



Weill Cornell Medicine

Diversity & Inclusion

25th
NEWSLETTER
EDITION

FALL/WINTER
2021



Message from the Executive Committee on Diversity & Inclusion

Greetings, we hope this message finds you safe and well.

We hope you all are continuing to exercise caution in the fight against COVID-19. Thank you to all who continue to serve our institution in these difficult times.

We hope that you have received the news that WCM has received the Health Professions Higher Education Excellence in Diversity (HEED) Award by INSIGHT Into Diversity magazine for the 4th consecutive year! This would not have been possible without those in our community who have tirelessly worked to build a more diverse and inclusive community at WCM. We congratulate and thank you all.

Please be sure to save the date for upcoming events: our next **Diversity Town Hall** will be held on January 12 on "Intersex", the annual **Holiday Party** will bring in the new year on January 19, and **Diversity Week 2022** has been scheduled for April 25–29th!

We hope that you have a happy and safe holiday season! As always, we welcome your suggestions.

Best Regards,

Linnie Golightly, Joy Howell, & Rache Simmons

TABLE OF CONTENTS

Highlight	2
Recent Events	4
Faculty Spotlight	9
News and Updates	10
Upcoming Events	11
Development Opportunities	13
Resources/Recommended Reads	14

SAVE THE DATE

January 12	"Intersex" Diversity Town Hall
January 19	Diversity Holiday Party
February 9	Diversity Town Hall
February 16	Dean's Quarterly Diversity Seminar
April 25–29	Diversity Week 2022

DIVERSITY HIGHLIGHT

Dr. Kemi Babagbemi, Vice Chair of Diversity in Radiology



I am Dr. Kemi Babagbemi, and I am Vice Chair of DEI for the Department of Radiology and Assistant Professor of Clinical Radiology specializing in Women's Imaging. In my role, I work collaboratively with my department to enhance the culture of diversity and inclusion at WCM and reduce disparities in access to quality health care and education. We do so by making every aspect of our department more equitable— including trainee admissions, faculty hiring, education, mentorship, research, and patient care.

To help cultivate a diverse physician workforce, my department designed the Diversity Visiting Student Acting Internship in Radiology which provides 4th-year medical students from backgrounds underrepresented in medicine with clinical exposure to the field of Radiology and the path to becoming a Radiologist. Driven by mentorship, the clerkship has allowed 5 medical students to establish relationships with faculty and residents while preparing them for a successful application to Radiology residency. All members of our inaugural class have been accepted to residency programs, including Dr. Jolie Jean who joined WCM this year. We are currently

preparing for our third rendition, and we could not be more excited to meet the amazing talent that awaits.

Additionally, I have spearheaded the creation of the Racial Social Justice Book Club Seminar Series with goals of normalizing education and conversations about racial and social justice in academia, particularly, but not exclusively as they pertain to medicine.

As part of the inaugural cohort of Faculty Scholars in Health Equity, a program developed by the Weill Cornell Diversity Center of Excellence, I was given the opportunity to address health disparities through medical education, clinical care, research, and outreach. Moreover, I had the distinct pleasure of connecting with a diverse group of scholars all the while developing skills in leadership and management.

As COVID-19 continues to be a concern across our country and the world, especially among underserved communities, I have worked diligently to prevent the spread of the virus by becoming a vaccine educator and ambassador. As an active member of the COVID19 Vaccine Speakers Bureau, the COVID-19 Community Education and Empowerment Internship Program and the Cornell Health Education and Research Program (CHERP), I have advocated for vaccination across local, regional, national, and international communities.

All in all, I am committed to nurturing inclusive innovation by developing initiatives that keep in mind the growth of our department and the people who define it. Elevating equity, achieving diversity, and leading inclusively require a collective effort that invites us to lead with passion and bravery as well as vulnerability and discomfort. In this regard, I would like to thank our departmental and institutional leaders who, committed to diversity and inclusion, recognize the importance of a culturally competent and responsive medical world.

