



Weill Cornell Medicine

Diversity & Inclusion

17th
NEWSLETTER
EDITION

SPRING 2019

MESSAGE OF ASSOCIATE DEANS OF DIVERSITY



Dr. Linnie Golightly



Dr. Rache Simmons

Greetings,

Just a few weeks ago, we hosted our second annual Diversity Week and it was a great success! This year's celebration included **20** additional events to last year's helping to capture the breadth and depth of diversity at the core of our work at WCM. We kicked off the week with the release of the **inaugural Diversity & Inclusion annual report** (pg. 17), a product of a collective effort to document our milestones and opportunities to lead the way in diversifying academic medicine. The week's events began with the **Dean's Diversity Awards Ceremony and Celebration** where the recipients of the **Dean's Diversity and Healthcare Disparity Research Awards, Pioneers in Diversity Awards**, and **Jessica M. & Natan Bibliowicz Award for Excellence in Mentoring Women Faculty** were recognized (pg. 2-3). We extend our congratulations to all recipients once again for all their contributions to our WCM and broader communities. We will be highlighting Diversity Week in this and forthcoming newsletters.

Our **2019 SPARC Tri-I Diversity Retreat is scheduled for Saturday, June 8th** (pg. 4). This year's program, *"Advocating for Inclusive Change"* will feature facilitated workshops for colleagues at all levels. Be sure to register! The **Dean's Quarterly Diversity Seminar** will host Dr. Sarah Hemminger on June 19th, followed by a meet and greet reception open to the WCM community (pg 5). We are also excited to share development opportunities including the **T37 CARE Program** to provide research training, mentoring, and exposure to health equity research and global health for pre- and post-doctoral trainees (pg. 19). Please visit our website for additional events, information, and as always, please reach out to us with any feedback or ideas.

Kind regards,

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Congratulations to the 2019 Diversity Award Winners



Pioneers in Diversity Award Winners

Joshua Adjei - *Ida Sophia Scudder, M.D. Award for Excellence in Public Service*

Victor Wong, M.D. - *Louis Wade Sullivan, M.D. Award for Excellence in Public Health Advocacy*

Nelson Sanchez M.D. - *Bruce Laine Ballard, M.D. Award for Demonstrating Commitment to Improving Student Life*

Kevin Holcomb M.D. - *Bruce Laine Ballard, M.D. Award for Demonstrating Commitment to Improving Student Life*

Greta Strong, Ed.D. - *Administrative Staff Award for Embodying the Spirit of Cultural Diversity and Service*

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

2019 Recipient, Geraldine McGinty, M.D., M.B.A, FACR

Dean's Diversity and Healthcare Disparity Research Awards



Samuel Taylor, Class of 2020, "Characterizing the Effects of Fructose on Colorectal Cancer Growth and Metabolism"

Daniel Wang, Class of 2020, "Social determinants of heart failure readmissions and mortality: A systematic review and meta-analysis"

Joseph Osborne, M.D., "WCM catchment Prostate Cancer Health Impact Program (pCHIP)"

Eloise Chapman-Davis, M.D., "Utilization of a web-based platform (Patient Activated Learning System- PALS) to improve knowledge and follow-up among women with abnormal cervical cancer screening"

Jialin Mao, M.D., "Racial Disparity in Device-based Surgical Treatment for Prostate Cancer: Examining Surgeons' Role"

Robert N. Peck, M.D., "Reducing Post-hospitalization Mortality in Impoverished Adults with Hypertensive Emergency: a Pilot Study in Tanzania"

Melissa Boneta Davis, M.D., "Identification of Ancestry-Specific Drug targets using CRISPR Screening of Patient-Derived African Breast Cancer 3-D Organoid models"

Jaime Lynn Bernstein, M.D., "Engineering Permanent Nipple Projection"

Daniel Vanderbilt, M.D., "Feasibility of pulmonary nodules screening at standard Computerized Tomography simulation (CTsim) for breast cancer radiotherapy"

Kiel Michael Telesford, M.D., "Determining ethnicity-based differential B cell inflammation in multiple sclerosis"

Keith Chadwick, M.D., "Novel delivery method of transgender voice therapy using a mobile application"



Memorial Sloan Kettering
Cancer Center



SPARC 2019 Tri-I Diversity Retreat

"Advocating for Inclusive Change"

