



Weill Cornell Medicine

Diversity & Inclusion

20th
NEWSLETTER
EDITION

WINTER 2020

Message from the Executive Committee on Diversity & Inclusion

Greetings,

We would like to start off by acknowledging the current extraordinary times. We share with all of you the pride for how our community is working together during the pandemic to care for the sick, seek new solutions through research, teach with grace under pressure, and provide foundational support, yet still find time to reach out and encourage one another. The times may be uncertain, but the strength and commitment of our community to our missions and each other is resolute and unwavering. Thank you to all!

The WCM response to COVID-19 has been multidisciplinary, revealing how interlocking our missions are. It is therefore perhaps appropriate that at this time we introduce our new newsletter format. It is designed to highlight the interconnections between our diversity offices, teams and partners.

Each month the new **Diversity Spotlight** will feature the work of one of our Diversity Partners so you will get to know in more depth the many ongoing programs at WCM. This month, we highlight **Dr. Susana Morales** and the incredible programs of the **Diversity Center of Excellence**.

For a quick glance at upcoming events, our front page now features a **Save the Date** section. Please note that due to the current fluid situation with the coronavirus, many events are being postponed. It is best to check in advance to ensure that events are still being held as listed. Opportunities for development may also be delayed, due to travel/meeting restrictions. We have also included the link on page 8 to WCM resources and information regarding COVID-19.

As always, we welcome your comments and feedback.

Best Regards,

Linnie Golightly, Said Ibrahim, Marcus Lambert & Rache Simmons



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SAVE THE DATE

April

21st - Diversity Mentoring Cascades - Postponed
27th - May 2nd - 3rd Annual Diversity Week*

June

13th - SPARC Retreat*

Event subject to rescheduling

DIVERSITY HIGHLIGHT

DIVERSITY CENTER OF EXCELLENCE



I'm Dr. Susana Morales and I am a Co-Principal Investigator at Weill Cornell Medicine's Diversity Center of Excellence (DCoE) of the Cornell Center for Health Equity (CCHEq). In my position I seek to work collaboratively with partners in order to increase diversity in healthcare. Our longitudinal approach to nurturing minority talent at all career levels is possible as a result of receiving a grant in 2018 from the Health Resources and Services Administration (HRSA) of the United States Department of Health and Human Services (HHS). The mission of the DCoE is to enhance diversity in medicine and health care and to promote health equity through research, education, and advocacy, all in partnership with the community. My team and I are in the process of expanding Weill

Medicine's middle school, high school and undergraduate pipeline programs with the goal of doubling the number of minority medical school applicants within three years. We have a particular focus on nurturing underrepresented Cornell University pre-medical students as well as those at five other colleges in the New York City area. We also enhance programs that support minority trainees and physicians at all stages of their professional development, from medical school to residencies and fellowships to faculty appointments. To accomplish this, we work in collaboration with many diversity programs at Weill Cornell Medicine.

Aside from my work at the Diversity Center of Excellence, I am also an Associate Professor of Clinical Medicine at Weill Cornell Medical College. Within the Department of Medicine, I serve as the Vice Chair for Diversity, which entails mentoring trainees and addressing social determinants of health through advocacy.

I invite you to join the efforts of the DCoE and CCHEq. You can become a member of the Cornell Center for Health Equity for free on centerforhealthequity.cornell.edu. Please contact DCoE staff at dat4004@med.cornell.edu if you would like to sign up as a volunteer and share your journey with young people interested in pursuing medicine.

Best,

A handwritten signature in black ink, appearing to read 'Susana Morales'.

Vice Chair for Diversity, Department of Medicine

Co-Principal Investigator, Diversity Center of Excellence.

RECENT EVENTS

HOLIDAY MIXER

The Annual Diversity Holiday Mixer; co-sponsored by the Office of Diversity and Inclusion, the Weill Cornell Department of Medicine, and the Diversity Center of Excellence was held in Griffis Faculty Club on January 7, 2020. The festive and extremely well-attended event included staff, trainees, faculty, students and administration. A joyous crowd was welcomed by Dean Choi, who started off the festivities.



