

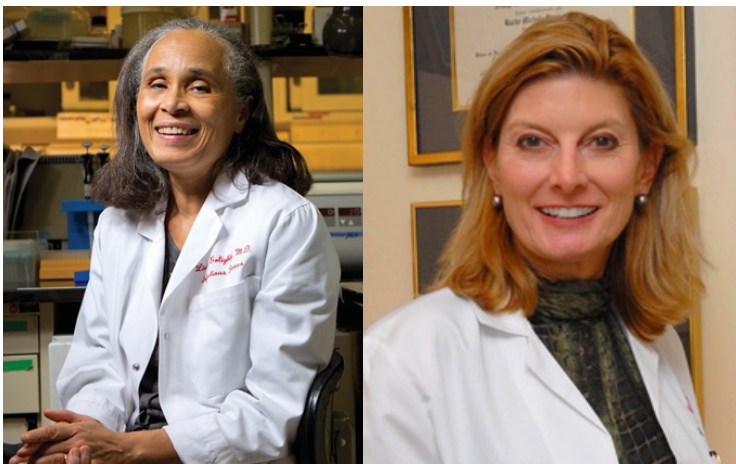


Weill Cornell Medicine Diversity & Inclusion

MAY 2018

MESSAGE OF ASSOCIATE DEANS OF DIVERSITY

12th
NEWSLETTER
EDITION



Dr. Linnie Golightly

Dr. Rache Simmons

Greetings,

Our inaugural Diversity Week, April 23-28 was a huge success! Diversity Week included many events and speakers campus wide devoted to diversity and inclusion. 2018 Diversity Award Winners were announced at the **Diversity Awards Ceremony and Reception** on April 23rd, the first evening of Diversity Week. The **Dean's Diversity and Healthcare Disparity Research Awards, Pioneers in Diversity Awards, and Laurie H. Glimcher MD Award winners (list of winners provided on page 12-13)** were honored as we celebrated their hard work and achievements. We would like to once again congratulate and thank this year's winners for their contributions towards building our community.

In addition, we would like to congratulate the winners of the **Marcus M. Reidenberg MD Award in Community Service (see page 8-9)**. Four student groups (**Weill Cornell Center for Human Rights, HPREP, Camp Phoenix, and Weill Cornell Community Clinic**) were selected for this award, which recognizes the collective efforts of students for outstanding contributions to the community.

Our **2018 SPARC Tri-I Diversity Retreat** returns and is scheduled for **Saturday, June 30th, 2018 (see page 3)**. Please be sure to **SAVE THE DATE!**

Please – visit our diversity webpage: <http://diversity.weill.cornell.edu/> for additional information regarding events. We appreciate, as always, feedback regarding its content:

Kind Regards,

TABLE OF CONTENTS

Weill Cornell Events	2
Other Events	5
Recent News	6
Faculty Publications	14
Faculty, Student, Alumni Spotlight	15
Award, Grants, and Fellowship Opportunities	16



Weill Cornell Medicine
Wellness Qlinic

*Drag Queen
Game Night*
at



Where: The Toolbox bar (2nd Ave & 91st St)

Meet in Olin Lobby at 5:30PM to go together!

When: Monday May 21, 6-9PM

What: Game night with drag queens for a great cause!

Why: **Weill Cornell Medicine Wellness Qlinic** fundraiser

Check out the
Facebook event
for more info:



ANNOUNCING 2018 SPARC SAVE THE DATE

Sponsored by the WCM Office of Diversity and Inclusion
WCM Department of Medicine

MSKCC Office of Diversity in Clinical Care, Research, and Training
Rockefeller University Center of Clinical and Translational Science

SAVE THE DATE 2018 SPARC TRI-I DIVERSITY RETREAT

Successful and Productive Academic Research Careers

Saturday, June 30th, 2018

8:30AM (Registration) - 1:00PM (Lunch)

Please RSVP at:

<https://2018sparcdiversityretreat.eventbrite.com>

SCIENCE AND SOCIETY LECTURE SERIES

Date	Speaker	Topic	Location
June 6, 2018	Mariette DiChristina, Editor in Chief, Scientific American, Nature Publishing Group	Communicating Science in a Polarized Age	TBD
TBD	Invitation issued	Government Repression of Science: Examples from Home and Around the World	TBD
September 12, 2018	Jean William Pape, Director, GHESKIO Health Care Centres, Port Au Prince, Haiti	"Health Equity: the View from Haiti"	TBD
Fall 2018	Elizabeth Kolbert, The New Yorker and Williams College	Climate Change	TBD

For more information, please visit: <https://gradschool.weill.cornell.edu/about-us/science-and-society-series>

Thank you for celebrating
2018 Diversity Week !