Saturday, June 8th

8:30am - 1pm

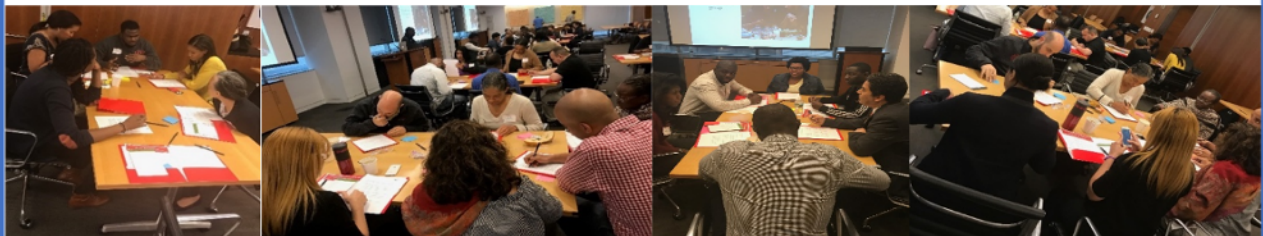
Belfer Research Building

Join colleagues in facilitated discussions, workshops, and networking for leadership development in academic medicine:

- **Envisioning your inclusive change**
- **The Empathy Road**
- **Taking your plan forward**

A networking luncheon will follow the day's sessions.

Tri-I members of all levels— students, residents, fellows, faculty, staff and administration are invited to attend!



Retreat schedule & RSVP: <https://sparc2019.eventbrite.com>

**Sponsored by: The Weill Cornell Medicine Office of Diversity and Inclusion, Department of Medicine/Diversity Center of Excellence,
The Rockefeller University Center for Clinical Translational Science, and
Memorial Sloan Kettering Cancer Center Office of Diversity in Clinical Care, Research, and Training**



**Weill Cornell
Medicine**

Dean's Quarterly Diversity Seminar

Sarah Hemminger, Ph.D.

Dr. Hemminger is the CEO & Co-Founder of *Thread* and an alumna of Johns Hopkins University (JHU) in biomedical engineering. She has created a long-term network of mentors from JHU and community volunteers to support and empower underperforming Baltimore students to achieve high school graduation and college opportunities. *Thread's* success and impact on the Baltimore community has been featured in the *New York Times*, *Forbes*, *The Huffington Post*, and *Stanford Social Innovation Review* among others.

Wednesday, June 19, 2019

5:30 p.m. – 6:30 p.m.

Uris Auditorium, Meyer Building, 1300 York Avenue

Reception to follow

6:30 p.m. – 8:00 p.m.

Griffis Faculty Club, 521 East 68th Street

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

Hosts: **Said Ibrahim, MD, MPH, MBA**

Senior Associate Dean for Diversity and Inclusion

Weill Cornell Medicine

Augustine M.K. Choi, MD

Stephen and Suzanne Weiss Dean, Weill Cornell Medicine

Provost for Medical Affairs, Cornell University



Weill Cornell Medicine
Diversity & Inclusion

BREAKING BREAD DINNER

**Wednesday
June 26th, 2019
5:30 – 7:30pm
Belfer Research
Building, 2nd Floor**

You are invited to break bread and join us for dinner and an open conversation that will explore diverse belief systems, world views, preconceived notions, biases and stereotypes.

Breaking Bread is a series of facilitated dinner dialogues to discuss topics across the spectrum of diversity and inclusion. Current issues, ideas, thoughts, and concerns about differences are discussed in an interactive, open and safe communal setting.

We welcome back Dr. Renee Alexander, Cornell University's Associate Dean of Students/Advisor to the Dean, and Founder of the award winning Breaking Bread series at Cornell's Ithaca campus.

We encourage positive interaction and embrace the opportunity to create a safe environment for all to join.

To RSVP:
junebreakingbread.eventbrite.com

REGISTER TODAY

TRANSGENDER AND NON-BINARY HEALTHCARE: Best Practices and Clinical Updates

Friday, June 28, 2019

SUNY Global Center

116 E 55th Street, New York, NY 10022

Registration:

<https://rebrand.ly/June282019>

This free conference is restricted to New York State medical providers including physicians, physician assistants, nurses, nurse practitioners, dentists, and pharmacists.

