



Weill Cornell Medicine

Diversity & Inclusion

21st
NEWSLETTER
EDITION

SPRING 2020



Message from the Executive Committee on Diversity & Inclusion

Greetings,

Over the last few months, we have had to adjust to many extraordinary changes in our quotidian routines. We have pivoted to join the anti-racism movement that was precipitated by the murder of Mr. George Floyd, as well as the continuing issues related to the global pandemic. As the fight against injustice and the coronavirus continues, we present to you our Spring/Summer 2020 Newsletter.

We thank you all for joining our Town Halls, the Tri-I SPARC retreat, and Breaking Breads as we have striven together to build an ever stronger community despite the difficulties of the times. We especially applaud the efforts of many of our healthcare workers who have worked on the front-lines of this pandemic. Thank you so much for all you have done and we know will continue to do as the situation evolves.

Lastly, we would be remiss if we did not send out a heartfelt welcome to Dr. Joy Howell for joining us as the Assistant Dean for Diversity and Student Life (page 2) at such a precipitous time. She is a wonderful addition to our team and will be an asset to us all as we navigate this difficult time.

As always, please reach out to us with any feedback or comments. Please stay safe and stay well.

Linnie Golightly, Joy Howell, Said Ibrahim, Marcus Lambert & Rache Simmons

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SAVE THE DATE

- August 5th: Post Doc Association Anti-Discrimination Committee Screening
- August 6th: Internal Medicine Subspecialty Fellowship Recruitment Open House
- Sept. 9th: Diversity Town Hall
- Sept. 15th: 3rd Annual Women Physicians of NYP Symposium

DIVERSITY HIGHLIGHT

Dr. Joy Howell, Assistant Dean of Diversity & Student Life



Dr. Joy Howell mentoring a student (picture taken before COVID-19 pandemic).

I am honored to have been invited by Deans Choi, Kang and Ibrahim to serve the Weill Cornell Medical College and its students as the incoming Assistant Dean of Diversity and Student Life. This is a privilege, especially considering the legacy created by my predecessor, Dean Elizabeth Wilson-Anstey. Dean Anstey served students across the continuum from undergraduate pre-med (pre-matriculation) through medical school graduation and beyond via the Travelers Summer Research Fellowship (TSRF).

For the past three years I have served as Vice Chair for Diversity in Pediatrics and have led the department's efforts to promote diversity, inclusion excellence and equity. Since completing the Association of American Medical College's Health Executive Diversity and Inclusion Certificate Program, I have participated in student and departmental education surrounding implicit bias and, in collaboration with local and regional colleagues, have presented Implicit Bias workshops at national meetings as well.

My goals are to build on the strong foundation laid by Drs. Curtis, Ballard, Miller and Wilson-Anstey over the past several decades, particularly as it relates to recruiting talented and diverse students to Cornell and into the medical profession through TSRF. Equally as important is the need to strengthen the existing networks, processes and programs that support our students and innovate new programs where needed. The ultimate goal is to facilitate a deep sense of belonging and a nurturing environment where students of diverse backgrounds can truly thrive and succeed, thereby advancing the cause of diversity, belonging and equity across our community.

Best Regards,

Assistant Dean of Diversity & Student Life,
Vice Chair of Diversity, Department of Pediatrics

CONGRATULATIONS TO THE 2020 DIVERSITY AWARDEES!!!

Dean's Diversity & Healthcare Disparity Research Grant Awardees

Faculty

Juan Miguel Mosquera - "Detection of homologous recombination of deficiency in advanced cancers of African American Patients through a low pass whole genome sequencing based cell free DNA assay"

Arnab Kumar Ghosh - "Effect of value-based payment models on racial and socioeconomic disparities in hospitalized medicine patients"

Ayana Morales - "Wilms Tumor as an Immunotherapeutic Target in Kaposi sarcoma"

Caitlin Hoffman - "PriMES: A Targeted, Data Driven Longitudinal Approach to Closing the Healthcare Education Diversity Gap"

Bella Mehta - "Pregnancy-related Outcomes in Patients with Systemic Lupus Erythematosus: impact of Social Determinants of Health"

Fellows and Postdoctoral Associates

John Vaughn - "Understanding Racial & Ethnic Differences in Utilization of Hematopoietic Cell Transplantation for Hematologic Malignancies"

John Keefe - "Trauma-focused psychodynamic therapy for underserved LGBT patients with post-traumatic stress disorder"

Residents

Nabeel Wahid - "Impact of Affordable Care Act Medicaid Expansion on Disparities in Liver Transplant Listings"

Medical and Graduate Students

Ishani Premaratne - "Impact of an Academic Relative Value Unit System on Gender Based Differences in Surgical Faculty Compensation and Academic Productivity"

Pioneers in Diversity Awards

Bruce Laine Ballard Award for Excellence in Mentorship

Dr. Jessica Zonana

Louis Wade Sullivan Award for Excellence in Public Health Advocacy

Dr. Benjamin Hartley

Ida Sophia Scudder Award for Excellence in Public Service

Karina Ruiz-Esteves & Nneoma Adaku

Administrative Staff Award for Service in Cultivating a Diverse Culture

Dr. Aubrey Leukart

Jessica M. & Nathan Bibliowicz Awardee

Dr. Silvia Formenti

CONGRATULATIONS GRADUATES!



