



Weill Cornell Medicine

Diversity & Inclusion

23rd
NEWSLETTER
EDITION

WINTER/SPRING
2021



Message from the Executive Committee on Diversity & Inclusion

Greetings,

We hope this message finds you safe and well.

We would like to take a moment to acknowledge the recent rise in violence against Jewish and Asian- American communities. Please know that our office strongly condemns all acts of harassment and violence and that we are here to support you.

Thank you to all who contributed to our third annual Diversity Week! This year's virtual program included over 40 events from different departments that celebrated the incredible accomplishments of our community.

Please be sure to save the date for our upcoming events: the annual **Tri-I SPARC Diversity Retreat** is scheduled for Saturday, June 5th (register [here](#)). Our next **Dean's Quarterly Diversity Seminar** will be held on Tuesday, June 8th (register [here](#)), and our next **Diversity Town Hall** will take place on June 16 in honor of Juneteenth (see zoom [here](#)).

Lastly, we are excited to announce that our office has opened an official Twitter account. Please follow us at **@WCMDiversity!**

As always, please feel free to reach out with any questions or concerns.

Best Regards,

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

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SAVE THE DATE

June 5	SPARC Tri-I Diversity Retreat
June 8	Dean's Quarterly Diversity Seminar
June 16	Diversity Town Hall
June 17	Racial & Social Justice Book Club

DIVERSITY HIGHLIGHT

We highlight the phenomenal activities that have been spearheaded by two incredible members of our community: Jane Torres-Lavoro and Kayon Keddo!



Jane Torres-Lavoro, MPH

My name is Jane Torres-Lavoro and I am the Manager of Special Projects and Education Programs in the Department of Emergency Medicine. In the Fall of 2019, our department embarked on creating a safe space to celebrate our diversity, create an inclusive environment and educate our faculty and staff on culturally competent care. We launched our diversity committee—DiversifiED-- in February 2020. COVID-19 interrupted our in-person programming, but we quickly adapted by creating a monthly newsletter. The DiversifiED newsletter became a source of information and encouragement to help spread messages of unity, embracing diversity and inclusion. We use this newsletter to also invite our colleagues to various virtual events, such as by Dr. Renuka Gupta's discussion "How to Deal with a Racist Patient"," and "Let's Talk" a

conversation regarding the killings of George Floyd, Breonna Taylor and others. In our virtual bookclub, we've read varied texts from "Black Man in a White Coat" to "Go Tell it on the Mountain."

These events were a success and well received by the department. As Summer 2020 kicked off, Dr. Rachel Kowalsky, Dr. Maria Lame and Dr. Shari Platt and I discussed the impact COVID-19 may be having for Underrepresented in Medicine (URiM) students. Many internship, volunteer and shadow shift opportunities were canceled due to the pandemic. In response, we created the Diversified Summer Apprenticeship Program (DSAP). The program paired undergraduate students with a faculty mentor and provided them with lectures and panels about topics such as getting into medical school and being an URiM physicians. When we launched the call for applications, we received 340, demonstrating a great need for programs like this. We were ultimately able to host 29 students, many of whom are still connected to their faculty mentors. The program was such a success, we are gearing up for it again this summer.

I feel fortunate to be at Weill Cornell Medicine and for the space WCM has given all of us to continue this important work forward.

Best,

Jane Torres-Lavoro, MPH

Education Program Supervisor, Emergency Medicine

DIVERSITY HIGHLIGHT

WCM Emergency Department



Kayon Keddo, BSN

My name is Keyon Keddo, I have been a nurse in the Pediatric Emergency Department at WCM for 10 years.

As a woman of color, and someone who has cared for countless children, I have always been a strong advocate for culturally competent care. When we launched DiversifiED, I advocated for incorporating changes within our clinical environment to enhance our patient care.

We began by incorporating daily huddles in the ED. These huddles included different communication tools to help our staff deal with D&I issues with patients and coworkers.

These daily reminders help empower staff to reach out to leadership in real time when they have experienced or observed difficult interactions during

shift. We incorporated a standardized process for dealing with aggressive or uncooperative patients. In an effort to encourage unbiased treatment of patients, we advocated for having security respond with patient services at the same time. This allows patients to voice their issue and find potential resolution.

We have prioritized placing patients in private rooms when available to help them feel dignity and privacy regardless of race, color, gender, sexual orientation, cultural or religious backgrounds.

DiversifiED has not been able to meet in person because of COVID, but the work for a more inclusive care environment has not stopped. We will continue to work in 2021 towards continued respectful, diverse and inclusive clinical care.

Best,

Kayon Keddo, BSN

Nurse, Emergency Department

Spring Holiday Greetings!

