Greetings,

The summer has been filled with exciting events including the LGBT Conference, the SPARC 2018 Tri-I Diversity Retreat, and the SPARC Jr. Conference. The two day LGBT Conference was a huge success with over 250 health professionals in attendance on WCM’s campus. The 7th Annual LGBT Conference is scheduled for May 3rd and May 4th, 2019. PLEASE SAVE THE DATE!

Our office hosted our 2nd Annual SPARC Tri-I Diversity Retreat on Saturday, June 30th. Dean Choi gave opening remarks to the Tri-I community (WCM, Rockefeller, and MSKCC) and commended everyone’s commitment towards diversity efforts. In addition, the SPARC Jr. Conference was held on Monday, July 23rd, celebrating our several decades of Tri-I community summer pipeline programs that welcome undergraduate and high school students as well as their parents.

Upcoming events include the New Medical and Graduate Student Diversity Mixer (see page 2), the Women Physicians of NYP Symposium (see page 3), and the BNGAP Critical Transition Conference (see page 5). We invite our WCM community to participate in these events.

Last, but not least, our revised diversity webpage: http://diversity.weill.cornell.edu/ is open! Please share your thoughts as our goal is to continuously improve the content.

As always, we would like to thank our WCM community for its enormous support and dedication towards diversity.

Kind Regards,

Dr. Linnie Golightly  Dr. Rache Simmons
# SCIENCE AND SOCIETY LECTURE SERIES

<table>
<thead>
<tr>
<th>Date</th>
<th>Speaker</th>
<th>Topic</th>
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<tbody>
<tr>
<td>September 12, 2018</td>
<td>Jean William Pape, Director, Gheskio Health Care Centres, Port Au Prince, Haiti and Prof. Medicine, WCM</td>
<td>&quot;Health Equity: the View from Haiti&quot;</td>
<td>5:30-6:30 PM Belfer Research Building 204 A/B/C</td>
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<tr>
<td>October 31, 2018</td>
<td>S. J. Gates Foundation, Professor of Physics, Brown University</td>
<td>Will Evolution and Information Theory Provide The Fundamentals of Physics?</td>
<td>TBD</td>
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<tr>
<td>November 14, 2018</td>
<td>Mary Wooley, Research! America</td>
<td>(Science Advocacy with Government)</td>
<td>TBD</td>
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For more information, please visit: https://gradschool.weill.cornell.edu/about-us/science-and-society-series
WOMEN PHYSICIANS OF NYP SYMPOSIUM

Wednesday, September 12, 2018

The New York Academy of Medicine
1216 Fifth Ave, NYC 10029
9am-5pm
Reception to Follow

Join us at our inaugural event. Topics include:
PROFESSIONAL DEVELOPMENT
NAVIGATING THE PROMOTIONS PROCESS
NEGOTIATING
EQUITY IN THE WORKPLACE
WELLNESS & WORKLIFE BALANCE

REGISTRATION IS NOW OPEN

Registration is free but seating is limited. Please complete a brief survey and register for the symposium: https://nyp.qualtrics.com/jfe/form/SV_5svlg0LpzNyWMmN
Registration deadline is August 28th.
The Weill Cornell Department of Medicine Minority Housestaff Committee
Department of Medicine Residency Training Program
Department of Medicine Office of Diversity
Weill Cornell-NYP Residency Programs
Cornell Center for Health Equity and the
Weill Cornell Diversity Center of Excellence
Invite you to

Make Your Match:
A Diversity Open House for underrepresented medical students about the residency match process

Please join us to learn about our Residency Programs, meet with Program Directors, residents and learn about our culture of diversity and inclusion!
Come meet representatives from: Internal Medicine, Pediatrics, Neurology, General Surgery, Anesthesiology, Psychiatry, Emergency Medicine, Obstetrics-Gynecology, Dermatology, Radiology, Neurosurgery, Orthopedics and more!