Congratulations to Weill Cornell Medicine's Class of 2020! It seems you only received your white coats yesterday, and now you have entered the physician workforce during an extraordinary time. We are all very proud to call you doctors and colleagues in our community.

We would also like to salute the students who chose to graduate early and serve in the healthcare workforce this spring. Thank you for all you did and are continuing to do!

We wish you all the best as you navigate these uncertain waters with us. Please stay safe and stay well. And remember, that we remain here as resources for you. You may have graduated, but you will always be members of our Weill Cornell family. We salute you!

RECENT EVENTS

Students for Equal Opportunities in Medicine (SEOM) SENIOR TOAST

Every year, the members of the Students for Equal Opportunity in Medicine (SEOM) host a Senior Toast to congratulate the graduating URiM students. This year, the Toast took place virtually on Thursday, May 7, 2020. Approximately 45 participants joined the celebration. Although virtual, the atmosphere was festive, joyful, and tearful. Participants celebrated Orrin Belden, Daniel Lara, Edwin Rosado, Karina Ruiz-Esteves, Barbara Sahagun, Francesca Voza, and others who were not able to attend. Dr. Susana Morales gave the keynote address to encourage the graduates as they start their journeys. Kind words and well wishes were also shared by Drs. Linnie Golightly, Joy Howell, Elizabeth Wilson-Anstey, and fellow medical students.



SPRING 2020

RECENT EVENTS



T-SRF PROGRAM REUNION

On Wednesday April 15th, Dr. Elizabeth Wilson-Anstey, Assistant Dean of Student Diversity, was invited to participate in a Zoom call by student alumni of the Travelers Summer Research Fellowship (T-SRF) program. Of the 29 T-SRF students from the 2019 cohort, 24 were able to join the call. Two Program Assistants also called in.

Students shared updates regarding their activities since leaving the program. Many of them are still enrolled in college, so they are completing this semester's coursework online. Those who applied to medical school for the coming year are in the process of deciding where to enroll. Some students are also applying to post-baccalaureate programs and jobs for gap years.

Students shared experiences of having to move out of their dorms and not feeling motivated in the new on-line learning environment. The PAs gave words of advice on when to take MCAT exams, adjusting to medical school, dealing with uncertainty, and the importance of staying positive. Dr. Wilson-Anstey encouraged the students to keep in touch with WCM, the Office of Diversity and Student Life, and the T-SRF program. The students all agreed to learn a dance before the next call to celebrate graduation. Drake's "Toosie Slide" was the dance selected!

RECENT EVENTS

Breaking Bread

"COVID-19 & Our Community: Staying Connected"



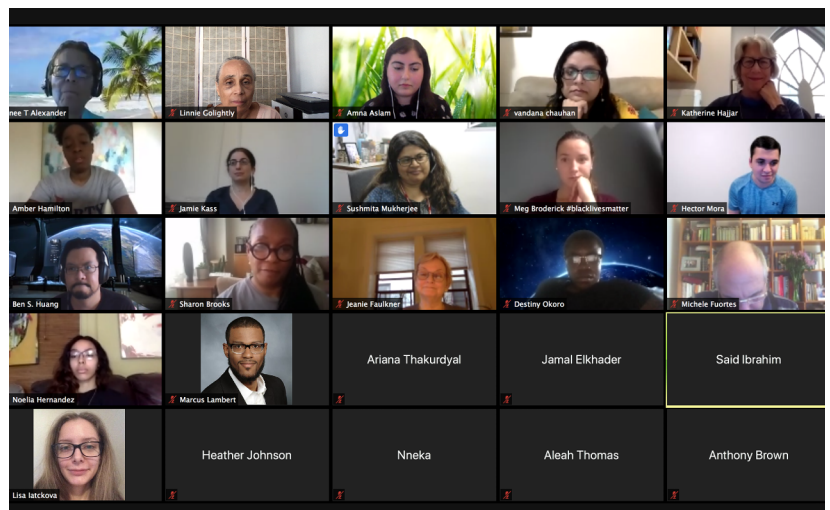
The first virtual Breaking Bread was held on April 30th. It was co-facilitated by Dr. Renee Alexander of Cornell-Ithaca and Dr. Linnie Golightly, Associate Dean of the Office of Diversity & Inclusion. Participants conversed about COVID-19 and the impact it has had on their lives. and our community. Dr. Alexander used a word-cloud (picture on right) to start a conversation about which word resonated most with participants. Attendees continued to suggest words throughout the discussion.

Breaking Bread

"The Fierce Urgency of Now" - MLK Jr.

