



Weill Cornell Medicine

Diversity and Inclusion

A Review of 2020 and 2021



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As our 2019 annual report went to press, it became clear that our country was facing unprecedented challenges. The harsh realities of the pandemic were compounded by racial injustice, and we seemed to be ascending a steep, metaphorical mountain. We found ourselves grappling with unfamiliar and, at times, seemingly insurmountable challenges. This report highlights the Weill Cornell Medicine community's incredible, collective response to 2020 and 2021. It documents our perseverance and is a testament to how our community continued to care, discover, and teach through the most difficult times. Our dedication to diversity, equity, inclusion, belonging and social justice intensified. Our clinicians adapted to the demands of a truly novel viral challenge while providing outreach and education to communities in need. Our research faculty and trainees made seminal contributions to the understanding of COVID-19 through basic and clinical research in addition to augmenting scarce and vital testing services. Didactic sessions for all students were shifted from in-person to virtual formats, as were many of our pathway programs and professional development initiatives for women and underrepresented in medicine and science students, trainees, and faculty. Remote working arrangements posed challenges that required creativity and flexibility. Every time that we hit a setback, we did what was necessary to help each other stay the course and to continue caring for our patients and our communities.

As this report goes to press, we all hope that we are near the mountain's summit. I take this opportunity to thank you for your flexibility, understanding and endurance as we have navigated the past two years. Individually and collectively, we have acquired new tools and insights, and we are stronger than when we started. Whatever the future brings, we can always be proud of how we undertook the most difficult climbs together as a community.

Augustine M.K. Choi, M.D.
 Stephen and Suzanne Weiss Dean
 Weill Cornell Medicine
 Provost for Medical Affairs
 Cornell University

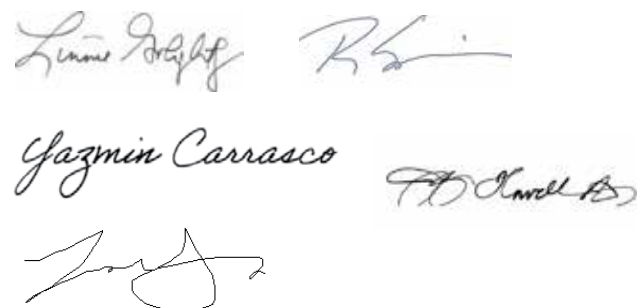
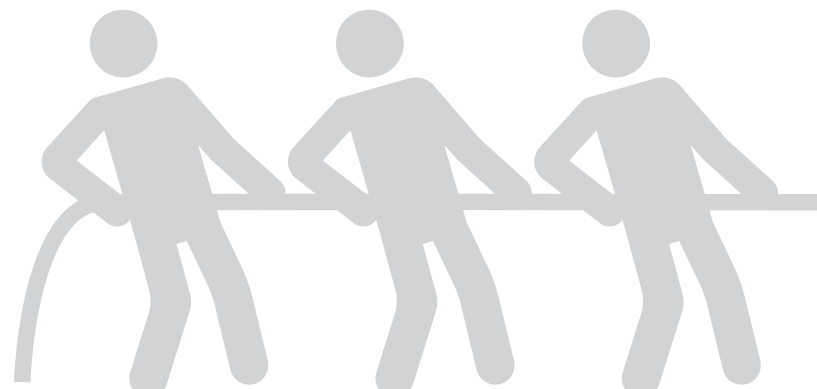
Message from the Executive Committee on Diversity and Inclusion

The past two years have been a time of ever-evolving change as we all responded to developments in the fight to mitigate the effects of COVID-19 and the renewed recognition of racial injustice. The new realities were difficult to comprehend, unfolding in surreal and unfamiliar landscapes: negative pressure isolation rooms requiring masks, gowns, gloves and goggles; meeting disembodied in pixel populated spaces; and days, weeks and months at a distance from others. The rigors have ranged from unsettling to life altering. Our perspectives shifted as we viewed the world through new lenses forged by our experiences. This report covers the difficult years of 2020 and 2021. It provides a timeline of our journey together, of our communal fortitude when faced with the unanticipated ascension of the stony mountain we have found ourselves climbing.

It chronicles how CARE. DISCOVER. TEACH. took on new meanings during our collective mountain journey. It provides evidence of how we cared for each other by creating community dialogue and virtual spaces to come together and offer mutual support through the strenuous times. Our participation in clinical trials and research has permitted us and many others to survive. We discovered how to adapt to the new circumstances and assess the work needed to operate in fair and equitable ways to serve our patients and extended communities. It describes how we used insights gained from newly launched initiatives, community dialogue and feedback to enable us to educate ourselves and others about the coronavirus so all could make informed decisions.

Ultimately, it serves as a testament to how we have remained true to our mission of fostering an environment in which individual characteristics are respected and where both differences and similarities are valued. We have created collaborative working and learning environments while fostering an inclusive community even when relegated to virtual spaces. And we have continued to value and promote diversity in the broadest sense, including differences in race, ethnicity, sexual orientation, gender identity, sex, ability, religious practices, socioeconomic class, citizenship, and life experiences.

While this Report showcases how our collective efforts have expanded to meet not only the needs of our community but the world at large, the work continues. As we pause at this point of reflection, we would like to thank all the members of our incredible community as well as remember those who were unable to complete the journey with us. We also thank the former members of the Executive Committee of Diversity and Inclusion and staff who have taken positions elsewhere and our institutional leaders at Weill Cornell Medicine, Cornell University, and NewYork-Presbyterian (NYP). Without the support and commitment to diversity, equity, inclusion, and social justice of all, none of our accomplishments would have been possible during this challenging time.

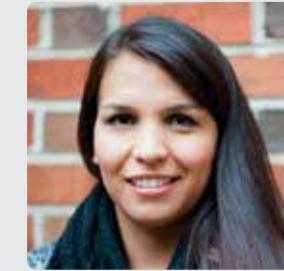
Executive Committee on Diversity and Inclusion



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Former Diversity Program Manager
Office of Student Life and Student Diversity

Early 2020: Grounded in Business as Usual

Prior to the start of the pandemic, the numerous programs to promote diversity excellence offered at Weill Cornell Medicine were in progress. Grounded in our commitment to create a diverse and inclusive culture, the community looked forward to the year ahead unaware that plans were soon to change significantly.

Dean's Quarterly Diversity Seminar

On February 11th, The Office of Diversity and Inclusion hosted the seminar "Credentials Don't Shield Healthcare Professionals from Bias" given by Dr. Leon McDougle, inaugural Chief Diversity Officer of the Ohio State University (OSU) Wexner Medical Center and then president-elect of the National Medical Association (NMA). His lecture was supplemented with interactive case-based discussions. In celebration of Black History Month, guests had the opportunity to engage in conversation with Dr. McDougle at a post-lecture reception held in the Griffis Faculty Lounge. Drs. Glen McWilliams and Brenda Aiken, respective Presidents of the Manhattan Central Medical Society, and the Susan Smith McKinney Stewart Society, attended the events along with their society members, Weill Cornell Medicine alumni, and members of the Weill Cornell Medicine community.



Courage to Succeed

In honor of Black History Month, Cornell Trustee Emeritus and Cornell University alum Thomas W. Jones spoke with our community on February 12, 2020, regarding the courage needed to succeed. Discussions with the Weill Cornell Medicine community directly addressed the qualities that would ultimately be needed to get through the pandemic including tenacity, adherence to truth and a belief in justice. Author of the book, *From Willard Straight to Wall Street: A Memoir*, Mr. Jones was welcomed by Ruth Gotian, Assistant Dean for Mentoring. He spoke regarding his personal journey in overcoming significant challenges as an African American in the United States. This event was hosted by the Mentoring Academy with co-sponsorship from the Office of Diversity and Inclusion.



Faculty Development Circles

Faculty Development Circles ("Circles") is a professional development mentoring initiative for URiM faculty of the Weill Cornell Medicine Diversity Center of Excellence (DCoE) in collaboration with the Office of Diversity and Inclusion. The innovative program brings interdisciplinary faculty together in conversation to identify tools and skills that enhance their academic careers in research, medical education, and clinical excellence. The second Annual Circles kickoff dinner was held on February 27th. The program was hosted by Dr. Linnie Golightly. Dean Augustine Choi spoke, candidly sharing reflections from his career journey and the reasons for his sincere commitment to diversity, excellence and mentorship. Members of the program participated in a teamwork building experiential activity called "Color-Blind" to explore their collective and individual leadership and communication skills. It was the last in person event held by the Office of Diversity and Inclusion for many months.



Shutdown: The Climb Begins

March 2020

The worldwide spread of COVID-19 necessitated the unprecedented closure of the main Weill Cornell Medicine entrance at 1300 York Avenue. All foot traffic was directed through a single entrance at the hospital. Although our iconic entrance was closed, within we expanded our mission to address the new challenges the virus spawned as we began climbing a mountain of uncertainty.

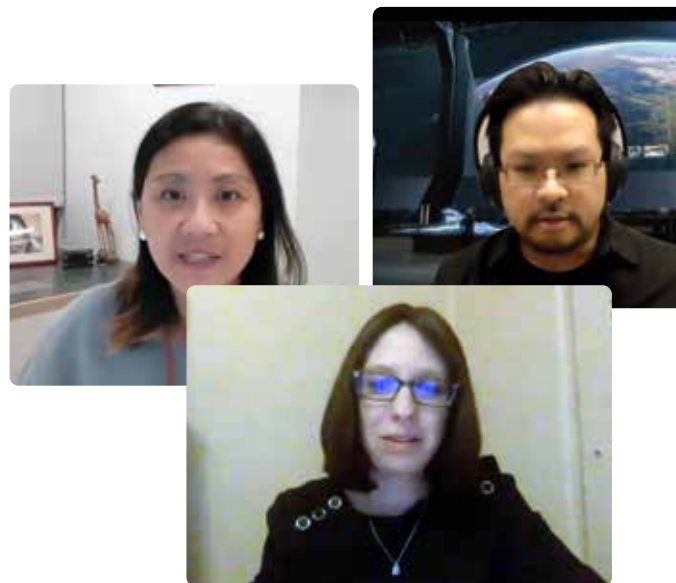


The Response

April 2020

Diversity Town Halls Introduced

At the request of Dean Choi, Diversity Town Halls were introduced in April 2020. These forums provided an opportunity for community engagement during the pandemic and the mounting movement to address racial justice. On Wednesday, April 22nd, the Office of Diversity and Inclusion held a town hall on "Emerging Disparities in COVID Care and Outcomes." In subsequent months, a series of town halls were conducted regarding the status of the pandemic and its institutional impact. One of these town halls was hosted by members of our Psychiatry Department in September 2020 and focused on the particular stressors and mental health of women at Weill Cornell Medicine. Other gatherings focused on topics such as "Anti-Asian Xenophobia Amidst the Pandemic" and the "COVID-19 Vaccine and Community Mistrust."



Early Graduation

Some members of Weill Cornell Medicine's Class of 2020 graduated early and entered the physician workforce as NYC became the epicenter of the COVID-19 outbreak and hospitals were overwhelmed. Commencement ceremonies were virtual. Dr. Karen S. Daughtry, Pastor of The House of the Lord Church in Brooklyn, provided words of inspiration to the graduating class at a time of uncertainty.