WATERING MY GARDEN

On February 10, 2020, a Watering My Garden/Sister Circle was led by guest facilitator Onyinye Balogun, MD, Assistant Professor in the department of Radiation Oncology. The topic was **Navigating Families and Relationships as a Professional WOC** (Woman of Color).

Watering My Garden is a safe space for self-identified Black and/or Latinx and/or Indigenous Womyn of all professional backgrounds to share, explore, and grow with one another. The 2020 student led Planning Committee consists of: Chimsom Orakwue, Andrea Cabassa, Jayleecia Smith, and Alex Cordeiro. Sharon Brooks, Student Life Manager in the Office of Diversity and Student Life advises the group, which receives additional support from Daisy Torres-Baez, Benedict Harvey, Chavon Johnson and Drs. Susana Morales & Linnie Golightly.



RECENT EVENTS



CHANGING THE FACE OF LEADERSHIP: WOMEN EMPOWERING WOMEN FOR SUCCESS

Dr. Rache M. Simmons, Associate Dean of Diversity & Inclusion and Director, Office of Women hosted “Changing the Face of Leadership: Women Empowering Women for Success” on Tuesday, January 28, 2020 at the Griffis Lounge. Dr. Augustine Choi, Stephen & Suzanne Weiss Dean for Weill Cornell Medicine expressed his sincere commitment to foster an atmosphere where our women faculty will grow and succeed as respected future leaders.

Dr. Simmons highlighted the external programs of the AAMC Early and Mid-Career Seminars and the Executive Leadership in Academic Medicine (ELAM) program that serve to accelerate the careers of our growing women faculty at WCM. Eight esteemed WCM women faculty who have attended these programs shared their experience. These speakers included Drs. Lisa Rong, Meredith Pittman, Anjali Rajadhyaksha, Jennifer Downs, Susan Pannullo, Barbara Hempstead, and Yoon Kang. Dr. Phil Stieg and Dr. Anthony Hollenberg were also present to demonstrate their support for our women faculty.

More than 40 aspiring women faculty came together to support, learn and share valuable insight on which program would benefit and assist their career advancement within academic medicine.

BREAKING BREAD



Another Breaking Bread was held on January 29, 2020. It was again co-facilitated by Drs. Renee Alexander of Cornell-Ithaca and Dr. Linnie Golightly, Associate Dean of the Office of Diversity & Inclusion. A reflective dialogue on religious tolerance was held along a communal dinner.

We welcome ideas and suggestions for future topics and invite the entire WCM community to join us at our upcoming Breaking Bread Dinners.

RECENT EVENTS

FACULTY RESEARCH DINNER

On Thursday, February 7th, Dr. Eloise Davis-Chapman, Associate Professor of Obstetrics and Gynecology, presented her research titled "Utilization of a web-based platform (Patient Activated Learning System - PALS) to improve knowledge and follow-up among women with abnormal cervical cancer screening." A stimulating Q&A session regarding the efficacy of PALS followed Dr. Davis-Chapman's presentation.



DEAN'S DIVERSITY QUARTERLY SEMINAR & CELEBRATION OF BLACK HISTORY MONTH WITH DR. LEON MCDOUGLE

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 president-elect of the National Medical Association (NMA) on February 11th. His lecture was supplemented with interactive case-based discussions. Guests had the opportunity to engage in conversation with Dr. McDougle at a reception held in the Griffis Faculty Lounge after the lecture in celebration of Black History Month. 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, WCM alumni, and members of the WCM community.

Prior to the event, Dr. McDougle attended a luncheon with WCM Diversity leaders Drs. Linnie Golightly, Joy Deanna Howell, Kevin Holcomb, and Marcus Lambert. He also met with Dean Augustine Choi and Vice Dean Mickey Stewart.