Another Breaking Bread was held on June 30th. It was again co-facilitated by Dr. Renee Alexander of Cornell-Ithaca and Dr. Linnie Golightly, Associate Dean of the Office of Diversity & Inclusion. Dr. Alexander shared the quote "There is nothing stronger than an idea whose time has come" by Victor Hugo to begin a conversation about anti-racist work in the WCM community. Participants then conversed about and how to better support the movement in the era of COVID-19.

We welcome ideas and suggestions for future topics and invite the entire WCM community to join us at our upcoming virtual Breaking Bread Dinners.



RECENT EVENTS

FACULTY RESEARCH DINNER

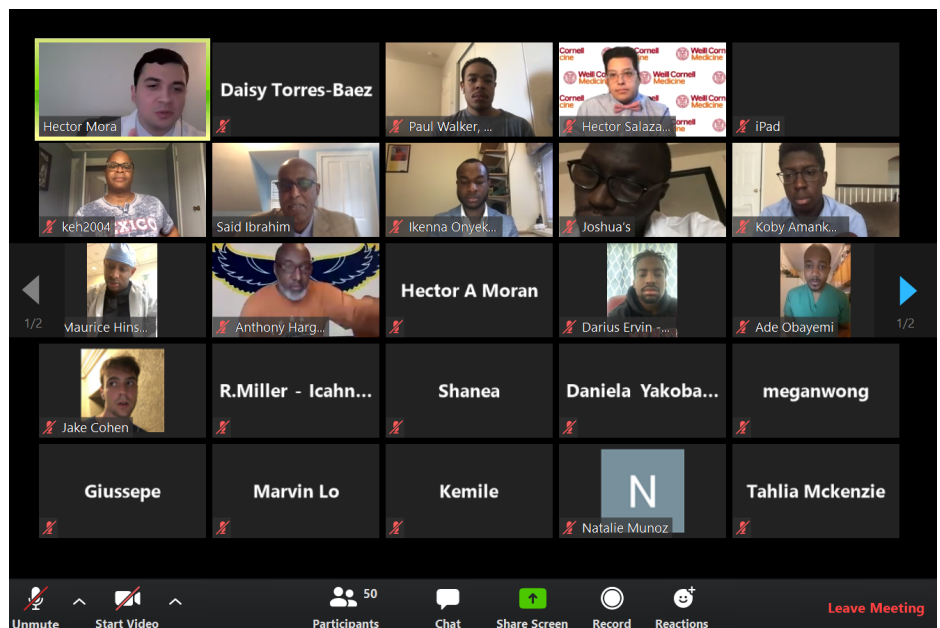
On Tuesday, April 24, the Office of Diversity and Inclusion held their Faculty Research Dinner for the first time via Zoom. Dr. Kiel Michael-Telesford presented his research regarding "Self-identified Ethnicity and Circulating Plasmablasts: Implications for MS Severity Disparity." A Q&A regarding Dr. Telesford's plan for future studies followed his presentation.

Stratifying according to Black African diasporic ethnicity reveals enriched phenotype

- Given - High levels of WA ancestry in Black African diaspora (Americas/Caribbean)
- Cohorts self-ID 'Black African' and/or 'Latin American' vs 'Caucasian'
- Stratified according to parental subject-identified ethnicity
 - Caucasian
 - 'Multi' Caucasian, Black African, Latin American
 - Black African

Science and Leadership in Medicine (SLIM)

On Sunday, April 26th, Black and Latino Men in Medicine (BLMiM) launched the second year of Success and Leadership in Medicine (SLiM), a pipeline program created to expose high school and undergraduate students to various careers in medicine and science. The first meeting, "Health Disparities in the Age of COVID-19", was a zoom workshop for students to discuss COVID-19 and the social determinants of health that have led to the disproportionate



number of deaths seen in Black and Hispanics. The discussion was led by Dr. Kevin Holcomb MD (Vice Chairman of Gynecology; Director of Gynecologic Oncology at Weill Cornell Medicine, and Faculty Advisor of BLMiM. Dr. Holcomb presented a talk entitled "COVID-19 Through the Social Lens" and Dr. Said Ibrahim, MD MPH MBA (Vice Chair for Strategy and Development of Weill Cornell Medicine, Founding Chief for the Division of Health Care Delivery for the Department of Health Care Policy Research at Weill Cornell medicine) facilitated the discussion. Participants had the opportunity to have their questions addressed by members of BLMiM during a breakout session that followed the discussion. 50 participants from around the city attended the workshop, including faculty from Mount Sinai Medicine.

RECENT EVENTS

SPARC Tri-I Diversity Retreat

The annual SPARC Tri-I Diversity Retreat was held on June 13th. The retreat offered a nurturing space to reflect on and imagine a way forward after the devastation of the COVID-19 pandemic and the murder of Mr. George Floyd. **Dr. Mindy Fullilove**, Professor of Urban Policy and Health at the New School, and the co-author of "From Enforcers to Guardians: A Public Health Primer on Ending Police Violence" gave a keynote address on collective recovery. **Dr. Sandrine Tunezerwe**, a Leadership and Equity, Diversity and Inclusion consultant and an Associate at the Center for Creative Leadership, facilitated the retreat and led 79 participants through virtual, interactive workshops. The two experts in understanding community and personal trauma guided the group toward imagining ways to achieve positive goals and move toward recovery.

