



# Weill Cornell Medicine

## Diversity & Inclusion

27th  
NEWSLETTER  
EDITION

SPRING/  
SUMMER 2022



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

Greetings,

We hope everyone is having a great summer and remaining safe!

We are deeply grateful to continue our legacy of offering innovative events and opportunities to further the mission of building a more diverse and inclusive community where everyone belongs. Many of our summer pipeline programs and networking events took place in both hybrid and in-person formats to offer a richer experience for those involved. For the first time since 2019, the SPARC Tri-I Diversity Retreat was held in person and featured a career/networking fair as well as research presentations by faculty, students and postdocs. It was well received!

Please save the date for the Women of NYP Symposium taking place on September 20th at JW Marriott Essex House New York, in person for the first time since the pandemic. As we plan our fall calendar of events and programs, we will use the insights gained from these activities and strive for creative ways to move ahead. As always, we welcome your suggestions and input.

Best Regards,

**Yazmin Carrasco, Linnie Golightly, Joy Howell, Rache Simmons & Fanesse George**

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## SAVE THE DATE

September 20 **Women Physicians of NYP Symposium**

## RECENT EVENTS

### Diversity Town Hall

#### "Unpacking the Asian-American Experience"



The May 11th Town Hall featured Jane Hyun, Global Leadership Strategist and author of the groundbreaking book, "*Breaking the Bamboo Ceiling*." Along with panelists Dr. Robert Min, Chair of Radiology and President & CEO of the WCM Physician Organization and Dr. Judy Tung, Associate Dean for Faculty Development, issues such as "model minority" stereotyping and rage-filled attacks on Asians & Asian-Americans were discussed in a fireside chat format. Dr. Renee Alexander, Posse Faculty Mentor and Former Associate Dean of Students at Cornell University moderated the conversation and encouraged sharing of personal and professional experiences.

#### Recommendations from Jane Hyun

- Doing a cultural gap assessment can help get a sense of what is happening at our institution.
- Don't just discuss anti-Asian racism during AAPI history month. Integrate the subject into larger DEI efforts.
- Look at individual leaders and their unconscious bias. How does that shape performance evaluations? Are you taking cultural sensitivity into consideration?
- Have one-on-one everyday conversations with staff vs. large group listening sessions. Leaders need to show they care. Ask staff how recent incidents of bias have been affecting them and their families.
- Assign high profile project opportunities to people as development opportunities, and be sure to widen the pool of people who get these opportunities.

## RECENT EVENTS

### Diversity Town Hall

#### "Improving Disability Inclusion in the Biomedical Workforce: Recommendations and Real-Life Experiences"



**Lisa Meeks, MD**

The June 8th Town Hall featured Dr. Lisa Meeks, Assistant Professor of Family Medicine at the University of Michigan Medical School and Director of the Docs with Disabilities Initiative. The panel discussion challenged the audience to re-imagine the term "disability" and explore the benefits of training a diverse biomedical workforce. Dr. Joseph Murray, Associate Professor of Clinical Psychology moderated a panel that included Dr. Megan Creasman, PGY-2 Physician Resident in the Department of Medicine and engaged members of the audience in discussion.

### Faculty Research Dinner

#### "Immunotherapy for Resectable Non-small Cell Lung Cancer"



**Jonathan Villena-Vargas, MD**

A Faculty Research Dinner was held on March 17th. Dr. Jonathan Villena-Vargas, Assistant Professor of Cardiothoracic Surgery, presented "Immunotherapy for Resectable Non-small Cell Lung Cancer". Dr. Villena-Vargas spoke about utilizing an IL-15 bispecific antibody to increase the T cell memory response and decrease metastatic recurrence in resectable non-small cell lung cancer.

## RECENT EVENTS

### Faculty Development Circles June Gathering



Members of all three cohorts of the Faculty Development Circles gathered in community on June 1st to reconnect and share updates, give feedback on the program and enjoy informal conversation. The event was moderated by Dr. Renee Alexander of Cornell University.

Faculty Development Circles is a professional development mentoring initiative for URiM faculty. This innovative program is a collaboration between the WCM Diversity Center of Excellence and the Office of Diversity and Inclusion. It brings interdisciplinary faculty together in conversation to identify tools and skills that enhance their academic careers in research, medical education, and clinical excellence.

