MESSAGE OF ASSOCIATE DEANS OF DIVERSITY

Greetings,

We are happy to welcome our new Senior Associate Dean of Diversity and Inclusion Dr. Said Ibrahim as well as two new Office of Diversity and Inclusion staff Brittany Keppel and Mari Campuzano. We all look forward to working together with you to make our community ever more diverse and inclusive!

We call to your attention several events this month including: Breaking Bread Dinner, Quarterly Diversity Seminar Series and a Celebration of Black History Month. We also remind you of the Friday Coffee Hours with our students.

Please take advantage of opportunities to recognize those who have uniquely contributed to our community. Nominations remain open for the Pioneers in Diversity Awards and Jessica Bibliowicz Award for Excellence in Mentoring Women Faculty. Please do nominate one (or more!) of the many outstanding members of our community.

And we encourage all eligible to consider attending one of the superb AAMC programs for URM and Women faculty development. Funds to defray costs for attendance to upcoming workshops are also available through our office.

Plans for Diversity Week 2019 (April 22-26) are in full swing! If you would like to contribute a session/event please contact Elizabeth Omondi elo2010@med.cornell.edu.

We hope that everyone enjoys the winter season!

Dr. Linnie Golightly     Dr. Rache Simmons
RECOGNIZE OUR DIVERSITY LEADERS

Call for Nominations
2019 Pioneers in Diversity Awards
Deadline: February 15, 2019

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

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

Resident/Postdoctoral Fellow:
Louis Wade Sullivan, M.D. Excellence in Public Health Advocacy Award
Presented to a resident or a postdoctoral fellow who has been an outspoken champion for health promotion and a public health advocate, especially for medically underserved populations.

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

***Awards to be presented at Diversity Week Celebration Awards Ceremony***

For more information about how to apply, please visit our webpage:
https://diversity.weill.cornell.edu/faculty-staff/grants-fellowship-opportunities
Jessica Bibliowicz Award for Excellence in Mentoring Women Faculty

In honor of January as National Mentoring Month, the Office of Women and the Mentoring Academy are proud to solicit nominations for the 2019 Jessica Bibliowicz Award for Excellence in Mentoring Women Faculty. This annual award recognizes outstanding men and women faculty at Weill Cornell Medicine who demonstrate commitment to advancing the academic careers of women in the areas of clinical care, research, or education. The individual must have a track record of providing strong mentorship, as well as fostering a nurturing and supportive environment for all faculty. Re-nominations of candidates who have not already received the award are welcome. The recipient of this award will be announced during the 2019 Diversity Week and will receive a $5,000 prize as well as a plaque in honor of his or her contributions to promoting the academic careers of women.

Eligibility Criteria

Be full-time faculty at Weill Cornell Medicine; Have an outstanding record of supporting women faculty to become academic leaders in clinical care, research, or education; Demonstrate a record of providing exemplary mentorship support to women mentees lasting at least two years for each mentee, and show a longstanding commitment to mentorship, by participating in formal programs aimed at promoting the careers of women faculty, providing research training or opportunities for collaborations to women faculty, developing policies to foster the academic growth of women, or serving as an advocate or guide to women in a professional environment. Self-nominations are not allowed.

Guidelines for Submitting a Nomination

The nominator should submit the following materials by the deadline:

1. Nominator’s letter of support for the nominee. This letter should provide: Examples of the nominee’s excellence in mentorship. These may include descriptions of how the nominee has advanced and supported the career goals of women mentees; served as an advocate in regards to administrative, organizational and procedural concerns; played an active role in the promotion of mentees; assisted in the professional and personal development of mentees’ talents, intervened during moments of academic or personal crisis, developed specific programs for mentoring women, or published on the topic in peer-reviewed journals.

2. Letters of recommendation from three former mentees of the nominee describing their mentoring experience with the nominee.