The SPARC retreat was organized by Drs. Linnie Golightly, Associate Dean of Diversity and Inclusion; Kyu Rhee, Associate Professor of Medicine; Susana Morales, Vice Chair of Diversity, Department of Medicine; Marcus Lambert, Assistant Dean of Diversity and Student life; Teresa Evering, Assistant Professor of Medicine; Andrea Morris, Director of Career and Professional Development at The Rockefeller University; and Leticia Mercado, Program Administrator at Memorial Sloan Kettering Cancer Center.



This event was sponsored by: The Weill Cornell Medicine Office of Diversity and Inclusion, the Diversity Center of Excellence and Department of Medicine, The Burroughs Wellcome Fund, The Rockefeller University Center for Clinical Translational Science, and Memorial Sloan Kettering Cancer Center Office of Diversity Programs.

RECENTEVENTS

Diversity COVID-19 Pandemic Town Halls Hosted by Dr. Said Ibrahim:

April 8th - Inaugural Session

- Open discussion of COVID-19 and it's impact on our community

April 15th - COVID Related Medical Issues

- Diverse communities facing medical issues during the pandemic

April 22nd -Emerging Disparities in COVID Care and Outcomes

- Augustine Choi, MD, Stephen and Suzanne Weiss Dean WCM
- Monika Safford, MD, Chief of the Division of General Internal Medicine, Founder and Co-Director of the Cornell Center for Health Equity and John J. Kuiper Professor of Medicine

April 29th -Telemedicine Care for Patients During the COVID-19 Pandemic

- Rahul Sharma, MD, Chairman of the Department of Emergency Medicine and Professor of Clinical Emergency Medicine and Healthcare Policy and Research
- Travis Gossey, MD, Associate Chief Medical Information Officer and Assistant Professor Internal Medicine and Healthcare Policy and Research

May 6th - Medical Workforce and Leadership Diversity in the Age of COVID

- Kevin Holcomb, MD, Vice Chair, Gynecology and Director of Gynecologic Oncology and Gynecologic Minimally Invasive Surgery and Associate Professor of Clinical Obstetrics and Gynecology, BLMim/SLiM***
- Elizabeth Wilson-Anstey, Ed.D., Former Assistant Dean, Diversity and Student Life and Director of the Travelers Summer Research Fellowship Program for Premedical Students

May 13th - Psychosocial Demands of COVID-19 Pandemic on Women

- Co-hosted by Associate Dean of Diversity and Inclusion *Dr. Rache Simmons*
- Judith Cukor, PhD, Assistant Dean, Student Affairs and Associate Professor of Psychology in Clinical Psychiatry
- Alison Hermann, MD, Director of Women's Reproductive Psychiatry and Assistant Professor of Clinical Psychiatry
- Susan Evans, PhD, Director of Education in Psychology and the Cornell Cognitive Therapy Clinic and Professor of Psychology in Clinical Psychiatry



RECENT EVENTS

Diversity COVID-19 Pandemic Town Halls Hosted by Dr. Said Ibrahim:

May 20th - New York Presbyterian's Experience in the Pandemic

- Co-hosted by Assistant Dean of Diversity and Student Life *Dr. Joy Howell*
- Dr. Steven Corwin, MD, President and Chief Executive Officer of NewYork-Presbyterian
- Dr. Travis Gossey, MD, Associate Chief Medical Information Officer and Dr. Peggy Leung, MD, Associate Program Director LIC Internal Medicine Practice
- Susana Morales, MD, Co- Principal Investigator at the Diversity Center for Excellence

May 27th - Immigrants, Refugees, and SARS-CoV-2

- Gunisha Kaur, MD, Co-Medical Director, Weill Cornell Center for Human Rights and Director, Anesthesiology Global Health Initiative
- Stephen Yale-Loehr, JD, Professor of Immigration Law Practice at Cornell Law School
- Faculty Director, Immigration Law and Policy Program, Co-director, Asylum Appeals Clinic, Of Counsel, Miller Mayer

June 3rd- Social Injustice and Current Unrest

- Augustine Choi, MD, Stephen and Suzanne Weiss Dean WCM
- WCM Executive Committee on Diversity and Inclusion

June 10th- Anti-Racism and Social Injustice

- Augustine Choi, MD, Stephen and Suzanne Weiss Dean WCM

June 17th- Implicit Bias

- Neil A. Lewis, Jr., Ph.D., Assistant Professor of Communication and Social Behavior, Cornell University and Assistant Professor of Communication Research in Medicine at Weill Cornell Medicine

June 24th- Diversity Champions

- Susana Morales, MD, Vice Chair, Diversity and Associate Professor of Clinical Medicine, Co-Principal Investigator and Director Diversity Center of Excellence Cornell Center for Health Equity
- Joy Howell, MD, FAAP, FCCM, Assistant Dean Student Diversity and Life, Associate Professor of Clinical Pediatrics, Vice Chair for Diversity in Pediatrics

July 1st- Anti-Racism and Social Injustice

- Augustine Choi, MD, Stephen and Suzanne Weiss Dean WCM

RECENT EVENTS

SPARC Jr.

