



# Weill Cornell Medicine

## Diversity & Inclusion

22nd  
NEWSLETTER  
EDITION

FALL 2020



### Message from the Executive Committee on Diversity & Inclusion

Greetings,

We hope this message finds you well in these continuing surreal and capricious times.

As the middle of the semester approaches, we have a couple of exciting updates to share with you all: On November 18, we will have our first **Tri-I mini Diversity Retreat** on "Returning to a Productive Headspace: Research Continuity in the Pandemic." (pg. 11) Please click [here](#) to register. Moreover, our **November Town Hall** will be held on November 11th in honor of Native American Heritage Month. Lastly, please remember to save the date for our **Dean's Quarterly Diversity Seminar** November 23 (pg. 12). You can click [here](#) to register.

In response to Dean Choi's promotion of "How to be an Antiracist" by Ibram X. Kendi, many departments have organized forums to discuss Dr. Kendi's book. For more information, please see page 3. Moreover, the call for proposals for the **Dean's Diversity & Disparity Healthcare Research Awards** is out! Please review the requirements on page 14.

Last, but not least, it gives us great pleasure to announce our second [Annual Report on Diversity and Inclusion: 2019 – A Year in Review](#). Thank you to all who contributed!

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

Best Regards,

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

### TABLE OF CONTENTS

Highlight	2
Anti-racist Book Clubs	3
Recent Events	4
Upcoming Events	10
Faculty & Alumni Spotlight	13
News & Updates	14
Development Opportunities	15
Resources/Recommended Reads	16

### SAVE THE DATE

Nov. 11	Diversity Town Hall
Nov. 18	Tri-I Mini Diversity Retreat
Nov. 23	Dean's Quarterly Diversity Seminar

## DIVERSITY HIGHLIGHT

### WCM Postdoc Association Anti-Discrimination Committee



#### **Ben S. Huang, Ph.D. – Anti-Discrimination Committee; the SOS Working Group of the Social Justice Task Force**

My name is Ben Shengmin Huang and I am the co-founder of the Anti-Discrimination Committee at the WCM Postdoc Association and leader of the SOS Social Justice Working Group at the WCGS Social Justice & Anti-Racism Task Force. The Anti-Discrimination Committee was formed in response to the brutal police killings of George Floyd, Breonna Taylor, and so many other innocent lives in the Black communities across America. The mission of the Anti-Discrimination Committee is to combat various forms of discrimination through advocacy/education efforts, and it is currently chaired by fellow postdoc Sahar Jalal.

Over the summer, we mounted a trilogy of film-facilitated discussion events on systemic injustice: (1) RECOGNITION of Structural Racism (July 15th) - using the documentary film “13th” to reveal the covert structural racism entrenched in U.S. policies/politics and permeating society. (2) RESISTANCE through Civil Uprising (Aug. 6th) - using the Korean democratic uprisings depicted in the

film “1987: When the Day Comes” as a model for how ordinary citizens, when united in defiance, could overcome state-sanctioned injustices. (3) RECONCILIATION through Empathy across Deep Divides (Sep. 2nd) - using the film “Tel Aviv On Fire” situated in the seemingly intractable Israel-Palestine conflict as the setting to discuss what could be done to move towards a new vision for peace and reconciliation, focusing not on politics or policy, but on the empathy and listening by individuals reaching across deep racial and ethnic divides. It was our intention to draw upon these international examples as parallels to the U.S. situation, not only to derive lessons and inspirations, but also to expose us to different cultures and racial/ethnic stories around the world. I believe that it is only through understanding and empathy that we may resolve racial/ethnic conflicts and dismantle the deep-rooted systemic racism and injustice within our society.

As the new school year started, a new institute-wide Social Justice & Anti-Racism Task Force was formed to represent all members of our community, from faculty and staff to postdocs and students. Within this Task Force, I am leading a Working Group named SOS (for Safe space and Open dialogue for Social justice). The mission of the SOS Group is to provide safe spaces for sharing experiences, to create opportunities for open dialogues regarding social justice, and to facilitate grassroots activism within the Weill Cornell community and beyond. For more information, please see page 13.