We would like to take a moment to acknowledge the sacred holidays of this Spring.

To those of you have celebrated or are celebrating in this season, may your reflections bring courage and strength.

The Executive Committee on Diversity and Inclusion

Linnie Dolightly, Jory Howell, Said Ibrahim, Rache Simmons

Congratulations to the WCM Class of 2021!



Weill Cornell Medicine
Donald J. D'Amico, M.D.
Award for Excellence in Ophthalmology



2020
Dr. Christopher E. Starr



2021
Dr. Ana Alzaga Fernandez



CONGRATULATIONS TO THE 2021 DIVERSITY AWARDEES



2021 *Pioneers in Diversity Awardees*



Bruce Laine Ballard Award

Ben Huang, PhD

Marie Metoyer MD Award

Erica Phillips, MD, MS

Louis Wade Sullivan Award

Tatiana Ndjatou, MD

Ida Sophia Scudder Award

Hector Mora

Administrative Staff Award

Jane Torres-Lavoro, MPH

2021 *Jessica M. & Natan Bibliowicz Awardee*

Margaret McNairy, MD, MSc

2021 *Dean's Diversity & Healthcare Disparity Research Awardees*

Faculty

Jonathan Villena-Vargas - "Differences in the Genomic, Transcriptomic and Immune Landscape of Lung Adenocarcinoma in Hispanics"

Sri Lekha Tummalapalli - "Disparities in COVID-19 Vaccine Willingness and Uptake Among Patients on Dialysis: Testing the Feasibility of a Technology-Enabled Intervention"

William Schpero - "Association Between State Medicaid Policies and Racial and Ethnic Disparities in Cancer Clinical Trial Enrollment"

Vivian Bea - "Predictors of Breast Cancer Screening and Incidence in New York City Using INSIGHT/CRN"

Post Docs & Fellows

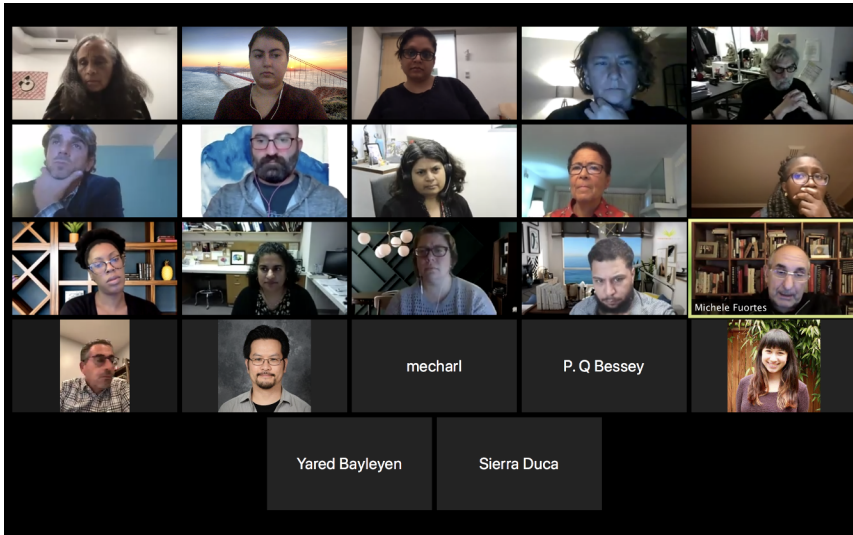
Solange Bayard - "Distinct Genetic Profiles of Non-Screen Detected Triple Negative Breast Cancer as a Guide to Alternative Screening Guidelines for High Risk Populations"

Jamuna Krishnan - "Cardiovascular Disease Risk Reduction Among Black Patients with Chronic Obstructive Pulmonary Disease"

RECENT EVENTS

Breaking Bread

"The Election & Our Community"



Breaking Bread, "The Election & Our Community" was held on November 4, 2020. This event was facilitated by Dr. Renee Alexander of Cornell-Ithaca and Dr. Linnie Golightly, Associate Dean of Diversity & Inclusion. Participants shared their reactions to the ongoing elections and discussed the political climate that engendered such a tense election season. Over 35 participants attended the event.

"How to be an Anti-racist" Book Discussion



On Wednesday, January 20, the Office of Diversity and Inclusion held their first Breaking Bread Book Discussion on "How to be an Anti-racist" by Dr. Ibram X. Kendi. This event was again facilitated by Dr. Renee Alexander of Cornell-Ithaca and Dr. Linnie Golightly, Associate Dean of Diversity & Inclusion. Participants discussed their reaction to concepts in the book as well as the broader Anti-racism movement at Weill Cornell Medicine. Over 30 participants attended the event.