3. A 1-2 page vision statement from the nominee describing his or her philosophy and practical approach to mentoring.

4. Nominee’s curriculum vitae

Please save the the above items in the order listed as one PDF document as follows: nominee’s ‘Last name.First initial_2019BibliowiczAward.pdf’ (Example: Smith.J_2019BibliowiczAward) and submit to rms2002@med.cornell.edu no later than Wednesday, February 27th, 2019 11:59pm EST. An email confirmation of receipt of nomination packet will be sent to the nominee and nominator.
Dr. Said Ibrahim Appointed Senior Associate Dean for Diversity and Inclusion

Effective January 1, 2019 Dr. Said Ibrahim became the Inaugural Senior Associate Dean for Diversity and Inclusion. An esteemed physician-scientist who investigates why health outcomes vary among demographic groups Dr. Ibrahim is also Chief of the Division of Healthcare Delivery Science and Innovation and Vice Chair for Development and Strategy in the Department of Healthcare Policy and Research.

New Office of Diversity and Inclusion Staff

Mari Campuzano, Ed.D.
Diversity Research Coordinator

Brittany D. Keppel
Office Assistant

WEILL CORNELL EVENTS

Wednesday
February 20, 2019
5:30 – 7:30pm

WCM’s Office of Diversity and Inclusion invites you to break bread and join us for dinner and open conversations around topics that will explore our diverse belief systems, world views, preconceived notions, biases and stereotypes.

We welcome back Dr. Renee Alexander, Cornell University’s Dean of Students and Founder of the 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.

Belfer Research Building, 3rd fl., BB 302-C&D | 413 East 69th St., NY, NY 10021
Dr. Carol Storey-Johnson Honored

Dr. Carol L. Storey-Johnson, Professor of Medicine, was honored at the Griffis Faculty Club February 11 on the occasion of her is retirement after a 45-year career as a medical student, resident, and faculty member here at Weill Cornell Medicine.

At WCM, she has served in leadership roles with progressively higher levels of responsibility, including Associate Director (Office of Curriculum and Educational Development), Associate Dean (Curricular Affairs), Senior Associate Dean (Education), and Senior Advisor to the Dean’s Office for Medical Education. She has also held leadership and teaching positions at the regional and national levels through the Association of American Medical Colleges (AAMC) and the Society for General Internal Medicine.

Dr. Storey-Johnson has been the recipient of all of the awards at WCM that recognize excellence in medical education: the Elliot Hochstein Award (1992); Senior List Teaching Award (1994); Excellence in Teaching Award (2000, 2011, 2014); and the Siegel Family Faculty Award (2015). She was also the recipient of the 2017 Distinguished Educator Award of the Northeast Group on Educational Affairs (AAMC), the only WCM faculty member to receive this award, and she is the first individual at WCM to be promoted to Professor of Medicine on the Pathway Recognizing Academic Achievement and Scholarship, and Educational Leadership.

Dr. Storey-Johnson has been a true pioneer in many ways. A recipient of the Pioneer in Diversity Award in 2017 and an outstanding role model for trainees from groups underrepresented in medicine, she was the first African American woman at WCM to be elected to AOA, the first to train in the Department of Medicine at NewYork-Presbyterian/Weill Cornell Medical Center, and the first to hold the position of Senior Associate Dean for Education in an Ivy League institution. She has also funded a scholarship in her name for WCM students.
Quarterly Diversity Seminar Series

“Engaging, Educating and Empowering the Next Generation of Diverse Health Professionals: Strategies for Success”

Lynne Holden, MD
Professor, Emergency Medicine Einstein College of Medicine
President, Mentoring in Medicine Inc.

Save the Date:
Thursday, February 28, 2019
5:30-6:30pm
Location: Uris Auditorium

Celebration of Black History Month to follow

JOIN US AND.....

Celebrate
BLACK HISTORY MONTH

Griffis Faculty Club, February 28, 6:30-8:00PM
Weill Cornell Medicine
Office of Student Diversity

Students and Faculty

Coffee Hour 2019
Every other Friday starting 1/11/19

Come by to talk and have coffee and pastries!