Diversity
 Week



Images from April 23rd features participants in: Meet and Greet with Dr. Hannah Valentine (top row), Neurosurgery Grand Rounds (bottom left), and Diversity Awards Reception and Ceremony (bottom right).

2018 AAMC GROUP ON DIVERSITY AND INCLUSION (GDI) 10TH ANNIVERSARY CONFERENCE MAY 31ST – JUNE 3RD, 2018

Tomorrow's Leaders: Bridging Boundaries Toward Equity

GDI 10-Year Anniversary Professional Development Conference

The GDI Tomorrow's Leaders is a unique event designed exclusively for diversity, inclusion, and equity professionals in academic medicine. Through interactive, solution-oriented programming, this three day experience will provide attendees with a professional network of faculty and staff committed to creating more inclusive, equitable, and innovative cultures in academic medicine.

2018 Conference Schedule

May 31st

- Pre-Conference Workshop on Restorative Justice on May 31 at 12pm (optional with added fee)
- Conference Start and Opening Plenary on May 31 at 4:00 PM
- Welcome Reception on May 31 at 5:30 PM

June 1st and 2nd

- Two full days of member-presented best practices, regional networking meetings, and inspiring plenaries on June 1 and 2
- Poster reception June 2 at 4:15 PM

June 3rd

- Closing plenary, How C-Suite Leaders can Advance Diversity
- GDI Town Hall Sunday June 3 at 10 AM
- Conference closes June 3 at 11:30 AM

For more information, please visit:

<https://www.aamc.org/members/gdi/pdopportunities/485418/tomorrows-leaders-bridging-boundaries-toward-equity.html>

PRESIDENT'S COUNCIL OF CORNELL WOMEN (PCCW)



The President's Council of Cornell Women (PCCW) was established by former President Frank H. T. Rhodes in 1990. The PCCW is a group of highly accomplished and distinguished women alumnae of Cornell University working to champion female students, faculty, staff, and alumnae as they lead within their fields at Cornell University and across the world. This year, PCCW held an engaging two-day symposium celebrating 'One Cornell'. PCCW's annual meeting was held at WCM on April 14th. Dr. Rainu Kaushal was the keynote speaker discussing "One Cornell" collaborations between campuses. There were several breakout tours highlighting the WCM campus and its teaching and clinical activities. The participants were able to visit and tour the new Cornell Tech campus on Roosevelt Island and the Weill Cornell Medicine Upper East Side Manhattan Campus. In addition, the attendees also had the opportunity to connect with the work of the PCCW, meet other successful alumnae, learn about university initiatives, and participate in student and peer mentoring sessions. Dr. Rache Simmons, Associate Dean of Diversity and Inclusion presented an overview of the state of women at WCM and NYP, including data on our gender diversity in the medical school, residency programs and faculty. She discussed Dean Choi's commitment to overcoming gender inequities in leadership and promotions including in Strategic Plan 4 (SP4).

**Thank you for joining US
to celebrate
2018 Diversity Week !**



RESEARCH FACULTY DINNER APRIL 2018



On April 17th, 2018, Dr. Romulo Hurtado, Assistant Professor of Cell and Developmental Biology Research in Surgery, presented his recent work "Upper urinary tract pacemakers activity: An In funny current coincidence" on smooth muscle pacemakers that drive autonomic contractions in the urinary tract. We thank Dr. Romulo Hurtado for his efforts in research and contributions to the Weill Cornell Medicine community.

Thank you for joining US to celebrate
2018 Diversity Week !

**Diversity
Week**



See you next year for 2019 Diversity Week !

2017/2018 MARCUS M. REIDENBERG, M.D. AWARD IN COMMUNITY SERVICE

On April 30th, 2018, the Offices of Community Service and Student Affairs honored the four student groups who received the **Marcus M. Reidenberg, M.D. Award in Community Service Award** for 2017 and 2018. This award recognizes the collective efforts of students for outstanding contribution to the community. **The winners** are:

Weill Cornell Center for Human Rights

The Weill Cornell Center for Human Rights (WCCHR) is a student-run organization that brings together volunteer clinicians and Weill Cornell students to provide forensic medical evaluations to survivors of torture, violence, and persecution who are currently seeking asylum in the United States. Since its founding in 2010, the WCCHR has conducted 426 evaluations for 364 individuals from 66 different countries and has trained 676 students in how to conduct such evaluations. In addition to serving individuals directly, the WCCHR is helping to revolutionize how asylum cases are managed in the United States by calling attention to the important, yet often unrecognized, role of medical professionals. The WCCHR is the first medical student-run asylum clinic in the United States. It has been lauded as “a model for the future” by the medical asylum community.

