



Weill Cornell Medicine

Diversity & Inclusion

18th
NEWSLETTER
EDITION

FALL 2019

MESSAGE FROM THE ASSOCIATE DEANS OF DIVERSITY



Dr. Linnie Golightly



Dr. Rache Simmons

Greetings,

We are wrapping up a very productive fall semester! The SPARC Jr. Conference and *Make Your Match* highlight our commitment to diversify the future of medicine, and we continue to create safe spaces for reflective dialogue through the Breaking Bread and Dean's Diversity Speaker Series. The annual Women Physicians of NYP Symposium also brought together women physicians to share ideas, support, and ways forward in our field.

We were honored to host BNGAP's Regional Academic Physician Leadership Conference on October 12th. It was an inspiring, interactive conference facilitated by talented and diverse leaders from numerous institutions including our WCM colleagues, Drs. Elizabeth Wilson-Anstey, Edgar Figueroa and Nelson Sanchez from MSKCC.

A truly historic evening celebrated the contributions to our community of Drs. James Curtis, Elizabeth Wilson-Anstey, Bruce Ballard, and Carlyle Miller, and the commission of portraits in their honor by Dr. Daniel Laroche (class of '92), his wife Marjorie Laroche, and their cousin Marie Claude Brutus. Please be sure to see the portraits in the Samuel J. Wood Library and Olin Hall.

Looking forward, we invite you to our annual **Diversity Holiday Mixer, Tuesday, January 7th**, (6-8PM, Griffis Club). Our office and diversity partners have planned great events in the coming months including Dr. Leon McDougale, inaugural Chief Diversity Officer at The Ohio State University Wexner Medical Center on **February 11th to celebrate Black History Month**. Several funding opportunities are available such as the **Dean's Diversity and Disparities in Healthcare Grants** and the **Pioneers in Diversity Awards nominations** are open! Lastly, keep an eye out for **our revamped newsletter to feature more from our diversity partners starting Winter 2020**. We wish you and your families a wonderful closing to your semester and holiday season with your families.

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We are honored to be selected as recipient of the **2019 Health Professions HEED Award** two years in a row – 2018 & 2019



Weill Cornell Medicine



Since the founding of our institution, Weill Cornell Medicine has been committed to supporting individuals of wide-ranging backgrounds to succeed in medicine and science. With bold initiatives, like elimination of medical education student debt, we continue this tradition and ensure that every student who wishes to become a doctor can do so—for their betterment and for the patients they serve.

weillcornell.edu

Weill Cornell Medicine Eliminates Medical Education Debt for All Qualifying Students



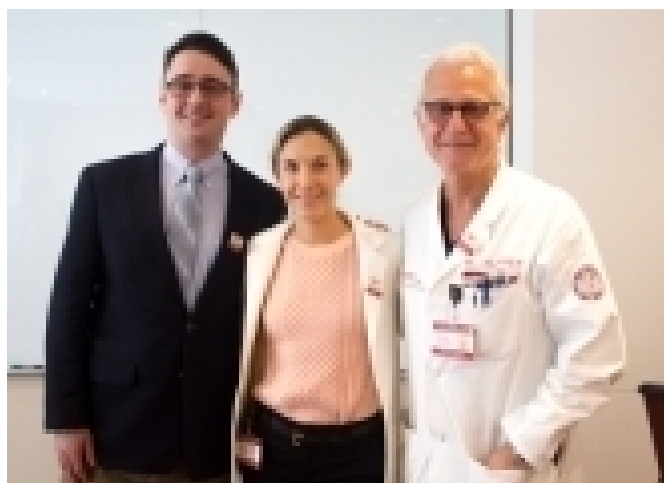
"The newly announced financial aid program will ensure that medical students who qualify for aid do not accumulate new medical education-related debt starting in the 2019-2020 academic year. First-year students in the Class of 2023, entering this fall, and those in every subsequent entering class will have their student loans replaced by scholarships for the entirety of their education at Weill Cornell Medicine. Returning aid-eligible students who matriculated prior to this year will receive scholarships to replace their loans for this year and their remaining years as Weill Cornell Medicine medical students.