Breaking Bread

This series of facilitated dinner dialogues provides a forum for community discussion of topics across the spectrum of diversity and inclusion. Current issues, ideas, thoughts, and concerns about differences are discussed through positive, open, and safe interactions in a communal setting. The first virtual Breaking Bread was held on April 30th and was co-facilitated by Dr. Renee Alexander, former Associate Dean of Students at Cornell University-Ithaca, and Dr. Linnie Golightly, Associate Dean of the Office of Diversity and Inclusion. Participants conversed about COVID-19 and the impact it had on their lives and our community. Using a word cloud, Dr. Alexander facilitated conversation as participants identified words that most resonated with their experiences.



Breaking



Bread

"COVID-19 and Our Community: Staying Connected"

COVID-19 will leave an indelible imprint on all our lives. What will our "new normal" be like and how will it impact our community? Join our first "virtual" Breaking Bread as we pivot to our new environment.



Steep Climb Ahead: Mr. George Floyd Murdered

May 2020



On May 25, 2020, the world watched as a police officer knelt on Mr. George Floyd's neck, callously murdering him. The video footage circulated of his murder by news outlets and social media platforms incited outrage and nationwide protests. Mr. George Floyd's murder sparked a movement and shed light on other cases of injustice such as Breonna Taylor and Ahmaud Arbery. Americans from all walks of life and backgrounds organized demonstrations to protest what could no longer be disputed, including members of the Weill Cornell Medicine community.



Awakening

June 2020

Conversations on Black

On June 4th, following the murder of Mr. George Floyd, the student organizations White Coats for Black Lives and the Student National Medical Association hosted a virtual rally to speak up and speak out against the racial injustice in the United States of America. Students sought to humanize the Black and Brown victims of police violence, as well as share their own experiences of discrimination. Moderated by Dr. Renee Alexander, this event was beautifully supported by the participation of various member groups of the Students for Equal Opportunities in Medicine, faculty, medical education leadership, and Dean Augustine Choi.



Weill Cornell Medicine Celebrates its First Juneteenth

Lincoln's Emancipation Proclamation declared all enslaved people in the United States free on January 1, 1863. It was not until 2 years later on June 19, 1865, however, that Union soldiers arrived in Galveston, Texas with news that the civil war had ended and proceeded to free the last remaining slaves. Juneteenth was celebrated for the first time at Weill Cornell Medicine in 2020. In honor of the holiday in 2021, a Town Hall "Juneteenth: History. Evolution. Legacy." was hosted by the Executive Committee on Diversity & Inclusion. Thanayi Jackson, Ph.D., Assistant Professor of History, California Polytechnic State University, provided a keynote address in which she reviewed the history of the holiday and its celebrations in the Black American community. Renee Alexander, former Associate Dean of Students, Cornell University, presided over a panel discussion.



SPARC Tri-I Diversity Retreat

This annual, half-day conference unites members of the Weill Cornell Medicine, The Rockefeller University and Memorial Sloan Kettering Cancer Center community. Attendees receive valuable advice regarding careers in medicine and science as well as gain insight into the life of medical and graduate students while networking with students, faculty, and alumni of the Tri-Institutional schools. On June 13th, the retreat offered a nurturing space to reflect on and imagine a way forward due to 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. Their expertise in understanding community and personal trauma guided the group toward imagining ways to achieve positive goals and move toward recovery. A mini-SPARC retreat held on November 18th was designed to further nurture our community and provide guidance on remaining productive during the difficult times. The event featured a keynote address titled "Perspectives on COVID-19 and Health Disparities: Past, Present, and Future" by Dr. Robert Fullilove, Associate Dean for Community and Minority Affairs and Professor of Clinical Sociomedical Sciences at the Mailman School of Public Health of Columbia University.



Anti-Racism Initiatives Launched

Beginning in July 2020 and in Ensuing Months

In the months following Mr. George Floyd's murder, Dean Choi announced immediate actions to combat systemic racism and ensure greater fairness, equity, and belonging at Weill Cornell Medicine. Anti-racism taskforces, book clubs and events were created by many throughout the WCM community to provide opportunities for engagement, dialogue, learning and support.



Office of Institutional Equity

In July 2020, Dean Choi announced the creation of the Office of Institutional Equity (OIE) as an independent office with the focus of advancing equity at Weill Cornell Medicine. Since then, OIE has taken steps toward advancing equity and eliminating historically exclusionary practices by: (1) promptly responding to and resolving complaints of protected category harassment and discrimination; (2) monitoring and communicating noticeable complaint trends to departmental leadership; (3) developing and delivering training focused on inclusive best practices; and (4) facilitating the student disability, religious, and domestic violence accommodation processes.



Task Forces

General Faculty Council (GFC) Task Force

The GFC is comprised of faculty representatives elected by Weill Cornell Medicine's academic departments, as well as faculty members elected to represent key affiliated organizations, such as Memorial Sloan Kettering Cancer Center and the Hospital for Special Surgery. The Mission of the GFC's Committee of Diversity, Equity and Inclusion (DEI) is to create a community of social and academic common ground by building on the pillars of diversity, equity and inclusion and supporting clinical and academic success of our faculty. Major tasks include offering support to department diversity champions and focusing on strengthening attendance at faculty development seminars held through the year by those underrepresented in medicine.

Department of Medicine Racial Justice and Equity Task Force

The task force comprises faculty, students, graduate trainees, staff, and community stakeholders who have come together to research, document, and define a set of racial equity recommendations for implementation.

Division of General Internal Medicine Anti-Racism and Social Justice Task Force

The task force charge is to identify aspects of racism that exist within the division and to make recommendations for future approaches. In the first year, the task force conducted a needs assessment to open conversation amongst division faculty and staff about racism and racist practices. The

objective was to do so in a safe and respectful way, aiming to protect the health and well-being of colleagues, and elicit accurate and valuable information about the racial climate of the division.

The Department of Psychiatry Diversity, Equity & Inclusion Council

The Council engages in work related to education and training, workplace culture, clinical services, recruitment, and retention of a diverse workforce at NYP/Weill Cornell Medicine. Initiatives have included development of a Curriculum Committee that reviews and expands content related to health equity and social justice across residency training, as well as implement similar educational opportunities within the Psychology Department to enhance the delivery of culturally responsive clinical care.

Psychiatry Resident Council for Diversity & Inclusion (RCDI)

RCDI advocates for an inclusive and welcoming community that promotes the unique voices, identities, and wide experiences of all residents. Leadership plans social gatherings and assists with educational programming, grand rounds speaker selection, recruitment, and other DEI initiatives.

Samuel J. Wood Library & The Medical Center Archives at NewYork-Presbyterian/Weill Cornell Medicine Antiracism Diversity & Inclusion (ADI) Committee

The committee is composed of a group of volunteers that support initiatives to address racism and promote diversity, equity, and inclusion within their departments and the College at large.

Social Justice Anti-Racism Committee (SJAR) – Graduate School

The task force was created as a mechanism for students, faculty, and staff to actively engage in equity and inclusion efforts in the Graduate School by thinking critically about anti-racism and equity in recruitment efforts, curricular

enhancements, community engagement, and anti-bias training approaches.

Anti-Racism Task Force (ARTF) – Medical School

The Anti-Racism Task Force (ARTF) represents a strategic partnership between Weill Cornell Medicine's Student National Medical Association (SNMA), White Coats for Black Lives (WCBL) and the Medical Student Executive Council (MSEC) to advocate for adoption of antiracist practices in the execution of medical education at Weill Cornell Medicine. It includes representatives from across the student body but intentionally centers on the voices and experiences of students from underrepresented and marginalized backgrounds in pursuit of educational equity.

Medical Education Equity and Inclusion Initiative (EII)

Dr. Yoon Kang, Dean of Medical Education, formed the EII to work with the ARTF, the student body, faculty, and members of medical education leadership to address educational and financial equity as well as to apply an anti-racist lens to the Weill Cornell Medicine curriculum.



Book Clubs and Discussion Groups Launched

July/August 2020

Multiple initiatives were launched to foster a culture of belonging within the Weill Cornell Medicine community where voices could be expressed, shared, and heard regardless of rank or racial, ethnic, or cultural backgrounds. Cornell University President, Martha E. Pollack and Dean Choi encouraged everyone to read the book, *How to be an Antiracist* by Ibram X. Kendi.

Carl F. Nathan Lab — Division of Microbiology and Immunology

A diverse group met during the summer of 2020 to educate themselves about racism. A key part of the mutual education was to share examples of discrimination from around the world. Discrimination was discussed from a historical as well as personal perspective. In addition to book discussions, one member prepared a 30-minute video to relay what he witnessed and experienced. The workshops culminated in the group collectively developing suggestions for action that were presented to Marcus Lambert, WCM's then Assistant Dean of Diversity and Student Life for the graduate school.

Department of Pediatrics Book Club

Started in 2018 as a faculty book club, it was subsequently expanded to include all staff and trainees in the department. The books discussed from August 2020 through 2021 included, *How to be an Antiracist* by Ibram X. Kendi, *The Short and Tragic Life of Robert Peace* by Tricia DeLaMora and *The Water Dancer* by Ta-Nehisi Coates.

Division of Geriatrics and Palliative Medicine – “How To Be An Antiracist” by Ibram X. Kendi Book Group

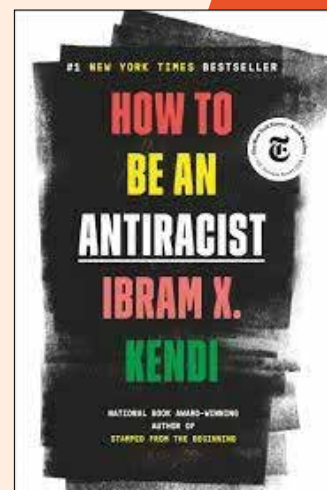
Utilizing narrative medicine as a vehicle for self-reflection, participants met bi-weekly between March and April 2021 to examine themes such as racial inequality, colorism, racist policies, racial power, ethnic racism, and cultural racism.

Radiology Racial Social Justice Book Club Seminar Series

As an arm of the Radiology Racial and Social Justice Task Force, the department created the Racial Social Justice Book Club Seminar series to normalize education and conversations about racial and social justice in academia, particularly, but not exclusively as they pertain to medicine. With the help of faculty and staff, the department curates books, movies, documentaries, and podcasts, on a wide range of issues related to racial, gender, sexuality, and social issues.

SOS Social Justice Group

In the summer of 2020, the book club read *The Bluest Eye* by Toni Morrison. The discussion centered on issues of internalized racism and racially constructed definitions of beauty and identity.



Racial and Social Justice Dialogue Events and Innovations

Beginning in August 2020 and Over the Ensuing Months

SOS Dialogue Events

Sponsored by the SOS Social Justice Group (Safe Space & Open Dialogue for Social Justice), a series of events were held focusing on racial and social justice topics. SOS creates space for honest and courageous dialogue among the WCM community. These included an examination of the structural racism in our criminal justice system, delving deeper into issues of police brutality and mass incarceration, understanding the harrowing impacts of racism on individuals, and the different approaches of resistance taken by activists during the Civil Rights movement. WCM-SOS Slack, an online safe space for members of the community to express their voices and be heard, was also launched during this time.