Weill Cornell Community Clinic

The primary mission of the Weill Cornell Community Clinic (WCCC) is to provide high quality primary health care services to uninsured New Yorkers through consultation, treatment, referral services, preventative care and screening for permanent health care insurance programs. Concurrently, the WCCC also aims to educate medical students on the medical and social issues surrounding the care of underserved populations in order to foster a sense of civic responsibility and humanitarianism. Founded in 2003, the WCCC is a student-run free clinic of Weill Cornell Medical College and provides primary care, women's and mental health services for over 150 patients a year during over 350 patient visits.

Camp Phoenix

Camp Phoenix was founded in 2000 by a WCMC alum, Paul Mullan, M.D. (Class of 2004) to enrich the lives of pediatric burn survivors and their siblings by creating camping experiences that are memorable, exciting, fun, and physically safe, all while training future physicians in the art of compassionate and empathetic care. Within this environment, campers build a support community based on sharing their stories and overcoming their disabilities. As their motto states, it's “a place where kids can spread their wings and fly”.

Health Professions Recruitment and Exposure Program

The Health Professions Recruitment and Exposure Program was created to increase the enrollment rate of students who are underrepresented in medicine and support the next generation of healthcare leaders. It was founded in 1989 by Dr. Daniel Laroche ('92) when he was a student here at Weill Cornell and has since expanded to medical schools across the country. The intensive 10-week program facilitates mentorship between local high school students and current medical students while providing an opportunity for mentees to interact with physicians and other healthcare professionals. Through scientific lectures, research assignments, college essays, resume workshops, PBL sessions, and basic anatomy lessons, students are exposed to the intimacies of medicine while developing skills critical to their success beyond the conclusion of the program. Mentees who have produced extraordinary research papers and college essays are granted special recognition and book scholarships at a graduation ceremony.

2017/2018 MARCUS M. REIDENBERG, M.D. AWARD IN COMMUNITY SERVICE



Weill Cornell Center for Human Rights



Camp Phoenix



HPREP



Weill Cornell Community Clinic



MICROAGGRESSION



Microaggressions are commonplace, often unintentional, exchanges that can negatively impact any person of any group. These hurtful words matter and can impact a person's sense of belonging, self-efficacy and science identity. We all do it, even though we don't mean to. A microaggressions workshop, led by Dr. Ruth Gotian, helped shed light on some of these common exchanges that are hurtful to those in the WCM community. Participants anonymously wrote on Post-it Notes microaggressions they received and read those written by others. By being aware of them, we are able to change our behaviors and make WCM an even more welcoming institution.

**Thank you for joining US to celebrate
2018 Diversity Week !**

**Diversity
Week**



2018 DIVERSITY AWARD WINNERS

This year's 2018 Diversity award winners were announced during Diversity Awards Ceremony and Reception on April 23rd, 2018.

2018 Dean's Diversity and Dean's Diversity and Healthcare Disparity Research Awards

The inaugural Dean's Diversity and Healthcare Disparity Research Awards supports 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.

Faculty Award Awardees:

Jessica Ancker
Jennifer Downs
Erica Phillips
Laura Pinheiro

Resident Awardees:

Peter Kennel
Lauren Kelly
Robert White

Fellows/Postdoc Awardees:

Elizabeth Luth
Fontasha Powell
Mavee Witherspoon

Medical/Graduate Student Awardees:

Yoshiko Toyoda
Rachel Umans

2018 Pioneers in Diversity Awards and Laurie H. Glimcher MD Award

Ida Sophia Scudder MD Award – Rolake Alabi and Eric Kutscher

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

Bruce Laine Ballard MD Award – Dr. Anthony Ogedegbe

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

Administrative Staff Award – Sharon Brooks

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

Louis Wade Sullivan MD Award – Dr. Maurice Hinson

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

Laurie H. Glimcher MD Award for Excellence in Mentoring Women Faculty - Dr. Mary Charlson

The Laurie H. Glimcher, MD, Award for Excellence in Mentoring Women Faculty was established by Dr. Glimcher, Former Dean of Weill Cornell Medicine, to address the under-representation of women in leadership positions in medicine by acknowledging superb women mentors.

****Photos of this year's winners are featured on the next page****

DIVERSITY AWARD CEREMONY AND RECEPTION



DIVERSITY WEEK SPEAKERS

This year's 2018 inaugural day diversity speakers on April 23rd, 2018 were:

Hannah Valentine, MD, MRCP (Diversity Keynote Speaker)

NIH Chief Officer for Scientific Workforce Diversity

Senior Investigator, NIH National Heart, Lung, and Blood Institute

Adil Haider, MD, MPH (Surgery/Neurological Surgery Grand Rounds)

Kessler Director, Center for Surgery and Public Health

Brigham and Women's Hospital, Harvard Medical School

Henry W. Foster, Jr., MD (Obstetrics and Gynecology Grand Rounds)

Professor Emeritus, Department of Obstetrics and Gynecology

Former Dean of the School of Medicine and Former Acting President

Meharry Medical College

Diversity Speakers presented on the following topics: **NIH Addresses the Science of Diversity: Focusing on Institutional Change** (Dr. Valentine), **Unequal Care: Causes and Solutions for Surgical Disparities in 2018** (Dr. Haider), and **Achieving Racial/Ethnic Diversity For Medical School Faculties** (Dr. Foster).