- Friday, January 11th
  1:00 pm – 2:00 pm Olin Lounge
- Friday, January 25th
  1:00 pm – 2:00 pm Olin Lounge (Lunch with Interviewing PhD Students)
- Friday, February 8th
  1:00 pm – 2:00 pm Olin Lounge (Lunch with Interviewing PhD Students)
- Friday, February 22nd
  1:00 pm – 2:00 pm Olin Lounge
- Friday, March 8th
  1:00 pm – 2:00 pm Olin Lounge
- Friday, March 22nd
  1:00 pm – 2:00 pm Olin Lounge
- Friday, April 5th
  1:00 pm – 2:00 pm Olin Lounge
- Friday, April 19th
  1:00 pm – 2:00 pm Olin Lounge
- Friday, May 3rd
  1:00 pm – 2:00 pm Olin Lounge
- Friday, May 17th
  1:00 pm – 2:00 pm Olin Lounge

studentdiversity@med.cornell.edu

Save the Date: April 22-26, 2019

Diversity Week

Elizabeth Wilson-Anstey Lecture

Sian Beilock, PhD
President
Barnard College

Joan Y. Reede, MD, MS, MPH, MBA
Dean for Diversity and Community Partnership
Harvard Medical School

Dara Richardson-Heron, MD
Chief Engagement Officer
NIH All of Us Research Program

Weill Cornell Medicine
7th Annual LGBT Health Workforce Conference
May 3-4, 2019

Spotlighting LGBT Health Care for Special Populations
Abstracts due January 1, 2019 (http://bngap.org/lgbthwconf/proposals/)
Leadership Award Applications due January 11, 2019
(http://bngap.org/award/)

Conference Administrator
Amanda Badillo
MPH Candidate
lgbthealthworkforce@gmail.com

Early Registration
by April 2nd, 2019
Register at:
http://bngap.org/lgbthwconf/

Location
Weill Cornell Medicine
413 E. 69th Street.

http://bngap.org/lgbthwconf/
SAVE THE DATE
Women Physicians of NYP Symposium
Wednesday, September 25
The Pierre Hotel

Congratulations to the 2019 Kellen Award Recipients!
The Kellen Junior Faculty Fellowship provides $50,000 in research support to exceptional female junior faculty at Weill Cornell Medicine. Five awards are given annually. Now in its fifth year, the grant was established in 2015 with a $1.25 million gift from the Anna-Maria and Stephen Kellen Foundation. The goal is to provide female junior faculty with funding so that they can establish a scientific track record and succeed in independent research. This award strengthens the pipeline of outstanding female junior faculty who can ultimately be promoted to a higher academic rank at WCM. The 2019 Kellen Junior Faculty Fellowship Recipients are:

Radhika Sundararajan, Assistant Professor of Emergency Medicine - Project Title: A novel approach to community-based HIV testing with traditional healers in Mwanza, Tanzania

Megan Shen, Assistant Professor of Psychology in Medicine - Project Title: Media Communication Intervention to Increase Engagement in Advance Care Planning among Advanced Cancer Patients

Jana Ivanidze, Assistant Professor of Radiology - Project Title: PET Imaging of Tau Deposition, Amyloid-Beta Accumulation, and Region-Specific Glucose Metabolism in Alzheimer Disease: Correlation with Matrix Metalloproteinase 9 Cerebrospinal Fluid Levels

Diana Morales, Assistant Professor of Microbiology and Immunology - Project Title: Metabolic Programs Driving Enterococcal Invasion and Pathogenesis

Natalia DeMarco, Assistant Professor of Neuroscience - Project Title: Genetic and environmental mechanisms underlying autism spectrum disorders
Congratulations!

Dr. Kevin Holcomb Vice-Chairman of Gynecology, Director of Gynecologic Oncology, Director of Gynecologic Minimally Invasive Surgery, Faculty Advisor for the Black and Latino Men in Medicine (BLMiM) and mentor to many is now also the newly appointed Vice Chair of Gynecology!