Dean's Quarterly Diversity Seminar

The seminars were established by Dean Choi in the Fall of 2018 and are hosted in collaboration with the Office of Diversity and Inclusion. Renowned academic physicians, scientists, and diversity advocates are invited to forge a stronger appreciation and path to diversifying medicine and promoting social justice. In 2020 and 2021, these events provided information to the community on topics pertinent to the emerging anti-racism movement spawned by 2020.

Chokehold: Policing Black Men

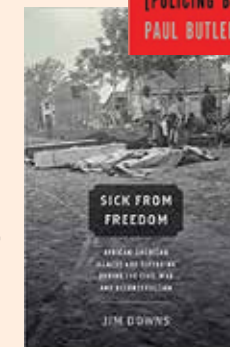
Paul Butler, J.D. Albert Brick Professor in Law, Georgetown University

Indeed, we are Resilient- Yet Tired

Russell Ledet, Ph.D. the 15 White Coats Project Co-Founder and President

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

Jim Downs, Ph.D. Professor, Gettysburg



Unique Approaches Toward Promoting Diversity in Clinical Research

Winston Price, M.D. Philadelphia College of Osteopathic Medicine, South Georgia. Weill Cornell Medicine '74, he was the National Medical Association's 2021 Practitioner of the Year.

Unpacking Systemic Injustices in Medicine: A Model for Change

Chiquita Collins, Ph.D. Chair, Association of American Medical Colleges (AAMC) Group on Diversity and Inclusion (GDI) and Associate Vice President, Inclusive Excellence and Health Equity for UT Health San Antonio.



Institutional Committees Established

September 2020

Board of Fellows

Weill Cornell Medicine's Board of Fellows established the Special Committee on Equity, Diversity and Inclusion in 2020 to advance diversity, inclusion, and equity within the Weill Cornell Medicine community and in the practice and delivery of healthcare services. The committee reviews and advises the Board and the administration on the status and progress of Weill Cornell Medicine initiatives impacting students and employees, community outreach, population health science research and health equity, and cross-campus and inter-institutional relationships.

Dean's Diversity, Inclusion, and Belonging Committee

The Dean's Diversity, Inclusion, and Belonging meetings bring together senior administrators, department chairs, and center/institute directors on a monthly basis. They provide an opportunity to share updates across administrative and academic units, discuss plans, and identify best practices in enhancing the institutional culture of diversity, inclusion, and belonging.



COVID-19 Vaccine Released: Climbing but with New Tools

December 2020

Weill Cornell Medicine's ability to adapt was evident throughout the COVID-19 pandemic, as it shifted from becoming an epicenter for COVID-19 patient care, to becoming a site for Stage III clinical trials for a COVID-19 vaccine. Once released, many in our community were triaged to receive the first doses of the COVID-19 vaccine.

Insurrection, Mistrust, Vaccine Education and Training

January 2021

Insurrection Halts Holiday Party

The annual Office of Diversity and Inclusion holiday party was slated to take place virtually on January 6, 2021 but was postponed after news spread that Trump supporters attacked the Capitol Building to stop Congress from certifying Joe Biden as President.



Vaccine Mistrust & Education

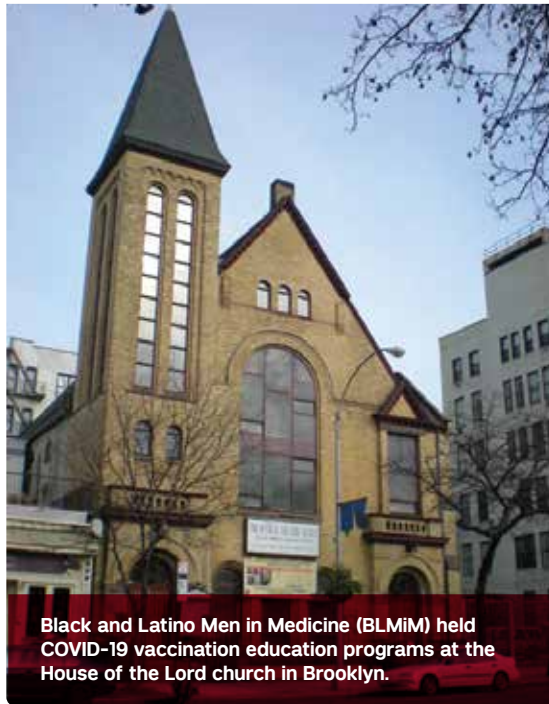
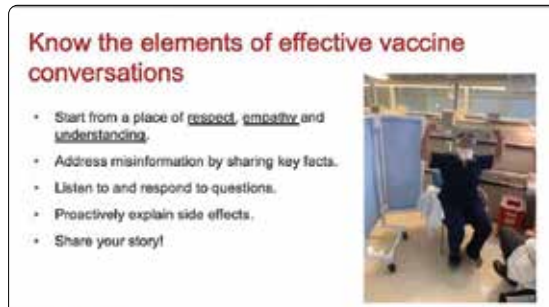
The COVID-19 vaccine was released in December of 2020. However, it was met with great resistance as misinformation and mistrust grew. Vaccine hesitancy affected all demographic groups but was especially prominent in low-income communities and communities of color. Many healthcare workers were also hesitant. Members of our community preferred to ask questions before getting vaccinated and discuss their concerns with trusted faculty members.

Weill Cornell Medicine participated in numerous educational activities to dispel the myths, arm our community with the tools necessary to make informed decisions, and encourage members in the society at large to do so. Information was provided about the science behind the vaccines and addressed the personal decision-making process regarding vaccination.

Vaccine Education Ambassador Training

On January 18, 2021, Weill Cornell Medicine hosted a Vaccine Education Ambassador Training as part of the Dr. Martin Luther King Jr. National Day of Service commemoration. The virtual training was open to the public and attended by 247 community members and WCM faculty, staff, and trainees.

The goal of the session was to help community members make an informed decision about COVID-19 vaccination. The panelists included: Susana Morales, M.D., W. Marcus Lambert, Ph.D.,



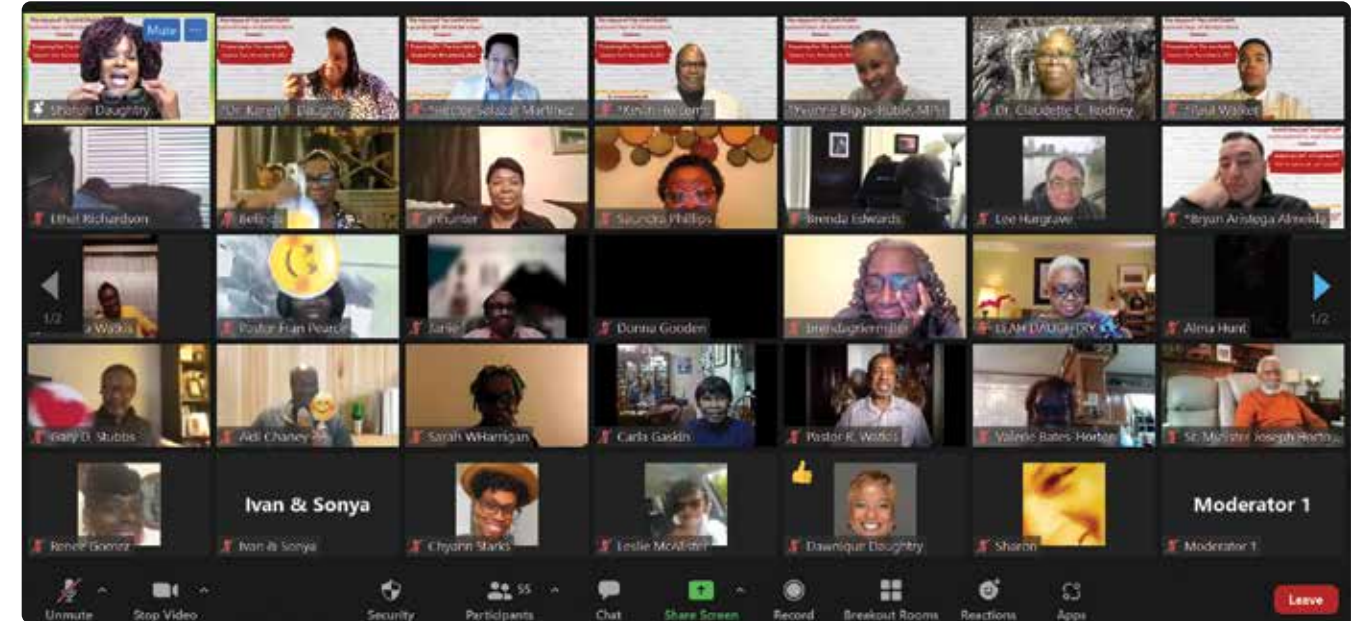
Black and Latino Men in Medicine (BLMiM) held COVID-19 vaccination education programs at the House of the Lord church in Brooklyn.

Linnie Golightly, M.D., Kevin Holcomb, M.D. and Avelino Amado, Ph.D.

An additional Vaccine Ambassador training session was hosted as part of the Diversity Mentoring Cascade program on March 9, 2021 and was attended by 155 participants.

The training addressed how to speak to patients and community members about COVID-19 vaccination.

Some of the faculty and trainee participants of the Vaccine Ambassador Training hosted over



95 sessions to increase confidence in COVID-19 vaccination and address community questions and concerns. Sessions were held in person and virtually and reached over 5,695 community members that are part of the Weill Cornell Medicine Environmental Services, faith-based organizations, colleges, nonprofits, libraries and schools. Faculty and trainees were from the Departments of Medicine, Obstetrics and Gynecology, Radiology, Radiation Oncology, and Surgery, as well as faculty from Cornell University and the Cornell Center for Health Equity.

#Vaccinate4Love Public Awareness Campaign

Envisioned by Jacqueline Jones, M.D., '84, Associate Professor of Clinical Otolaryngology, #Vaccinate4Love is a public awareness campaign launched in March 2021 aimed at overcoming COVID-19 vaccine hesitancy among minority communities. The campaign urges patients and communities to vaccinate as early as possible for their own benefit, their families, and their communities. More than 40 virtual presentations have been held with community organizations across the country to disseminate



vaccine awareness in diverse populations. #Vaccinate4Love has over 20 strategic partners and has been featured on radio, print and television as well as in over 1800 Link NYC Kiosks across Brooklyn, Queens and Manhattan. Dr. Jones has partnered with organizations around the world including Switzerland and South Africa to promote vaccine efficacy and safety.

Update on COVID-19 Vaccines: Empowerment Through Information

On April 28, 2021, Linnie Golightly, M.D. and Kevin Holcomb, M.D. hosted a virtual webinar and Q&A session for the New York Public Library to provide information regarding the vaccine and answer any questions that members of the public might have.



Community Vaccinations

In partnership with The Clinical & Translational Science Center (CTSC), Community Healthcare Network, Hunter College School of Nursing, New York University and Long Island University, four vaccine sites were opened at faith-based institutions in under-served communities across NYC: Convent Avenue Baptist Church in Harlem, Fort Washington Collegiate Church, New Jerusalem Worship Center in Jamaica, Queens and Church of God in East New York, Brooklyn. Vaccines were administered by volunteer faculty, staff, and students from partner institutions. In June, screenings as part of the Weill Cornell Medicine Heart to Heart Community Outreach Campaign (H2H) were added to CTSC supported sites.