RECENT EVENTS

Diversity Town Halls

"Current Issues in Indigenous Health; Opportunities for Allyship"



A Diversity Town Hall was held on November 13th in honor of Native American Heritage Month. Sophie Neuner, MD, MPH, Research Associate Center for American Indian Health at Johns Hopkins University gave a keynote address followed by a panel featuring Jason Deen (Blackfeet), MD Associate Vice Chair for Equity, Diversity and Inclusion, Department of Pediatrics and Professor of Pediatrics, University of Washington and Mary Owen, MD (Panelist) Director, Center of American Indian and Minority Health University of Minnesota.

"The COVID-19 Vaccine and Community Mistrust"

Another Town Hall was held on January 13, 2021. Dr. Rodney Hood, President of the Multicultural Health Foundation and 101st President of the National Medical Association first gave an overview of the National Medical Foundation (NMA) in his keynote address. Drs. Khadijah Lang, CEO/Medical Director of Lang Family Practice and President of Golden State Medical Association (GSMA), the California branch of the National Medical Association (NMA) and Dr. Dial Hewlitt, Medical Director for Disease Control at Westchester County Department of Health and an Infectious Diseases Consultant for the Calvary Hospital joined Dr. Hood for a panel discussion on the COVID-19 vaccines.



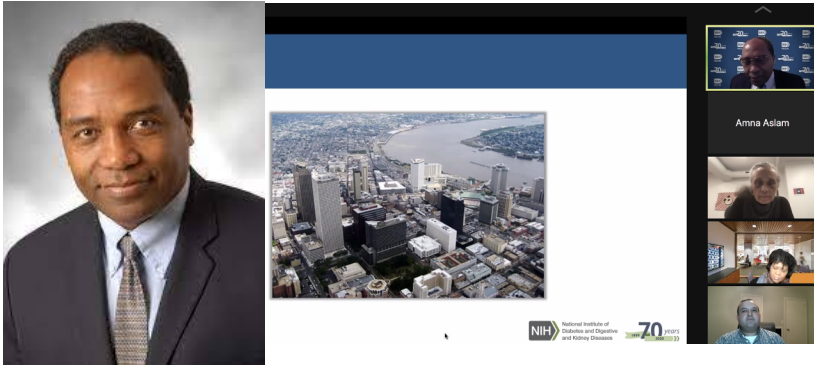
"Conversations on Vaccination in Spite of Doubt"



The March Town Hall was held on Wednesday, March 10 and focused on "Conversations on Vaccination in Spite of Doubt." Panelists included WCM staff and faculty. They discussed the science behind the vaccine as well as their own personal experiences educating communities in New York City.

RECENT EVENTS

Faculty Development Circles



Dr. Griffin P. Rodgers

The third year of Faculty Development Circles, a peer-peer mentoring program of the Diversity Center of Excellence (DCE) in collaboration with the Office of Diversity and Inclusion, was celebrated with a virtual kickoff meeting on Wednesday, February 17th. The program featured guest speaker Dr. Griffin Rodgers, Director of the National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK) who shared his inspiring journey in medicine and engaged in a Q&A with all participants.

Diversity Mentoring Cascades

In October, the Diversity Center of Excellence was able to expand the Diversity Mentoring Cascade Program, which aims to promote inter-generational learning through mentoring up and down the training "cascade". The first virtual session of the academic year was held on October 6 and attended by 73 participants. The second session on November 10 began with a presentation by Dr. Susana Morales entitled "Personal Journeys: Dimensions of Self and Reliance" which had 60 participants.



The third session focused on Vaccine Hesitancy. WCM faculty were invited to give an overview on the vaccine and engage in a Q&A. Several community health workers and patient navigators from NYP and local members of the National Medical Association and National Hispanic Medical Association attended the event.

