JANUARY 2018
MESSAGE OF ASSOCIATE DEANS OF DIVERSITY

Greetings,

Welcome back and Happy New Year! We hope you all had a wonderful holiday season. As we reflect on the efforts our office has made over the last several months, we are proud to have been able to provide opportunities for our WCM members to come together, develop ourselves professionally, learn from one another and build a sense of community. In this new year, we look forward to bringing you more events and launching new programs that will enrich your personal and professional development.

In the next months, we will be hosting more Meet and Greets, Breaking Bread and Research Faculty Dinners, so stay tuned for dates. Our featured event for the spring includes Diversity Week, which will be held the week of April 23rd. This week of events will include a keynote talk from NIH’s Chief Officer for Scientific Workforce Diversity, Dr. Hannah Valentine, diversity Grand Round talks from experts in their fields, panel events centered around work-life balance, women in science, LGBT issues in medicine, and many more!

In addition to attending our events, we encourage all WCM faculty, trainees, and students to apply for the Dean's Diversity and Healthcare Disparities Research Awards (see page 11 for details). We are also accepting nominations for the Pioneer in Diversity Awards to honor those making significant contributions in diversity through scholarship and community engagement (see page 12). These awards, including the Laurie H. Glimcher Award for Excellence in Mentoring Women Faculty, announced in our November newsletter, will be formally presented during Diversity Week, on April 23rd.

Kind Regards,

[Signatures]
Weill Department of Medicine
Medicine Grand Rounds

2018 Atkins Visiting Professor
ProudtoGIM week Speaker

Kirsten Bibbins-Domingo, MD, PhD
Lee Goldman, MD Endowed Chair in Medicine
Professor of Epidemiology and Biostatistics and Medicine

“Population-wide CVD prevention in the era of precision medicine”

January 17, 2018
8:00 AM – 9:00 AM
Location: Uris Auditorium
OPENING OF THE CORNELL CENTER FOR HEALTH EQUITY AND PROUD TO BE GIM WEEK

WCM members are invited to the announcement of the opening of the Cornell Center for Health Equity. This event will occur as part of the “Proud to be GIM” week in January. Proud to be GIM is a national campaign promulgated by the Society of General Internal Medicine designed to attract students and trainees to choose a career in academic GIM. There are daily activities January 16th - 19th, with a poster meet and greet on the morning of the 19th with students, residents, and GIM faculty. List of events are below.

- **January 16th (Tuesday), 4:30 - 6:30 pm, Griffis Faculty Lounge**
  "Meet and Greet" with Dr. Kirsten Bibbins-Domingo for URM students, trainees, and faculty. Dr. Bibbins-Domingo is the Lee Goldman MD Endowed Chair in Medicine, Professor of Epidemiology and Biostatistics and Medicine, and Vice Dean for Population Health and Health Equity at the University of California - San Francisco School of Medicine.

- **January 19th (Friday), 8:00 – 11:00 am, Griffis Faculty Lounge**
  Poster "Meet and Greet" for students and trainees, with faculty invited at 10:30 am; the Meet and Greet is intended to showcase opportunities in GIM at WCM.

  10:30-11:00, Announcement of the opening of the Center for Health Equity with remarks from the Dean and senior leaders.

- **March 15th - 16th (Thursday - Friday), SAVE THE DATE**
  Health Equity Symposium (Details to be announced).

OFFICE OF DIVERSITY AND INCLUSION SEEKS YOUR FEEDBACK

WCM members serving on the Cornell University Provost's Task Force to Enhance Faculty Diversity is seeking feedback from WCM faculty regarding issues that relate to the recruitment/retention of URiM faculty in academic medicine. If you’d like to contribute feedback, please email Dr. Golightly at lgolight@med.cornell.edu. We thank you for your contributions!
Students, Residents, Fellows, Faculty, and Staff are invited to the New York Presbyterian-Cornell Diversity and Welcome Back Reception for Residency Applicants to be held on:

**SATURDAY, JANUARY 20th from 5:45-7:00 pm**

**NYP-Cornell, 1300 York Avenue, Archbold Commons**

(addressed to the Weill Auditorium on the 2nd floor)

This event will be sponsored by several NYP residency programs, the NYP GME Diversity Council and the Minority Housestaff Committee and is intended to introduce applicants to our larger diversity family, and to celebrate our community’s commitment to diversity, inclusion, and health equity during Dr. King’s birthday week.