Saturday, September 15, 2018 10:30AM – 5PM
Weill Greenberg Center, 1305 York Ave., 2nd Fl., New York, NY

Lunch will be served

RSVP via: http://evite.me/y62XzWwKXG

Please contact Tahera Begum tab3002@med.cornell.edu for questions!
Weill Cornell Medicine
Mentoring Academy

Physician-Scientist Symposium

September 5th
10 AM – 2 PM
Griffis Faculty Club

WCM Mentoring Academy is pleased to launch a new initiative to support new, future and prospective physician-scientists (MD and MD-PhD students, residents, fellows and junior faculty).

Topics will include:
• Mentorship
• Affording your career
• Contract negotiation
• Work-life balance

Lunch will be served!

Agenda:

10 AM - 11 AM  Keynote Address, Emery Brown, MD, PhD
Life Balance in Academic Medicine: From Romance Languages to Statistics, Neuroscience and Anesthesiology
11 AM - 12 PM  Mentoring by career stage/background
12 PM - 12:30 PM  Lunch & networking
12:30 PM - 1:15 PM  Mentoring on topics of interest
1:15 PM - 1:45 PM  Identifying key challenges impacting physician-scientists
1:45 PM - 2 PM  Closing remarks

Registration is required. For more information please email mentoring@med.cornell.edu

Emery Brown M.D, Ph.D.
Edward Hood Taplin Professor of Medical Engineering & Computational Neuroscience, MIT and Warren M. Zapol Professor of Anaesthesia, Massachusetts General Hospital

BURROUGHS WELLCOME FUND

Weill Cornell Medicine
Diversity & Inclusion
Travelers Summer Research Fellowship Program
For Premedical Students
50th Anniversary Celebration

Save the Date

Saturday, October 6, 2018
Weill Cornell Medicine
1300 York Avenue
New York, NY 10065
Call for Nominations:

SPiNES is looking for its 2018-2019 speakers: talented senior postdocs doing exciting research in any area of Neuroscience.

Nominate yourself or a colleague.
All nominations are due to our website by

September 10, 2018

Apply today!
neuroscience.med.nyu.edu/spines

Women and underrepresented minorities are strongly encouraged to apply.
Are you a senior medical student seeking an academic residency? Are you a senior resident seeking an academic fellowship? Are you a senior resident or fellow seeking your first academic position?

Join Us For The
**Critical Transitions Conference:**
Finding Your Academic Residency, Fellowship, or First Academic Position

**Date:** Saturday, September 8, 2018  
**Time:** 8:00AM - 6:30PM EST  
**Host:** CUNY SCHOOL OF MEDICINE, Manhattan, NY

**Registration Link:** [http://bngap.org/critical-transitions-seminar-registration/](http://bngap.org/critical-transitions-seminar-registration/)

**OVERALL LEARNING OBJECTIVES**

- Align personal and professional interests and next career steps;
- Enhance written and verbal skills to be a more competitive applicant;
  - Build a team of support for career success;
- Develop a successful financial plan for a future academic career.
From left to right, Dr. John Paul Sanchez, Associate Dean, Diversity and Inclusion at Rutgers New Jersey Medical School, Dr. Linnie Golightly, Associate Dean of Diversity and Inclusion and Dr. Nelson Sanchez, Chair, Executive Committee, LGBT Health Workforce Conference

Weill Cornell Medicine hosted the BNGAP 6th Annual LGBT Health Workforce Conference on May 4 and 5, 2018. Over 250 health professionals and trainees attended the annual two-day event. Vice Dean Michael Stewart gave opening remarks. The conference hosted its first Grant Writing Seminar for LGBT Health Research, and Dr. Monika Safford (Co-Director, Cornell Center for Health Equity) led a mock NIH study section. The conference also included oral and poster presentations on best practices in research, education, and clinical care for the LGBT community. A small group of protesters were ingeniously countered by WCM students who painted rainbows on the hands of attendees. The 7th Annual Conference will take place at WCM on May 3rd and 4th 2019. If you wish to participate on the planning committee for the event, please contact Dr. Nelson Sanchez at nes2014@med.cornell.edu.
On Friday, June 1st, Dr. Joy Howell, Vice Chair of Diversity in Pediatrics, Dr. Linnie Golightly, Associate Dean of Diversity and Inclusion, and Dr. Renee Alexander, Associate Dean of Students at Cornell University presented “Breaking Bread: An interactive forum to discuss difficult topics that strengthen communities” at the AAMC Group on Diversity and Inclusion Annual Conference in New Orleans, LA. An overflow crowd shared their experiences and made plans to implement "Breaking Bread" session at their home institutions.
Dr. Elaine Barfield, Assistant Professor of Pediatrics and WCM representative to the National Medical Association (NMA) delivered a lecture on May 26th entitled "Health Disparities in Pediatric Gastroenterology" at the NMA Region 1 Annual Conference in Montego Bay, Jamaica. Dr. Barfield also serves as the Vice President for the Manhattan Central Medical Society (MCMS), an NMA local affiliate chapter. MCMS meets monthly in Harlem and is welcoming new members (faculty, house staff and medical students). For more information, contact Dr. Barfield at elb2020@med.cornell.edu.