**For more information,
please contact Cheyenne Stewart
cheyenne.stewart@mountsinai.org
212-731-3792**



UPCOMING EVENTS



SAVE THE DATE

Women Physicians of NYP Symposium

Wednesday, September 25

The Pierre Hotel

RECENT EVENTS

Diversity Mentoring Cascade



The Diversity Mentoring Cascade program met on Tuesday, January 29 and was attended by 84 URM medical students, residents, and fellows from Weill Cornell Medicine and faculty from Weill Cornell Medicine-NewYork Presbyterian, Memorial Sloan Kettering Cancer Center, Hospital for Special Surgery, Rockefeller, Brooklyn Methodist, and NYP Queens. This a new program, part of the HRSA-funded Diversity Center of Excellence of the Cornell Center for Health Equity and co-sponsored by the Deans of Diversity and Student Life and the WCM Department of Medicine. The objectives of the Diversity Mentoring Cascade program are to facilitate professional growth and development, leverage diversity and experiences in order to empower underrepresented in medicine students, residents, and fellows to overcome barriers that hinder academic and professional success, create a supportive community for participants, and facilitate growth in mentoring skills for all participants. One of the participants had this to share: "I feel extremely comfortable speaking to my mentors and I felt re-inspired about medicine and medical school!" We will be recruiting new participants for the next cohort. If you are interested in participating in September, contact Benedict Harvey at bbh2001@med.cornell.edu.

Inaugural WCM Health Equity Pre-Medical Conference



The Diversity of Center Excellence along with the Departments of Medicine, Obstetrics & Gynecology, Pediatrics and Surgery hosted its first annual pre-medical conference, "Towards Health Equity and Beyond: Building a Career in Medicine," on March 30, 2019 for 60 undergraduate and gap year students. The conference entailed a keynote talk from Dr. Anthony Watkins, Program Director of the General Surgery Residency, a presentation and panel on the road to medicine led by Dr. Kevin Holcomb, and workshops on the anatomy lab, financial aid, mentoring, careers in research, and admission interviewing. Over 40 physicians, residents, and medical students were in attendance to provide one-on-one mentoring and as guest speakers for the workshops.



Faculty Research Dinner with Dr. Parmanand Singh, Department of Medicine



"Noninvasive Molecular Imaging of Thoracic Aortic Aneurysm in Marfan Syndrome"

The spring faculty research dinner was held April 16th and welcomed Dr. Parmanand Singh who shared his current work on Marfan Syndrome. An intimate audience including representatives from the Office of Student Affairs, Office of Diversity and Inclusion, graduate students and faculty were present for a discussion of Dr. Singh's innovative research.

Dean's Quarterly Diversity Seminar & Celebration of Black History Month with Lynne Holden, MD, Co-Founder of Mentoring in Medicine

WCM welcomed Dr. Lynn Holden of Einstein College of Medicine and Founder of Mentoring in Medicine, a national STEM mentoring program, as the Dean's Diversity Speaker on February 28th as we closed off Black History Month. Dr. Holden, an alumna of the Travelers Summer Research Fellowship program at WCM, shared her experiences as a minority physician and the value of mentoring in the medical pipeline. Faculty, administrators, staff, and students enjoyed a wonderful reception in her honor thereafter.



Esprit de Corps

The **Esprit de Corps Program** is a mentorship program for first-year PhD students from diverse backgrounds (racial and ethnic, first generation, LGBTQ+, disadvantaged, and/or disabled) sponsored by the Office of Student Life. Older student mentors (year 2+) help first-year PhD students navigate graduate school during their first year, while building community among our diverse cohort of students.



On March 20th, Dr. Yaihara Fortis Santiago, Manager of the Office of Postdoctoral Affairs at Memorial Sloan Kettering Cancer Center, presented "*10 Things I Wish I Knew/Did to be More Strategic During Graduate School*". The interactive workshop offered tips including mentoring and managing up, building networks with different key players, self care, and time management skills. The workshop was followed by a social outing to Dave and Buster's.

Dr. Avery August, Vice Provost for Academic Affairs, HHMI Professor and Professor of Immunology in the Department of Microbiology and Immunology at Cornell University College of Veterinary Medicine (pictured second from the right), gave a talk on May 17th entitled "*Handling Tricky Situations with your Mentor*." The workshop included role playing and tips for navigating difficult situations with laboratory mentors.



Breaking Bread



Breaking Bread are a series of dinner dialogues co-facilitated by Dr. Renee Alexander (Associate Dean of Students and Advisor to the Dean, Cornell-Ithaca), to discuss topics across diversity and inclusion. Current issues, ideas, thoughts, and concerns about differences, real or perceived, are discussed in an interactive, open and safe format. This year's first Breaking Bread dinner was held February 20th to discuss campus climate, and welcomed over 45 guests from 18 different departments. We welcome ideas and suggestions for future topics and invite the entire WCM community to join us at our upcoming Breaking Bread Dinner on June 26th, 5:30pm (see page 7).