The Blackwell Society

To celebrate National Women Physicians Day, NewYork-Presbyterian Lower Manhattan Hospital unveiled a portrait of Dr. Elizabeth Blackwell in the lobby. This photo appeared on Health Matters, as part of a story celebrating National Women Physicians Day and Dr. Blackwell's strong ties to the hospital.



Photo Credit: Ellen Hawa.



The Blackwell Society

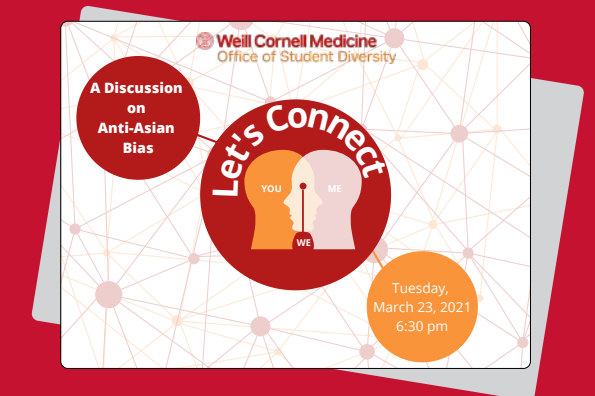
Connecting Women of Weill Cornell Medicine

The Blackwell Society was founded at NewYork-Presbyterian-Weill Cornell Medicine in the Spring of 2021 on the 200th anniversary of Elizabeth Blackwell's birth to honor the legacy of Drs. Elizabeth and Emily Blackwell in Medicine and to connect and support our women faculty. Dr. Elizabeth Blackwell was the first female physician in the United States and together with her sister, Emily, founded the New York Infirmary for Indigent Women and Children which evolved into today's NewYork-Presbyterian Lower Manhattan Hospital. Additionally, the Blackwell sisters created the Women's Medical College of the NY Infirmary which was eventually absorbed into Weill Cornell Medicine. Since its creation, the Blackwell Society has planned and hosted near monthly events to engage faculty members of Weill Cornell Medicine on issues important to the professional development of women, including well-being, salary equity and leadership. The Blackwell Society also hosts a listserv for regular news and dialogue.

Continued Rise of Anti-Asian Bias

March 2021

Following the onset of the COVID-19 pandemic, xenophobic and racist incidents targeting members of the Asian, Asian American and Pacific Islander (AAPI) community surged across the US. The Asian and Pacific American Medical Student Association (APAMSA) provided an opportunity for attendees to learn more about the longstanding history of anti-asian bias in the United States and provided a safe space for AAPI members of the WCMC community to anonymously share their personal experiences with COVID-19 related anti-Asian/AAPI bias and violence and/or share the impact these incidents have had on their lives and their families.



Conversation About Anti-Asian Rhetoric, Bias, and Violence

Dr. Laura Forese, Executive Vice President & Chief Operating Officer at NewYork-Presbyterian, moderated a town hall discussion on April 13, 2021, with Dr. Steven J. Corwin, President & Chief Executive Officer at New York-Presbyterian; Dr. Anil Rustgi, Director of the Herbert Irving Comprehensive Cancer Center at NewYork-Presbyterian/Columbia University Irving Medical Center; and Dr. Augustine M.K. Choi, Dean, Weill Cornell Medicine. Members of the NewYork-Presbyterian, Weill Cornell Medicine, and Columbia University Irving Medical Center community united in rejecting hatred and violence against Asian colleagues, their families, and fellow New Yorkers.

Diversity Week

April 2021

After a hiatus during the prior year in 2020 due to the pandemic, Diversity Week returned virtually and included over 35 speakers and workshops addressing the challenges ahead. Dr. Julie Silver, Associate Professor Harvard Medical School, presented the annual gender diversity keynote address, "Accelerating Workforce Equity, Diversity, and Inclusion in Academic Medicine." A virtual reception with breakout rooms followed hosted by women faculty leaders at Weill Cornell Medicine. Dr. Robert Livingston, a lecturer in public policy at the Harvard Kennedy School, delivered the second annual Elizabeth A. Wilson-Anstey, Ed.D. Lecture, "How to Promote Racial Equity in the Workplace and Society." On April 28, 2021, Dr. Louis Wade Sullivan, the first African American resident at NewYork-Presbyterian Hospital/Weill Cornell Medicine, spoke at the Department of Medicine Grand Rounds. The Dr. Louis Wade Sullivan Diversity Department of Medicine Lectureship is a newly named lecture in support of diversity and health equity. The lectureship was established in honor of Dr. Sullivan's long and illustrious career in medicine and public service. His lecture – "The Long Road to Health Equity in America" – was presented via Zoom and there were a record number of viewers in attendance.

During the annual celebration of diversity, Weill Cornell Medicine honored more than two dozen faculty, trainees, students and staff for their outstanding service and leadership in promoting diversity at our academic

medical institution. The ceremony recognized the 2020 and 2021 awardees. The awards included the Bruce Laine Ballard, M.D. Award for Excellence in Mentorship; Marie Metoyer, M.D. Award for Excellence in Community Service; Ida Sophia Scudder, M.D. Award for Excellence in Public Service; Louis Wade Sullivan, M.D. Award for Excellence in Public Health Advocacy; the Administrative Staff Award for staff who embodies the spirit of cultural diversity and service, and the Jessica M. and Natan Bibliowicz Award for Excellence in Mentoring Women Faculty.



Drs. Said Ibrahim, Linne Golightly, Augustine M.K. Choi and Rache Simmons honor more than two dozen Weill Cornell Medicine faculty, trainees, students, and staff during the third annual Diversity Awards

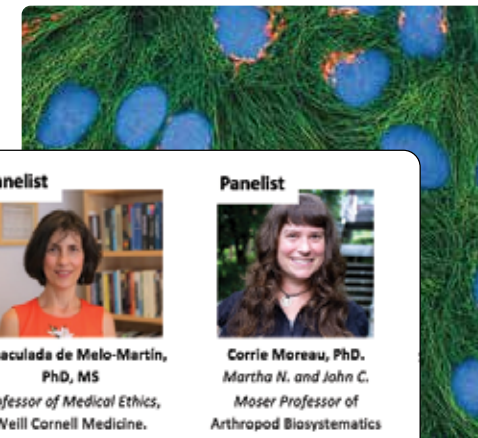
Wednesday, April 28, 2021
Medical Bondage: Race, Gender, and the Origins of American Gynecology
Deirdre Cooper Owens, PhD
 Director of the Humanities in Medicine Program and the Charles Wilson Professor in the History of Medicine
 University of Nebraska-Lincoln

5:00 pm | Join Meeting
 Hosted by the Heberden Society
 For more information, visit library.weill.cornell.edu/archives

Diversity Week

HeLa Cells: An Intersection of Race, Gender and Research Ethics

A panel discussion took place on April 22, 2021, as a prelude to Diversity Week and explored the story of Henrietta Lacks, a young Black woman, and the "mother" of HeLa cells. Discussions focused on the dilemma faced by the procurement and culturing of cells from her cervical cancer as well as the following questions. What are the ethical concerns surrounding establishing the HeLa cell line, and subsequently using DNA samples from her family members without adequate informed consent? How does this past ethical breach inform contemporary research practices? Will an increased diversity of research staff, and a recognition of our tendencies toward implicit bias, minimize future ethical infringements?



Source: National Institutes of Health
 Creator: Tom Deerinck, NIGMS, NIH

<p>Panelist</p> <p>Inmaculada de Melo-Martin, PhD, MS Professor of Medical Ethics, Weill Cornell Medicine. Co-Director, Regulatory and Ethics Knowledge and Support Core for the Clinical & Translational Science Center (CTSC) at WCM.</p>	<p>Panelist</p> <p>Corrie Moreau, PhD. Martha N. and John C. Moser Professor of Arthropod Biosystematics and Biodiversity at Cornell University, Ithaca. Avid lecturer and educator for the need for diversity in the STEM fields.</p>
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<p>Panelist</p> <p>Sushmita Mukherjee, PhD. Associate Professor of Research in Biochemistry, Weill Cornell Medicine. Diversity Champion for the departments of Biochemistry and Cell Biology</p>	<p>Moderator</p> <p>Renee Alexander, PhD. Former Associate Dean of Students and Director, Campus Climate Initiatives, Cornell University Ithaca. Founder, "Breaking Bread" community dialogue</p>
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Grand Rounds **Wednesday, April 28, 2021**
The Long Road to Health Equity in America
Louis Wade Sullivan, MD
 CEO & Chairman of The Sullivan Alliance
 President emeritus, Founding Dean of the Morehouse School of Medicine
 Former US Secretary of Health and Human Services

8:00 am | Join Meeting
 Hosted by the Department of Medicine
 For more information, visit medicine.weill.cornell.edu

Womens Keynote Address **Thursday, April 29, 2021**
"Accelerating Workforce Equity, Diversity, and Inclusion in Academic Medicine"
Julie Silver, MD
 Associate Professor and Associate Chair
 Department of Physical Medicine and Rehabilitation
 Harvard Medical School

4:00 PM | Join Meeting
 Virtual Reception to Follow
 For more information, visit <https://diversity.weill.cornell.edu>

Elizabeth Wilson-Anstey Keynote Address **Monday, April 26, 2021**
"How to Promote Racial Equity in the Workplace and Society"
Robert Livingston, PhD
 Lecturer in Public Policy
 Harvard Medical School

3:00 PM | Join Meeting
 For more information, visit <https://diversity.weill.cornell.edu>

Diversity Week

Pathway Programs

Considering the new reality presented by the COVID-19 pandemic, our baseline programs continued through the storm to provide quality programming and support our mission. Many programs were launched virtually. Through creativity and ingenuity, we were able to imagine a way forward.

Advancing Cornell Career Experiences for Science Students (ACCESS)

The ACCESS Summer Internship Program allows students to spend 10 weeks conducting research in a laboratory under the mentorship of an experienced scientist. Students attend lectures and discussions regarding the status of biomedical research and the wide range of available career opportunities, attend workshops to sharpen their presentation and interview skills, and enroll in a Graduate Records Examinations (GRE) course to prepare them for the examination. The program was modified to an 8-week virtual program due to



COVID-19 restrictions. Instead of on-campus research, students participated in a virtual National Science Foundation (NSF) Graduate Research Fellowship Program (GRFP) writing workshop. Participants were paired with a graduate student or post-doctoral mentors to guide them through the grant writing process. As a result of this workshop, a participant of the 2020 cohort, Kameron Walker, was awarded an NSF fellowship. The program also hosted career and professional development workshops, research seminars featuring graduate students and postdoctoral fellows, journal clubs, virtual bonding and network building events, and a final virtual oral presentation on their summer research proposals. In 2021, Melissa B. Davis was named as interim Director of the program. Faculty mentored students virtually on lab projects.

American Physician Scientists Association (APSA) Virtual Summer Research Program

The program connects underrepresented minority undergraduate mentees with research mentors for a virtual lab research experience as part of APSA's initiative to increase the diversity of the physician-scientist career field. Jez Lim Marston (M.D.-Ph.D. candidate) mentored three premedical students as part of the program. The students received training in bioinformatic analysis. Each student completed an independent data analysis project that was presented at APSA Regional Conferences.



