM:

Racism: Overcoming Sciences Toxic Legacy *Nature* Vol 610 Issue 7932

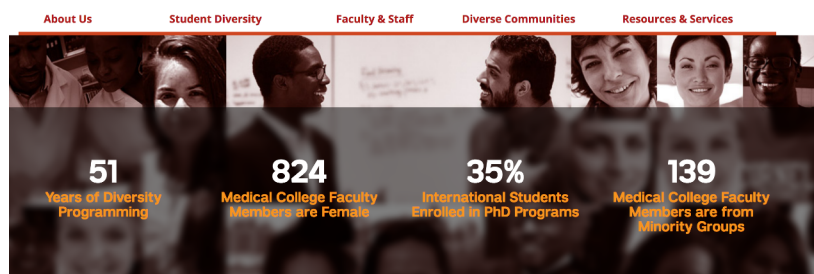
October 2022

This issue of *Nature* includes articles examining the role of science of supporting and creating racist and oppressive structures and imagines a path forward for science

[Access Link](#)

STAY IN TOUCH!

Visit our **DIVERSITY & INCLUSION WEBSITE** for news features, events information, student and community groups, and resources: diversity.weill.cornell.edu



JOIN US ON FACEBOOK



Weill Cornell Medicine Diversity & Inclusion

- ▶ Private Facebook group
- ▶ Interested in fostering diversity and inclusion
- ▶ Requirements: Active Facebook account and must be affiliated with WCM either as a current or past trainee or faculty member

****For more information, please contact the social media administrator, Elaine Barfield, elb2020@med.cornell.edu****

Editors: Dr. Linnie Golightly and Emilia Griffith