## RECENT EVENTS

## SPARC Tri-I Diversity Retreat

## "Moving Forward and Moving Up: Eyes on the Prize"



The annual SPARC Tri-I Diversity Retreat was held on June 25th at the Belfer Research Building. Members of the Tri-I community (Weill Cornell Medicine, The Rockefeller University and Memorial Sloan Kettering Cancer Center) received valuable advice regarding promoting their careers in medicine and science. Jose E. Cavazos, MD, PhD, gave a keynote talk titled "Reflections from my Journey and Modern Advice for Physician-Scientists." Dr. Cavazos is Associate Dean for Research, Assistant Dean for MD/PhD, Resident Research Training & Medical Scientist Training Program Director, and Professor of Neurology, Neuroscience and Physiology at UT Health San Antonio. He shared extensive personal anecdotes and pearls of wisdom regarding how he traversed the world of medicine and science yet led a balanced life with his family. The retreat included a career fair at which representatives from various WCM departments displayed posters of available career, grant and membership opportunities and answered questions. Groups participating in the fair included Black and Latino Men in Medicine (BLMiM), The Blackwell Society, The Burroughs Wellcome Weill Cornell Physician Scientist Program, WCM's Clinical and Translational Science Center (CTSC), The Mastercard Diversity-Mentorship Collaborative, Path to Science Initiative: A URiM's Journey, Ritu Banga Healthcare Disparities Research Awards, Watering My Garden, and WCM Human Resources Department.

In addition, students, postdocs, and faculty members gave "speed" research presentations on a diversity of topics ranging from health equity to clinical translational research to basic science. Presenters included: **Minerva Romero Arenas, MD, MPH, FACS**, Assistant Professor, Surgery; **Ying Xue Xie, PhD student**, Neuroscience; **Xiaofei Guan, MD, PhD**, Postdoctoral Fellow, Burke Neurological Institute; **Ayana Morales, MD**, Assistant Professor, Medicine; **Peggy Leung, MD**, Assistant Professor, Medicine; **Nima Ghalehsari, MD**, Hematology & Oncology Fellow; **Shadi Azam, PhD**, Postdoctoral Associate, Epidemiology; **Paola Calderon, MD**, Assistant Professor of Neuroscience in Anesthesiology; **Onyinye Balogun, MD, MSc**, Assistant Professor, Radiation Oncology; **Nneoma Adaku, MD-PhD Candidate**, Tri-Institutional MD-PhD Program; **Nicole Cruz, MD**, Instructor of Clinical Investigation, Rockefeller University; and **Esteban Andres Fridman, MD**, Assistant Professor of Neuroscience.

## RECENT EVENTS

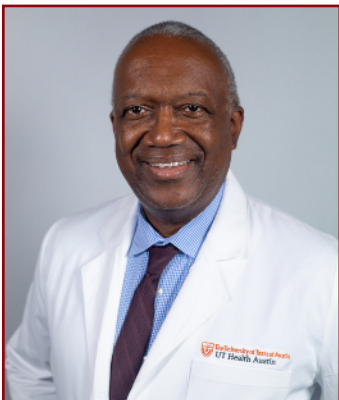
### SPARC Jr. Conference

#### "The Power of Mentorship"



SPARC Jr. is an annual conference that brings together high school and undergraduate students from the various Weill Cornell pathway/pipeline programs to engage in professional development and networking activities. This year, the keynote speaker was Dr. Melissa Davis, Associate Professor of Cell and Developmental Biology Research in Surgery at WCM. The focus of her address was mentorship. Participants received insights on how to identify a good mentor and establish and preserve a mentorship relationship. Participants participated in speed mentoring with WCM medical, graduate, and MD/PhD students. The event closed with a networking reception on Belfer Terrace.

## Weill-Ithaca Summer Experience in Research (WISER)



WISER is a collaborative pipeline program between the Office of Diversity and Inclusion and the Office of Academic Diversity Initiatives at Cornell University. It provides historically underrepresented and/or low-income students with biomedical research and field experience. Each student was paired with a mentor and attended presentations filled with insights and advice about careers in medicine and science. Dr. Kevin Hackshaw, Chief of Rheumatology and interim Associate Chair of Research in the Department of Medicine, Dell Medical School, was one of several prominent national speakers. On July 21st, he shared his personal journey to becoming a rheumatologist as well as tips for success in medical school and developing a research-based career.

## SPOTLIGHT

### Congratulations!



A dozen faculty, trainees, students, and staff were honored for their contributions to our community on April 25th at the Annual Celebration of Diversity. 2022 "Pioneers in Diversity" were recognized at the event. **Dr. Maria Lame**, an Assistant Professor of Clinical Emergency Medicine, who was awarded the Bruce Laine Ballard, MD Award for Excellence in Mentorship. Third-year radiology resident, **Dr. Michelle Lee**, was recognized with the Louis Wade Sullivan, MD Award for Excellence in Public Health Advocacy. Weill Cornell Medicine alumni **Dr. Dakotah Lane** and **Dr. Cristina Toledo-Cornell**, who both graduated in 2013, were honored with the Marie Metoyer, MD Award for Excellence in Community Service. Weill Cornell Medicine students **Chimsom Orakwue** and **Josue Barnes** received the Ida Sophia Scudder, MD Award for Excellence in Public Service. **Daisy Torres-Baez, MS**, received the Administrative Staff Award.