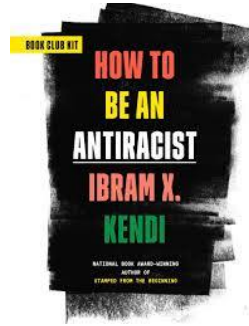
Sincerely,

Ben S. Huang, Ph.D.  
Instructor of Neuroscience  
Department of Psychiatry  
Brain & Mind Research Institute

# READING

## "HOW TO BE AN ANTIRACIST"

### BY IBRAM X. KENDI



Dean Augustine Choi and President Martha Pollack have promoted the campus-wide reading of **Ibram X. Kendi's** book "**How to be an Antiracist**". In response, multiple groups across the college have come forward with forums to jointly read and discuss the book. Below are a few offerings. Please let us know if you are interested in organizing a venue.

#### Facilitated Reading Groups

In this book club, five discussion sessions will be led by a facilitator using study guides prepared by the organizers to enhance discussion of the book. Participants may choose the type of group which they would like to join. For more information, please see the registration link below. Registration will close at midnight **Friday, November 6**.

[https://weillcornell.az1.qualtrics.com/jfe/form/SV\\_bPnN92FXiMmwkdv](https://weillcornell.az1.qualtrics.com/jfe/form/SV_bPnN92FXiMmwkdv)

#### Tri-I Graduate School Book Club

The book club is open to all members of the Tri-I community and meets regularly every other month to discuss anti-racist texts. So far, they have discussed "*Between The World and Me*" by Ta-Nehisi Coates, and "*Me and White Supremacy*" by Layla F. Saad. They plan to read "*How to be an Antiracist*" by Ibrahm X. Kendi, "*Fatal Invention*" by Dorothy Roberts and "*The Fire Next Time*" by James Baldwin in the coming months. Please email Regina (reb4002@med.cornell.edu) or Samantha (sar3006@med.cornell.edu) regarding scheduling.

#### Pediatrics Book Club

The faculty led book club completed its reading of Dr. Kendi's book this fall. They also discussed "*The Water Dancer*" by Ta-Nehisi Coates on October 26th. "*The Vanishing Half*" by Britt Bennett will be discussed on January 25, 2021.

#### "Breaking Bread" Book Discussion

The continuing series will begin the new year with its characteristic open forum to discuss our varying reactions to the concepts of racism and antiracism raised by Dr. Kendi's book. The event will be held in January 2021. Please email Amna Aslam at ama4015@med.cornell.edu regarding scheduling.

#### Safe-space & Open-dialogue for Social Justice (SOS) Book Club

This club is part of the WCGS Social Justice Task Force and is open to all members of the community. They will read "*The Bluest Eye*" by Toni Morrison in November. They plan to read "*How to be an Antiracist*" early next year. Please email Dr. Ben Huang at bsh2002@med.cornell.edu for more information.

#### Emergency Medicine Book Club

This book club is open to all at WCM. They will be discussing Dr. Kendi's book on **November 9 at 12pm**. If you would like to attend, please email Jane Torres-Lavores at jat2033@med.cornell.edu



## RECENT EVENTS

### WISER Summer Program



WISER is a collaborative pipeline program between Cornell's Ithaca campus and WCM, which provides historically underrepresented and/or low income students with biomedical research and field experience. This year, the WISER program ran from June 22-August 3. Students worked directly with their WCM faculty mentor or the Diversity Research Coordinator on a research project. The cohort watched lectures given by WCM graduate students and faculty, as well as national speakers. They also completed

an online Virology course and obtained information on different careers paths and advice on how to navigate admission processes. This year's program concluded with each student's final presentation of their research and a closing virtual reception including mentors and WCM faculty.

### ACCESS Summer Program



This summer the ACCESS program was modified to an 8 week virtual program due to COVID-19 restrictions. Instead of on-campus research, students participated in a virtual NSF-GRFP fellowship writing workshop. In order to guide the ACCESS students through the grant writing process, they were paired with a graduate student or post-doctoral mentor. 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.