The SPARC Jr. Conference, which is an annual Symposium in which summer program students gain valuable information regarding careers in medicine and science and learn how they can make unique contributions to healthcare and science, was held virtually on July 20th. The topic was "Health Disparities during the COVID: Lessons Learned and Strategies Moving Forward." Over 100 high School and undergraduate students from summer programs at Memorial Sloan Kettering Cancer Center, Rockefeller University, Weill Cornell Medicine, and CUNY schools attended the event. Dr. Susana Morales, Associate Professor of Medicine, first gave the keynote address on Social Determinants of Health. Her talk was followed by a panel comprised of Drs. Fernando Mendoza, Professor Emeritus of General Pediatrics at Stanford University; Carla Boutin-Foster, Associate Dean of Diversity Education and Research at SUNY Downstate; and Melissa Boneta-Davis, Assistant Professor of Cell and Developmental Biology at Weill Cornell Medicine. Students had the opportunity to ask the panelists a series of questions on health determinants, genetics, and methods on mitigating health disparities.

This event was organized by Drs. Joy Howell, Marcus Lambert, Avelino Amado; and Amna Aslam.



NEWS & UPDATES

Emergency Department Diversity & Inclusion DiversifiED

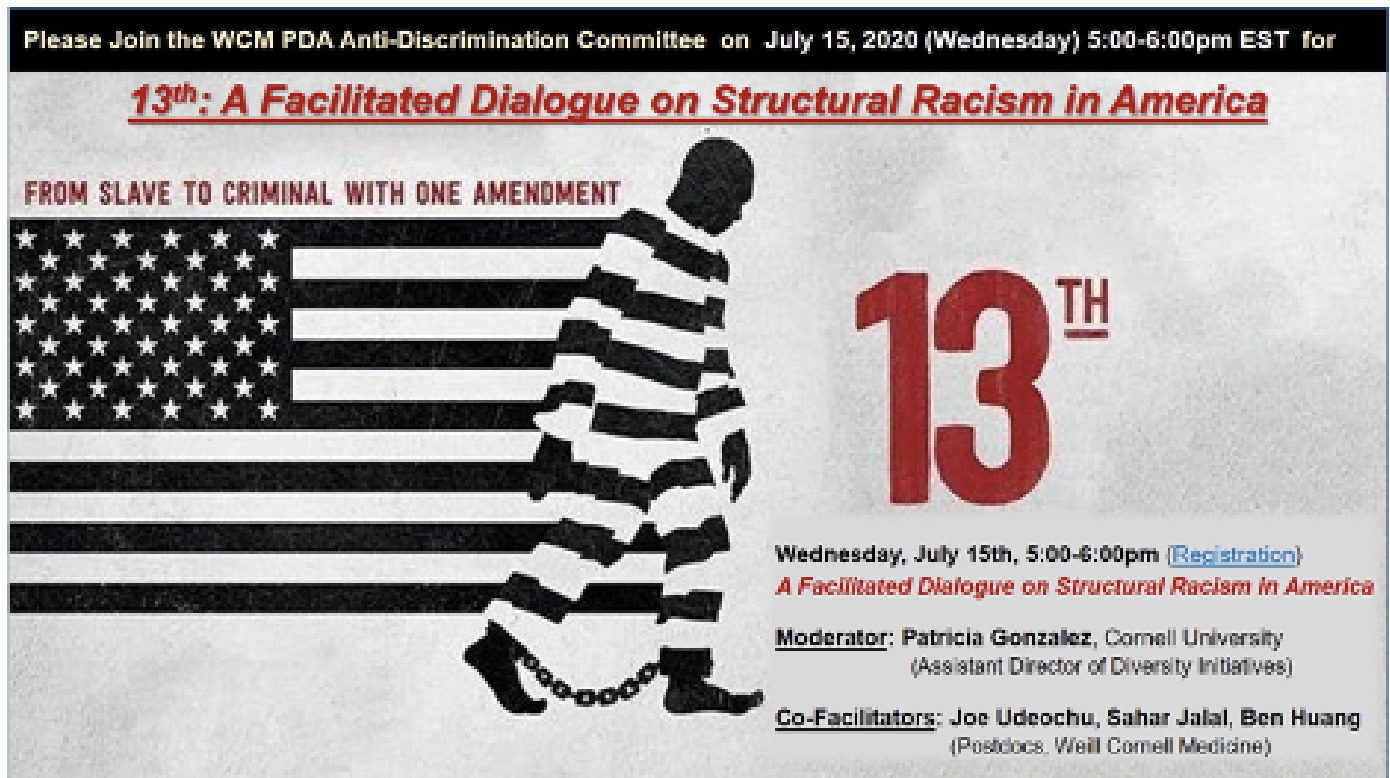
Faculty and staff of the NYPH/WCM Emergency Department have established a Diversity Committee (DiversifiED)! The goal of DiversifiED is to foster and enhance awareness and sensitivity of diversity, inclusiveness and belonging for all clinical and non-clinical providers in the Emergency Department through education. Meetings include guest speakers, interactive narrative sessions, and creative innovative techniques to promote the spirit of inclusivity. Overall, the committee provides a space for staff to celebrate and showcase their cultural diversity.