PrIMES Program reaches milestones and Receives Cornell Engaged Opportunity Grant

The Program for Individualized Mentorship Education Solutions (PrIMES), has completed its second year since being founded by Drs. Ben Hartley and Caitlin Hoffman of the Weill Cornell Brain and Spine Center, to provide direct "support and mentorship to college students from populations traditionally underrepresented in medicine". Through this program, a WCM medical student or resident is matched with a high school student to ensure that they are well-positioned as medical school applicants. Engagement is virtual and in-person through several initiatives. This August, PrIMES was awarded a **Cornell Engaged Opportunity Grant**, part of the *Engaged Cornell* initiative rooted at the Ithaca campus. This grant will allow PrIMES to further provide resources to participants and expand its impact in the community. Among other accomplishments, PrIMES has established a leadership team and an alumni network, received 300 more mentee and 60 more mentor applications than last year, and is partnering with Dr. Lynn Holden, alumna of WCM's TSR-F program, to launch a virtual PrIMES high school component this Spring. Congratulations to Drs. Hartley and Hoffman and their mentor team on this endeavor and their meaningful impact in creating the future of medicine!

Learn more about PrIMES at
weillcornellbrainandspine.org.



FACULTY SPOTLIGHT



Dr. Elaine Barfield was inducted as a **Fellow into the New York Academy of Medicine**. Dr. Barfield is an Assistant Professor of Pediatrics in the Division of Pediatric Gastroenterology and Nutrition.



Dr. Joy Deanna Howell was selected as a recipient of the 2018 - 2019 **Excellence in Medical Education Award**.

FACULTY SPOTLIGHT



Dr. Vivian J. Bea (left), Chief of Breast Surgery at NYP-Brooklyn Methodist Hospital, and **Dr. Evelyn T. Taiwo** (right), Hematology/ Oncology have joined the WCM faculty. Dr. Erica Phillips, Clinical Medicine and the Cornell Center for Health Equity, has collaborated with each colleague on the Dean's Diversity & Healthcare Disparity Grant and the newly awarded ACS-Pfizer grant, respectively.



Weill Cornell Medicine was well represented at the **National Medical Association Annual Convention and Scientific Assembly** held in Honolulu, Hawaii. Pictured from left are Drs. Oyinkan Marquis, Adrienne Phillips, Charlotte Gamble, Elaine Barfield and Kevin Holcomb.

On October 25th, WCM honored four diversity champions, **Drs. James Curtis, Elizabeth Wilson-Anstey, Bruce Ballard, and Carlyle Miller, M.D. '75**. The historic event celebrated the donation of portraits in recognition of their work to diversify medical education at WCM and beyond. Dr. Daniel Laroche, M.D. '92, his wife Marjorie Laroche, and cousin Marie Claude Brutus, commissioned the paintings from Haitian artist, Junior Jacques. The portraits are displayed in the Samuel J. Wood Library and in Olin Hall.





SPARC Jr. 2019

This year's SPARC Jr. Conference centered on *Exploring Careers in Healthcare*. **Nicole Ramsey, MD PhD**, alumna of WCM, the Gateways program, and prior SPARC Jr. committees, was the keynote speaker. High school and college students from our Tri-I summer programs and their parents/guardians were invited to learn first-hand about MD, PhD and MD-PhD career paths, discover resources for medical and/or graduate school, and network with physicians, scientists and potential mentors who could help advance their careers. Speakers and alumni of WCM, Memorial Sloan Kettering, and Rockefeller University served on panels to share insights with the student community.

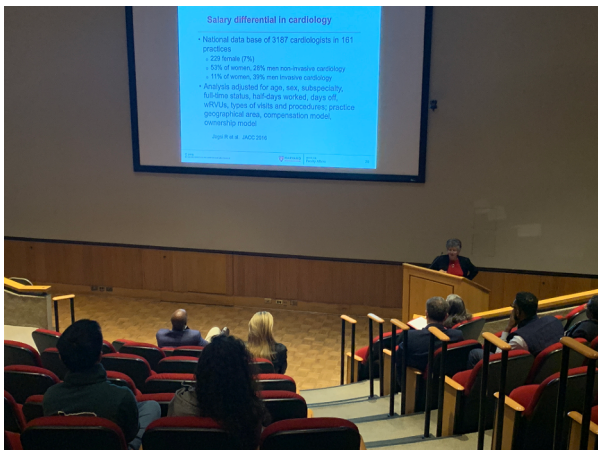


Make Your Match

To continue increasing the number of underrepresented students in medical residency programs, the Diversity Center of Excellence, Department of Medicine, Minority Housestaff Committee, and NYP Residency Programs hosted the annual *Make Your Match* program with over 100 medical students. Residency programs represented included Medicine, Dermatology, Emergency Medicine, Neurology, Neurosurgery, OBGYN, Ophthalmology, Orthopedics, General Surgery, Otolaryngology, Pediatrics, Psychiatry, and Pathology. The program held panels, one-on-one mentoring sessions, and workshops on the residency match and application processes.