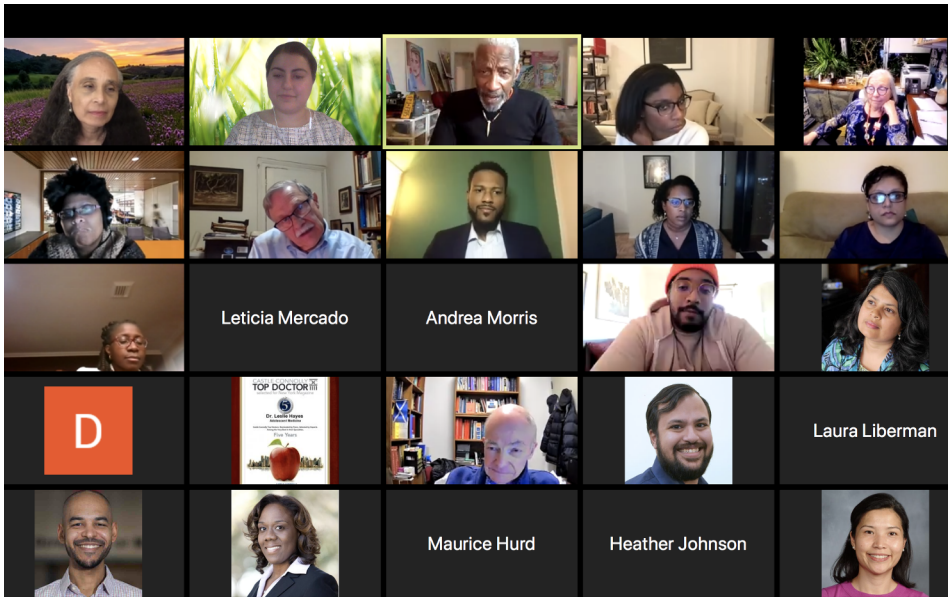
Hindsight 2021

On Thursday, February 11, The Office of Student Diversity (OSD) and The Student National Medical Association (SNMA) held Hindsight 2021. They invited students and faculty to join them in taking a look back on the year that was 2020 and reflecting on the challenges, opportunities and lessons learned. Over 50 participants attended the event.

RECENT EVENTS

Tri-I mini-Diversity Retreat (SPARC)

"Returning to a Productive Headspace: Research Continuity in the Pandemic"

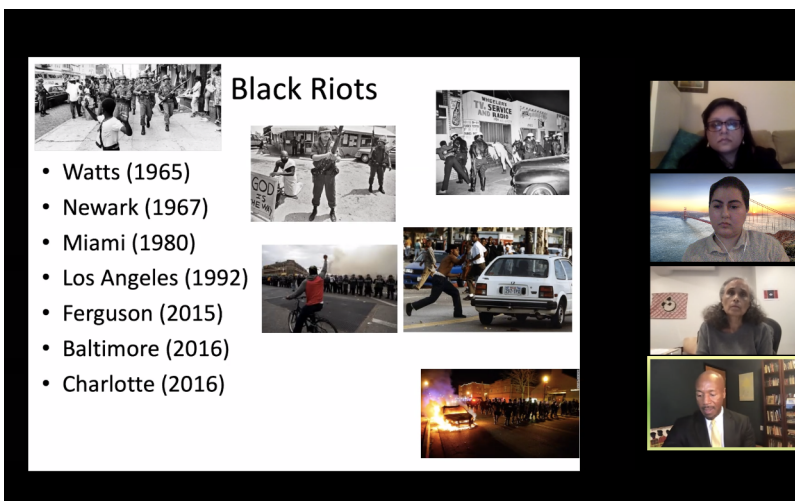


The first Tri-I mini-Diversity Retreat "Returning to a Productive Headspace: Research Continuity in the Pandemic", was held on November 18 to allow for the annual SPARC Tri-I Retreat discussions to continue in shorter segments throughout the year. Dr. Robert Fullilove, Associate Dean for Community and Minority

Affairs and Professor of Socioclinical Sciences at the Mailman School of Public Health of Columbia University gave a keynote address titled "Perspectives on COVID-19 and Health Disparities: Past, Present, and Future." His talk was followed by a panel on remaining productive in difficult times featuring Tri-I faculty.

Dean's Quarterly Diversity Seminar

"Chokehold: Policing Black Men"



The Fall Dean's Quarterly Diversity Seminar was held on November 23rd. Paul Butler, JD, Albert Brick Professor in Law at Georgetown University Law Center and legal analyst on MSNBC, gave a keynote address on his critically acclaimed novel, "Chokehold: Policing Black Men." Participants had the opportunity to engage in a Q&A and reception after his talk.

BLACK HISTORY MONTH

Dean's Quarterly Diversity Seminar "Indeed, We Are Resilient - Yet Tired"



Weill Cornell Medicine WeillC... · Feb 4
Last night, #WCM was honored with a passionate town hall talk by @drrusselledet of @the15whitecoats.