Email EDIDEAS@med.cornell.edu to be engaged with this important departmental initiative.



Picture taken of DiversifiED meeting before COVID-19 Pandemic

NEWS & UPDATES



On July 15, 2020, the newly formed **Anti-Discrimination Committee** of the Weill Cornell Medicine Postdoc Association hosted their first public event – **13th: A Facilitated Dialogue on Structural Racism in America**. The event consisted of two parts: an online screening of "13th", a documentary that explores the intersection of race, justice, and mass incarceration in the U.S., revealing the nation's persisting racial inequality after the abolition of slavery by the Thirteenth Amendment, and a guided discussion on how anti-Black racism is ingrained in American policy/politics and how its effects permeate our society. This in-depth discussion was moderated by Ms. Patricia Gonzalez, Assistant Director of Multicultural Student Leadership & Empowerment at Cornell University, and co-facilitated by Drs. Joe Udeochu, Sahar Jalal, and Ben Huang, postdoctoral fellows/instructors from the Anti-Discrimination Committee at Weill Cornell. Participants were very active and included students, postdocs, and faculty largely from Weill Cornell and Sloan Kettering, with a handful from Columbia and other schools.

The Anti-Discrimination Committee aims to advocate and educate the WCM community on issues related to various discriminations, micro- and macro-aggressions, implicit biases and explicit bigotries. Their goal is to implement a safe space for people to share their experiences of discrimination, voice their pains/frustrations, and be heard by the community. Their first event fully demonstrated the power of open dialogue on these difficult issues of racism and inequality. On August 5 & 6, 2020, they will host their next event – a watch party and guided discussion on Civil Uprisings against Systemic Injustice, with a focus on the roles of ordinary citizens in fighting against government-imposed injustice and learning from the history of civil uprisings across the world (see page 17). Please contact Ben Huang (bsh2002@med.cornell.edu or Sahar Jalal saj4006@med.cornell.edu) for further information.

FACULTY SPOTLIGHT

Promotion

Dr. Parul Shukla



Dr. Shukla, Vice Chief, Section of Colon & Rectal Surgery has been promoted to **Professor of Surgery!**

Fond Farewell

Dr. Anthony Watkins



Dr. Watkins has accepted a position at **NYU Langone as an Associate Professor of Clinical Medicine**. He will be missed! We wish him all the best as he begins this new phase of his journey!

COVID-19 Community Outreach

On Tuesday, April 22nd, Section Chief of Breast Oncology **Dr. Lisa Newman** joined journalist [Katie Couric](#) as part of her special series with Time Magazine about the alarming epidemiological racial disparity that is emerging from the COVID-19 crisis as well as the possible biological factors at play.

Dr. Newman also discussed her concerns regarding the consequences of COVID-19 on future cancer disparities related to delayed screening/disrupted care/loss of insurance/etc., as well as WCM-NYP's role in mitigating these disparities through outreach and multidisciplinary care. Please click on this link to access her talk: [Access Link](#)

TIME



UNIVISION

Dr. Juan Carrillo, Associate Attending Physician at New York-Presbyterian Hospital and Associate Professor of Clinical Medicine and Clinical Public Health spoke on UNIVISION, North America's largest provider of Spanish Language Content on COVID-19 on Monday, April 27th. He discussed how social determinants of health drive health disparities and unequal healthcare. He followed up with some examples of how brown, black, and low-income communities are some of the hardest hit in the United States.

FACULTY SPOTLIGHT

COVID-19 Community Outreach



On Sunday, March 25, **Dr. Linnie Golightly**, Associate Dean of Diversity & Inclusion spoke in a live telephone interview for the radio show Street Soldiers with Lisa Evers (107.5 WBLS-FM). Street Soldiers strives to provide accurate, reliable information regarding current events important to urban communities. Dr. Golightly addressed questions regarding the COVID-19 pandemic. She discussed the nature of the virus and its transmission, and expanded on what measures people should take to better protect themselves.

In addition, Dr. Golightly recently gave a COVID-19 Webinar to the National Medical Association (NMA) Region VI Golden State Medical Association and Charles R. Drew Medical Society on Thursday, March 19.