RECENT EVENTS

MENTORING ACADEMY LEADERSHIP DEVELOPMENT SERIES SPEAKER THOMAS JONES, MBA



Cornell Trustee Emeritus and Cornell alum Thomas W. Jones spoke on February 12, 2020 regarding his ***Courage to Succeed*** in honor of Black History Month. 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, which hosted a luncheon for Dr. Jones with a group of students, faculty and staff.

MENTORING CASCADES

On February 24th, the Diversity Center of Excellence held a Mentoring Cascades workshop. 17 faculty, 11 residents and fellows, and 26 medical students were in attendance.

Based on participant feedback from previous sessions, the February 24, 2020 session was an interactive discussion on **"Confronting bias in medicine"** presented by Drs. Joy Howell (Pediatrics), Marcus Lambert (Medicine and Assistant Dean of the Office of Student Diversity), and Susana Morales (Medicine and Co-PI/Director of the Diversity Center of Excellence). Previous topics for this academic year were on leadership and transitions. If you are interested in participating in the program, please contact Benedict Harvey at bbh2001@med.cornell.edu.



RECENT EVENTS



FACULTY DEVELOPMENT CIRCLES

A Mentoring Program of the Diversity Center of Excellence

The second Annual Circles kickoff dinner meeting was held on Thursday, February 27th. The program was hosted by Dr. Linnie Golightly, Associate Dean for Diversity and Inclusion, and sponsored by the Diversity Center of Excellence and Office of Diversity and Inclusion. Dean Augustine Choi spoke, sharing his journey and reasons for his passion for diversity in the medical field before taking questions from the group. Members of the program then participated in a teamwork building experiential activity called "Color-Blind" to explore their collective and individual leadership and communication skills.



COVID-19 RESOURCES



Weill Cornell Medicine Psychiatry Grand Rounds

Wednesday, March 18th

11am – 12:30pm · broadcast via Zoom

“COVID-19: Facts, Fears and Fragilities”

A panel presentation featuring:

JoAnn Difede, PhD

Director, Virtual Reality Lab and Program for Anxiety and Traumatic Stress

Professor of Psychology in Psychiatry, Weill Cornell Medicine

Attending Psychologist, NewYork-Presbyterian Hospital

Richard A. Friedman, MD

Professor of Clinical Psychiatry

Director, Psychopharmacology Clinic

Weill Cornell Medical College

Philip J. Wilner, MD, MBA

Senior Vice President & Chief Operating Officer,

NewYork-Presbyterian Westchester Behavioral Health Center

Executive Vice Chair, Department of Psychiatry

Weill Cornell Medical College

Livestreaming via Zoom

<https://weillcornell.zoom.us/j/819287949>

Meeting ID: 819 287 94

COVID-19

The symptoms of COVID-19 are often similar to those of other respiratory virus infections, such as influenza. These symptoms include fever, cough, and shortness of breath. The severity of symptoms can range from mild to severe. Please take the following steps to protect yourself:

- Wash your hands or use an alcohol-based hand sanitizer.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Avoid close contact with people who are sick.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces using a regular household cleaning spray or wipe.

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>.

Please also be sure to check your email for messages and Daily Updates from our Dean Augustine Choi regarding evolving institutional policies in this fluid situation.

DEVELOPMENT OPPORTUNITIES

Weill Cornell Medicine Health Equity Research Training

Open to Under-represented in Medicine Internal Medicine, Pediatrics and Family Medicine physicians
A program of the **General Internal Medicine/Hospital Scholars Research Fellowship**

Mission

The mission of the Health Equity Research Training program of the General Internal Medicine/Hospital Scholars Research Fellowship is to train underrepresented minority physicians through a two-year research program led by [Dr. Martin Shapiro](#). This includes a mentored research training experience coupled with a weekly fellows' seminar. Fellows complete a rigorous curriculum in clinical epidemiology and health services research and will obtain a Masters in Sciences degree from the Weill Cornell Graduate School of Medical Sciences. Fellows in other tracks of the fellowship may pursue hospital medicine and global health interests, among other areas.