Best,

Kemi Babagbemi
Vice Chair for Diversity, Department of Radiology

HOLIDAY GREETINGS

Wishing you a
wonderful and
safe Holiday
season and a
Happy New
Year!



RECENT EVENTS

Diversity Town Hall

"The Status of Women at WCM"

In honor of Women in Medicine month, Rache Simmons, Associate Dean of Diversity and Inclusions, and Director Office of Women, presented on “Women at Weill Cornell Medicine: An Update for 2021”, at a Diversity Town Hall on Tuesday, September 16th. Dr. Simmons also presented this data at meetings of the Executive and General Faculty Councils.

Diversity Town Hall

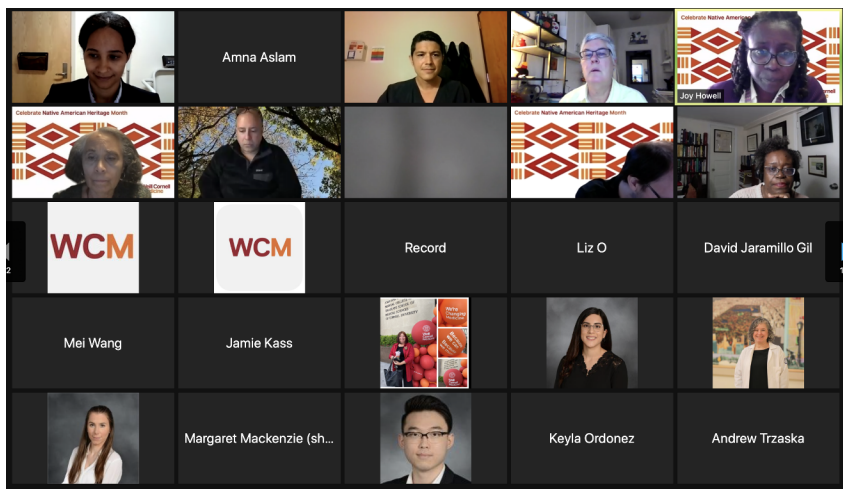
"The Status of Latinx Immigration: Migration Pathways/Migration Outcomes in the United States"



In recognition of National Hispanic Heritage Month, the Office of Diversity and Inclusion hosted a Town Hall on "The State of Latinx Immigration: Migration Pathways/Migration Outcomes in the United States" on Wednesday, October 13th. This event featured a keynote address by Dr. Michael Jones-Correa, President's Distinguished Professor of Political Science and Director of the Center for the Study of Race, Ethnicity and Immigration (CSERI) at the University of Pennsylvania, followed by a panel session including Dr. Shannon Gleeson, Chair of Labor Relations, Law, & History at the Cornell School of Industrial and Labor Relations (IRL), and Dr. Silvia Pedraza, Professor of Sociology and American Culture at the University of Michigan, Ann Arbor.

Diversity Town Hall

"Overcoming Health Disparities During COVID-19 on a Tribal Reservation"



The November Town Hall featuring two alumni of WCM, Cristina Toledo-Cornell, MD, MPH Instructor of Medicine, Brigham and Women’s Hospital; Former Public Health Director, Lummi Tribal Health Center and Dakotah Lane, MD Medical Director Lummi Tribal Health Clinic demonstrated the power of customized care delivered with cultural humility during the COVID pandemic. A Q&A followed their presentations.

WOMEN PHYSICIANS OF NYP
VIRTUAL RESILIENCE WORKSHOP

Thursday, September 30, 2021
8:00 a.m. – 12:00 p.m.

ABOUT OUR INSTRUCTOR:
Sharon Melnick, PhD
Dr. Sharon Melnick is a leading authority on stress resilience and women's leadership. Her work is informed by 10 years of research at Harvard Medical School and field-tested by over 35,000 women leaders she has coached and trained. As a partner with the Healthcare Businesswomen's Association, Dr. Melnick was the Founder of the Next Level Leader virtual coaching program to champion the ascension of multicultural women. She is the author of *Success Under Stress: Powerful Tools for Staying Calm, Confident, and Productive When the Pressure's On* and other books on women's confidence and next-level leadership.