Dr. Elaine Barfield was recently elected to a 3-year term as Scientific Program Chair for Region I of the National Medical Association (NMA). In this role she is responsible for planning and executing the annual CME meeting for Region I which is comprised of 8 states, Puerto Rico and the Virgin Islands.

Dr. Barfield also serves as Vice President of the Manhattan Central Medical Society (MCMS), the local NMA chapter in NYC. To become involved or learn more about either group, contact Dr. Barfield at elb2020@med.cornell.edu

Publications

*Suggested by Dr. Susana Morales (and coauthored by Dr. Jessica Peña!)*

A Seat at the Table

**Strategic Engagement in Service Activities for Early Career Faculty From Underrepresented Groups in the Academy**

Academic Medicine: January 14, 2019 - Volume Publish Ahead of Print

*Recommended by Dean Augustine Choi*

**These labs are remarkably diverse- here's why they're winning at science**

https://www.nature.com/articles/d41586-018-05316-5-
A joyful capacity crowd attended the annual Diversity Holiday Mixer in the Griffis Faculty Club on December 4th. The Office of Diversity and Inclusion was joined by the Department of Medicine and Office of Student Diversity and Student Life in co-hosting the popular event.
Latinas in Health Care Mixer

The Latino Medical Student Association (LMSA), the Department of Medicine and the President’s Council on Cornell Women held an inaugural Latinas in Healthcare Mixer on January 16 in the Belfer Building.

Pre-clerkship Student Forum

For the second year, faculty and residents of the Departments of Pediatrics, Medicine, OB, and Surgery hosted a forum on December 3rd for URIM students to obtain answers to their questions regarding the clinical clerkships. Attended by 20 members of the Students for Equal Opportunity in Medicine (SEOM), the Student National Medicine Association (SNMA) and the Latino Medical Student Association (LMSA) topics addressed included: tips/strategies on how to shine on the wards, implicit (and explicit) bias, impostor syndrome and how to keep/gain self-confidence.
On November 5th Dr. Lincoln Edwards, Instructor of Neuroscience (Neurology/NeuroOncology), presented his research involving the development of cerebral organoids in a talk entitled "Glioblastoma: The new paradigm". There was a stimulating discussion regarding the evolving concepts of the disease and novel techniques to study it.

On November 28, to mark Native American Heritage Month, Native American scholars Andrea Garcia, MD, MS and Monique Castro (Diné/Xicana), MS facilitated a stimulating multifaceted audience participation retelling of the history of Native Americans in the 20th century. The integrated stories of an extended Native American family provided a platform for their review of the Social and Structural Determinants of Urban American Indian and Alaska Native Health. The session included a discussion of how Federal Indian policies have impacted the demographics and health outcomes of AI/AN in urban areas, how AI/AN identity may be associated with access to healthcare, and best practices in providing culturally sensitive care. We were asked to emphasize to our community the importance recognizing the tribal homelands on which we stand, and urge that we each include this information at the beginning of lectures to spread awareness. Information regarding tribal homelands are available at https://native-land.ca/. We acknowledge now that WCM stands on the traditional lands of the Lenape people.
On October 16 the New York Weill Cornell Medical Center Alumni Council annual Fall lecture featured Damon Tweedy, MD, author of Black Man in a White Coat. Associate Dean for Diversity and Inclusion Dr. Linnie Golightly interviewed and moderated a discussion with Dr. Damon Tweedy author of Black Man in a White Coat at the annual fall lecture of the New York Weill Cornell Medical College Center Alumni Council. Attendees included a contingent from the WCM Black and Latino Men in Medicine (BLMiM).
A Mentoring Cascade Program co-sponsored by the HRSA funded Diversity Center of Excellence, Office of Diversity and Student Life and the Department of Medicine was launched January 29th. The program is designed to promote inter-generational learning in which knowledge, values, and practices “cascade” from one generation of health professionals to another. The interdisciplinary, multilevel mentoring cascade teams comprised of faculty, fellows, residents and students will meet regularly through the 2019-2020 academic year. The initial session was attended by eighty-four underrepresented minority medical students, residents, and fellows from Weill Cornell, and 33 faculty from WCM-NYP, MSKCC, HSS, Rockefeller, Brooklyn Methodist, NYP Queens, as well as alumni of the medical school and residencies.
AAMC Early Career Women Faculty Leadership Development Seminar

WCM will consider supporting 3 nominees.