Award Announcements



Dr. Rache Simmons, Associate Dean for Diversity & Inclusion has been named one of Crain's Inaugural Notable Women in Talent Resources in the Greater New York City area.

For its inaugural list, Crain's New York Business selected 62 honorees—women executives working in human resources, talent retention and acquisition, and diversity and inclusion—to celebrate them for their varied achievements.

Congratulations to Dr. Simmons!



FACULTY SPOTLIGHT

COVID-19 Research Grant Recipients



Dr. Erica Phillips, Associate Professor of Medicine, has received a COVID-19 grant to research “The Contributions of Socio-Behavioral Factors to Disparities in the COVID-19 Pandemic.” This study aims to understand how the social determinants of health, more specifically social cohesion and capital contribute to the unequal distribution of COVID-19 occurrence across NYC.

Dr. Melissa Boneta-Davis, who was recruited as an Associate Professor of Cell and Developmental Biology Research in Surgery, has received a grant to examine how the Duffy-null genetic mutation affects inflammatory response and subsequent COVID-19 outcomes in African Americans. Her team's study will improve our understanding of COVID-19 disparity, optimize our treatment strategies and may lead to improve therapies. Congratulations!



Leadership Promotion



Kevin Holcomb M.D

Associate Professor of Obstetrics and Gynecology

Congratulations to Dr. Holcomb for his new position as **Associate Dean for Admissions!**



Jessica Pena, M.D

Associate Professor of Medicine and the Director of HeartHealth

Dr. Peña has been appointed to the newly created position of **Assistant Dean for Admissions!**

FACULTY SPOTLIGHT

Shout-Outs!



Congratulations to **Dean Augustine Choi** for his July 25th opinion piece in USA Today that outlines steps medical schools can take to increase the pipeline of Black medical students.

[Access Link](#)



Kudos to **Dr. Kelly Griffin**, Assistant Professor of Medicine for her integration of pertinent aspects regarding health disparities into her July 29 Medical Grand Rounds on COVID-19 critical care--a fine example for us all.

UPCOMINGEVENTS

PDA Anti-Discrimination Committee Watch Party

Join the WCM PDA Anti-Discrimination Committee
on August 5 & 6, 2020 for
Movie Viewing & Guided Discussion on

**Civil Uprising against
Systemic Injustice**

Aug. 5th (Wed) 6-8pm EST: Watch Party for

Korean language film with English subtitles
Based on historical events of S. Korea's democratic uprisings
Available for streaming via Amazon Prime Video, YouTube Movies, etc.

Aug. 6th (Thur) 6-7pm EST: Guided Discussion

What can ordinary citizens do to fight against systemic injustice?

Please contact **Ben S. Huang** (bsh2002@med.cornell.edu) or **Sahar Jalal** (saj4006@med.cornell.edu) for registration info.

Join the WCM Post Doc Association (PDA) Anti-Discrimination Committee on August 5th & 6th for Movie Viewing & Guided Discussion on Civil Uprising against Systemic Injustice

What can ordinary citizens do to fight against systemic injustice? Throughout modern history, when confronted with state-sanctioned oppression and inequality, people across the world have often chosen to rise up - to take to the streets to voice

their anger, frustrations, pain - and to demand change. **Civil uprisings are thus not simply reactions, but indications of people's aspirations and dreams for a better, more just world.**

The movie **1987: When the Day Comes** depicts historical events of South Korea's heroic struggle against an oppressive authoritarian regime during the 1980s. These events include the death of a protester by police brutality, kidnappings of dissidents by the secret police, and an attempted cancellation of presidential election by the incumbent dictator. The many parallels to the current situations in the U.S. are uncanny. **The movie thus provides an opportunity for us to reflect upon our present-day situation while drawing lessons from the painful but ultimately successful story of S. Korea's 1987 uprising to demand truth, justice, and democracy.**

[Registration Link](#)

UPCOMINGEVENTS

Internal Medicine Subspecialty Fellowship Recruitment Diversity Open House

Thursday, August 6th 7:00pm - 8:30pm



The Department of Medicine will be hosting a Weill Cornell Internal Medicine Subspecialty Fellowship Recruitment Diversity Open House for potential fellowship applicants on Thursday 8/6 from 7pm-8:30 pm. For more information on this virtual event, visit the [registration link](#) and review the list of participating subspecialty fellowship programs.

Women in Medicine Diversity Town Hall

Wednesday, September 9th 4:00pm - 5:00pm



The Office of Diversity and Inclusion will continue hosting virtual meetings, thereby providing a venue for members of our WCM community to convene and discuss the evolving crisis.

As part of the celebration of Women in Medicine Month, the Office of Women will be hosting the 4pm - 5pm Wednesday, September 9th Townhall with Dean Choi on The Status of Women at WCM.

3rd Annual Women Physicians of NYP Symposium

Tuesday, September 15th 7:00pm - 8:30pm



The Office of Women will hold the symposium that will be a half-day negotiation workshop featuring Professor Stuart Diamond, an internationally recognized negotiation expert and faculty member at Wharton School of Business and Cornell University School of Business and author of "Getting More."