This interactive workshop will address the challenges and stresses of working in healthcare as women physicians, especially during a pandemic. You will be given tools that will energize and empower you to gain control, self-advocate, and thrive in your work and personal life.

TOPICS INCLUDE:

- Resilience: Preventing Burnout
- Physiological Tools: React Less and Recover Quickly
- Psychological Tools: Keep a Confident, Clear Mind; Stay Intentional
- Problem-Solving Tools: Influence to Get What You Need

Please [click here](#) to register by September 23.
Before the event, you will receive an email with a Zoom link enabling you to access the workshop.
While this workshop is tailored to women physicians, men are also welcome to register.

Due to the interactive format of the workshop (including small-group breakout sessions), we kindly ask that attendees commit to participating in the entire session.
Please contact Ferris Costa at fcosta@nyp.org or (917) 697-7495 with any questions about this virtual event.



Sharon Melnick, MD

The Women Physicians of NYP held their annual Fall Workshop on Thursday, September 30th. The theme of this year's workshop was Virtual Resilience and featured Dr. Sharon Melnick, a leading authority on stress resilience and women's leadership. The interactive workshop addressed the challenges and stresses of working in healthcare as women physicians, especially during a pandemic.

Cyma Rubin Women in Science Lectureship

WCM hosted the Cyma Rubin Women in Science Lectureship on September 30th. This year's featured speaker was Dr. Helen Hobbs, Dallas Heart Ball Chair in Cardiology Research, Philip O'Bryan Montgomery Jr., M.D., Distinguished Chair in Developmental Biology, and Eugene McDermott, Distinguished Chair for the Study of Human Growth and Development at the University of Texas Southwestern Medical Center. Dr. Hobb's presentation focused on how dysregulation of lipid uptake and trafficking contributes to human diseases.



Helen Hobbs, MD

RECENT EVENTS

Diversity Mixer

On August 18th, The Office of Student Diversity in concert with Students for Equal Opportunity in Medicine and the Tri-Institutional Minority Society hosted it's Annual Diversity Mixer on Belfer Terrace. First Year Medical and Graduate students enjoyed music, dancing, games, and ethnic foods from around the globe.



White Coat Ceremony



On September 24th, the class of 2024, who had to forego their white coat ceremony in 2020, were finally able to don their short white coats, on the Starr Foundation-Maurice R. Greenberg Conference Center Terrace in the Belfer Research Building. Eight faculty members were present at the in person event to help students while their family and friends watched the livestreamed event at home.