**Dr. Fabrizio Michelassi**, Chairman of the Department of Surgery and the Lewis Atterbury Stimson Professor of Surgery, was presented with the Jessica M. and Natan Bibliowicz Award for Excellence in Mentoring Women Faculty.

During the celebration, Ritu Banga Healthcare Disparity Research Award recipients were also recognized: **Dr. Pinkal Desai**, Assistant Professor of Medicine; **Dr. Lindsey Reif**, Instructor of Clinical Epidemiology in Medicine; **Dr. Deirdre Sawinski**, Assistant Professor of Medicine (interim); and **Dr. Lily Yan**, Global Health Research Fellow.

## SPOTLIGHT

### Congratulations!



**Ruth Gotian, EdD**

Congratulations to Ruth Gotian, EdD, Assistant Professor of Education in Anesthesiology, for being awarded an Honorable Mention for the #SheforShe Award at the 2021 Women in Medicine Summit. The awards are given to those who exemplify the qualities of perseverance, resilience, leadership and/or allyship in medicine.



**Lisa Newman, MD**

Congratulations to Lisa Newman, MD, Interim Assistant Professor of Surgery for being chosen as a recipient of the Victoria's Secret Global Fund for Women's Cancers 2022 Meritorious Award. The award recognizes her for significantly advancing the understanding of the etiology of breast cancers in African and African American women through an innovative and groundbreaking international program focusing on the study of triple negative breast cancer in women with African ancestry.



**Greta Strong, EdD**

Congratulations to Greta Strong, EdD, Assistant Professor of Community Outreach Teaching in Neurology, on receiving the One Hundred Black Men, Inc. of New York (OHBM) Global Citizen Award. The award acknowledges Dr. Strong's outstanding efforts in creating opportunities for Black and Brown scholars in achieving their undergraduate and graduate studies.



## SPOTLIGHT

### Congratulations!

#### 2022 Dr. James Curtis Scholarship Recipient



National Medical Fellowships (NMF) was proud to award Dr. Raul Martinez-McFaline as the 2022 recipient. Established by Weill Cornell Medicine in honor of NMF alumnus Dr. James Curtis, this Scholarship awards \$5,000 to one 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.

Dr. Raul Martinez-McFaline, is a graduate of the Weill Cornell/Rockefeller/Sloan Kettering Tri-Institutional MD-PhD Program. Throughout his time at Weill Cornell, he was heavily involved in the Latino Medical Student Association (LMSA) at both the local and regional levels. In addition, Dr. Martinez-McFaline served on the WCM Board of Fellows, promoting the diversity mission across the institution.

### FOND FAREWELL



**Chantel Gooding**

We are saddened to announce that Daisy Torres-Baez, MS, Diversity Programs Coordinator for DCoE and Chantel Gooding, Diversity Coordinator in the Office of Student Life and Student Diversity, have moved on to other opportunities. We thank them for all their service to our community, and wish them all the best!



**Daisy Torres-Baez, MS**

## UPCOMING EVENTS

# WOMEN PHYSICIANS OF NYP SYMPOSIUM

## PLEASE SAVE THE DATE

**Tuesday, September 20, 2022**

This event will be held virtually and in person.

**12:00 p.m. - 1:00 p.m.** In-person registration and lunch

**1:00 p.m. - 6:00 p.m.** Program

**6:00 p.m. - 7:00 p.m.** In-person cocktail reception

In-Person Option:

JW Marriott Essex House New York

160 Central Park South

New York, NY 10019

### ABOUT OUR GUEST SPEAKER:

### Sally Helgesen

Sally Helgesen, cited in *Forbes* as the world's premier expert on women's leadership, is an internationally bestselling author, speaker, and leadership coach. She has been named by Thinkers50 as one of the world's top 20 coaches and ranked #6 among the world's thought leaders by Global Gurus. Helgesen's books include the most recently published *How Women Rise*, co-authored with Marshall Goldsmith; *The Female Advantage: Women's Ways of Leadership*; *The Female Vision: Women's Real Power at Work*; and *The Web of Inclusion*.