## RECENT EVENTS

### American Physician Scientists Association (APSA) Virtual Summer Research Program

This summer, Jez Lim Marston (MD-PhD candidate in the Nixon Lab) participated in the pilot Virtual Summer Research Program through the American Physician Scientists Association. 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 worked on research projects and training in bioinformatic analysis with three premedical students, Maya Flourney, Yesmeen Elgabori and Dejaun Williams. Each of the students completed independent data analysis and will present their work at upcoming APSA Regional Conferences



**Jez Lim Marston**  
Research Mentor



**Maya Flourney**  
Student



**Yesmeen Elgabori**  
Student



**Dejaun Williams**  
Student

### Fordham STEP Summer Program

The Pre-Medical Diversity Initiatives, led by Dr. Andrea Card, hosted the Fordham STEP Summer program for 36 high school students during three outstanding sessions in July 2020 which included a lecture by Dr. 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 WCM faculty and residents.



The Pre-Medical Diversity Initiatives is hosting two sessions per linkage schools. If you are a trainee or faculty member who would like to share their journey to medicine with pre-medical undergraduate students, please email Lawrence Onykwere at lco4001@med.cornell.edu who can let you know of virtual short-term mentoring events.

## RECENT EVENTS

### DCoE Subspecialty Open House

In partnership with the Internal Medicine, Emergency Medicine, and Pediatrics residency programs, the Diversity Center of Excellence hosted virtual exhibiting booths to promote several Weill Cornell-NewYork Presbyterian residency programs during the Student National Medical Association (SNMA) Bridging the Gap Virtual Residency Fair on September 10 and 12. On October 4, the DCoE along with the Emergency Medicine residency program, the Minority House Staff Committee and Pediatric Minority House Staff Committee participated in the Latino Medical Student Association (LMSA) Virtual Policy Summit Exhibitor Fair in order to promote the residency programs and the community of diversity at Weill Cornell. An additional opportunity to showcase the WCM-NYP residency programs and select Columbia WCM-NYP programs took place on October 17 at the annual Make Your Match Residency Diversity Open House which was organized with various residency programs and the WCM Department of Medicine Minority House Staff Committee. This year the event was virtual and open to medical students, especially fourth year medical students of underrepresented in medicine backgrounds who were applying to residency programs.

### Diversity Mixer



Faculty, students, and staff logged into ZOOM for the Diversity Mixer toward the end of orientation week. The first year medical and graduate students received warm welcomes from Drs. Howell, Golightly, Lambert, Morales, Amado and the leaders of SEOM and TIMS. Students played games, learned dance routines, or chatted in the breakout rooms.

# RECENT EVENTS

## "The Status of Women at Weill Cornell Medicine" Diversity Town Hall



On Wednesday, September 9th, the Office of Diversity and Inclusion held a town hall on "The Status of Women." This event was hosted by Dean Augustine Choi and moderated by Dr. Rache Simmons, Associate Dean of Diversity & Inclusion. Dean Choi and Dr. Simmons provided some insight on the status of women at Weill Cornell Medicine in comparison to other institutions as well as the upcoming challenges facing women at WCM.

Shared by Dr. Sushmita Mukherjee:

*"Diversity is being invited to the dance.*

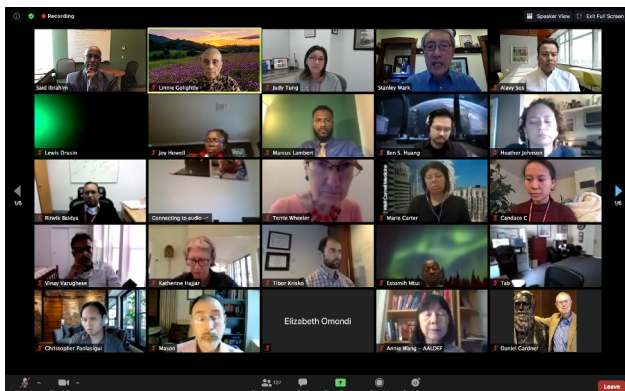
*Inclusion is being asked to dance.*

*Belonging is being able to dance how you want.*

*Equity is having a turn at picking the music."*

- Attributed to Verna Myers, quoted by Derica Blackmon in "Spiritual Allyship" (Shift Network E-Course)

## "Experiences of Anti Asian Xenophobia Amidst a Pandemic" Diversity Town Hall



Another town hall was held on Wednesday, October 15. The session opened with remarks from Stanley Mark, an attorney who works to protect and promote the civil rights of Asian Americans and coordinates free legal rights clinics at workers' centers and immigrant-led organizations. The second half of the event was a moderated panel including faculty, postdoc, and student representatives. The panel discussed their personal experiences with Anti-Asian hate crimes in the pandemic.