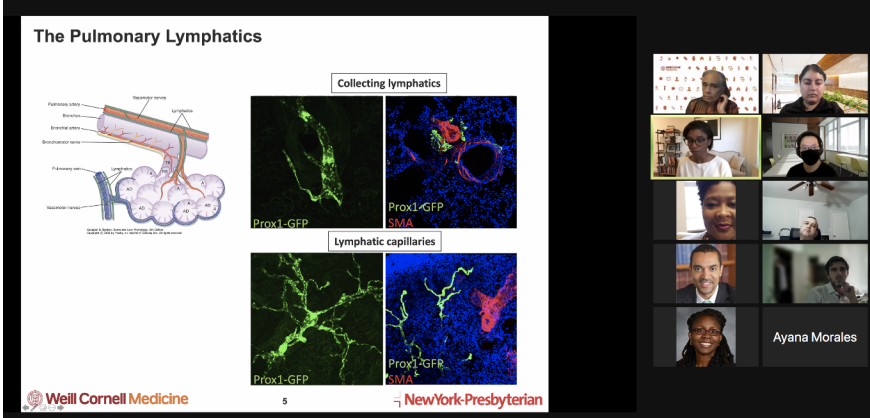
Make Your Match Residency Program

The annual residency diversity open house, Make Your Match, was hosted virtually on September 18, 2021. The Minority Housestaff Committee, Department of Medicine, the Diversity Center of Excellence, and the Cornell Center for Health Equity welcomed over 360 trainees from around the world. The program began with a warm welcome from the co-chairs of the Minority Housestaff Committee, Dr. Ugochukwu Akpara and Dr. Ashley Dixon, Dr. Susana Morales, Vice-Chair for Diversity in the Department of Medicine, Dr. Joy Howell, Vice-Chair for Diversity in the Department of Pediatrics, Dr. Alyson Fox, Associate Designated Institutional Official in Graduate Medical Education at NewYork-Presbyterian Hospital and Dr. Linnie Golightly, Associate Dean of Diversity and Inclusion. The program concluded with 16 residency programs having individual breakout sessions with participants.

RECENT EVENTS

Faculty Research Dinner

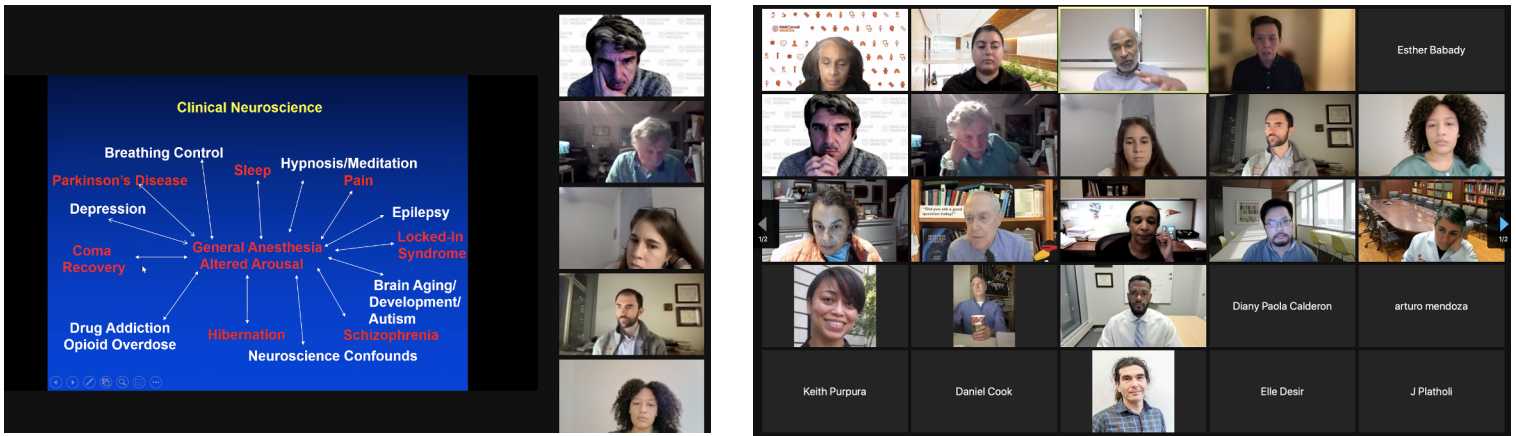
"Lymphatic Vascular Dysfunction in Emphesema: Uncovering the Missing Link"



The first Faculty Research Dinner of the academic year was held on October 19. Dr. Hasina Outtz Reed, Assistant Professor of Medicine presented on "Lymphatic Vascular Dysfunction in Emphesema: Uncovering the Missing Link."