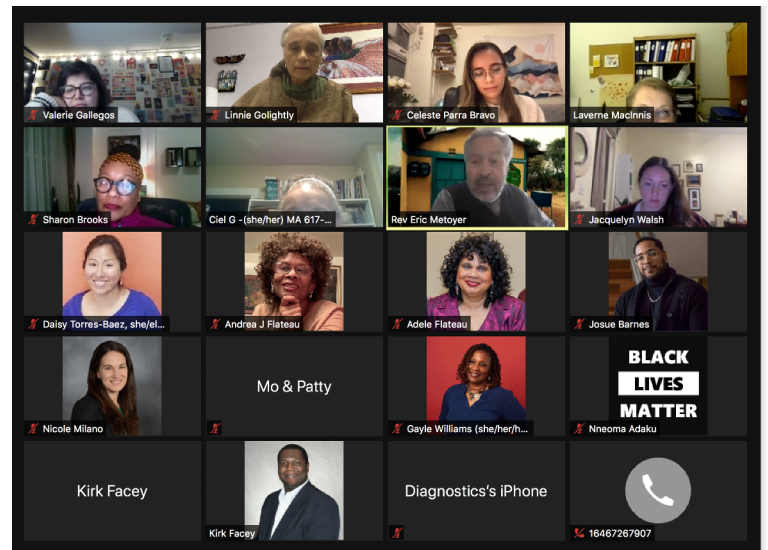
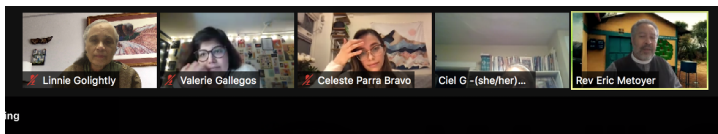
We urge you to follow and support this tremendous organization's work to inspire and support generations of future Black doctors.



Cultural Imagery For the Youth | The 15
the15whitecoats.org

In honor of Black History Month, Dr. Russel Ledet, Founder and Co-President of the 15 White Coats gave a keynote address, titled "Indeed, We are Resilient - Yet Tired" for the Winter Dean's Quarterly Diversity Seminar. Dr. Ledet presented on his organization's mission to depict the legacy of African American resilience by way of visiting plantations with other medical school students. A Q&A was held afterwards. Over 100 participants attended this event.

Watering My Garden "Honoring Dr. Marie Metoyer"

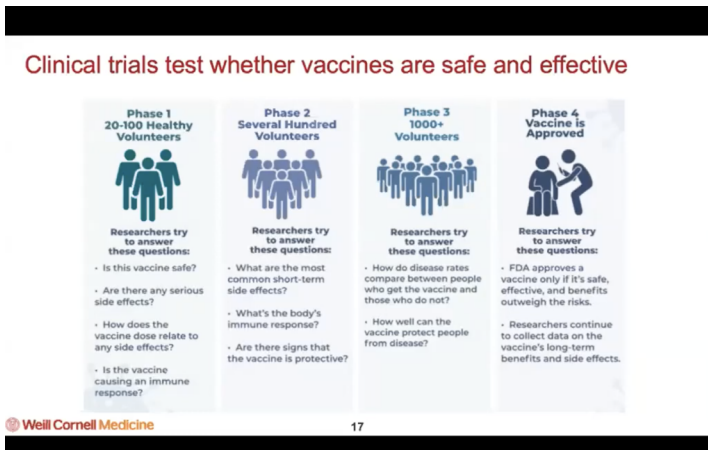


On Thursday, February 17th, Watering My Garden, a WCM sister circle for self-identified women of color, held a special event in honor of Dr. Marie Metoyer, the first known Black woman to graduate from Weill Cornell Medicine. Dr. Metoyer's children, Reverend Eric Metoyer and Ms. Cecile Garcia joined the group to discuss their mother's legacy.

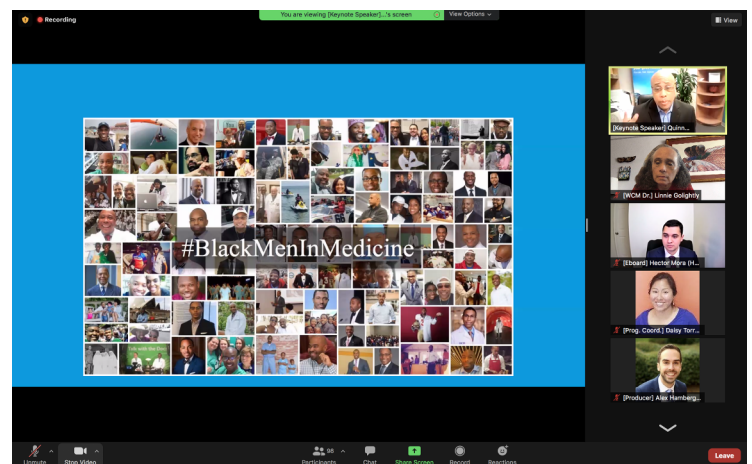
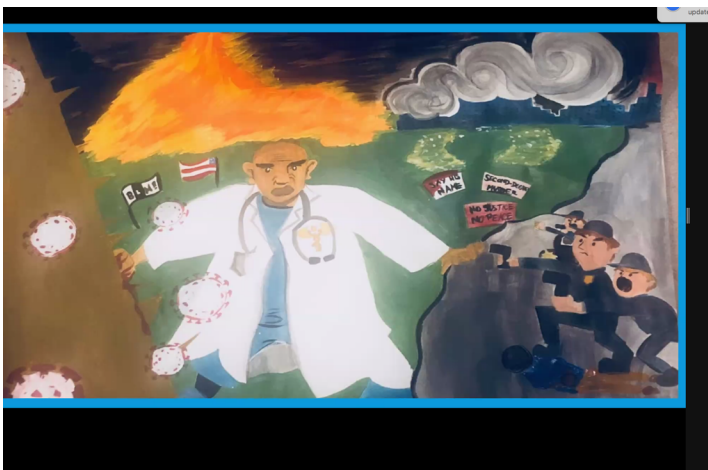
RECENT EVENTS