EXTERNALEVENTS

Understanding Intersectionality: Bringing Visibility to the experiences and Perspectives of Women of Color

Friday, August 7th 3:00pm - 4:00pm



Academic medicine, and the country as a whole, is at a critical inflection point where massive change is needed. As we bolster our efforts to address the dual public health crises of COVID-19 and systemic racism, we must pay close attention to the role of

intersectionality and acknowledge the limited visibility thus far of African American/Black women and all women of color regarding these issues. During this first part of a webinar series on various aspects of women of color, we will explore foundational elements of intersectionality theory, share experiences from members of our community, and create dialogue on how institutions can maintain an intersectional lens as they continue their diversity, equity and inclusion journeys. This webinar kicks off a new collaboration on Women of Color between the Group on Women in Medicine and Science (GWIMS), the Group on Diversity and Inclusion (GDI) and other AAMC affinity groups. [Registration Link](#)

NIH Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC)

Tuesday, August 18th 1:00pm - 2:00pm

The MOSAIC program is designed to facilitate the transition of promising postdoctoral researchers from diverse backgrounds, for example postdocs from groups underrepresented in the biomedical research workforce, into independent faculty careers in research-intensive institutions. The program has two components: a [postdoctoral career transition award](#) (K99/R00), and a [research education cooperative agreement](#) (UE5). There are currently 15 ICs participating in the MOSAIC K99/R00 program (NIGMS, NIBIB, NINR, NIMHD, NHGRI, NIA, NLM, NIMH, NIDA, NIAAA, NHLBI, NIEHS, NIDCD, NIDCR and NCCIH). NIH accepts applications for this award [three times per year \(similar to the parent K99\)](#), and the next application receipt date is **October 12, 2020**.

In addition to the postdoctoral transition award, MOSAIC scholars become members of scientific cohorts and participate in mentoring, networking, and professional development activities coordinated by MOSAIC UE5 awardees. The NIMH, NHLBI, NLM, and NCCIH will accept applications for the MOSAIC UE5 program for the November 2, 2020 deadline. If you are involved with a scientific society interested in partnering with NIH on this effort, please reach out to the [scientific/research contacts](#) listed in the FOA to learn more.

The informational webinar will be on **Tuesday, August 18 at 1 PM ET/10 AM PT**. You can find the login information on the [NIGMS Meetings Webpage](#). You can read more about the MOSAIC program in a recent post on the [NIGMS Feedback Loop Blog](#), as well as answers see answers to [Frequently Asked Questions](#).

COVID-19 RESOURCES

To help keep the WCM community up-to-date on recent developments and provide answers to frequently asked questions, The WCM Human Resources department has created a COVID-19 information webpage. You can access the page on or off-campus (using your CWID and password) at <https://wcmcentral.weill.cornell.edu/covid19>

Please also be sure to check your email for messages and Updates from our Dean Augustine Choi regarding evolving institutional policies in this fluid situation.

WCM STUDENTS

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

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

counseling@med.cornell.edu

studentmentalhealth@med.cornell.edu

WCM STAFF

<https://wcmcentral.weill.cornell.edu/resources/covid-19-updates/faculty-staff>

ANTI-RACISM RESOURCES

1. [Unconscious Bias Education and Training](#)
2. [Resources for Engaging in Anti-Racism Work](#)
3. [We are Living in a Racist Pandemic](#)
4. [Your Black Colleagues May Look Like They're Okay – Chances Are They're Not](#)
5. [Affirming Black Lives Without Inducing Trauma](#)
6. [Anti-Racism Resources](#)

RECOMMENDED READS

Undocumented U.S. Immigrants and Covid-19

Kathleen R. Page, Maya Venkataramani,,
Chris Beyrer, and Sarah Polk

The New England Journal of Medicine

[Access Link](#)

Recommended by: Dr. Gunisha Kaur

Racial Health Disparities & COVID-19–Caution and Context

Merlin Chowkwanyun and Adolph L. Reed

The New England Journal of Medicine

[Access Link](#)

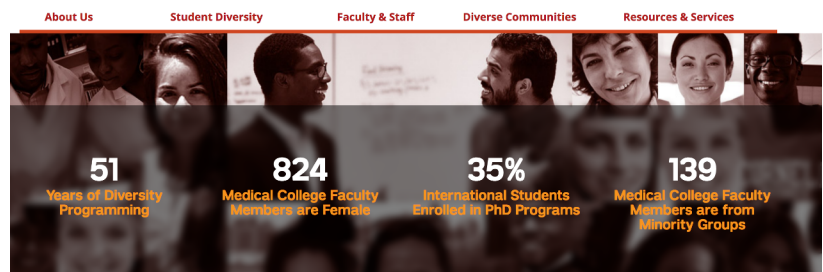
Recommended by: Dr. Joy Howell

ADDITIONAL INFORMATION

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