The SMEP pipeline program fosters medical and science career interests of students at the Science and Medicine Middle School. On May 12th, SMEP students presented posters on scientific and medical topics of their choice.
On Saturday, June 30th, Weill Cornell Medicine (WCM), Rockefeller, and Memorial Sloan Kettering (MSKCC) medical and graduate students, faculty members, and staff gathered for a half day retreat to learn and discover skills for building inclusive leadership. Dean Augustine M.K. Choi welcomed the participants, expressing his pride in our community's commitment to increasing diversity leadership skills. The participants learned how to: (1) increase their visibility as leaders of inclusion, (2) refine their inclusive communication skills, (3) sharpen their influencing skills, and networked through sharing their skills and ideas with other leaders in our Tri-I community. The retreat facilitator, Ms. Sandrine Tunezerwe, MA, MFA, MHR, Founder of Dialogue and Associate at Center for Creative Leadership (CCL), led four workshop sessions: (1) Meeting leaders in the room, (2) Increasing your visibility as a leader of inclusion, (3) Increasing your inclusive communication, and (4) Influencing others.
2018 SPARC
TRI-I DIVERSITY RETREAT
DISCOVERING THE SKILLS FOR INCLUSIVE LEADERSHIP
On Monday, July 23rd, Tri-I (Rockefeller, MSKCC, and WCM) summer pipeline program students, local high school students, and parents attended the Annual SPARC Jr. Conference. This year's conference celebrated the decades of summer Tri-I pipeline programs. Students had the opportunity to speak firsthand with current MD, PhD, and MD/PhD students about their individual experiences and the resources available to prospective students. Dr. Hans Gerdes, Travelers Summer Research Fellowship (TSRF) and WCM alum, gave the keynote speech. A WCM Professor of Clinical Medicine and MKSCC Attending Physician in Gastroenterology, Dr. Gerdes discussed his journey in becoming a physician including the challenges that he faced during his training. The conference included a networking session with alumni from each summer program.
On Monday, July 2nd, ACCESS, Gateways, and T-SRF summer pipeline students met with four WCM Deans: Augustine M.K. Choi (Dean of Weill Cornell Medicine), Barbara Hempstead (Senior Associate Dean for Education), Randi Silver (Associate Dean of the Graduate School), and David Christini (Vice Dean of the Graduate School). Marcus Lambert (Assistant Dean of Diversity and Student Life) gave opening remarks and moderated the session. Students asked candid questions via text regarding medical/graduate school admissions and the exploration of their medical and scientific interests.

PUBLICATIONS

ACADEMIC WRITES 270 WIKIPEDIA PAGES IN A YEAR TO GET FEMALE SCIENTISTS NOTICED

Recommended by L. Jeanie Faulkner (Associate Secretary of Medical College & Director of Faculty Council Administration), the article discusses the mission of a female scientist, Jess Wade, to give recognition to all women in science who have achieved great accomplishments within their fields. Wade’s Wikipedia entries showcase and celebrate the achievements of under recognized female scientists.