Please RSVP by clicking here: [http://evite.me/mKCah95ts](http://evite.me/mKCah95ts)

For any other questions about the event, please contact Ms. Fahreta Lekaj in the Department of Medicine at tel:(212) 746-2486 or [fal2013@med.cornell.edu](mailto:fal2013@med.cornell.edu).
Call to action: Weill Cornell Medicine’s Office of Government and Community Affairs is seeking 12 faculty members to serve as “Discussion Leaders” during the upcoming “Dinner with Scientists” at Big Red STEM Day III February 27, 2018 from 5:30 – 6:30pm in the Griffis Faculty Club. Each “Discussion Leader” will be the host of one table during the Dinner and engage in meaningful discussion with high school students reflecting on their careers and personal educational paths to science/medicine.

Background: Big Red STEM Day is a full day, interactive event that brings together faculty, students and staff from Cornell University in Ithaca, Weill Cornell Medicine, Cornell Tech and the New York City Cornell Cooperative Extension to excite and encourage underserved high school students to pursue Science, Technology, Engineering and Math (STEM)-related education and careers. The day features two hands-on workshops hosted by each of the Cornell partners, a keynote address, a networking opportunity and a panel discussion bringing together over one hundred individuals from diverse educational and personal backgrounds to highlight the importance and need for diversity, mentorship and education.

The inaugural Big Red STEM Day was held in November 2016 in partnership with the New York City Department of Education (NYC DOE). On February 27, the Cornell community will come together once again in partnership with the NYC DOE for Big Red STEM Day III. The theme of the day will be Health Tech. Prior to the day of the event, each high school student participating will have completed an application that details why they would like to participate and which 2 of the 4 workshops they would like to attend. Details of the workshops are still being compiled, however a sample program from Big Red STEM Day II is attached for reference.

Big Red STEM Day III Schedule:
Event Theme: Health Tech
1:00 – 1:25pm Snack and welcome
1:25 – 2:20pm Workshop 1
2:20 – 3:15pm Workshop 2
3:15 – 3:30pm Break
3:30 – 4:00pm Keynote by WCM Dean Choi
4:00 – 5:00pm “Research Shark Tank” or panel discussion
5:00 – 5:30pm Break and transition to dinner
5:30 – 6:30pm Dinner with Scientists

If you are interested in participating, please contact, Alessia Daniele, Manager of Government and Community Affairs at ald2035@med.cornell.edu or 646-962-9485
DIVERSITY HOLIDAY MIXER

On December 11th, the Offices of Diversity and Inclusion, Student Diversity and the Department of Medicine hosted their holiday mixer for students, faculty, and staff! The event was the largest, welcoming over 200 members of our WCM and Tri-I community to celebrate the end of the year with a festive toast and delectable treats. In addition, the many contributions during the year of our Diversity team and partners were acknowledged. Dr. Barbara Hempstead, Senior Associate Dean for Education, was given a heartfelt cheer for her development and establishment of the Office of Student Diversity in Olin Hall.
RECENT NEWS

DIVERSITY HOLIDAY MIXER
The Academic Medicine Career Development Conference, hosted by NYU School of Medicine and organized by Building the Next Generation of Academic Physicians (BNGAP) was held December 1st and 2nd. The conference explored a range of professional development and leadership talks and workshops such as diversity and inclusion in the workforce, finding and financing an academic residency, navigating academic career opportunities in medicine, developing your academic medicine portfolio, as well as opportunities to expand your networks.

Presentations were given by WCM members, including Dr. Susana Morales (Associate Professor of Clinical Medicine; Vice Chair for Diversity), Dr. Elizabeth Wilson-Anstey (Assistant Dean of Diversity and Student Life), and Dr. Nelson Sanchez (Assistant Professor of Clinical Medicine; Chair of LGBT Steering Committee at WCM; and Vice President of BNGAP). Dr. Carla Boutin-Foster, the former Associate Dean of Diversity at WCM (currently Associate Dean of Diversity Education and Research and Associate Professor of Medicine at SUNY Downstate School of Medicine) also presented.
2017 NATIONAL HEALTH HISPANIC FOUNDATION GALA