Premedical Diversity Initiatives

The Premedical Diversity Initiatives, led by Dr. Andrea Card, hosted the Fordham Science and Technology Entry Program (STEP) Summer program for 36 high school students during three outstanding sessions in July 2020, which included a lecture by Dr. Susana Morales on health equity and a panel discussion on health careers. At the last session, the students presented their fabulous mini projects on health issues and social determinants of health, which included PowerPoint presentations, TikToks, poetry, and infographics to Weill Cornell Medicine faculty and residents.

Gateways to the Laboratory Summer Program

The Gateways to the Laboratory Program was founded by the Weill Cornell Medicine/Rockefeller/Sloan Kettering Tri-Institutional M.D.-Ph.D. Program in 1993 with the goal of increasing the number of students from backgrounds underrepresented in medicine and science (URiMS) who are prepared to become competitive M.D.-Ph.D. applicants, successful dual degree students, and future leaders in biomedical research and academic medicine. Gateways was the first program of its kind in the US, and even almost 30 years later, there are only a handful of M.D.-Ph.D.-specific pipeline programs that focus on students from underrepresented groups. Gateways admits students in their freshman or sophomore years of college; while this means they have less (or no) research experience when they enter the program, early exposure allows them sufficient time to obtain research experience and demonstrate their commitment to the physician-scientist pathway.

Gateways enrolls approximately 15 students each summer for a 10-week immersive research experience. This is augmented by mentoring and professional development in the form of group sessions (e.g., journal club and workshops),

one-on-one guidance from a current M.D.-Ph.D. student ("Big Sib"), clinical exposure (e.g., community clinics, shadowing, Problem-Based Learning sessions), and career development (e.g., application guidance, mock interviews, how to prepare a scientific manuscript, talk, and poster) throughout their time in the program—and beyond—the need for excellence was instilled.

High School Catalyst Program

With the support of the Weill Cornell Medicine Graduate School and Dr. Marcus Lambert from the Office of Student Diversity, Pedro Silberman, a 6th-year graduate student, founded the High School Catalyst Program in 2017. The High School Catalyst Program, currently lead by Gabriella Chua and Alexander Emmanuelli, offers biomedical research exposure to New York City high school students with priority given to students from self-reported underrepresented minority, disadvantaged, and first-generation immigrant backgrounds. During COVID-19, the 2020-2022 cohorts transitioned to fully virtual programming with grantsmanship as the primary focus, adding an important aspect of biomedical research unexplored in previous years. One highlight of the virtual curriculum involved students learning about the state-of-the-art research under development during the COVID-19 pandemic in their journal club discussions. The hope is to welcome some of these students back on campus in the future as part of other Weill Cornell Medicine pipeline programs for undergraduates such as ACCESS and Gateways to the Laboratory.

Health Professions Recruitment and Exposure Program (HPREP)

HPREP was created in 1989 by Dr. Daniel Laroche, class of '92 when he was a medical student. The goal of the program is to increase the enrollment of students from underrepresented backgrounds into medical school. HPREP was designed to provide participants with the opportunity to interact with medical students, faculty, and other health professionals. At its inception, Dr. Laroche presented the program as a template at the Annual Medical Education Conference of the Student National Medical Association (SNMA) where it was rapidly adopted to be replicated locally by SNMA chapters at medical schools across the country. High school students work in small groups with medical students to enhance their readiness for college. Under the tutelage of Weill Cornell Medicine students, these high school students participate in practical workshops discussing the college application process, how to write a research paper, applying for financial aid, and writing a personal statement. They engage in discussions with established physicians about the journeys and current work and have the opportunity to tour the anatomy lab. The students with the best research paper and college essay are each awarded a \$250 book scholarship for college. Each participant who completes the program receives a letter of recommendation and a certificate of completion. In 2020, 50 medical students served as mentors to 95 high school students who successfully completed the program.

The 2021 season of the thirty-two-year-old pathway pipeline program was mounted virtually

during a modified timeframe. The content was successfully delivered virtually during a 10-week window from March until May. During the 2021 season, 94 high school students successfully completed the program under the mentorship of 59 Weill Cornell Medicine medical students.

Program for Individualized Mentorship Education Solutions (PRIMES)



PRIMES is a near-peer, longitudinal mentorship program for underrepresented, underserved college students interested in applying to

medical school. The program's mission is to increase preparedness for medical school application to improve and sustain matriculation

rates of underrepresented students this helps to increase the diversification

of the healthcare workforce, thereby mitigating health disparities in our communities. Program mentors

are medical students, residents, and junior faculty while mentees are undergraduate freshman or sophomores with

a declared interest in pursuing a career in medicine. Recruitment was initially conducted on a local scale and has expanded to a national catchment through the use of a virtual platform to administer the curriculum and facilitate mentor/mentee interactions. The program involves a defined, targeted curriculum developed in conjunction with

A collage of three overlapping documents. The top document is titled "PRIMES 2021 Cohort Demographics" and features a "THE MATCH" logo. The middle document is a flyer for "PRIMES Presents: A Day in the Life of Different Physicians" featuring Otolaryngology, hosted by Dr. Lauren Brown, dated Monday, July 12 at 6PM-7PM EST. The bottom document is a flyer for "PRIMES Presents: A Day in the Life of Different Physicians" featuring Radiology, hosted by PRIMES Mentor Dr. Cecilia Davis-Hayes, MD, dated Monday, May 10 at 6PM-7PM EST. It includes a photo of Dr. Hayes and a quote from her about radiology.

Association of American Medical Colleges (AAMC) holistic standards for application. In addition, activities to maintain engagement and ongoing mentorship took place in the form of a virtual lecture series, quarterly newsletters, and featured "Mentee of the Month" selections. The third cycle of the program was held during the 2020/2021 academic year. A virtual platform was launched with national recruitment as well as the initiation of the "Day in the Life" lecture series. This format was extremely successful and is now being carried forward with expanded capacity and the possibility of Weill Cornell Medicine PRIMES Charters at other institutions.

Travelers Summer Research Fellowship Program (T-SRF)



In existence for more than 50 years, The Travelers Summer Research Fellowship Program (TSRF) was established at Weill Cornell Medicine in 1969 to address the longstanding underrepresentation of Latinx and African Americans in Medicine. The program brings approximately 30 underrepresented rising juniors and seniors to campus for an immersive research experience supplemented by content delivery around important public health issues, healthcare disparities, and the practicalities of the medical school application process. Given that New York City became the epicenter of the COVID-19 pandemic in the United States, the 2020 season of TSRF was cancelled but was held virtually in 2021. To ensure the well-being of prior TSRF participants during the pandemic, a virtual reunion was held.

Tri-Institutional Minority Society Summer Scholar Research Program (TIMS SSRP)

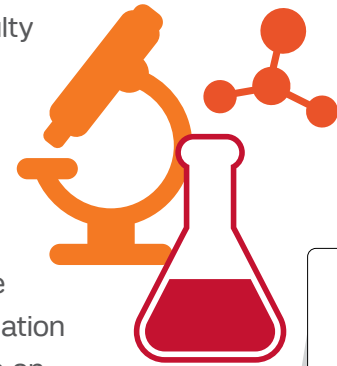
In 2015, Dr. Fon Powell (WCMC Ph.d. '17) created the Tri-Institutional Minority Society Summer Scholars Research Program (TIMS SSRP). Dr. Powell wanted TIMS SSRP to expose talented minority undergraduates to careers in science early on, to increase minority recruitment and retention in the biomedical sciences. This program offers students with limited research experience from low-income families with advanced biomedical research internships.

The ten-week program explores many topics from mechanical engineering to biochemical mechanisms and behavioral mouse models of prominent diseases. The course includes journal clubs, laboratory research, lectures, and discussions with minority scientists and physicians who share their personal scientific journeys. To conclude the program, students write a research report, give an oral presentation, and participate in a poster session. TIMS was able to mount a successful virtual program in both 2020 and 2021.



Weill-Ithaca Experience in Research (WISER)

WISER is a collaborative pipeline program between Cornell's Ithaca campus and Weill Cornell Medicine, which provides historically underrepresented and/or low-income students with biomedical research and field experience. In 2021, the WISER program ran from June 22nd to August 3rd. Students worked directly with their Weill Cornell Medicine faculty mentor or the Diversity Research Coordinator on a research project. Lectures were given by Weill Cornell Medicine graduate students and faculty, as well as national speakers. In addition, they completed an online Virology course and obtained information on different career paths and advice on how to navigate admission processes. The program concluded with each student's final presentation of their research and a closing virtual reception including mentors and Weill Cornell Medicine faculty.



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.

Successful and Productive Academic Research Careers Jr. (SPARC Jr.)

The SPARC Jr. Conference is an annual Symposium in which students from all summer programs gain valuable information regarding careers in medicine and science and learn how they can make unique contributions to healthcare and science. 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 virtually on July 20th. The topic was "Health Disparities during the COVID: Lessons Learned and Strategies Moving Forward." Dr. Susana Morales, Associate Professor of Medicine, gave the keynote address on "Social Determinants

Weill Cornell Medicine

2021 Virtual SPARC Jr. Conference

Dynamic Careers: Don't Be Afraid to Pivot

Keynote Speaker & Panelist
Camir Ricketts, Ph.D.,
Bioinformatics Scientist
AI at NVIDIA

Panel Discussion: Charting Your Own Course

<p>Ololade Fatunmbi, Ph.D. Program Scientist Department of Defense</p>	<p>Rhonda Hearn-Stewart, M.D. Associate Director of Implementation Integrated Assessment of Marketing Applications Food and Drug Administration</p>	<p>Brittany Masteller, Ph.D. Research Scientist Changememory</p>
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Tuesday, July 20th, 2021
5:30 - 7:00 PM
[Join Here](#)

BLMIM

BLACK & LATINO MEN IN MEDICINE

Black and Latino Men in Medicine (BLMiM)

Black and Latino Men in Medicine was founded in 2016 at the NewYork-Presbyterian Weill Cornell Medical Center as a network of administrators, physicians, scientists, trainees, and students to raise awareness of the myriad of issues involved in the precipitous decline of Black and Latino men in healthcare, medicine, and science. Through networking, program development, and community engagement, BLMiM seeks to support and provide mentorship for Black and Latino men interested in medicine/science, while advocating for effective and sustainable solutions to combat this national crisis.

Science and Leadership in Medicine (SLiM)

SLiM is an 8-week mentorship program created by BLMiM in 2019 to expose underrepresented high school and undergraduate young men to careers in medicine and science. The program started prior to the pandemic with 30

participants from three community partners, 100 Black Men of New York, Hunter College, and Seizing Every Opportunity. Due to the pandemic, the program transitioned to a virtual format that allowed for recruitment of participants outside of the NYC area through social media. As a result, the number of participants has since grown to over 220. Along with the COVID-19 educational program, BLMiM collaborated with the House of the Lord Church in 2021 for a series called "Preparing for the Inevitable." This series of lectures covered general health maintenance topics with a special focus on cardiovascular disease and diabetes, a COVID-19 update, and a lecture on advanced directives. Pastor Karen S. Daughtry sent BLMiM participants wooden plaques made with wood from the African burial ground site located in downtown Manhattan. In addition, Dr. Kevin Holcomb hosted the "First Annual Black and Latino Men in Medicine Summer Social" at his home in June 2021.