Inaugural WCM Faculty Mentoring Circles



WCM's inaugural Faculty Development Circles is an initiative established by the Diversity Center for Excellence in partnership with the the Office of Diversity and Inclusion. This two-year career development program will provide professional development for mid-career underrepresented faculty in preparation for career advancement. The "Circles" kickoff was held March 26th for the 14-member cohort, facilitated by Sandrine Tunezerwe, from the Center for Creative Leadership.

Time Management - Women in Medicine & Science Quarterly Networking Event



Women in Medicine & Science hosted its Quarterly Networking breakfast, “Time Management” on Tuesday, January 29, 2019. Co-sponsored by the Office of Women, Office of Faculty Development and Office of Faculty Affairs, the annual event was well attended by more than 80 women and men faculty to learn more efficient and practical ways to manage their time in order to achieve greater productivity. Guest speakers Dr. Susan Bostwick, Professor of Clinical Pediatrics, Executive Vice-Chair, Education & Administration, Chief, Division General Academic Pediatrics, Dr. Katherine Hajjar, Brine Family Professor of Cell & Developmental Biology, Professor & Vice-Chair for Research Department of Pediatrics, Associate Dean for Faculty Development, Dr. Randi Silver, Professor, Physiology and Biophysics, Associate Dean, Weill Cornell Graduate School of Medical Sciences and Dr. Judy Tung, Chair, Department of Medicine at NYP/LMH - Section Chief, Ambulatory Medicine, DGIM, Associate Professor of Clinical Medicine, each shared valuable professional and personal methods that assisted them in successfully streamlining their day-to-day activities in a less stressful manner to help their work-life balance.

Women Navigating Careers: Making Choices, Setting Goals and Getting Noticed in a Changing Environment



During our 2nd Annual Diversity week, Dr. Rache Simmons, Associate Dean of Diversity & Inclusion, Director, Office of Women and Co-Chair, Women Physicians of NYP in partnership with the Alumnae and Faculty Engagement Committee of the President's Council of Cornell Women (PCCW), held an informative panel discussion, *"Women Navigating Careers: Making Choices, Setting Goals, and Getting Noticed in a Changing Environment"* on Wednesday, April 24th. The PCCW is a group of accomplished alumnae women working to champion women students, faculty, staff, and alumnae. Dr. Lauren Myers, Chair, Diversity Committee for the PCCW, Jane Hyun, Founder & President of Hyun & Associates, Eileen Nugent, Esq., Counsel & Global Co-Head of Transactions Practices for Skadden, Arps, Slate, Meagher & Flom, Dr. Cynthia Cuffie, President, Aspire Educational Associates Corporation and Wendy Levitt, Author, *At the Corner of Wall & Sesame*, shared their professional and personal experiences and provided useful strategies to our faculty and staff to help them navigate possible careers challenges more successfully.





Dr. Jyoti Mathad (left), Co-Director of the Women in Global Health Research Initiative at Weill Cornell with Dr. Jocalyn Clark (right), Executive Editor of *The Lancet* at the London launch party.

Dr. Jyoti Mathad (left), Co-Director of the Women in Global Health Research Initiative at Weill Cornell, was invited by Dr. Jocalyn Clark (right), Executive Editor of *The Lancet*, to the launch party in London for the first ever *Lancet* edition on advancing women in science, medicine and global health, released on February 8, 2019. Dr. Mathad and colleagues from the Center for Global Health published a research article in this special *Lancet* edition about data-driven approaches to close the gender gap in global health leadership. The Women in Global Health Research Initiative was established at Weill Cornell in 2014 and strives to retain and promote women in global health research by providing them with leadership training and research skills.

THE WEILL CORNELL INITIATIVE TO MAXIMIZE STUDENT DEVELOPMENT GRANT AWARDED



Dr. David Christini, Vice Dean of Weill Cornell Graduate School



Dr. Marcus Lambert, Assistant Dean of Diversity and Student Life

Weill Cornell Graduate School (WCGS) recently received a grant to start the [Weill Cornell Initiative to Maximize Student Development](#) (IMSD). A Research Training and Career Development (R25) grant from the National Institutes of Health (NIH)/National Institute of General Medical Sciences, amounting to \$2.4 million over five years, will help to increase the number of PhD students from underrepresented backgrounds and enhance their success at our institution. The WCM IMSD program, the first at a biomedical science graduate school in New York City, will support four incoming doctoral students each year for the first two years of their training. In addition, WCGS has committed matching funds towards the support of IMSD and non-IMSD students in the third and fourth years of their training. The principal investigators, Drs. David Christini, Vice Dean of WCGS, and Marcus Lambert, Assistant Dean of Diversity and Student Life, are planning robust programming open to both IMSD and non-IMSD students, beginning this July.