Tri-I Mini-SPARC Retreat

"Ascending the Academic Mountain: Tips from the Top"



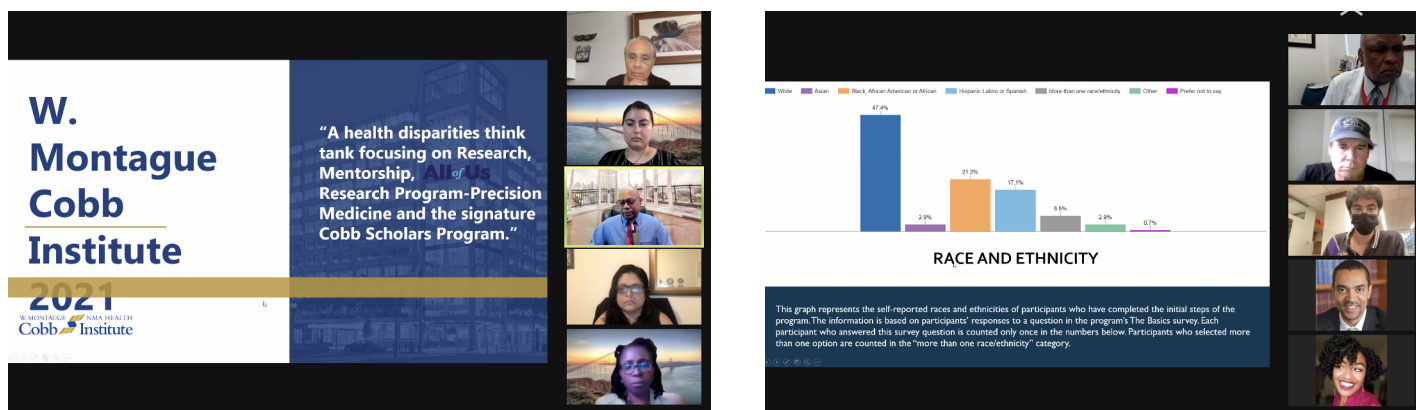
The Fall Tri-I Mini Diversity Retreat, "Ascending the Academic Mountain: Tips from the Top" was held on Thursday, November 4. The event featured a keynote address by Dr. Emery Brown, Edward Hood Professor of Medical Engineering and Computational Neuroscience, Massachusetts Institute of Technology and Warren M. Zapol Professor of Anesthesia, Harvard Medical School, who discussed his career journey as well as research in Anesthesiology.

This event was sponsored by the Weill Cornell Medicine Office of Diversity and Inclusion, the Diversity Center of Excellence, the Department of Medicine, The Burroughs Wellcome Fund, The Rockefeller University Center for Clinical Translational Science, and the Memorial Sloan Kettering Cancer Center Office of Health Equity.

RECENT EVENTS

Dean's Quarterly Diversity Seminar

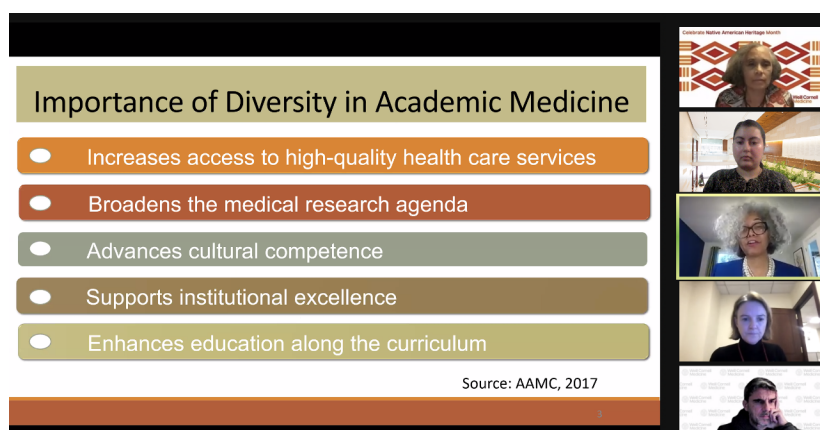
"Unique Approaches to Promoting Diversity in Clinical Research"



The first Dean’s Quarterly Diversity Seminar of the academic year was held on Wednesday, September 22. The event featured WCM alum Dr. Winston Price ‘74, Associate Professor of Pediatrics at Philadelphia College of Osteopathic Medicine (PCOM), South Georgia and the National Medical Association’s (NMA) 2021 Practitioner of the Year. Dr. Price discussed “Unique Approaches to Promoting Diversity in Clinical Research” before engaging in a Q&A with participants.