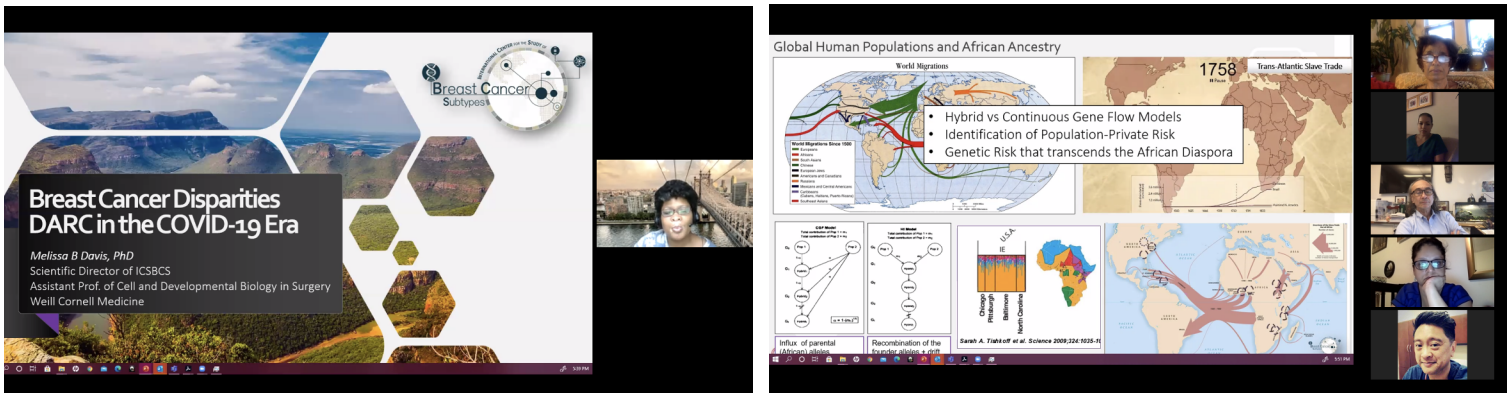


## RECENT EVENTS

### Women Physicians of NYP Virtual Negotiation Workshop

The Women Physicians of NYP invited Stuart Diamond, an award winning journalist, attorney, and entrepreneur to instruct a workshop on negotiation based on his New York Times Bestselling novel, *Getting More* on Tuesday, September 15th. Participants had the opportunity to prepare for real negotiations using *Getting More*, a collaborative model of human interaction that focuses on understanding and valuing the other party's perception rather than using power, leverage, and logic.

### Faculty Research Dinner



A Faculty Research Dinner was held on Tuesday, September 29th. Dr. Melissa Boneta-Davis, Scientific Director of the International Center for the Study of Breast Cancer Sub-types and Assistant Professor of Cell and Developmental Biology Research in Surgery, presented on "A DARC Tumor Immune Microenvironment (TIME)." Over 10 faculty members attended the event and engaged in a Q&A throughout Dr. Davis' talk.

### Scholars in Health Equity

The Scholars in Health Equity program is concluding its first year. The education track participants for 2019 entailed nine faculty: Kemi Babagbemi MD (Radiology), Andrea Card, MD (Internal Medicine), Gwendolyne Jack, MD, MPH (Endocrinology, Diabetes, and Metabolism), Laura Kim, MD (Obstetrics and Gynecology at NYP Queens), Leslie Hayes, MD (Adolescent Medicine at NYP Brooklyn Methodist Hospital), Oyinkan Marquis, MD (Pediatrics), Amanda Ramsdell, MD (Internal Medicine), and David Scales, MD, PhD (Internal Medicine, Hospital Medicine). The 2020 cohort of the Faculty Scholars in Health Equity program is made up of faculty involved in pre-medical, clinical, and postgraduate level education throughout the NewYork-Presbyterian sphere. Their program will be held virtually from November 16, 2020 until November 2021.