Vaccine Awareness Sessions

Over the past several months, faculty and staff at WCM have organized COVID-19 Vaccine Ambassador Trainings as well as educational events to further educate the WCM and external community on the vaccine.



Annual Black and Latino Men in Medicine Conference "Representation: A Matter of Life and Death"



On Saturday, May 1st, Black and Latino Men in Medicine (BLMiM) held their annual Conference, titled "Representation: A Matter of Life and Death." The program included a keynote address by Dr. Quinn Capers, Professor and Vice Chair of Diversity at UT Southwestern Hospital as well as a panel on "Why Representation Matters." Over 100 participants from across the nation attended the event.

RECENT EVENTS

"Fertility Preservation: Almost Everything You Ever Wanted to Know"

On April 19th, Dr. Rache Simmons, MD MS MBA, Associate Dean, Diversity and Inclusion, Director, Office of Women, Co-Director, Women Physicians of NYP hosted a panel discussion titled "Fertility Preservation: Almost Everything You Ever Wanted to Know."

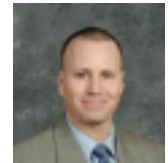


Rache Simmons, MD MS MBA

Guest speakers Dr. Alexis P. Melnick, Assistant Professor of Obstetrics & Gynecology and Reproductive Medicine and Dr. Glenn L. Schattman, Associate Professor of Clinical Obstetrics & Gynecology and Clinical Reproductive Medicine at The Ronald O. Perelman & Claudia Cohen Center for Reproductive Medicine at WCM provided an informative presentation addressing various options available for fertility, the process for patients and a review of current success rates. Ms. M. Britt Sinha, MBA, RD, SHRM-CP, Corporate Director for Benefits and Wellbeing at NYP Hospital provided detailed information of the fertility benefits and coverage offered at NYP. All 3 speakers held an informative panel discussion with a live Q&A session to address any inquiries from the Weill Cornell Medicine community. Recording of this lecture can be requested by emailing: ldc2001@med.cornell.edu.



Alexis P. Melnick, MD



Glenn L. Schattman, MD



M. Britt Sinha, MBA, RD,
SHRM-CP

"Wellbeing Survey and its Impact on our Women Faculty" Blackwell Society Presentation



Elizabeth Blackwell, MD



Emily Blackwell, MD

The Office of Faculty Development, The Office of Diversity and Inclusion and The Office of Women co-hosted an online meeting of the Blackwell Society on May 3rd. The topic of discussion was the Well Being of Women Faculty at WCM. Dr. Judy Tung and Dr. Rache Simmons spoke and reviewed the recent data from the WCM Faculty Well-Being Survey conducted by Dr. Klaus Kjaer. There was a presentation of the general data, that showed women faculty nationally and

at WCM are more susceptible to burnout by the wellness index scores. The WCM faculty free text comments, with emphasis on points most pertinent to our women faculty, were also presented.

Attendees were then virtually divided into breakout rooms for further conversation. The thoughts and suggestions from these group discussions will be brought to leadership for consideration in institutional efforts to promote wellness of our women faculty at WCM.

DIVERSITY WEEK

Thank you to all who contributed to our third annual Diversity Week!