To apply for funding support, please submit all nomination materials to rms2002@med.cornell.edu by February 15th at 11:59pm EST.

This three and a half-day seminar is designed for women physicians and scientists holding medical school appointments at the instructor or assistant professor level, and in the early stages of leadership positions within their discipline, department or institution. The seminar will present a foundation for modeling leadership behavior, assist in creating individual leadership goals, and provide an opportunity to receive mentorship on career-building skills, such as a personal statement and CV development. Throughout the seminar, participants will gain insights into the realities of building a career in academic medicine and science and will explore various paths to leadership within the academic health enterprise.

Who Should Attend?
The Early Career Seminar for Women Faculty is designed for women at the instructor or assistant professor level, with at least 1-2 years in academic medicine, but generally less than six years.

Date and Location
July 27-30, 2019
Ritz-Carlton St. Louis, Missouri

For more information, please visit:
https://www.aamc.org/members/leadership/catalog/323134/earlycareerwomenfacultyleadershipdevelopmentseminar.html

Weill Cornell Medicine Internal Selection Process:
Weill Cornell Medicine Office of Women will support three nominees from the institution, and therefore, has set up an internal selection process. Interested candidates should submit the following information:
1. A letter of support (maximum on 1 page) from the candidate’s department chair or division chief which should
   a. Describe the rationale for your attendance in terms of benefits and impact for the home institution.
   b. State you have protected time required to attend the seminar.
2. Candidate’s Curriculum vitae

Instructions for Electronic Submission
Please submit the above items in the order listed as one PDF document saved as follows lastname.firstinitial_2019AAMC.pdf (see example below). Email the file to Dr Rache Simmons rms2002@med.cornell.edu no later than Friday, February 15th at 11:59pm EST.

Example: Smith.J_2019AAMC.pdf
Support available for attendance to the
AAMC Minority Faculty Leadership Development Seminar
To apply for funding, please submit all nomination materials by
April 1, midnight EST

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. It is designed for 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.

The conference will take place June 27-30, 2019 at the Grand Hyatt Atlanta in Buckhead Atlanta, Georgia.

At the completion of the seminar, participants will be able to:

- Identify professional development goals and design a career path, and the tools on how to get there
- Understand the realities of advancement in academic medicine through the exploration of the requirements for appointment, promotion, and tenure, and how to plan your own progress through the system
- Develop key professional competencies in academic and organizational leadership
- Build skills in grant writing and communications
- Expand your network of colleagues and role models

Candidates interested in obtaining WCM funding to attend the conference should submit the following:

1. Explanation of why you want to attend this conference including potential personal benefits and those to the WCM community.

2. A letter of support/recommendation (maximum on 1 page) from the candidate’s department chair, division chief, or mentor which describes the rationale for attendance in terms of benefits to your career at this point in time.

3. Curriculum vitae

Instructions for Submission
Please submit the above items in the order listed as one PDF document saved as follows: lastname.firstinitial_2019AAMC.pdf (example- Doe.J_2019AAMC.pdf). Email the file to bdk4001@med.cornell.edu no later than April 1, 2019 at midnight.
Robert Wood Johnson Foundation Grant Amos Medical Faculty Development Program

The Harold Amos Medical Faculty Development Program of The Robert Wood Johnson Foundation, formerly known as the Minority Medical Faculty Development Program, was created to increase the number of faculty from historically disadvantaged backgrounds who can achieve senior rank in academic medicine, dentistry, or nursing and who will encourage and foster the development of succeeding classes of such physicians, dentists, and nurse-scientists. Four-year postdoctoral research awards are offered to historically disadvantaged physicians, dentists, and nurses who are committed to developing careers in academic medicine and to serving as role models for students and faculty of similar background.