Dean's Quarterly Diversity Seminar

"Unpacking Systemic Injustices in Medicine: A Model for Change"



Another Dean’s Quarterly Diversity Seminar was held on Tuesday, November 16. The event featured Dr. Chiquita Collins, Associate Vice President for Inclusive Excellence and Health Equity at UT Health San Antonio and the Chief Diversity Officer, Vice Dean for Inclusion and Diversity and Associate Professor,

Department of Population Health Sciences, in the Joe R. and Teresa Lozano Long School of Medicine, who gave a powerful talk on "Unpacking Systemic Injustices in Medicine: A Model for Change." Over 50 participants attended the event.

SPOTLIGHT

Congratulations!



Congratulations to Dr. Erica Phillips for her appointment as the Jack Fishoff Associate Professor of Cancer Prevention. The appointment recognizes Dr. Phillip's outstanding research and educational contributions as well as her commitment to improving healthcare delivery and outcomes among minority and underserved populations.

Erica Phillips, MD MS



Congratulations to Dr. Melissa Boneta-Davis, for being awarded a \$2.6M research grant from the National Cancer Institute for a study entitled, "The DARC side of Breast Cancer Disparities - African Ancestry and Cancer- Related Immune Response."

Melissa Boneta-Davis, PhD



Congratulations to Drs. Hasina Outtz Reed, and Janine Katzen who are the 2021 Lila A. and Benedict Wallis, MD Women's Health Research Prize awardees, for their respective research on "Lymphatic Dysfunction in Emphysema: A New Paradigm for Disease Pathogenesis", and "Breast Cancer Screening in the Era of COVID-19".

**Hasina Outtz Reed, Janine Katzen, MD
MD PhD**



Congratulations to Dr. Nelson Sanchez for his appointment as the American Association of Medical Colleges (AAMC) LGBTQ+ representative!

**Nelson Sanchez,
MD**

SPOTLIGHT

Congratulations!



Lishomwa Ndhlovu,
MD, PhD

Congratulations to Dr. Ndhlovu for being awarded a U01 from the National Institute on Drug Abuse to study "Integrative Single Cell Isoform And Chromatin Accessibility Mapping Of Chronic Opioid Exposure In Cognitive Brain Areas In HIV!"

NEWS AND UPDATES

HEED Award

Weill Cornell Medicine was honored with a Higher Education Excellence in Diversity (HEED) Award by INSIGHT Into Diversity magazine, making it the fourth consecutive year that the institution has received the award for its outstanding commitment to diversity and inclusion. To further acknowledge this commitment, INSIGHT Into Diversity named Weill Cornell Medicine a diversity champion, an honor bestowed upon institutions that rank in the highest category of HEED awardees.

For more information, please click [here](#).

2021 National Medical Fellowship (NMF) Champion of Health Awards



The National Medical Fellowships Champion of Health Awards were held on Tuesday, September 28th. Dr. Ruth Moges WCM '2021, was awarded the annual James Curtis Award, which was established by Weill Cornell Medicine in honor of NMF Alumnus Dr. James Curtis. The Scholarship awards \$5,000 to one fourth year minority medical student who has demonstrated outstanding academic

scholarship, leadership, and involvement in community service. A video honoring Dr. Curtis, a former Associate Dean of Minority Affairs and founder of the Traveler's Summer Research Fellowship program (TSRF) was shown at the event.