Representation: A Matter of Life and Death

3rd Annual Black and Latino Men in Medicine Conference



Keynote Speaker: Quinn Capers, IV, MD
Vice Chair, Diversity, Equity, and Inclusion
Dept of Internal Medicine
UT Southwestern Medical Center

Saturday, May 1, 10am-1:30pm
Virtual

Network with Medical Students, Post-Graduates, Residents, Fellows, Faculty and Administrators from NYC.

Participate in group and panel discussions regarding methods to recognize, capitalize, and create opportunities for professional advancement.

Registration: <https://bit.ly/BLMIM21conference>

Diversity Center of Excellence (DCoE)

The Weill Cornell Medicine Diversity Center of Excellence of the Cornell Center for Health Equity was established in 2018 with a grant awarded by the Health Resources and Services Administration (HRSA) of the United States Department of Health and Human Services. The goal of the Diversity Center of Excellence is to enhance diversity within the physician workforce, as a strategy to combat health disparities.

In 2020, the Diversity Center of Excellence (DCoE) continued to provide support and programming for premedical students, starting as early as high school through college, medical students, residents, fellows, and faculty. Due to the pandemic, all events were held virtually. Over 45 events were hosted from January 2020 to December 2021.

Weill Cornell Medicine Premedical Diversity Initiatives

In order to augment mentoring and exposure to health careers and professionals for URiM pre-health students, the Premedical Diversity Initiatives were established in 2018. Partnerships were established with premedical advisors and student premedical programs at our Key Partner Linkage Colleges: Hunter and City College (both part of the CUNY system), Fordham University, St. John's University, Cornell University, and Columbia University.

Dining with Doctors/Dialogues in Health

The program series, Dining with Doctors, began pre-pandemic with a focus on connecting premedical students with faculty and trainees. The program was converted to Dialogues in Health to continue networking and small group mentoring with 224 premedical students, with 19% attending both fall and spring semester sessions and faculty and trainees via Zoom. Faculty also provided career talks to share their medical journey with premedical students.

Premedical Health Equity Symposium

The Premedical Health Equity Symposium for undergraduate and gap year students was held virtually. The 2021 conference theme was "Healing Our World, Achieving Health Equity." The keynote speaker was Lisa Newman, M.D., Chief of the Division of Breast Surgery and the Director of the Interdisciplinary Breast Program at Weill Cornell

Medicine and NewYork Presbyterian Hospital Network. Additional workshops included "Road to Medicine" provided by the Associate Deans of the college Kevin Holcomb, M.D. and Jessica Peña M.D., "Financial Aid 101" led by Financial Aid Supervisor Becky Hertig, and "Perspectives on Achieving Scholarship while Doctoring" by Anyanate G. Jack, M.D. and Tracy Paul, M.D.

Diversity Mentoring Cascades



On May 3, the Diversity Mentoring Cascade hosted an in-person team-based mentoring session to encourage cross-departmental and training level mentorship and community building.

The Diversity Mentoring Cascade began in November 2018 and in 2021 had a network of over 100 URiM faculty and trainees. The Diversity Mentoring Cascade program encourages inter-generational learning in which knowledge, values, and practice cascade from one generation of health professionals to another.

Participants of the program are placed in teams comprised of underrepresented minority faculty, medical school and residency alumni, fellows, residents and medical students which allows for mentoring up and down the training "cascade."

Careers in Medicine Enhancement Program (CMEP)

The Careers in Medicine Program CMEP was launched in February 2021 to provide mentorship during the academic year.

Participating students from Weill Cornell Medicine linkage colleges meet weekly for 8 weeks. The program covers health equity, advocacy, and mentorship from medical students and physicians. At the conclusion of the program, students present health equity capstones.



On June 13, the Diversity, Equity, and Inclusion Housestaff Committee welcomed incoming Internal Medicine, Neurology, and Psychiatry residents and celebrated Internal Medicine members that have completed their training.

Medical Student Support | Health Equity Medical Student Research

The Health Equity Student Research program entails students pursuing an Area of Concentration for Health Equity and Patient-Centered Care. Student research projects include primary collection of data to assess social determinants, research on COVID-19, secondary

analyses to explore disparities in large datasets and primary data collection to assess the use of race, ethnicity, and language in research. A curriculum has been created for a pilot program to match students with faculty mentors and offer a year-long curriculum on fundamentals of health equity research.

Faculty Development Programs | Research Scholars in Health Equity

In 2020 and 2021, DCoE funded Research Scholars in Health Equity examined health equity topics such as identifying the facilitators and barriers to success in surgical trainees who identify as underrepresented in medicine and the impact of health disparities on outcomes for craniosynostosis in an era of multimodal care.

Faculty Development Programs | Education Scholars in Health Equity

Faculty Scholars in Health Equity is a one-year health equity education training program for faculty involved in premedical, clinical, and postgraduate level education throughout the NewYork-Presbyterian enterprise. The goal of this program is to generate a cadre of teaching faculty as institutional leaders in the development, implementation, and evaluation of curricula designed to improve the integration of training in health equity and cultural competence across the entire spectrum of medical education at Weill Cornell Medicine.

Gender Diversity: Women's Initiatives

The Office of Women (OW) is part of the overarching Office of Diversity and Inclusion and is directed by Dr. Rache Simmons, Associate Dean of Diversity and Inclusion. The Office of Women works closely with other offices and institutional groups such as the Office of Faculty Development, Office of Faculty Affairs, Human Resources, and the Office of Institutional Equity to increase and support leadership, career fulfillment and gender equity for women faculty. Their Leadership Council of Women faculty meet monthly to guide and plan initiatives.

Awards and Recognition

Amidst the storm of events beginning in March 2020, Dr. Rache Simmons was honored by Crain's Business in recognition of her work in institutional equity for our women faculty. In May 2020, she also received the 2020 Women in Medicine



Rache Simmons, MD, MS, MBA

Summit #SheforShe Honorary Award. The award is given to those who exemplify the qualities of perseverance, resilience, leadership and/or allyship in medicine.

Seminars hosted by the Office of Women

The Office of Women hosted several virtual seminars on topics of particular interest to Weill Cornell Medicine women students, trainees, and faculty including, "Negotiating Your First Faculty Appointment" and "Delayed Childbearing and Maintaining Fertility." In addition, Dr. Klaus Kjaer, Chief Quality and Patient Safety Officer, conducted an institutional survey to assess wellness and potential for burnout for the Weill Cornell Medicine faculty. The data showed that in general, women faculty experienced more stress and were prone to more burnout. The Office of Women collaborated with Dr. Kjaer to explore the issues faced and data was presented by Dr. Simmons on May 3, 2021, at "The Well Being of Women Faculty" event hosted by The Blackwell Society.

Women in Medicine Annual Symposium

In collaboration with NewYork-Presbyterian, the Office of Women hosted the Third Annual Women in Medicine Symposium on September 15, 2020 as a virtual conference. The topic was "Negotiation Skills for Women Physicians" conducted by Professor Stuart Diamond, an internationally recognized expert in this field. The conference was attended by 300 women physicians and included both didactic and break out workshop sessions.



Weill Cornell Medicine Women in Medicine Self-assessment Study

Dean Choi charged the Office of Women to conduct multiple institutional self-assessments regarding our women faculty at WCM to include recruitment, academic promotion, leadership positions, job satisfaction and salary equity. This data was reported to Dean Choi and presented

as "The Status of Women at WCM" to the General Faculty Council, Executive Faculty Council and Board of Fellows executive committees in January 2020. The data served as an institutional self-assessment. Where areas of concern were identified, subsequent follow up meetings with chairs were conducted. Additional studies looking at starting salaries of faculty are ongoing.



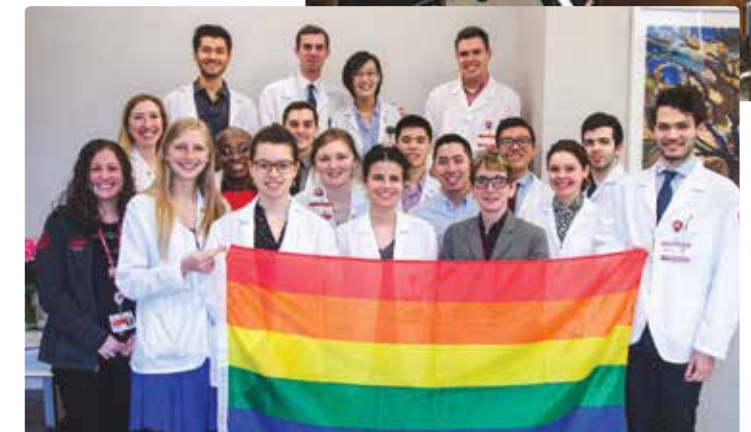
Leadership Development for Women Faculty

The Office of Women annually recruits and sponsors women faculty to attend the Association of American Medical Colleges Junior and Mid-Career Development Seminars and the Executive Leadership in Academic Medicine (ELAM) Seminars. In 2021, Dr. Judy Tung, Associate Dean of Faculty Development attended the ELAM seminar and Dr. Paula Ginter attended the AAMC Junior Career Development Virtual Seminar.

LGBTQ+ Initiatives

In 2021, Weill Cornell Medicine's LGBTQ+ Steering Committee in collaboration with BNGAP (Building the Next Generation of Academic Physicians) organized the 9th Annual LGBT Health Workforce Conference. The virtual event provided an overview of up-to-date practices (climate, educational, research, and clinical) in preparing the health care workforce to address the health concerns and disparities of lesbian, gay, bisexual, and transgender (LGBT) communities. The conference gathered over 250 health professionals (M.D., D.O., P.A.-C., R.N., N.P., D.D., social workers, psychologists, etc.), educators, and students (pre-health professions, professional schools, and graduate) from across the country.

The conference theme, "Resilience and Innovation," reflected on our emergence from the COVID-19 pandemic which was challenging on nearly every level, and the bright future that most envisioned crafting for themselves. Several goals were achieved including offering workshops to improve hospital and clinic practices in caring for LGBT individuals. In addition, events were held relating to research and education poster presentations, a writing seminar on publishing education innovations in LGBT and networking opportunities to connect senior leaders with trainees. With the support of Dean Choi and the Weill Cornell Medicine community, this national event supports institutional efforts to teach the next generation of health professionals how to achieve health equity for the LGBTQ+ community.

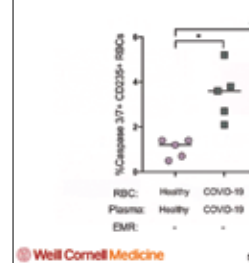


Other Highlights

Faculty Research Dinners

Hosted by the Office of Diversity and Inclusion the dinners feature innovative research conducted by Weill Cornell Medicine's URiM scientists. As part of this program, research is shared in an informal, collegial setting with URiM colleagues and allies.

Red Blood cells show increased caspase-3 levels in COVID-19 disease and is suppressed by pan-caspase inhibitor



Weill Cornell Medicine



Traditional Medical School Milestones

Ceremonies were significantly altered due to COVID-19 in 2020, however we carried on and celebrated with virtual events.

Senior Toast

Each year first year members of Students for Equal Opportunity in Medicine (SEOM) host a Senior Toast to congratulate graduating URiM students as they close the Medical School chapter of their careers and transition to residency. In 2020 and 2021 the events took place virtually. Alumni also attend and shared their wisdom with their younger colleagues.