Each Amos Scholar selected (up to ten each year) will receive an annual stipend up to $75,000, complemented by a $30,000 annual grant toward support of research activities. Each Scholar will study and conduct research in association with a senior faculty member located at an academic medical center, dental school, or school of nursing noted for the training of young faculty and pursuing lines of investigation that are of interest to the Scholar. Scholars are expected to spend at least 70% of their time in research activities.

If interested, register at: http://my.rwjf.org
Deadline for online portion of application: March 19, 2019, 3pm EST

40 Under 40 Leaders in Health

The National Minority Quality Forum is pleased to announce the establishment of the 40 Under 40 Leaders in Health Awards, honoring influential young minority leaders making a difference in health care.

The NMQF is pleased to announce we are accepting nominations for our 40 Under 40 Minority Leaders in Health. We encourage a wide range of health professionals to apply: physicians, pharmacists, dentists, anesthesiologists, nurses, policy experts, researchers, and others. Nominations must include a resume, short answer response, letter of recommendation, photo and a personal statement of 500 words or less on why the nominee is deserving of recognition.

Nominations must be submitted HERE. Nominees must be under 40 years of age by April 12.

http://www.nmqf.org/40under40/
• First or Second Year Medical Students
• 8 week summer Program
• Deadline: February 18, 2019
• For additional information email: diversity@mskcc.org
Ensuring Poverty?
Poverty, Politics, and Modern Feminism

Monday, February 11, 2019
Program at 6:00 PM
Reception and Book signing to follow

Click here to RSVP

Public conversations about poverty and welfare, even today, rarely acknowledge the nexus between racialized gender inequality and the economic vulnerability of single-mother families. Felicia Kornbluh will gather with panelists to discuss this topic featured in her book Ensuring Poverty: Welfare Reform in Feminist Perspective. Professor Michael A. Lewis, of the Silberman School of Social Work of Hunter College will moderate the conversation featuring: Sanford Schram, Professor of Political Science at Hunter College and of Sociology at the CUNY Graduate Center; Frances Fox Piven, author of Regulating the Poor and Poor People’s Movements; and Dillonna C. Lewis, Co-Executive Director of the Welfare Rights Initiative and lecturer in the Women and Gender Studies Department at Hunter College.

This provocative conversation will touch on the politics of gender, race, nationality and poverty, which have shaped the modern Democratic Party as much as they have shaped the GOP. This discussion will also explore the history and politics of welfare reform in modern America. The panelists will share new research, interpretations and their ideas for what political trends matter most for the future, and will encourage audience dialogue.

This event is cosponsored by the Women and Gender Studies Department at Hunter College.
COULD TUSKEgee HAPPEN AGAIN?

RACE & HEALTH SERIES:
COULD TUSKEgee HAPPEN AGAIN?

The “Tuskegee Study of Untreated Syphilis” was an unethical medical research study conducted by the U.S. Public Health Service on hundreds of African-American men from 1932–1972. Approximately 400 study participants who had syphilis were told they were being treated for “bad blood” and never received the proper treatment for their illness, even after penicillin was widely adopted as a treatment for syphilis in the 1940s. The study failed to inform and protect these men, and has since influenced significant changes in U.S. laws and regulations relating to clinical research.

This event will share first-person accounts from survivors of the Tuskegee Syphilis Study, combined with expert perspectives and audience discussion, to address the history and legacy of the study and why it remains relevant today.

To register, visit NYAM.org/tuskegee

Speakers:

Monique A. Guishard, PhD
Chair, Bronx Community Research Review Board
Associate Professor of Psychology, Bronx Community College

Susan M. Reverby, PhD
Marion Butler McLean Professor Emerita in the History of Ideas and Professor Emerita of Women’s and Gender Studies, Wellesley College

Moderator:

Aletha Maybank, MD, MPH
Deputy Commissioner and Director of the Center for Health Equity, NYC Department of Health and Mental Hygiene
Founding Director, Center for Health Equity
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**