Dean's Quarterly Diversity Speaker Series:



Carol Bates, M.D., Associate Dean for Faculty Affairs, Harvard Medical School

Dr. Bates delivered her talk, "Gender Equity in Medicine: What will it take and what can we do?" to students, faculty, and staff on October 24th. She discussed disparities in professorial promotions based on her career's work advancing opportunities for women in medicine at HMS, AAMC, and in research. Guests had the opportunity to dialogue with Dr. Bates at a meet and greet following her talk.



Breaking Bread

The most recent edition of *Breaking Bread* was co-facilitated by Drs. Renee Alexander of Cornell-Ithaca and Linnie Golightly, WCM Office of Diversity & Inclusion, and co-sponsored by the Medical College and Graduate School of Medical Sciences on "What does it mean to be American?" A fruitful and reflective dialogue was held along with a communal dinner.





Faculty Development Circles

The fourth Faculty Development Circles workshop was held October 30th. The program, hosted by Associate Dean for Diversity and Inclusion Dr. Linnie Golightly, and sponsored by the Diversity Center for Excellence, featured physician-author Dr. Matthew McCarthy, who facilitated the session on achieving productive scientific and medical writing for the

14-member cohort. Workshops are designed based on the specific career needs of mid-career academic physicians to connect as a community, to learn about each other's transformational journeys, share challenges and tap into the others' wisdom and lessons of experiences.

LGBTQ+ Mentorship Event

The LGBTQ+ Steering Committee hosted a dinner and discussion for the WCM community to discuss personal and professional mentorship. Members of the LGBTQ+ community, students, residents, fellows, faculty and staff attended the event to engage in dialogue and network with LGBTQ+ identified colleagues and allies.



BNGAP 2019 Leadership and Academic Medicine Regional Conference



The Weill Cornell Medicine Office of Diversity and Inclusion was host to a *Building the Next Generation of Academic Physicians* (BNGAP) Regional Conference. The *Leadership and Academic Medicine* regional conference directly related to the shared mission of WCM and BNGAP to provide diverse medical students and residents with resources to explore and embark careers in academic medicine. Attendees heard from fifteen academicians representing six institutions on how to engage with and become leaders in academic medicine while promoting diversity and inclusion.



Women Physicians of NYP Symposium

The second annual Women Physicians of NYP Symposium took place September 25th. Topics of discussion included women's leadership, C-Suite careers, communications as a leader, returning to work after delivery, and time management.



Watering My Garden Sister Circle



Watering My Garden had their first Sister Circle of the year. The facilitated dialogue on "Taking Up Space: Establishing Your Presence" had a wonderful turnout.

SNMA/Hunter MAPS Mentorship Mixer



On November 6th, The Weill Cornell Student National Medical Association (SNMA) facilitated a Mentorship Mixer with the Hunter College Minority Association of Premedical Students (MAPS), focused on promoting mentorship and networking opportunities between WCM and aspiring pre-medical students. This event was co-sponsored by the WCM Diversity Center of Excellence and Department of Medicine. Hunter College students had the opportunity to learn about medical sub-specialties and learn about ways to prepare for a career in medicine from faculty, attending physicians, fellows, residents and medical students at Weill Cornell.

AN INVITATION TO
WEILL CORNELL MEDICINE

**2019
DIVERSITY
HOLIDAY
MIXER**

TUESDAY,
JANUARY 7, 2020
GRIFFIS CLUB
6PM - 8PM

1300 YORK AVENUE
NEW YORK, NY 10065
[CLICK TO RSVP](#)

Hosted by
The Office of Diversity & Inclusion, Diversity Center of Excellence, and the
Department of Medicine





Weill Cornell Medicine

MINORITY HOUSESTAFF COMMITTEE
PRESENTS

Clinical Skills Series

Medical student starting clerkships in January and who want to become familiar with what it is like to be in the wards are invited to attend this two-day series hosted by Internal Medicine residents.

This series will focus on 1) the daily workflow and overall expectations of your role as a medical student, 2) navigating the electronic medical record and obtaining/reporting on relevant information on your patients, and 3) follow ups and patient presentations.



TUESDAY, DECEMBER 3
TUESDAY, DECEMBER 10
7 - 8:30pm



F-539, 520 E. 70th St

Please RSVP by visiting bit.ly/mhc-css.

Walk-ins are welcome.