### Invitation to follow

For more information, please contact Ferris Costa at [fcosta@nyp.org](mailto:fcosta@nyp.org) or (917) 697-7495



## 2023-2024 Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM)

To apply for funding support, please submit all nomination materials to the following link by:

Monday, September 19th at 11:59pm

**LINK: 2023-2024 ELAM**

Dear Faculty,

Please note that applications are now open for the **2023-2024 Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM)**, a faculty development program for senior women leaders in academic medicine. ELAM offers an intensive one-year program of leadership training with extensive coaching, networking and mentoring opportunities aimed at expanding the national pool of qualified women candidates for leadership in academic medicine. Each year, Dean Choi nominates up to two women from WCM to the ELAM program.

For additional information regarding the ELAM program please see attachment above or you can also go to their website at:

<https://drexel.edu/medicine/academics/womens-health-and-leadership/elam/>

All interested candidates should submit the following information for review by a selection committee:

Eligible ELAM candidates must:

1. Hold the rank of associate professor or professor for at least two years
2. Have administrative and leadership experience and seek addition leadership role within WCM

Required materials:

1. **Two** recommendation letters (one from the applicant's chair or direct supervisor and the other from a senior colleague - preferably outside of the applicant's department)
2. Candidate's CV
3. Personal statement of your career goals and why participating in this program will help you achieve these goals.

WCM will fully sponsor accepted applicants registration fee plus travel and lodging for the program sessions.

### **INSTRUCTIONS FOR ELECTRONIC SUBMISSION**

Please submit the above items in the order listed above as **one PDF DOCUMENT** saved as: *lastname.firstinitial\_2023ELAM.pdf*

**(example: Calle.L\_2023ELAM)**

Please note **no extensions** will be granted.

## UPCOMING EVENTS

### **AAMC Mid-Career Minority Faculty Seminar**

**October 13-15, 2022**

**AAMC Headquarters Washington, DC**

The AAMC Mid-Career Minority Faculty Seminar is a leadership development program designed specifically for mid-career faculty who aspire to leadership positions in academic medicine. This unique blended-learning program takes a culturally responsive approach to address the specific needs of the participants including small group mentoring sessions and a CV review for career development planning. This Seminar consists of both virtual learning sessions/webinars and an in-person two and a half-day event.

#### **Who Should Attend?**

Individuals at the associate professor level who aspire to leadership positions in academic medicine.

[Click Here For More Information and Registration](#)

## EXTERNAL DEVELOPMENT OPPORTUNITIES

### **NIH Notice of Special Interest (NOSI): Diagnostics and Disease Management Tools for Use in Underserved Populations**

**Due dates on or after February 5, 2022 and subsequent receipt date through July 6, 2025**

The NHLBI seeks R01 applications for **diagnostics and disease management tools** that have the power to deliver breakthroughs to enable prevention and treatment of heart, lung, blood and sleep diseases in underserved communities.

For More Information and To Apply [Click Here](#)

## RESOURCES

# COVID-19

Latest Updates >

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 web page. 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](https://medicaleducation.weill.cornell.edu/student-resources/counseling@med.cornell.edu)

### WCM STAFF

<https://wcmcentral.weill.cornell.edu/covid19>

## RECOMMENDED READS

**"Black Voices in Gastroenterology and Hepatology"**

**Nature Reviews**

**Contributors:** Joan A. Culpepper-Morgan, Alexandra Guillaume, Jeremy Louissant, Renee Williams

[Access Link](#)

**"Hiding in Plain Sight: How Incorporating Honest Discussion of Racial and Social Injustice Into Medical Education Can Inspire Change"**

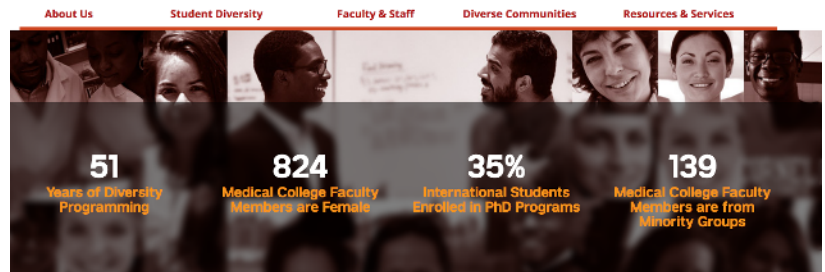
**Clinical Imaging**

**Contributors:** Lauren K. Kroner, Michelle Lee, Huber David Jaramillo Gil, Robert J. Min, Kemi Babagbemi

[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](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)\*\***

**Editors: Dr. Linnie Golightly and Patricia Philippe**