Inaugural WCM Diversity and Inclusion Annual Report



Diversity and Inclusion

The inaugural WCM Diversity & Inclusion Annual Report was released this April as part of our second annual Diversity Week! This is a collaborative effort to provide a picture of the efforts behind diversifying medicine at WCM and in a national scale. The full report can be accessed here (click to be linked): **WCM Diversity & Inclusion 2018 Annual Report.**



2018 – A Year in Review



Weill Cornell Medicine
Diversity & Inclusion



Diversity Week

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

Cornell Center
for Health Equity

 **Weill Cornell Medicine**
Diversity Center
of Excellence

2019 FACULTY SCHOLARS IN HEALTH EQUITY

The Cornell Center for Health Equity and the Diversity Center of Excellence at Weill Cornell Medicine is proud to announce the call for applications for the first cohort of the Faculty Scholars in Health Equity. The goal of this program is to generate a cadre of teaching faculty as institutional champions to support the further development, implementation, and evaluation of curricula designed to improve the integration of training in health equity and cultural competence across the entire spectrum of medical education at Weill Cornell Medicine.

Candidate Eligibility

- Faculty of all ranks (tenure or non-tenure track) from all four campuses - Weill Cornell Medicine, NewYork-Presbyterian/Queens, NewYork-Presbyterian Brooklyn Methodist Hospital, and NewYork-Presbyterian/Lower Manhattan Hospital
- Faculty who are current or prospective clinician-educators for trainees, particularly of medical students and residents, within the School of Medicine.

Application Deadline:
June 28, 2019

Program Dates:
October 2019 - September 2020

Application Process

Candidates must submit:

- A completed application
- Curriculum Vitae (CV)
- Statement of Interest (2 page limit)
- Letter of Support (LOS) from their division or department chair.

Application packet should be submitted as a single PDF file.

Submit application packet via email to:

Daisy Torres-Baez, MS
Diversity Center of Excellence
Cornell Center for Health Equity
Weill Cornell Medicine
Phone: 646-962-5907
Email: dat4004@med.cornell.edu

For questions, please contact:

Erica Phillips, MD
Co-Investigator, Education Scholars for Health Equity
Diversity Center of Excellence
Cornell Center for Health Equity
Weill Cornell Medicine
Email: erp2001@med.cornell.edu

This program is sponsored by HRSA grant D34HP31879.

Weill Cornell Medicine

CARE Program (T37)

Career Advancement for Research in Health Equity

Call for Applications:

We are pleased to announce the launch of an exciting new T37 training program. The **Weill Cornell Medicine CARE program** provides research training, mentoring, and 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 highly trained scientists working across disciplines to improve health equity and global health.

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. Trainees will participate in our intensive summer research training session that leverages both formal degree and non-degree institutional programs and builds methodological skills in scientific research. Additionally, trainees will engage in research with seasoned mentors embedded in their academic institutions and select global health research sites. The program provides monthly stipends to help defray living expenses in NYC during the summer didactic session. Limited funds are available to support no more than 1-2 trainees for no more than 6-weeks of mentored research experience at our NIH-funded select global health sites.

Eligibility:

Medical student, 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 and individuals 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), URM post-doctoral students/medical fellows with strong interest to pursue a career in scientific research and health equity and/or global health research are strongly encouraged to apply.

How to Apply:

Candidates interested in applying to the CARE T37 Program must submit an application package. The application package must include the following components:

- One page statement that includes the name of your mentor, a description of your research interests and career plans, and a brief summary of a potential health equity/global health project you would like to develop further.
- Current curriculum vitae (CV).
- Letter of support from you mentor/career advisor.

Deadline:

The program begins July 1st 2019. ***Application packages must be received no later than June 10th for consideration.*** For more information, please contact:

Heather Johnson hj2001@med.cornell.edu

Research Program Manager, Division of Healthcare Delivery Science & Innovation
646-962-8017

Mari Campuzano mac4005@med.cornell.edu

Diversity Research Coordinator, Office of Diversity and Inclusion
646-962-8572

Robin D Andrews rra2004@med.cornell.edu

Administrator, Masters in Clinical Epidemiology and Health Services Research
646-962-5032

SPRING 2019



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****