UPCOMINGEVENTS

"Intersex" Town Hall

Wednesday, January 12, 4-5pm



This event will feature a talk by Dr. Elizabeth Reis, Professor at the Macaulay Honors College at the City University of New York where she teaches courses on Medical Ethics, Reproductive Technologies, The Politics of Women's Health, and Transgender Issues. Dr. Reis is the author of *Bodies in Doubt: An American History of Intersex*; *Damned Women: Sinners and Witches in Puritan New England*; and the editor of *American Sexual Histories*. Click [here](#) to join.

"Envisioning the Future LGBTQ+ Health Workforce"

Thursday, April 21- Saturday, April 23



The **LGBT Health Workforce Conference** is the largest and most well known national LGBT health workforce conference in the United States held annually in New York City. The conference provides 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.

Click [here](#) to register.



Diversity Week!



April 25 - April 29, 2022

Please save the date for our 4th annual Diversity Week! An array of events will take place throughout the week featuring Diversity Grand Rounds talks from experts in their fields, health disparity and mentoring in medicine symposiums, paneled events centered around work-life balance, women in science, and LGBT issues in medicine, among others.



Weill Cornell Medicine

Diversity & Inclusion

SAVE THE DATE
DIVERSITY HOLIDAY
PARTY

WEDNESDAY, JANUARY

19TH

5:30PM-6:30PM

VIRTUAL

EXTERNAL DEVELOPMENT OPPORTUNITIES

NIH Programs to Increase Diversity Among Individuals Engaged in Health-Related Research (PRIDE)

Deadline: Rolling Admissions



PRIDE is an all-expense-paid Summer Institute, research education and mentoring initiative sponsored by the National Heart, Lung, and Blood Institute (NHLBI). This Summer Institute initiative addresses the difficulties experienced by junior investigators and transitioning postdoctoral scientists in establishing independent academic research careers and negotiating through the academic ranks. The primary outcome of this program is to increase the number of scientists and research-oriented faculty who are from backgrounds currently under-represented in the biomedical sciences and those with disabilities, by preparing them to successfully compete for external funding for scientific research in heart, lung, blood, and sleep (HLBS) disorders.

Space is limited for the 2022 training programs. Click [here](#) for more information.

COVID-19 RESOURCES

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

WCM STUDENTS

Students can review the current resources which include both psychiatry and counseling

<https://medicaleducation.weill.cornell.edu/student-resources/>

counseling@med.cornell.edu

studentmentalhealth@med.cornell.edu

WCM STAFF

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

RECOMMENDED READS

"Hispanic Role Models in Science: Advice for future scientists"

Dr. Monica Guzman

WCM Faculty

Recommended by: Carolyn Hill

[Access Link](#)

'Health equity tourists': How white scholars are colonizing research on health disparities

Usha Lee McFarling

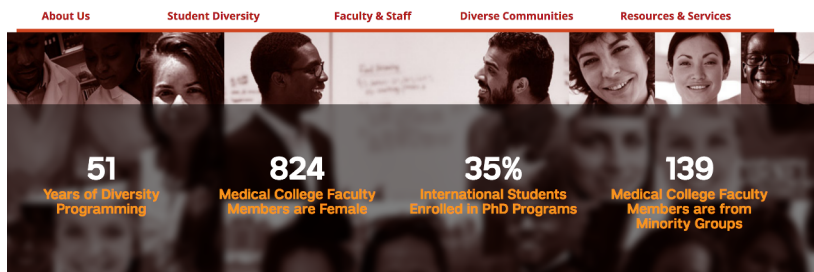
Stat News

Recommended by: Piri Ackerman-Barger

[Access Link](#)

STAY IN TOUCH!

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



JOIN US ON FACEBOOK



- ▶ Private Facebook group
- ▶ Interested in fostering diversity and inclusion
- ▶ Requirements: Active Facebook account and must be affiliated with WCM either as a current or past trainee or faculty member

****For more information, please contact the social media administrator, Elaine Barfield, elb2020@med.cornell.edu****

Editor: Dr. Linnie Golightly

Associate Editor: Amna Aslam