Dr. Elizabeth Wilson-Anstey, the Assistant Dean for Diversity and Student Life; Dr. Susana Morales, Vice Chair for Diversity in the Department of Medicine; Dr. Jessica Pena of the Division of Cardiology; Drs. Dwindally Rosado-Rivera, Jorge Munoz Pineda, and Mariella Ntamatungiro, internal medicine housestaff, medical student, Barbara Sahagun, and MD-PhD students, Nneoma Adaku and Camila Villasante attended the National Hispanic Health Foundation (NHHF) Annual Scholarship Gala at the New York Academy of Medicine as representatives of Weill Cornell Medicine. NHHF honored several esteemed members of the New York-New Jersey communities including New York City Deputy Mayor Herminia Palacio, MD; Dr. Maria Soto Greene, Professor of Medicine and Vice Dean of Rutgers–New Jersey Medical School, and other faculty and corporate executives, as well as multiple health careers scholarship students and their families.

DINNER WITH DR. JOSEPH WRIGHT

At the invitation of Dr. Joy Howell (Vice Chair for Diversity in Pediatrics), Dr. Joseph L. Wright (Professor and Chair of Pediatrics at Howard University College of Medicine and Chair of the American Academy of Pediatrics (AAP) Committee on Pediatric Emergency Medicine) gave Pediatric Grand Rounds on December 12 and attended the WCM Holiday Diversity Mixer followed by dinner to discuss WCM URIM faculty recruitment/retention. The dinner was attended by: Drs. Elizabeth Wilson-Anstey and Marcus Lambert (Assistant Deans of Student Diversity), Dr. Susana Morales (Vice Chair for Diversity in Medicine), Drs. Anthony Watkins and Kevin Holcomb (Diversity Champions for the Depts. of Surgery and OB-GYN, respectively), Dr. Maurice Hinson (Founder of Black and Latino Men in Medicine- BLMiM), Dr. Derek Masque (Quality Improvement Chief Resident, NewYork Presbyterian Hospital-Weill Cornell) and Dr. Linnie Golightly (Associate Dean of Diversity and Inclusion).
Community Perspectives in Medicine (CPIM) just finished its third year as an elective course for first year medical students to learn about social determinants of health and health disparities from community-based organizations representing underserved populations. This year, 15 students successfully completed the course, which was moderated by Andrea Liu, facilitated by Laura Deering and Eric Kutscher, advised by Dr. Linnie Golightly, and funded by Engaged Opportunity Cornell.

TOPICS IN DIVERSITY

Dr. Monika Safford (John J. Kuiper Professor of Medicine and Chief of General Internal Medicine) states how there is "so much work to do." In our January newsletter, Dr. Safford recommends reading a new article preprint titled, "Female grant applicants are equally successful when peer reviewers assess the science, but not when they assess the scientist." The article discusses factors, such as gender, that contribute to bias in the review and awarding of federal grants to health researchers. BioRxiv, Dec 12, 2017, by Holly O. Witteman et al., http://bit.ly/2Cr0Gd0.

Dr. Susana Morales (Associate Professor of Clinical Medicine and a WCM Diversity Champion) shares with us a New York Times Op-Ed article titled, "You can find the entire world inside your hospital," where we learn that the American health care is a universe of scientific genius and selfless compassion populated by the most diverse population in the country. New York Times, Dec 31, 2017, by Tom Brokaw, http://nyti.ms/2Cxkmfz.
Dean's Diversity and Healthcare Disparities Awards
Due January 31, 2018

**THESE ARE LIMITED SUBMISSIONS: 2-4 awards per category**

Applications due: January 31, 2018 at 11:59pm to nag2020@med.cornell.edu

**Program Summary:**

Dean Augustine M.K. Choi is pleased to announce the establishment of the Dean's Diversity and Healthcare Disparity Research Awards. The awards will support excellence in research to improve the health of underrepresented minorities and/or 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 awards are designed to further Weill Cornell Medicine’s goal of becoming a national leader in advancing diversity and inclusion 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. Underrepresented minorities are encouraged to apply.

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 (2 awards) - $5,000 each (to be used for Area of Concentration Scholarly Project or Graduate Research Project)

**Eligibility Criteria**

Applicants must:

- Be full-time faculty, fellows, postdoctoral associates, medical students, or graduate students at Weill Cornell Medicine, or full-time residents or fellows at NewYork-Presbyterian/Weill Cornell Medical Center. Trainees should have a qualified mentor and mentoring plan.
- Have a well-developed feasible, significant, and innovative research plan focused on diversity, diseases that disproportionately affect diverse communities, or the reduction of health disparities.
- Anticipate completion of their projects while based at Weill Cornell Medicine.