# RECENT EVENTS

## Mentoring Cascades

The Diversity Mentoring Cascade program resumed on October 6. This program started in November 2018 with the Office of Student Diversity has grown to be a network of over 100 trainees and faculty from underrepresented in medicine (URM) backgrounds. This year's program will meet virtually and include PhD students. The objectives of the Diversity Mentoring Cascade is to: facilitate professional growth and development; leverage diversity and experiences in order to empower URM trainees to overcome barriers that hinder academic and professional success; create a supportive community for participants; and facilitate growth in mentoring skills for all participants. Participants meet in teams during the 2020-2021 program dates (October 6, November 10, January 26, March 9, and May 4). To register, email Daisy Torres-Baez at [dat4004@med.cornell.edu](mailto:dat4004@med.cornell.edu).



## "How to be an Antiracist: Setting the Cornell Scene"

### WCM Department of Neurological Surgery Grand Rounds Lecture



**Dr. Renee Alexander**

This was a Grand Rounds conversation with Dr. Renee Alexander, Associate Dean of Students at Cornell University, and the faculty and residents in the department of Neurological Surgery. The focus of the conversation was to explore recent events highlighting essential targets of awareness, discussion, understanding, and reform. The goal for the department was to continue their mission to foster an environment of open dialogue, mutual understanding, and sustainable inclusion of under-represented individuals in their department as well as our larger academic community.

# UPCOMINGEVENTS

## Diversity Town Hall

Hosted by the Executive Committee on Diversity & Inclusion

*Current Issues in Indigenous Health; Opportunities for Allyship*



**Sophie Neuner, MD, MPH**  
**(Keynote)**

Research Associate  
Center for American Indian Health  
John Hopkins University



**Jason Deen (Blackfeet), MD (Panelist)**

Associate Vice Chair for Equity, Diversity and Inclusion, Department of Pediatrics  
Professor of Pediatrics  
University of Washington



**Mary Owen, MD (Panelist)**

Director, Center of American Indian and Minority Health  
University of Minnesota

**Wednesday, November 11<sup>th</sup>, 2020 4pm – 5pm**

**JOIN VIA ZOOM: [WCM CENTRAL DIVERSITY TOWN HALLS](#)**

<https://wcmcentral.weill.cornell.edu/resources/coronavirus-disease-2019-covid-19-updates/faculty-staff-resources/diversity-covid-19>

Please join us as we examine the many factors that impact upon the health of American Indian communities and the glaring disparities in health care and outcomes compared to other U.S. populations. The session will open with remarks by Sophie Neuner, MD, a proud member of the Karuk Tribe, as she frames the current inequities in Indigenous health. The second half of the hour will be a moderated panel discussion.

**Q&A Session following lecture**

This session will be recorded.

If you wish to send questions in advance, please email Elizabeth Omondi at: [elo2010@med.cornell.edu](mailto:elo2010@med.cornell.edu)

## "Structural Racism in Healthcare" Implementation Science Seminar Series

**Friday, November 6, 12:00pm-1:00pm**

[Register Here](#)



COLUMBIA UNIVERSITY  
IRVING MEDICAL CENTER

This monthly seminar series will be held until June 4, 2021. It features leaders and national experts in dissemination and implementation science and is open to the Columbia community.

**Dr. Keith C. Norris**, Professor of Medicine, UCLA Division of General Internal Medicine and Health Services Research, is an expert on health equity in health and healthcare. He will give a talk on the "Structural Racism in Healthcare." In his talk, Dr. Norris will discuss the role of structural determinants and structural racism in shaping health inequities, and the role of bias in healthcare.



# UPCOMINGEVENTS

## "Returning to a Productive Head-space: Research Continuity in the Pandemic"

Tri-I Mini Diversity Retreat

November 18, 5:30-7:00pm

"Perspectives on  
COVID-19 and Health  
Disparities:  
Past, Present, and  
Future."