Collaborative Partners and Resources

The Health Equity Research Training program is supported by the **Diversity Center of Excellence (COE)**, funded by the Health Resources Service Administration (HRSA) of the Health and Human Services (HHS). The ultimate goal of the COE program is to strengthen our national capacity to produce a quality healthcare workforce whose diversity is representative of the U.S. population.

Cornell Center for Health Equity

The Cornell Center for Health Equity (CCHEq), a university-wide initiative, responds directly to community priorities by focusing on practical, relevant research and education topics to address health disparities and promote health equity. It is led by [Dr. Monika Safford](#) and [Dr. Avery August](#). On the Weill Cornell campus, Dr. Susana Morales leads the COE, part of the Education Core; Dr. Erica Phillips leads the Community Engagement Core; and Dr. Joseph Osborne leads the Investigator Development Core.

CCHEq Leadership



Dr. Monika Safford
Co-Director



Dr. Avery August
Co-Director



Dr. Susana Morales
Director,
Education Core



Dr. Erica Phillips
Director,
Community
Engagement Core



Dr. Joseph Osborne
Director,
Investigator
Development Core



Dr. Martin Shapiro
Lead,
Health Equity
Research Training

Apply to the Health Equity Research Training program:

Candidates must possess an MD degree, must have completed their residency in Internal Medicine, Family Medicine, or Pediatrics at the time of the start of the fellowship, must be an under-represented minority (African American, Latino, Native Hawaiian/Pacific Islander, or American Indian/Alaska Native), and must be committed to pursuing a research career. Women are encouraged to apply.

Application Requirements

1. Personal Statement outlining your research interest, experience in or commitment to research in health equity, and career objectives
2. Curriculum Vitae

Application Deadline

The deadline is rolling, however early applications are strongly encouraged. [Apply Here.](#)
bit.ly/HEfellowship20

centerfortheequity.cornell.edu



Dr. Christopher Gonzalez
Inaugural Health Equity
Fellow

DEVELOPMENT OPPORTUNITIES

AAMC Grant Writers Coaching Group for NIH Awards

June 18, 2020 – San Juan, Puerto Rico

Applications due March 24, 2020!

The AAMC's Grant Writers Coaching Group for NIH Awards program supports minority faculty in writing successful grants. The program is designed for faculty who are actively working on an NIH Career Development (K or R) proposal. This program is comprised of four primary activities: (1) orientation webinar; (2) in person workshop; (3) individual consultation; and (4) virtual coach and peer review sessions.

The target audience includes faculty who are underrepresented in medicine, however all faculty regardless of racial ethnicity are welcome to apply by **Tuesday, March 24, 2020.**

<http://www.cvent.com/events/2020-aamc-grant-writers-coaching-group-for-nih-awards/>

AAMC Herbert W. Nickens Faculty Fellowship

Deadline: April 3rd, 2020

This award recognizes an outstanding junior faculty member who demonstrates leadership potential in addressing inequity in medical education and health care; demonstrated efforts in addressing educational, societal, and health care needs of racial and ethnic minorities in the United States; and is committed to a career in academic medicine. The recipient receives a \$25,000 grant to support a project performed in the United States to support racial and ethnic minorities. Funding for the fellowship begins in November of the year the fellowship is awarded. The recipient will be required to submit a final narrative and financial report by November 2022.

For more information, please visit

<https://www.aamc.org/what-we-do/aamc-awards/nickens-faculty-fellowship>

NEWS AND UPDATES



Congratulations to our own **Dean Augustine Choi**, Stephen and Suzanne Weiss Dean of Weill Cornell Medicine and provost for medical affairs of Cornell University, who has been honored by Modern Healthcare as one of the **Top 25 Minority Healthcare Executives** in 2020.