Questions? Email dat4004@med.cornell.edu

**Sponsored by Minority Housestaff Committee with support from the
Department of Medicine and Diversity Center of Excellence**

The Division of Geriatrics and Palliative Medicine

Center for Aging Research and Clinical Care

Along with

The Division of Pulmonary and Critical Care Medicine &

The Department of Pastoral Care and Education

Present:

Rev. Gloria E. White-Hammond, MD

Swartz Resident Practitioner in Ministry Studies, Harvard Divinity
School

Co-Pastor, Bethel A.M.E.Church, Boston, MA



God is Able: The Significance of Belief in Miracles for African American Patients with Serious Illnesses

Thursday, December 12, 2019

12:00-1:00

Weill Greenberg

1305 York Avenue, 2nd Floor

Lunch will be served at this Grand Rounds. Seating is limited. If you will be attending, please RSVP to [Quincy K. Leon at \[qu13001@med.cornell.edu\]\(mailto:Quincy.K.Leon@med.cornell.edu\)](mailto:Quincy.K.Leon@med.cornell.edu). Target Audience: Weill-Cornell physicians in this specialty, other interested physicians, health care providers and students. Statement of Need: Advances in this field should be presented on a regular basis as one means of updating physicians on the latest developments in their specialty. Course Objectives: Increase awareness and discuss current therapies. CME Accreditation: "Weill Cornell Medical College accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians. Weill Cornell Medical College designates this live activity for a maximum of 1 AMA PRA Category 1 Credit™. Physicians should only claim only the credit commensurate with the extent of their participation in the activity." Faculty Disclosure: It is the policy of Weill Cornell Medical College to adhere to ACCME Criteria, Policies, and Standards for Commercial Support and content validation in order to ensure fair balance, independence, objectivity, and scientific rigor in all its sponsored activities. All speakers, Course Directors, Co-Course Directors, planners, reviewers, and staff members participating in sponsored activities are expected to disclose relevant financial relationships pertaining to their contribution to the activity. Relationship information is analyzed to determine whether conflicts of interest exist. All conflicts of interest are resolved prior to participation in the planning or implementation of this activity. Presenters and authors are also expected to disclose any discussion of (1) off-label or investigational uses of FDA approved commercial products or devices or (2) products or devices not yet approved in the United States. All disclosures will be made at the time of this CME activity.



Weill Cornell Medicine Diversity & Inclusion

Dean's Quarterly Diversity Seminar

"Credentials Don't Shield Healthcare Professionals from Bias"

Leon McDougle, MD, MPH

The Ohio State University College of Medicine



Dr. McDougle is the first African-American professor with tenure in The Ohio State University (OSU) Department of Family Medicine, and the inaugural Chief Diversity Officer aka "Chief Collaborating Officer" for the OSU Wexner Medical Center. A graduate of the University of Toledo and OSU College of Medicine, he completed the Naval Hospital Camp Pendleton family medicine residency, and obtained his MPH degree from the University of Michigan. Dr. McDougle has been recognized among the top 10% of physicians nationally for patient satisfaction. He was elected to serve as Chair of the AAMC Group in Diversity and Inclusion (2013 - 2015) and is President-Elect of the National Medical Association. Dr. Leon McDougle is Diplomate of the American Board of Family Medicine and Fellow of the AAFP.

Tuesday, February 11, 2020

5:30 PM– 6:30 PM

Estabrook Lecture Hall, A-250, 1300 York Avenue

Reception to follow in celebration of Black History Month

6:45 PM – 8:00 PM

Griffis Faculty Club, 521 East 68th Street

RSVP: <https://leonmcdouglereception.eventbrite.com>

Hosts:

Dean Augustine M.K. Choi

Senior Associate Dean for Diversity and Inclusion Said Ibrahim

Executive Diversity Council

Diversity Mentoring Cascades February 4, 2020 - Belfer 302 A-D

Underrepresented in medicine medical students, residents, fellows, and faculty are invited to join us for the second year of the Diversity Mentoring Cascade. A Mentoring Cascade is a form of inter-generational learning in which knowledge, values, and practice cascade from one generation of health professionals to another. Email bbh2001@med.cornell.edu to apply to join a mentoring team.



Weill Cornell Medicine
Diversity & Inclusion



**Diversity
Week**

**SAVE THE DATE: DIVERSITY WEEK 2020
APRIL 27 – MAY 1, 2020**



**Weill Cornell
Medicine**

Message from the Dean

To: WCM Community

Subject: Dean's Diversity and Healthcare Disparity Research Awards

I am pleased to announce the third round of funding for the Dean's Diversity and Healthcare Disparity Research Awards. The awards will 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. Research into improving the diversity and gender balance of the biomedical workforce will also be supported, as lack of a representative workforce can be linked to health disparities.