Orientations and White Coats

Due to the pandemic, student orientations were held virtually in 2020. The white coat ceremony for the Class of 2024 was delayed and held jointly with the Class of 2025 in the fall of 2021.

Annual Regional Pre-Med Conference

Every year, the Student for Equal Opportunity in Medicine (SEOM) hosts the Annual Regional Premedical Conference at the medical college for undergraduate, high school and middle school students in the tri-state area. Due to the pandemic, the event was held virtually for the first time in 2020. The event welcomed approximately 250 students from the New York area and from across the country. Dean Choi greeted the attendees and opened the event which included a keynote address, a financial aid information session, a problem-based learning workshop and informational panel discussions. For the undergraduate students, the panel discussion was populated by medical, graduate and physician assistant students and focused on the medical/graduate school application process. Dr. Jessica Peña, then Assistant Professor of Medicine, delivered the keynote address and shared her personal journey into medicine including how WCM pathway programs contributed to her professional development. In 2021 the event remained virtual and welcomed Dr. Anthony Ogedegbe, Assistant Professor of Clinical Medicine, as the keynote speaker.

Graduate Medical Education Diversity Initiatives I Make Your Match

The Minority Housestaff Committee, the Department of Medicine, Weill Cornell Medicine Diversity Center of Excellence and Weill Cornell-NYP Residency Programs hosted the annual Make Your Match: Residency Diversity Open House on Saturday, October 17, 2020, which was attended by 278 trainees and on Saturday, September 18, 2021, which had 313 trainees in attendance.

Graduate Medical Education Diversity Initiatives I Fellowship Diversity Open House

The Department of Medicine and DCoE held the first Fellowship Diversity Open House, mirrored after Make Your Match which has taken place for 20 years, on August 6, 2020. The first event was attended by 93 participants and the 2021 event was attended by 44 trainees.

Staff Equity and Inclusion Council (SEIC)

Established in 2021, under the direction of the Office of Staff Diversity & Inclusion (OSDI), the SEIC helps leverage partnerships with the Office of Diversity & Inclusion, the Medical College, Graduate School, departmental diversity committees, and other members of the Weill Cornell Medicine community to promote diversity, inclusion, and belonging by increasing dialogue and creating programs designed to align strategic diversity initiatives in support of institutional goals.

The SEIC also serves in an advisory capacity, providing a forum for consultation on diversity, equity, and inclusion, and makes recommendations to OSDI on such matters.

In October 2021, the Staff Equity & Inclusion Council hosted its first institution-wide event, a Hispanic Heritage Month panel discussion led by Weill Cornell Medicine staff members Zar Castillo, Silvia Santacruz, and Jennifer Alberto. The event showcased the experiences and triumphs of our Hispanic and Latinx colleagues.

National Awards

Crain's Excellence in Diversity and Inclusion Award

Weill Cornell Medicine has been recognized as a Diversity Champion by Crain's New York Business as part of its first annual Excellence in Diversity and Inclusion Awards, announced July 15, 2021. The Diversity Champion award recognizes organizations in all industries that have committed to a diverse workforce and have programs or initiatives advancing the promotion of diversity in the workplace. Weill Cornell Medicine won in the large-company category.

Higher Education Excellence in Diversity (HEED) Award

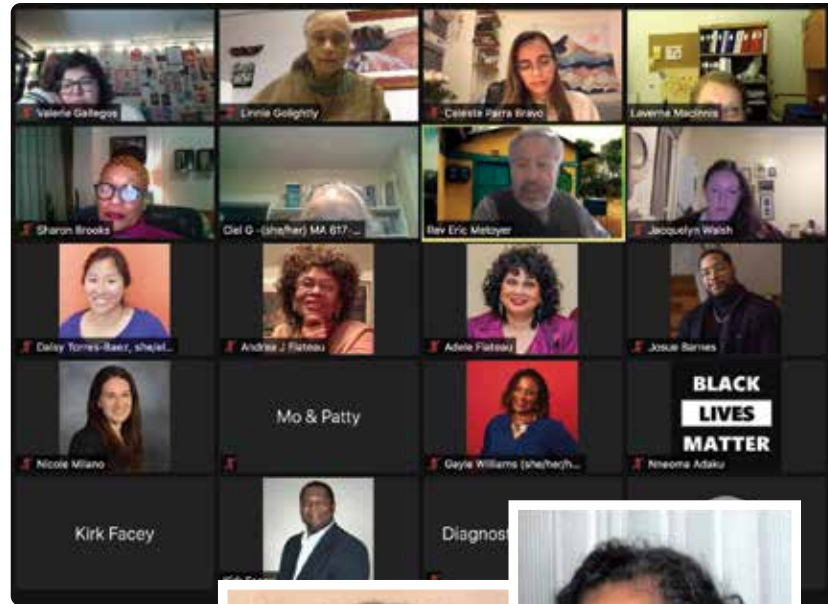
In 2021, Weill Cornell Medicine was awarded the HEED Award by INSIGHT Into Diversity magazine, making it the fourth year in a row the institution has received the accolade for its exceptional commitment to diversity and inclusion.



Institutional Awards

Lila Wallace Lectureship and Award

The Annual Lila Wallace Lectureship and Award honors Dr. Lila Wallace and her lifelong commitment to women providing healthcare to women. The lectureship features two junior faculty members who present their research during Department of Medicine Grand Rounds. The 2021 awardees were honored on May 19, 2021 and included Dr. Janice Katzen, Assistant Professor of Clinical Radiology, and Dr. Hasina Outz Reed, Assistant Professor of Medicine.



Marie Metoyer M.D. Award

In February 2021, Watering My Garden hosted a discussion on the life of Weill Cornell's first known Black Alumna, Dr. Marie Metoyer in honor of Black History Month. Watering My Garden is a support group/sister circle for self-identified women of color. The group hosts events with speakers that facilitate discussions about a wide variety of topics that intersect with medicine including but not limited to, relationships, leadership, and identity. Their goal is to provide a safe space to be in community with one another as they navigate their paths in medicine. During this event, Dr. Metoyer's family shared with attendees the story of Dr. Metoyer's life and service.



The Marie Metoyer M.D. award was launched in 2021 in honor of Dr. Marie Metoyer. It is presented to a current faculty member or alumnus of the Medical College who exemplifies Dr. Metoyer's highest values of healing and community engagement and has gone above and beyond to serve underprivileged communities in an unorthodox manner. As one of the few women and African American students enrolled at Weill Cornell Medical College in the late 1940s, Dr. Marie Metoyer faced many challenges. Despite the obstacles, Dr. Metoyer's tenacious and kind spirit bolstered her work, which blossomed into an impactful career. She was one of the first African American psychiatrists in Vermont and New Hampshire, specializing in community mental health. She advocated on behalf of women in legislative and public policy issues; for racial equality; and increased scholarship opportunities for disadvantaged youth. She was the recipient of dozens of honors and awards throughout her life, including the New Hampshire Martin Luther King Jr. Award in 2008. The Marie Metoyer M.D. award joins other "Pioneer in Diversity" awards named in honor of illustrious people of color in our past.

New Programs

Ritu Banga Healthcare Disparities Research Awards

The awards are endowed by a generous gift from Ritu and Board Fellow Ajay Banga. They support excellence in research to improve the health of women and underrepresented minorities and/or to reduce health disparities in healthcare systems and in clinical settings, either locally or globally. Awards are also provided for research into improving the diversity and gender balance of the biomedical workforce.

The Diversity-Mentorship Collaborative Program

Established through the support of a generous grant from The Mastercard Impact Fund, the Mastercard Diversity-Mentorship Collaborative aims to build upon Weill Cornell Medicine's mission of enhancing diversity and inclusion in medicine, and establish an infrastructure of mentorship that supports all research faculty at Weill Cornell Medicine. The grant supports a range of diversity and inclusion programs including a faculty diversity incentive program, competitive career development awards for junior faculty from underrepresented in medicine (URIM) populations, and research assistance awards for those with childcare commitments.



Ajay and Rity Banga



Metrics

Despite the many challenges in 2020 and 2021, we have remained dedicated to tracking our progress towards building a diverse and inclusive academic community. Indeed, the stresses of these years have highlighted the need to regularly take stock of where we stand in order to develop and implement plans to support the recruitment, promotion, career development, and retention of a diverse faculty, staff, and student body. The following statistics provide information about changes during this time period and our position in relation to national benchmarks.

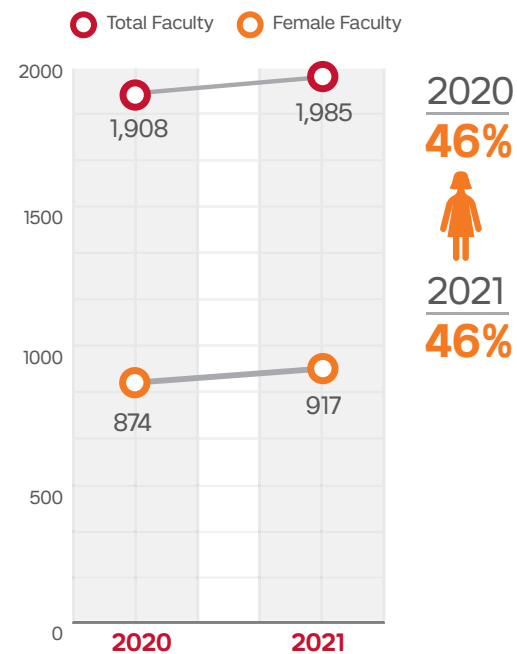
Faculty

Academic Composition

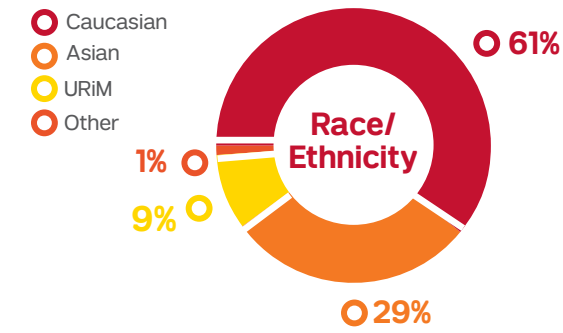
	Full-Time	Part-Time	Total	% of Total
Faculty	1,985	157	2,142	74%
Fellows & Postdocs	471	3	474	16%
Academic Professionals	278	16	294	10%
Total	2,734	176	2,910	100%
% of Total	80%	6%	100%	

Source: Academic Staff Management System (ASMS), active appointments as of June 30th, 2021. Other includes sessional, voluntary, and "other" employment. Academic professionals include lecturers, archivists/librarians, research associates, staff associates, teaching associates, and visiting graduate assistants.