To read more, please visit: https://www.theguardian.com/education/2018/jul/24/academic-writes-270-wikipedia-pages-year-female-scientists-noticed
PUBLICATIONS

DR. AUGUSTINE CHOI
DEAN OF WEILL CORNELL
MEDICINE
INTERVIEW IN FORBES

In a candid interview, Dean Augustine M.K. Choi discusses the important role of immigrants in America's healthcare system and their necessity in "maintaining the best patient care of all Americans." The discussion includes how WCM is working to foster a diverse and inclusive environment.


DR. MICHELLE ALBERT
PUBLISHES ON CHALLENGES
URIM WOMEN FACE IN
ACADEMIC MEDICINE

Dr. Michelle Albert, Professor of Medicine at the University of California at San Francisco (UCSF) and Director of the Center for the Study of Adversity and Cardiovascular Disease (NURTURE Research Center) discusses the challenges URIM women face in academic medicine in her article "#Me_Who: Anatomy of Scholastic, Leadership, and Social Isolation of Underrepresented Minority Women in Academic Medicine."


View at: http://circ.ahajournals.org/content/early/2018/05/22/CIRCULATIONAHA.118.035057

BEING BLACK IN AMERICA CAN BE HAZARDOUS TO YOUR HEALTH

Recommended by Dr. Susana Morales (Vice Chair of Diversity in Medicine), The Atlantic's "Being Black in America Can be Hazardous to Your Health" discusses the life of Kiarra Boulware, an African-American woman and resides in Baltimore. Kiarra's story highlights why many African-Americans just like herself have a 20-year life expectancy gap as compared to Whites.

To read more, visit: https://www.theatlantic.com/magazine/archive/2018/07/being-black-in-america-can-be-hazardous-to-your-health/561740/
Dr. Ruth Gotian was recently appointed to a new position as Assistant Dean for Mentoring. In addition, she will serve as Executive Director of Weill Cornell Medicine’s Mentoring Academy and Chief Learning Officer in the Department of Anesthesiology. On behalf of the Office of Diversity and Inclusion, congratulations!!

Four female faculty were appointed to endowed positions and scholarships by the Board of Overseers.

**Dr. Eftychia Apostolou (far left)** has been appointed the Raymond and Beverly Sackler Research Scholar. She is an Assistant Professor of Molecular Biology in Medicine. **Dr. Eloise Chapman-Davis (2nd left)** has been appointed as the Donna Redel Clinical Scholar. She is an Assistant Professor of Obstetrics and Gynecology. **Dr. Marie Claire Leger (2nd right)** has been appointed as the Clinique Clinical Scholar in Dermatology. Dr. Leger is an Assistant Professor of Clinical Dermatology. **Dr. Marianne Elizabeth Nellis (far right)** has been named the John D. and Lili R. Bussel, MD, Assistant Professor in Pediatric Hematology. She is an assistant professor of pediatrics and the founding member of the Pediatric Transfusion Medicine Research Group at Weill Cornell Medicine.

Congratulations to Drs. Apostolou, Chapman-Davis, Leger and Nellis on their appointments to endowed faculty positions!!

Dr. Kevin Holcomb will serve as Interim Chairman of the Department of Obstetrics and Gynecology at Weill Cornell Medicine and Interim Obstetrician and Gynecologist-in-Chief at NewYork-Presbyterian/Weill Cornell Medical Center. On behalf of the Office of Diversity and Inclusion, congratulations!!

Dr. Joseph Osborne was recently appointed as Chief Nuclear Medicine and Molecular Imaging, Clinical Director of the Molecular Imaging Innovations Institute, Director of MI4 Lab (Molecular Imaging Innovations Institute for Inclusion) in the Department of Radiology at Weill Cornell Medical Center. On behalf of the Office of Diversity and Inclusion, congratulations!!
AAMC 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

NOTE: Funding is available for faculty who would like to attend. Please contact Elizabeth Omondi, elo2010@med.cornell.edu for more information.

For more information, please visit:
https://www.aamc.org/members/leadership/catalog/323116/minorityfacultyleadershipdevelopmentseminar.html

THE OFFICE OF DIVERSITY AND INCLUSION
WISHES YOU
A WONDERFUL SUMMER!
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**