Protest of J. Marion Sims' statue, Central Park, NYC, February 8, 2018.
<https://www.nydailynews.com/new-york/manhattan/statue-leaving-central-park-article-1.3806745>

Weill Cornell Medicine

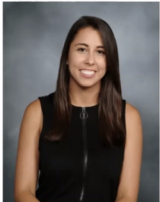
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Ida Sophia Scudder Award for Excellence in Public Service

2020 Awardees

2021 Awardee



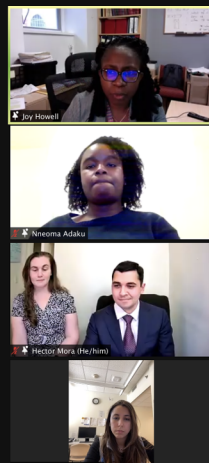
Dr. Karina Ruiz-Esteves
WCM Class of 2020



Nneoma Adaku
MD-PhD Student
Entering Class of 2016



Hector Mora,
MD Student
Class of 2021



Thom, R. (c. 1852). J. Marion Sims: Gynecological Surgeon [painting]. University of Michigan, MI, United States. <https://data.postandcourier.com/saga/jmarionsims/page/1>

Weill Cornell Medicine

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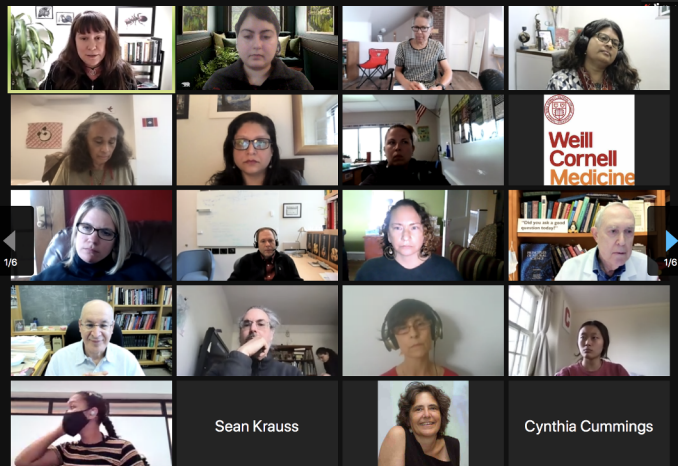
Inaugural Marie Metoyer Award for Excellence in Community Service



Dr. Marie Metoyer,
WCM Class of '51



Dr. Erica Phillips,
Associate Professor in Medicine



SPOTLIGHT

Susana Morales, MD



Dr. Susana Morales, Vice Chair for Diversity for in the Department of Medicine and director of the Diversity Center of Excellence (DcoE) guested on the "A Different Kind of Leader" podcast, which aims to capture insights from diverse leaders in health care, public health, and academic settings. Please click [here](#) to access the podcast.

On March 2, 2021, Dr. Morales' opinion piece, titled, "NY's Vaccine Plan Must Include Education, Similar to Census Outreach" was published on [citylimits.org](#). Click [here](#) to read the article.

Promotion Congratulations!

Parul Shukla, MD



Congratulations to Dr. Parul Shukla for promotion to the Yusuf Hamied Professor of Surgery.

Kevin Holcomb, MD



Congratulations to Dr. Kevin Holcomb for promotion to Professor of Obstetrics & Gynecology!

Joy Howell, MD



Congratulations to Dr. Joy Howell for promotion to Professor of Clinical Pediatrics.

Lola Brown, PhD



Congratulations to Dr. Lola Brown for promotion to Associate Dean of Research!

Ayana Morales, MD



Congratulations to Dr. Ayana Morales for Promotion to Assistant Professor of Medicine.

Lishomwa Ndhlovu, MD



Congratulations to Dr. Lishomwa Ndhlovu for promotion to Professor of Immunology in Medicine.

SPOTLIGHT

Congratulations!



Maria Lane, MD

Dr. Maria Lane is the 2020-2021 recipient of the **Jeanne and Herbert Siegel Award for Excellence in Emergency Medicine**! Dr. Lane was recognized for her demonstration of clinical excellence, professional achievement, innovation, and dedication to the field of Emergency Medicine.



Teresa Evering, MD

Congratulations to Teresa Evering, who was awarded a 1-year grant from The Campbell Foundation: "Investigating the Predictive Role of the Neutrophil-to-Lymphocyte Ratio (NLR) and Platelet-to-Lymphocyte Ratio (PLR) for Measures of Cardiovascular Disease and Neurologic Outcomes in People Living with HIV-1". Please see press release [here](#).

Fond Farewell



Marcus Lambert, PhD

We are saddened to announce that Dr. Marcus Lambert has left his role as Assistant Dean of Student Diversity at WCM to serve as the Associate Vice President for Research Strategy and Operations at SUNY Downstate Health Sciences University. We wish him all the best as he begins this new phase in his journey!

NEWS & UPDATES

MasterCard Impact Fund



Weill Cornell Medicine will launch a suite of innovative programs to foster and sustain a more diverse faculty through the support of a \$5 million grant from the **Mastercard Impact Fund**. With the goal of establishing mentorship and inclusion standards in academic medicine and healthcare, the grant will support a range of diversity and inclusion programs including the development of a mentoring curriculum, the establishment of a faculty diversity incentive program and competitive career development awards for junior faculty from underrepresented in medicine (URiM) populations.