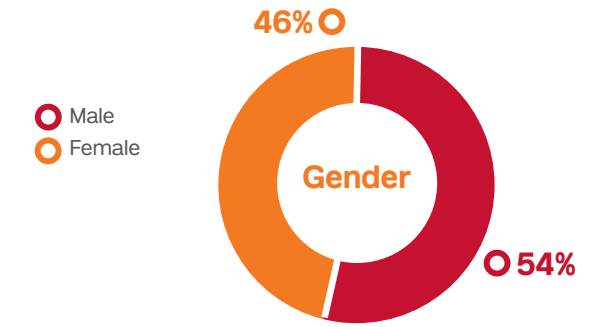
Faculty by Gender



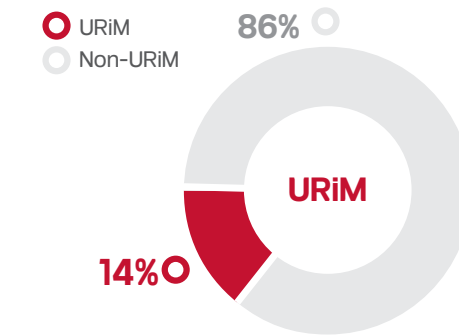
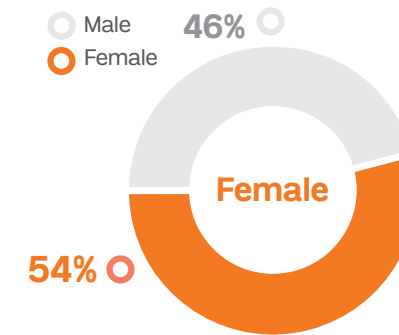
Full-Time Faculty by Race/Ethnicity



Full-Time Faculty by Gender



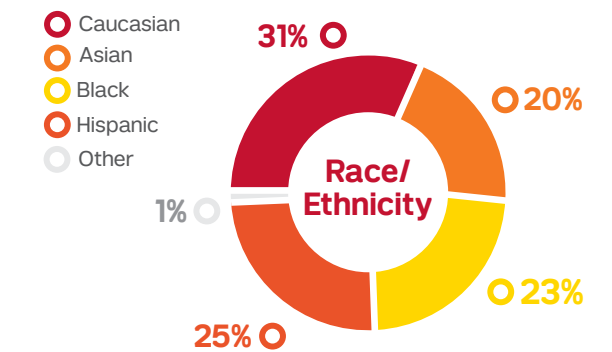
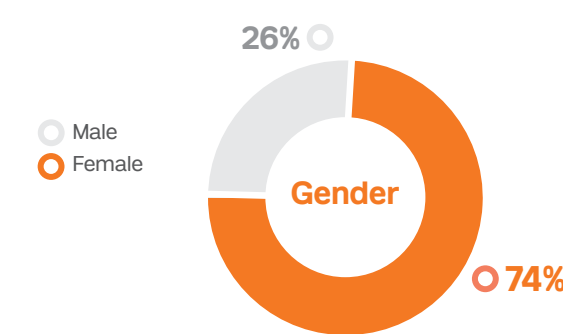
Diversity of New Faculty Hires



Source: Academic Staff Management System (ASMS), FY2020 active appointments as of June 30th, 2020. FY2021 active appointments as of June 30th, 2021. URiM includes Black, Hispanic, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders. "New Hires" are those who received their first appointment at WCM as a full-time faculty member. Count excludes those who were promoted to faculty ranks from non-faculty appointments and/or held a non-faculty appointment previously at WCM. Faculty in this report considers Instructors, Assistant Professors, Associate Professors, and Professors.

Staff

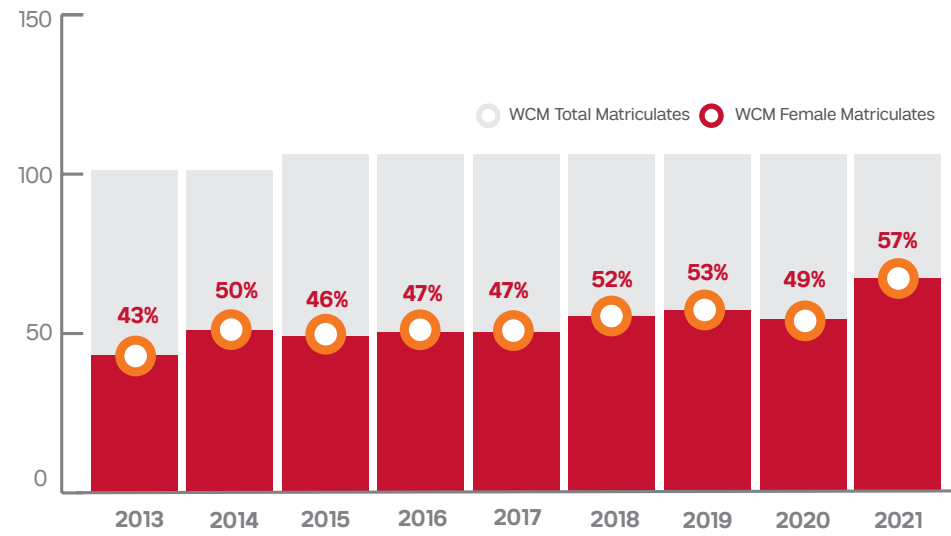
Non-Academic Demographics



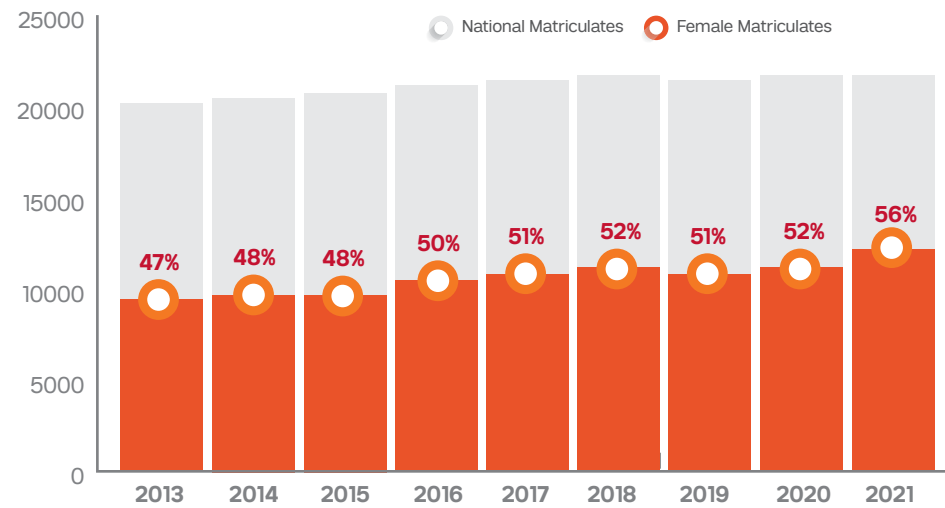
Source: SAP-Human Capital Management (HCM), data as of 6/30/2021. Other race category includes those with two or more races, American Indian or Alaskan Native and Native Hawaiian or Other Pacific Islander.

Students

Weill Cornell Medicine Female Medical School Matriculates

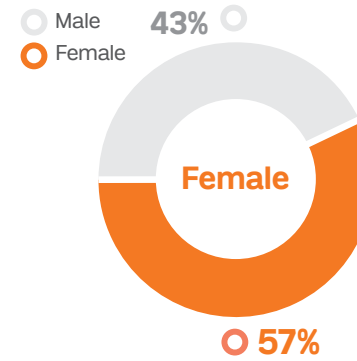


National Female Medical School Matriculates

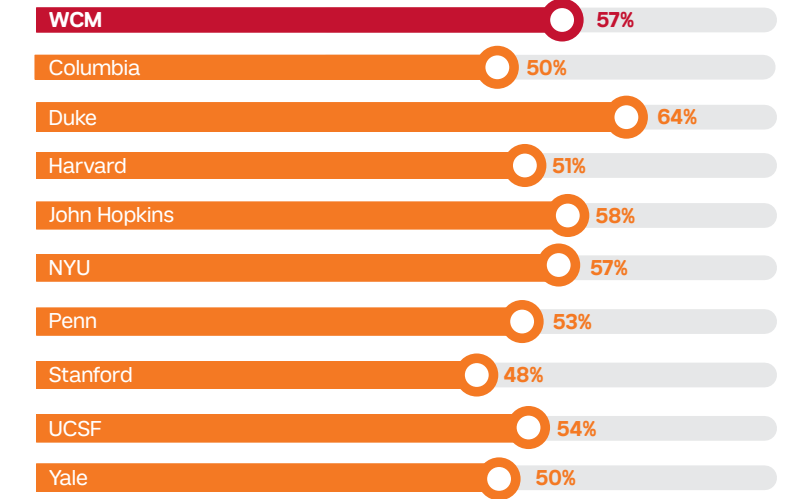


Source: Annual Diversity Book (2013-2020) Weill Cornell Medicine Matriculates, Jenzebar (Fall 2021) WCM Matriculates, AAMC 2022 Facts Table A-7.2, Medical School Matriculates by Sex

Weill Cornell Medicine Female Medical School Matriculates

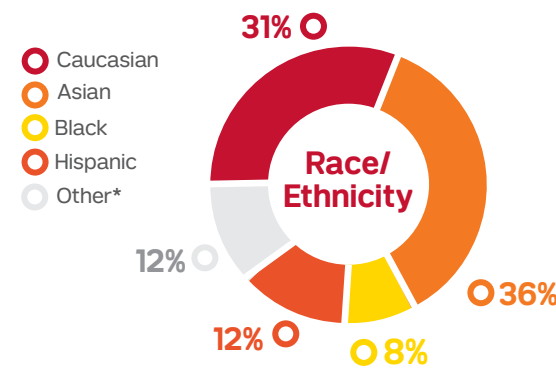


Female Matriculates from Competing Medical Schools Fall 2021

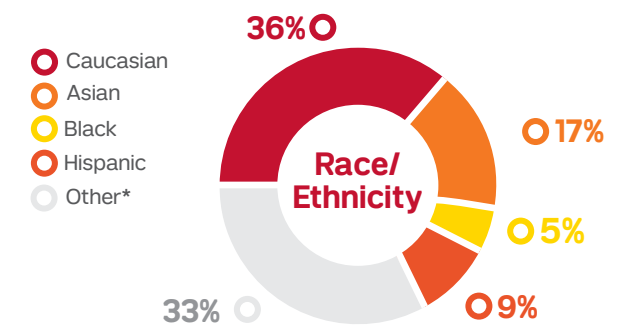


Source: Jenzebar (Fall 2021) Weill Cornell Medicine Matriculates, AAMC 2022 Facts Table A-1, Matriculates by Sex and School

M.D. & M.D.-Ph.D. Student by Race/Ethnicity Fall 2020



Graduate School Student by Race/Ethnicity Fall 2020



*student body data shared is consistent with Integrated Post-secondary Education Data System (IPEDS) classifications. IPEDS' race and ethnicity classifications categorize all non-U.S. citizens and non-permanent residents as "nonresident aliens", and therefore, are counted within the "other" category along with those for whom race and ethnicity was not specified.

Epilogue

COVID-19 has demanded so much of every one of us and presented challenges that the medical profession – in fact the world – has not encountered in 100 years. But Weill Cornell Medicine met these demands tirelessly and overcame the challenges with determination and perseverance. The climb through the pandemic and our country's social justice challenges has made the Weill Cornell Medicine community stronger. We see each other more clearly and have learned to listen. The lessons learned have been channeled through every program and initiative to deliver a clearer execution of diversity and inclusion efforts. Armed with the experiences, tools and insights gained from the last 2 years, we are stronger and continue the climb.



Contributors

This Diversity & Inclusion Annual Report is the result of a collaborative effort by many individuals throughout the Weill Cornell Medicine community. We want to especially thank Heather Johnson, Jennifer Moon, and Sue Vuong for their partnership in this important endeavor as well as our graphic designer Lisa Grey.

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