Awardees will be invited to present their research projects during Weill Cornell Medicine’s Diversity Week, which will take place April 23-27, 2018.

Announcement of award recipients will be made in the late winter/early spring of 2018.

**Questions:** For further information, please contact Angelica Patterson (anp2281@med.cornell.edu), Research Coordinator.
2018 “Pioneers In Diversity” Awards
Due February 21, 2018

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 Fatima Doumbia_fad2011@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)
  - 1. Curriculum vitae (CV) / resume
  - 2. 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 2018 Diversity Week Celebration Awards Ceremony on the evening of April 23rd, 2018.

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.

The criteria for the awards are as follows:

The Ida Sophia Scudder, M.D. Award will be presented to 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.

Dr. Ida Scudder was a graduate of the first medical class that accepted women at Weill Cornell Medical College. After witnessing Indian women die needlessly in childbirth, Dr. Scudder was motivated to pursue a career in medicine to help them. Upon graduating from Cornell Medical College, she returned to India and founded a small clinic for women that gradually grew and became the Mary Taber Schell Hospital. Recognizing the dire need for more providers, she began training women, initially as nurses. In 1918 she started a medical school for girls which eventually became coeducational and is now one of India’s premier hospitals, the Christian Medical College & Hospital in Vellore. Dr. Scudder dedicated her life to the plight of Indian women and the fight against bubonic plague, cholera and leprosy, by providing services for patients as well as educating thousands of nurses and doctors in underserved areas to carry on her work. Dr. Scudder exemplified compassion, courage and extraordinary service to patients in need.
2018 “Pioneers In Diversity” Awards
Due February 21, 2018

The Louis Wade Sullivan, M.D. Award will be presented to a resident or a postdoctoral fellow who has been an outspoken champion for health promotion and a public health advocate, especially for medically underserved populations.

Dr. Louis Wade Sullivan is a former house officer in the Department of Medicine at the New York Presbyterian Hospital. Dr. Sullivan was appointed Secretary of the United States Department of Health and Human Services by President George H.W. Bush. He was also the founding dean, director, and president emeritus of the Morehouse School of Medicine. His current positions include serving as the chairman of the board of the National Health Museum in Atlanta, Georgia and as a member of the Board of Overseers of Weill Cornell Medical College. As a policymaker, Dr. Sullivan advocated for a tobacco-free society, improving food labels, expanding the Head Start Program, advocating for funds for HIV/AIDS, and increasing the NIH research budget. As an educator, Dr. Sullivan has worked tirelessly to improve medical education and increase diversity in medicine. In addition to founding the Medical Education Program which later became a full-fledged medical school at the historically African-American Morehouse College, Dr. Sullivan also founded the Boston University Hematology Service and the Association of Minority Health Professions Schools. Dr. Sullivan exemplifies a commitment to promoting medical education, research, and public health.

The Bruce Laine Ballard, M.D. Award will be presented to a faculty member who demonstrates commitment to improving student life and to fostering a nurturing and supportive environment where students are able to thrive and succeed.

Dr. Bruce Ballard is the former Associate Dean for Student Affairs and Equal Opportunity Programs at Weill Cornell Medical College. Dr. Ballard directed students training in psychiatry first at Harlem Hospital Center, and later at New York Hospital-Westchester. He also directed the Travelers Summer Research Fellowship Program, which aims to increase the number of underrepresented minorities enrolled in medical schools. Dr. Ballard has chaired the Committee of Black Psychiatrists of the American Psychiatric Association (APA) and the Selection and Advisory Committee for the National Institute of Mental Health Minority Fellowship Program of the APA, published numerous scholarly articles, served on the editorial boards of several textbooks, and given presentations to various groups on ethnicity and psychiatry. As the Dean of Student Affairs, Dr. Ballard mentored, provided career guidance and often, emotional support to all students. Dr. Ballard is known for having an open door policy and for giving his home telephone number to students in the event they needed to contact him. Dr. Ballard exemplifies the nurturing and supportive qualities of a mentor.

The Administrative Staff award will be presented to a staff member who embodies the spirit of cultural diversity and service.