Images from Keynote Address with Dr. Hannah Valentine (top left), Meet & Greet with Dr. Hannah Valentine (top right), Obstetrics and Gynecology Grand Rounds with Dr. Henry Foster, Jr. (bottom left), and Surgery & Neurological Surgery Grand Rounds with Dr. Adil Haider (bottom right).

RECENT NEWS



Keynote Address with Dr. Hannah Valentine



Meet & Greet with Dr. Hannah Valentine



Meet & Greet with Dr. Adil Haider



Meet & Greet with Dr. Hannah Valentine

FACULTY PUBLICATIONS



DR. HEATHER YEO PUBLISHES IN JAMA SURGERY

Dr. Heather Yeo, Nanette Laitman Clinical Scholar in Healthcare Policy and Research/Clinical Evaluation, Assistant Professor of Surgery and Healthcare Policy and Research, published her article in JAMA Surgery titled, "Association of Time to Attrition in Surgical Residency With Individual Resident and Programmatic Factors." Dr. Yeo discusses how attrition is a major concern in surgical residency programs. On behalf of the Office of Diversity and Inclusion, Congratulations!!

Yeo HL, Abelson JS, Symer MM, et al. Association of Time to Attrition in Surgical Residency With Individual Resident and Programmatic Factors. JAMA Surg. Published online February 21, 2018. doi:10.1001/jamasurg.2017.6202

View at:

<https://jamanetwork.com/journals/jamasurgery/fullarticle/2673189>

FACULTY, STUDENT, AND RESIDENT SPOTLIGHT

STUDENTS REPRESENT SNMA AT ANNUAL MEDICAL EDUCATION CONFERENCE



Medical students (top photo), Joshua Adjei (4th year), Zara Adamou (1st year medical student), and Francesca Voza (2nd year) represented Weill Cornell Medicine Student National Medical Association Chapter at the Annual National Education Conference.



DR. JOY HOWELL AWARDED HEALTHCARE LEADERSHIP FELLOWSHIP

Dr. Joy Howell was recently awarded a Healthcare Leadership Fellowship by Weill Cornell Medicine and the Weill Cornell Physician Organization. The fellowship helps physicians to develop skills as physician-leaders.

On behalf of the Office of Diversity and Inclusion, Congratulations!

View at:

<https://wcmcentral.weill.cornell.edu/healthcare-fellows-2018>

LANs: Faculty Grant Writing Coaching Groups July 26-27, 2018

The grant writing coaching groups will connect you with faculty across the Leadership Alliance network. It will include a kickoff of intensive grant writing groups led by assigned faculty coaches with whom you will continue to meet after the conference through virtual meetings.

The faculty grant writing coaching groups are a collaborative effort of the Leadership Alliance with Dr. Rick McGee and the Big Ten Academic Alliance, Committee on Institutional Cooperation Academic Network. **The Leadership Alliance will cover your travel and hotel expenses.**

Eligibility Requirements

- A US citizen or permanent resident
- A faculty member from a Leadership Alliance institution
- Currently preparing or planning an NIH research grant application
- Able to bring a draft of your Specific Aims to the meeting

Preference will be given to faculty from minority-serving institutions. Individuals from groups underrepresented in biomedicine, encompassing all relevant social, behavioral and health sciences, are strongly encouraged to apply. Applications are encouraged from any individuals with a demonstrated commitment to increasing the full participation of underrepresented groups in biomedicine.

For more information:

<https://docs.google.com/forms/d/e/1FAIpQLSffXopAvgCbjwTZ-lwVnz9f1o4SLQ2D9eFZie5oBrEbd9AwA/viewform>

Mid-Career Minority Faculty Leadership Development Seminar September 13-16, 2018

The three-day Minority Faculty Leadership Development Seminar brings together junior faculty from across the United States and provides participants with real-world guidance and tools for pursuing career advancement in academic medicine, developing key professional competencies, building skills in grant writing and communications, and expanding their network of colleagues and role models.

Audience

Junior faculty (senior clinical and research fellows, instructors, and assistant professors) and post docs (MD, DO/PhD and PhD) who aspire to leadership positions in academic medicine

Upcoming Seminar

September 13-16, 2018
The Camby Hotel
Phoenix, Arizona

For more information, please visit:

<https://www.aamc.org/members/leadership/catalog/323116/minorityfacultyleadershipdevelopmentseminar.html>

MAY 2018



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****