UPCOMINGEVENTS

"Deconstructing Caste"

SOS Book Workshop

Mondays - May 24, June 7, and June 21 - 5:00-6:00pm EDT

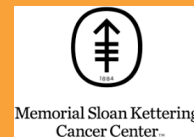
Please join the SOS Social Justice Group for A 3-session Book Workshop discussing the book CASTE by Isabel Wilkerson, examining American racial relations in the framework of caste systems.

Click [here](#) to register.

Living the Dream: Engaging, Surviving, and Thriving in a Research Based Career

SPARC Tri-I Diversity Retreat

Saturday, June 5th, 9:00am-1:00pm



Please join us for our annual Tri-I Diversity Retreat, featuring keynote speeches by **Olujimi Ajijola MD, PhD** Director, Clinical Autonomic Neuroscience Programs, UCLA Cardiac Arrhythmia Center and **Tamia Harris-Tryon, MD, PhD** Assistant Professor, Dermatology, UT Southwestern Medical Center, and a panel on expert grant writing!

Click [here](#) to register.

Sick from Freedom: The Untold Story of the Spread of Infectious Disease among Formerly Enslaved People during the Civil War and Reconstruction



Dean's Quarterly Diversity Seminar

Tuesday, June 8th, 5:30-7:00pm

Please join us for our next Dean's Quarterly Diversity Seminar, featuring Professor Jim Downs, Gilder Lehrman-National Endowment for the Humanities Professor of Civil War Era Studies and History at Gettysburg College.

Click [here](#) to register.

UPCOMINGEVENTS



"Juneteenth" Diversity Town Hall

Wednesday, June 16, 4:00-5:30pm

Please join us for our next Diversity Town Hall in honor of Juneteenth, featuring a keynote address by Thanayi Jackson, PhD, Assistant Professor of History, California Polytechnic State University. This session will include a panel discussion moderated by Dr. Renee Alexander of Cornell-Ithaca, including Russell Rickford, PhD, Associate Professor of History, Cornell University and Noliwe M. Rooks, PhD, W.E.B. Du Bois Professor of Literature, Cornell University.

Click [here](#) to access the zoom link.

Racial and Social Justice Book Club

Thursday, June 17, 5:15-6:30pm



The Racial and Social Justice Book Club of the Department of Radiology will be reading *Night* by Elie Wiesel and watching the documentary *Viral: Antisemitism in Four Mutations* to discuss the recent rise of antisemitism on Thursday, June 17, 5:15-6:30pm.

EXTERNALEVENTS

What is the role of Faith Based Organizations in Health Promotion

Friday, June 4, 12pm

You are invited to engage in a discussion led by Faith leaders regarding the role of cultural sensitivity, community engagement and educational empowerment.

Please click [here](#) to register. Upon registration, you will receive additional information about the event.

We look forward to seeing you at this special event. If you have questions, please contact Dr. Hiral Shah at hs2412@cumc.columbia.edu



A Graduate School of Education, Health & Psychology

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>

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>

Upcoming Juneteenth Town Hall Speaker:

"Anything can be learned, everything can be deconstructed, and nothing can be lost."

Thanayi Cross Jackson, PhD
Assistant Professor of History,
California Polytechnic State University

RECOMMENDED READS

Diversity in Medical Schools A Much-Needed New Beginning

Valerie Montgomery

The Journal of the American Medical Association

[Access Link](#)

Recommended by: Dr. Linnie Golightly

Critical Importance of Diversity and Inclusion in Medical Product Development

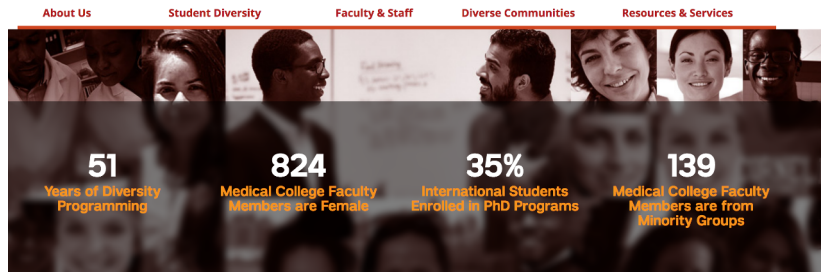
Miskala, Päivi H. and Senaka A. Peter

The Journal of the American Medical Association

[Access Link](#)

STAY IN TOUCH!

Visit our **DIVERSITY & INCLUSION WEBSITE** for news features, events information, student and community groups, and resources: diversity.weill.cornell.edu



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****

Editor: Dr. Linnie Golightly

Associate Editor: Amna Aslam