Dr. Robert Fullilove,  
Associate Dean for  
Community & Minority  
Affairs and Professor of  
Clinical Socioclinical  
Sciences at Columbia U.  
Mailman School of Public  
Health

## Tri-I Faculty Panel Discussion: Remaining Productive in Difficult Times

Erich Jarvis, PhD



Professor &  
Investigator at  
Rockefeller University

Melissa Boneta  
Davis, PhD



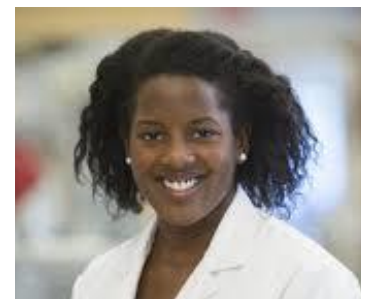
Assistant Professor of  
Medicine at WCM

Hasina Outtz-Reed  
PhD



Assistant Professor of  
Medicine at WCM

Melody Smith, MD,  
MS

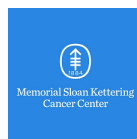


Assistant Attending,  
Adult Bone Marrow  
Transplant Service,  
MSKCC

Registration Link: <https://minisparc2020.eventbrite.com>



**Weill Cornell  
Medicine**





# Weill Cornell Medicine

## Diversity & Inclusion

### Dean's Quarterly Diversity Seminar

## ***"Chokehold: Policing Black Men"***

**Paul Butler, JD**

**Georgetown University**



Paul Butler, noted author of *"Chokehold: Policing Black Men,"* is the Albert Brick Professor of Law at Georgetown University. He researches and teaches in the areas of criminal law, race relations law, and critical theory. Professor Butler is one of the nation's most frequently consulted scholars on issues of race and criminal justice. His scholarship has been published in many leading scholarly journals, including the Yale Law Journal, the Harvard Law Review, the Stanford Law Review and the UCLA Law Review.

Prior to joining the academy, Professor Butler served as a federal prosecutor with the U.S. Department of Justice, where his specialty was public corruption. His prosecutions included a United States Senator, three FBI agents, and several other law enforcement officials. While at the Department of Justice, Professor Butler also worked as a Special Assistant U.S. Attorney, prosecuting drug and gun cases.

**Monday, November 23, 2020**

5:30 PM– 6:30 PM

Zoom Conference Call

**Virtual reception to follow**

6:30 PM – 7:00 PM

**Hosts:**

Dean Augustine M.K. Choi

Executive Diversity Council

Please click [here](#) to register

# SPOTLIGHT

## Orrin Belden, MD



Congratulations to Orrin Belden for winning the James Curtis Award from the National Medical Foundation! Established by Weill Cornell Medicine in honor of NMF Alumnus Dr. James Curtis, this Scholarship awards **\$5,000 to one (1) fourth year minority medical student** who has demonstrated outstanding academic scholarship, leadership and involvement in community service. The award recipient is jointly nominated by the Offices of Diversity and Inclusion, Student Diversity, and Medical Education at Weill Cornell Medicine.

## Linnie Golightly, MD



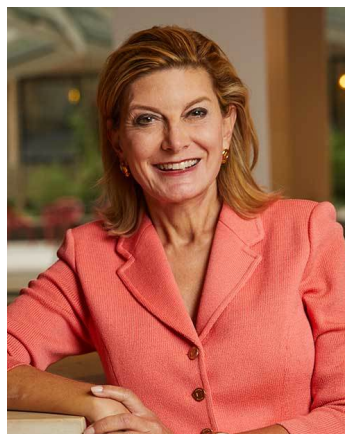
Dr. Linnie Golightly was appointed as a member of the Council of International Affairs at the National Medical Association (NMA) by Leon McDougale, President of the NMA. The NMA is the largest and oldest national organization representing African American physicians and their patients in the United States. The Council on International Affairs is a Standing Council that aims to establish linkages between organizations of health care providers of African descent worldwide.

## Marcus Lambert, PhD



Dr. Marcus Lambert, Assistant Dean of Diversity participated in an interview that was published on the NIH-funded Initiative for Maximizing Student Development grant and his thoughts on the impact of the Black Lives Matter events. [Access Link](#)

## Rache Simmons, MD



Dr. Rache Simmons, Associate Dean of Diversity and Inclusion received an honorable mention from the #IStandWithHerAwards for her work as head of the Office of Women at Weill Cornell Medicine. Congratulations!