The staff award is a new award which will go to an administrator or a staff person whose work has helped build a culture of service and diversity at Weill Cornell. 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. Working with patients, students, residents, and/or faculty, the recipient of this award provides the glue that binds the institution together, and helps create the supportive and nurturing environment that is needed to pursue Weill Cornell's tripartite mission of education, research and high-quality patient care.
2018 Summer Medical Student Research Fellowship Program
Due January 8, 2018

A ten-week National Cancer Institute (NCI) sponsored research program open to first- or second-year students (at US medical schools) with a career interest in the field of oncology and/or related biomedical sciences. The NCI R25 program grant encourages the participation of students from groups under-represented in medicine and biomedical research. Additional funding provided by MSK’s Graduate Medical Education Office and the Office of Diversity Programs in Clinical Care, Research, and Training.

Participants will:

- Gain clinical, translational, or laboratory research experience
- Interact with MSK physicians, PhD investigators, postdoctoral fellows and graduate students
- Attend a weekly lecture series presented by world-renowned MSK faculty
- Present their summer research to fellowship peers and MSK faculty during the final week of the program
- Participants receive a $5800 stipend for participation in the program

2018 PROGRAM DATES
A) June 4 – August 10, 2018

OR

B) June 11 - August 17, 2018

*Subject to sponsor’s approval, students may attend either block.

STIPEND & HOUSING
$5,800 stipend for uninterrupted participation (start and end dates inclusive). Housing is not provided. A list of housing resources will be made available to accepted students.

HOW TO APPLY
Application and projects available: December 11, 2017, at 9:00 AM EST
All application materials must be received by: January 8, 2018, at 5:00 PM EST

- Complete the online application: https://summerfellowshipprogram.mskcc.org
- Submit a letter of good standing from your Dean’s or Registrar’s office. Your letter must state that you are a first or second-year student in good academic standing and specify if any courses are under remediation or pending remediation. Students who will need to repeat a course during the summer or are in the process of repeating a course are not eligible to participate. Please visit our website for additional information on eligibility: http://www.mskcc.org/summerfellowships

CONTACT US
Summer Medical Student Research Fellowship Program
E-mail: sumstudent@mskcc.org

Andre Henry, Medical Student Coordinator
Phone: 212.639.3359
For additional information please visit: http://www.mskcc.org/summerfellowships
Grant Writing Workshop

The Society of Behavioral Medicine (SBM) Cancer and Ethnic Minority & Multicultural Health special interest groups invite you to attend this exciting, practical workshop on Wednesday April 11, 2018, from 8:30am - 11:15am, on the day preceding the SBM general meeting in New Orleans, LA. We will focus on how to integrate successful grant writing strategies into your career. The workshop will include advice from senior investigators and NIH representatives, demonstration of a NIH study section review, and round tables on grantmanship including feedback on specific aims pages.

All workshop attendees will be able to discuss their questions with clinical research experts; observe the study section process; gain insight into grant writing and career considerations; and participate in the roundtables.

Mock Study Section

Additionally, we invite you to apply for selection into the mock study section: This is a unique opportunity to obtain feedback on your grant proposal from nationally recognized leaders. Applications are invited in areas relevant to multicultural health, health disparities, and/or cancer prevention and control. We encourage applicants with NIH R03, R21, R01 and similar proposals. Career development grants are also welcome. This may be an initial submission or resubmission.

Apply

to apply for selection into the mock study section, please submit the following as a single PDF document by January 12, 2018 to jamilia.sly@mssm.edu:

- Cover letter with your name, department, institution, contact information, and project title. Please specify whether this is a new proposal or one that has been previously submitted and reviewed and whether you are planning to submit this proposal for the June 2018 grant cycle.
- Description and/or Specific Aims of your research project (1 page).
- Curriculum Vitae.

The workshop is free for those selected to have their proposal reviewed. Applications will be selected based on project significance, innovation, design, clarity, and evidence of investigator ability to successfully complete the project. Selected applicants will be expected to submit their written, formatted grant proposal by March 9, 2018 for review. During the workshop, selected applicants will have their proposal reviewed by at least 2 experts, with the opportunity to participate in the mock study section as a third reviewer.

*Note: Applicants who are not selected for inclusion in the mock review will have the opportunity to have their specific aims page reviewed during the roundtable discussion portion of the workshop.

Questions? Please contact Jamilia Sly at jamilia.sly@mssm.edu. Information regarding the SBM annual meeting is available from the SBM National Office at info@sbm.org or 414-918-3156.
JOIN US ON FACEBOOK

- 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**