The Top 25 Minority Leaders in Healthcare biennial recognition program takes great pride in honoring the top minority healthcare executives who are influencing the policy and care delivery models across the country. In doing so, they are also highlighting the continued need to nurture diversity in their organizations. For more information, please visit

<https://www.modernhealthcare.com/awards/>

Congratulations to **Dr. Elizabeth Wilson-Anstey**, who has been selected to receive the **2019-2020 Honorary Fellowship Award** presented by the Weill Cornell Medical College Alumni Association.

Each year the Alumni Association presents Honorary Fellowship Awards to individuals who did not receive their MD or PhD degree from the Medical College and who, by their scholarship, dedication and leadership have greatly enhanced and enriched the life of the Medical College, its faculty, and its students.



Congratulations to **Dr. Anthony Watkins**, Assistant Professor of Surgery (Division of Transplant Surgery) for receiving the **Kidney Kindness Award** from the Renewal Organization in December 2019.

The Renewal Organization assists patients and their families in navigating the complex process of kidney transplant, from finding a donor to arranging the transplant and beyond. At the same time, they support donors to make sure that their incredible self-sacrifice is as simple and safe as it can be.

FACULTY SPOTLIGHT

PROMOTION CONGRATULATIONS!

Dr. Elaine Barfield



Dr. Elaine Barfield has been promoted to **Associate Professor of Pediatrics**

Dr. Eloise Chapman-Davis



Dr. Eloise Chapman-Davis is now an **Associate Professor of Obstetrics and Gynecology**

Dr. Joseph Osborne



Dr. Joseph Osborne is officially a **Professor of Radiology**

Dr. Said Ibrahim



Dr. Ibrahim Said is now **Professor of Healthcare Policy and Research (with tenure!)**

RECOMMENDED READS

Why Black doctors like me are leaving faculty positions in academic medical centers

By Uche Blackstock

Stat News

[Access Link](#)

Recommended by: Dr. Edgar Figueroa

Research Culture: Career choices of underrepresented and female postdocs in the biomedical sciences

By Drs. W. Marcus Lambert, Martin T. Wells, Matthew F. Cipriano, Jacob B. Sneva, Juanita A. Morris, and Linnie M. Golightly

eLife, vol. 9, 2020, doi:10.7554/elife.48774.

Link to podcast and article: [Access Link](#)

Is it Time to Reimagine Academic Promotion and Tenure?

By Drs. Samyukta Mullangi, Mitchell J. Blutt, Ibrahim

JAMA Health Forum, American Medical Association, 25 Feb. 2020

[Access Link](#)

How I overcame imposter syndrome after leaving academia

By Desiree Dickerson
Nature 574, 588 (2019)

doi: 10.1038/d41586-019-03036-y

[Access Link](#)

Recommended by: Dr. Mirella Salvatore

RECOMMENDED READS

Dear White Boss

By Keith A. Caver and Ancella B. Livers
Harvard Business Review, 80(11), 76-83.

[Access Link](#)

Women Paid Less than Men even at Highest Levels of Academic Medicine

By Krista Conger
Stanford Medicine News

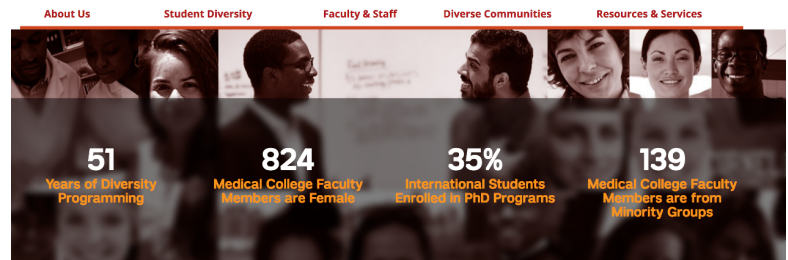
[Access Link](#)

Recommended by: Sheryl A. Orwel

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



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****

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