The Dean's Diversity and Healthcare Disparity Research Awards are designed to further Weill Cornell Medicine's goal of becoming a national leader in advancing diversity, inclusion, and gender equity within academic medicine. We seek proposals for basic, translational, clinical, informatics, or outcomes research that addresses health disparity areas including, but not limited to: race and ethnicity, gender and gender identity, socioeconomic status, access to healthcare, differing standards of healthcare, insurance status, age, geography, sexual orientation, and cultural beliefs.

The Dean's Diversity and Healthcare Disparity Research Awards will provide funding for one year and will be available at four levels:

- **Faculty** (4 awards) - \$50,000 each
- **Fellows and Postdoctoral Associates** (2 awards) - \$25,000 each
- **Residents** (4 awards) - \$10,000 each
- **Medical and Graduate Students** (4 awards) - \$5,000 each (to be used for Area of Concentration Scholarly Project or Graduate Research Project)

Applications are due on January 2, 2020 and will be evaluated by a scientific review committee through the Office of the Research Dean. Award recipients will be invited to present their research projects the year following their completion during Weill Cornell Medicine's Diversity Week.

For eligibility criteria and more information on [how to apply](#), please see the attached Request for Proposals. Please contact Elizabeth Omondi (elo2010@med.cornell.edu) in the Office of Diversity and Inclusion with any questions.

Sincerely,

Augustine M.K. Choi, M.D.

Stephen and Suzanne Weiss Dean

Weill Cornell Medicine

Provost for Medical Affairs

Cornell University

Career Advancement for Research in Health Equity (CARE T37)

Training the future generation of health equity and global health researchers

The **Weill Cornell Medicine Career Advancement for Research in Health Equity (CARE T37) program**, which is made possible (in part) by 1T37MD014220 from the National Institute on Minority Health and Health Disparities, is intended to provide early exposure to health equity research and global health for pre-doc and post-doctoral trainees. The long-term goal of this program is to increase the diversity and number of scientists working across disciplines to improve health equity and global health. In no particular order, components of the CARE program include an intensive 2-month summer didactic session that provides a general introduction to healthcare/scientific research fundamentals; project—based mentoring for research experience; and opportunities for global health experience at NIH-funded global health research sites in developing countries such as Haiti, Brazil, Tanzania, and Ghana.

About the Program

The CARE T37 program aims to identify talented URM pre- and post-doctoral trainees across the health sciences who are considering careers in health equity research and global health. Selected trainees of the program have the option of a) participating in our intensive summer research training session, b) engaging in a mentored research experience, and c) participating in a mentored global health experience. For eligible trainees the program provides monthly stipends to help defray living expenses in NYC during the intensive summer didactic session. Limited funds are also available to support trainees for up to 6-weeks of mentored research experience at NIH-funded select global health sites.

Eligibility

The program is open to qualified candidates from Weill Cornell Medicine as well as other colleges and institutions. Medical students, Residents, and Post-doctoral students/Medical fellows who are from underrepresented populations (individuals from African American, Hispanic, Native/American, Alaskan Native, Native Hawaiian, or Pacific Island populations, individuals from socioeconomically disadvantaged backgrounds, and those with disabilities) should consider applying to the program. Although the program will consider trainees at any stage of the academic healthcare training continuum (from medical student, to resident, to fellowship/post-doc), post-doctoral students/medical fellows with a strong interest to pursue a career in scientific research and health equity and/or global health are strongly encouraged to apply. Eligible candidates must be:

- A citizen or a noncitizen national of the United States or have been lawfully admitted for permanent residence at the time of appointment.
- Predoctoral trainees must be enrolled in a program leading to a PhD or in an equivalent health sciences research doctoral degree program. (e.g. medical school student or terminal PhD student in the health sciences)
- Postdoctoral trainees must have received, as of the beginning date of the appointment, a Ph.D., M.D., D.D.S., or comparable doctoral degree from an accredited domestic or foreign institution.
- An under-represented minority in medicine (URiM), or from disadvantaged socioeconomic background, and/or have a strong and demonstrated academic interest in health equity/disparities focused research.
- Due to NIH rules, some trainees such as active recipients of T32 support may not be eligible for stipends and may require prior approval from the NIH program officer.