Shoutout to Lindsay Lief, Mark Sonnick, and Elyse Lafond for participation in the Department of Medicine Grand Rounds on September 23rd. This event featured Dr. Theodore J. Iwashyna, Alpheus W. Tucker, MD, Collegiate Professor of Internal Medicine, and Co-Director, National Clinician Scholars Program (NCSP), University of Michigan, who gave a thought provoking talk on "3 Moments of Personal Complicity in White Supremacy."



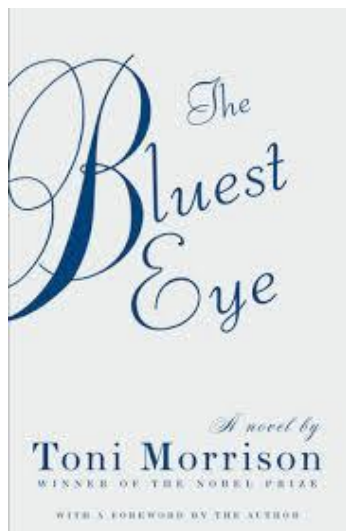
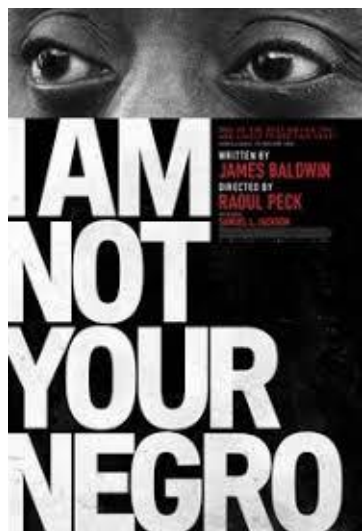
## NEWS & UPDATES

### Health Professions Higher Education Excellence in Diversity Award

For the third year in a row, [Weill Cornell Medicine has been awarded the Health Professions Higher Education Excellence in Diversity \(HEED\) Health Professions Award](#) by INSIGHT Into Diversity magazine, in recognition of its excellence in diversity. The Health Professions HEED Award is the only application-based national recognition honoring health professions colleges and universities that show an outstanding commitment to diversity and inclusion across their campuses.

INSIGHT Into Diversity, the largest and oldest diversity-focused publication in higher education, plans to highlight the winners of the award, which is presented annually to health professional schools and centers, in its December issue.

### Safe space and Open dialogue for Social justice (SOS)



SOS! (for Safe space and Open dialogue for Social justice) kickoff event (Oct. 7th) - Open Dialogue on Systemic Racism in America - examined the structural racism in our criminal justice system, delving deeper into issues of police brutality and mass incarceration. Their **2nd event** (Oct. 22nd) - Open Dialogue on Anti-Racism Activism focused on the harrowing impacts of racism on individuals and the different approaches of resistance taken by activists during the Civil Rights movement, reflecting upon the documentary film "I Am Not Your Negro" and taking an in-depth look at 4 iconic leaders - James Baldwin, Medgar Evers, Malcolm X, & Martin Luther King, Jr. Their **3rd event** (Nov. 12th) will be a Book Club on "The Bluest Eye" by Toni Morrison - centering on

issues of internalized racism and racially constructed definitions of beauty and identity. They believe that deeper thoughts and feelings are better conveyed in book-length stories and expositions, and will continue our Book Club on a regular basis, reading "How to be an Antiracist" by Ibram X. Kendi in early 2021. Their **4th event** (Dec. 2nd) will be a Faculty-Trainee Open Dialogue. As part of their effort to foster a community of belonging and mutual respect, they will initiate a series of open dialogue events where one faculty and one student/postdoc will be featured to chat informally about their backgrounds and personal journeys, to help break down cultural barriers and build trust/understanding across the ranks. This faculty-trainee open dialogue series will also continue on a monthly basis in 2021.