Program Leadership

The CARE T37 is co-directed by Said Ibrahim, MD, MPH, MBA; Mary Charlson, MD; and Linnie Golightly, MD, all experts in healthcare research, health equity/global health and have track records in mentoring trainees and junior faculty. Additionally, trainees have access to world-renowned and accomplished program mentors committed to engaging trainees in their ongoing federally funded studies and facilitating access to data and state-of-the art research laboratories.

For more information, please contact:

Heather Johnson, hlij2001@med.cornell.edu, 646-962-8017 or Robin Andrews, rra2004@med.cornell.edu, 646-962-5032

The Office of Diversity and Inclusion invites nominations for the

2020 “Pioneers in Diversity” Awards

Deadline for applications: January 31, 2020

Each recipient will receive a \$1,000 prize and a plaque in honor of their contributions to diversity. Nominations should include the following:

- Nominee’s curriculum vitae highlighting his/her contributions
- Nominee’s description of up to one page of how the nominee fulfills the selection criteria for this award

Instructions on how to apply:

- Documents should be emailed in PDF format with subject heading “Nominees for Pioneers in Diversity Award” to **Elizabeth Omondi (elo2010@med.cornell.edu)**
- Please state each one of the four awards you are applying for in the subject heading of the PDF
- Please provide the following items in the order listed as a single PDF file (single spaced, 12-point font, Arial with 1-inch margins)
 - Curriculum vitae (CV) /resume
 - Nomination (1 page document)
- All PDF applications submitted should have the following document heading for the award you are applying for: “LastName.FirstInitial_PID_Award Name”
 - Examples:
 - Jones.F_PID_Ida Sophia Scudder.pdf
 - Jones.F_PID_Louis Wade Sullivan.pdf
 - Jones.F_PID_Bruce Laine Ballard.pdf
 - Jones.F_PID_Administrative Staff.pdf

Self-nominations are welcome.

Presentations of the award to recipients will be made at the 2019 Celebration of Diversity and Awards Ceremony during Diversity Week on April 27, 2020

Four “Pioneers in Diversity” Awards will be granted:

- The *Ida Sophia Scudder, M.D. Award for Excellence in Public Service* awarded to a student.
- The *Louis Wade Sullivan, M.D. Award for Excellence in Public Health Advocacy* awarded to a resident or postdoctoral fellow.
- The *Bruce Laine Ballard, M.D. Award for Excellence in Mentorship* awarded to a faculty member.
- *Administrative Staff Award* for a staff member who embodies the spirit of cultural diversity and service.

HHMI Awards 15 Hanna H. Gray Fellows to Support Diversity in Science

The Howard Hughes Medical Institute (HHMI) [announced](#) its 15 new 2019 Hanna Gray fellows, who "come from gender, racial, ethnic, and other groups underrepresented in the life sciences." Each awardee will receive up to \$1.4 million over a potential eight years. HHMI states that "[t]he fellows, all outstanding scientists early in their careers, will have the freedom to follow their curiosity and pursue challenging scientific questions at the forefront of their fields." The 2020 competition is open and [applications](#) are **due January 8, 2020.**

Weill Cornell Medicine's **Dr. Adrian Jinich** (right), postdoctoral associate in the Division of Infectious Diseases was selected as a 2019 Hanna H. Gray Fellow. Dr. Jinich works in the immunology and microbial pathogenesis lab directed by Dr. Kyu Rhee, and with this award he will be able to continue his work on tuberculosis as a global health issue.



RECOMMENDED READINGS

The Impact of Racism on Child and Adolescent Health

Trent, M., Dooley, D. G., & Douge, J. (2019). The impact of racism on child and adolescent health. Section on Adolescent Health, Council on Community Pediatrics and Committee on Adolescence. *Pediatrics*, 144 (2) e20191765; DOI: <https://doi.org/10.1542/peds.2019-1765>

<https://pediatrics.aappublications.org/content/144/2/e20191765>

The Lancet Group's commitment to gender equity and diversity

Editors of the Lancet Group (2019). *The Lancet* Group's commitment to gender equity and diversity. *The Lancet*, 394; DOI: <https://doi.org/10.1542/peds.2019-1765>

Force and Inertia: A Systematic Review of Women's Leadership in Male-Dominated Organizational Cultures in the United States

Campuzano, M. (2019). Force and Inertia: A systematic review of women's leadership in male-dominated organizational cultures in the United States. *Human Resource Development Review*, 18(4), 437-469. DOI: <https://doi.org/10.1177/1534484319861169>

FALL2019



Weill Cornell Medicine

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****