Finally, they have launched WCM-SOS Slack as a Virtual Safe Space to provide an online safe space for members of the community to express their voices and be heard. Through all these initiatives, they hope to foster a culture of belonging within Weill Cornell where voices can be expressed, shared, and heard regardless of rank or racial, ethnic, or cultural backgrounds.

# DEVELOPMENT OPPORTUNITIES

## W.K Kellogg Foundation Racial Equity 2030

**Internal Application Deadline: Monday, December 14,**

NOTE: Interested candidates should contact their Department Chairs to seek nomination for the W.K. Kellogg Foundation Racial Equity 2030. 1 (one) nomination per department is allowed.

**Program Goals:** Racial Equity 2030 is a global challenge in honor of the W.K. Kellogg Foundation's (WKKF) 90th anniversary. It is a call for bold solutions to drive an equitable future for children, their families and communities. This \$90 million challenge seeks ideas from anywhere in the world and will scale them over the next decade to transform the systems and institutions that uphold inequity. Solutions may tackle the social, economic, political or institutional inequities we see today. Teams of visionaries, change agents and community leaders from every sector are invited to join.

[Click here for more information](#)

[Click here for the external award site](#)

[Click here to apply for the Kellogg Foundation Racial Equity Award before December 14, 2020 at 11:59 PM](#)

## Dean's Diversity & Healthcare Disparity Research Awards

**Deadline: December 18th**

The Dean's Diversity and Healthcare Disparity Research Awards are designed to further Weill Cornell Medicine's goal of becoming a national leader in advancing diversity, inclusion, and gender equity within academic medicine. We seek proposals for basic, translational, clinical, informatics, or outcomes research that addresses health disparity areas including, but not limited to: race and ethnicity, gender and gender identity, socioeconomic status, access to healthcare, differing standards of healthcare, insurance status, age, geography, sexual orientation, and cultural beliefs. Projects that enhance the diversity pipeline either through research or the inclusion of diverse personnel are encouraged.

The Dean's Diversity and Healthcare Disparity Research Awards will provide funding for one year and will be available at two levels:

1. **Faculty** (4 awards) - \$50,000 each
2. **Fellows and Postdoctoral Associates** ( 2 awards) - \$50,000 each

For eligibility criteria and more information on how to apply, please download the Request for Proposals. Please contact Elizabeth Omondi ([elo2010@med.cornell.edu](mailto:elo2010@med.cornell.edu)) in the Office of Diversity and Inclusion with any questions.

## COVID-19 RESOURCES

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

### 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](mailto:counseling@med.cornell.edu)

[studentmentalhealth@med.cornell.edu](mailto:studentmentalhealth@med.cornell.edu)

### WCM STAFF

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

Shared by Dr. Ben Huang:

“Our goal is to create a beloved community and this will require a qualitative change in our souls as well as a quantitative change in our lives.”

- Dr. Martin Luther King Jr.

## RECOMMENDED READS

### Structural Solutions for the Rarest of the Rare — Underrepresented-Minority Faculty in Medical Subspecialties

Kemi M. Doll and Charles R. Thomas, Jr.

*The New England Journal of Medicine*

[Access Link](#)

### Diversity and Inclusion in Cancer Research and Oncology

John D. Carpten, Karen M. Winkfield, W. Marcus Lambert, N.F.N. Scout, Sanya A. Springfield, Ashani T. Weeraratna, Olivier Elemento, Anirban Maitra

[Access Link](#)

Recommended by: Dr. Marcus Lambert



# RECOMMENDED READS

## Geocode Maps Spotlight Disparities in Telehealth Utilization During the COVID-19 Pandemic in New York City

Maria Lame, MD, David Leyden, MPA, and Shari L. Platt, MD

[Access Link](#)

Recommended by: Kayon Keddo

## The Performance of "Antiracism" Curricula

Kevin J. Gutierrez, M.D.

[Access Link](#)

Recommended by: Sushmita Mukherjee

# ADDITIONAL INFORMATION

## STAY IN TOUCH!

Visit our **DIVERSITY & INCLUSION WEBSITE** for news features, events information, student and community groups, and resources: [diversity.weill.cornell.edu](http://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](mailto:elb2020@med.cornell.edu)\*\***

**Editor: Dr. Linnie Golightly**

**Associate Editor: Amna Aslam**