



Diversity Week

April 23-28, 2018

**Weill Cornell
Medicine**

Welcome

Welcome to Weill Cornell Medicine's inaugural Diversity Week!

We are excited to engage all members of our diverse community in the week's events. A variety of lectures and activities will showcase cutting-edge scholarship and initiatives focused on enhancing diversity and reducing healthcare disparities both on campus and nationwide.

Weill Cornell Medicine is proud to be a community made up of diverse individuals. We believe that diversity in all its forms—regardless of whether or not one identifies personally as a member of a particular group—is essential to achieving excellence in patient care, research, and education. Diversity and gender equity, both in our student body and in the workforce, will enable us to develop new and better solutions to the complex problems we face in medicine and healthcare.

Weill Cornell Medicine is committed to advancing diversity and inclusion within academic medicine, during Diversity Week and throughout the year. Thank you for joining us this week as we celebrate the rich and varied backgrounds and perspectives that we bring to all our endeavors.

Sincerely,



Augustine M.K. Choi, MD

Stephen and Suzanne Weiss Dean
Weill Cornell Medicine
Provost for Medical Affairs
Cornell University



The Office of Diversity and Inclusion is thrilled to launch Weill Cornell Medicine's first-ever Diversity Week. Diversity is an institutional priority at Weill Cornell Medicine that informs all aspects of our mission to care, discover, and teach. Diversity Week celebrates the many different initiatives and individuals that are moving us closer to greater equity in patient care, biomedical discovery, and medical and graduate education each day.

We are delighted to welcome Dr. Hannah Valentine, the Chief Officer for Scientific Workforce Diversity at the National Institutes of Health, who will be delivering a keynote address on April 23. Diversity Week will feature a series of departmental grand rounds, an awards ceremony and reception to honor excellence in diversity, the annual Women in Global Health Research Initiative Scientific Conference, our annual Family Day for medical students, and many other seminars and activities.

Weill Cornell Medicine has a wide variety of initiatives that support women, men, the LGBT community, and individuals from diverse, underrepresented, and disadvantaged backgrounds in science and medicine. We thank everyone across our institution for their efforts to achieve greater equity and inclusiveness within academic medicine and for their help in making Diversity Week a success.

Sincerely,



Rache M. Simmons, MD and Linnie M. Golightly, MD
Associate Deans, Office of Diversity and Inclusion



Agenda

Monday, April 23, 2018

- 7:00 AM – 8:00 AM **Transgender Care for the Genitourinary Specialist: Current Practice and Future Considerations**
Urology Grand Rounds | B-307
Sarah Huber, MD
Fellow, Department of Urology
Weill Cornell Medicine
- 8:00 AM – 9:00 AM **Gender-Related Differences in Thoracic Aortic Aneurysm and Dissection**
Cardiothoracic Surgery Mortality & Morbidity Conference | M-407
Berhane Worku, MD
Assistant Professor of Clinical Cardiothoracic Surgery
Weill Cornell Medicine
- 8:00 AM – 9:00 AM **Unequal Care: Causes and Solutions for Surgical Disparities in 2018**
Surgery/Neurological Surgery Grand Rounds | Uris Auditorium
Adil Haider, MD, MPH
Kessler Director, Center for Surgery and Public Health
Brigham and Women's Hospital, Harvard Medical School
- 9:00 AM – 10:00 AM **Meet and Greet with Dr. Adil Haider** | A-126
- KEYNOTE ADDRESS**
- 12:00 PM – 1:00 PM **NIH Addresses the Science of Diversity: Focusing on Institutional Change**
Uris Auditorium
Hannah Valantine, MD, MRCP
NIH Chief Officer for Scientific Workforce Diversity
Senior Investigator, NIH National Heart, Lung, and Blood Institute
Co-hosted with the Weill Cornell Graduate School of Medical Sciences
- 2:00 PM – 3:15 PM **Meet and Greet with Dr. Hannah Valantine**
Belfer Research Building 204-A/B/C
- 5:00 PM – 6:00 PM **Achieving Racial/Ethnic Diversity for Medical School Faculties**
Obstetrics and Gynecology Grand Rounds | *Uris Auditorium*
Henry W. Foster, Jr., MD
Professor Emeritus, Department of Obstetrics and Gynecology
Meharry Medical College
- 6:00 PM – 8:00 PM **Diversity Awards Ceremony and Reception**
Griffis Faculty Club

Tuesday, April 24, 2018

- 8:30 AM – 9:30 AM **Health Equity: Improving the Healthcare Ecosystem through Promotion of Cultures of Inclusion**
Pediatrics Grand Rounds | *Uris Auditorium*
Yewande J. Johnson, MD
Assistant Professor of Anesthesiology and Critical Care Medicine
George Washington University School of Medicine & Health Sciences
- 10:30 AM - 11:15 AM **Women in Research: Progress Through Collaboration**
Women in Global Health Research Initiative Scientific Conference
Register at womenglobalhealth.com/conference | Griffis Faculty Club
Judith Currier, MD
Chair, AIDS Clinical Trials Group
Professor of Medicine
David Geffen School of Medicine at UCLA
- 12:00 PM – 1:00 PM **R₀ and the Culture Club Paradox in Diversifying the Biomedical Sciences Faculty**
Microbiology & Immunology Grand Rounds | *A-250*
Avery August, PhD
Professor of Immunology
Cornell University
- 1:45 PM - 2:30 PM **Preventing HIV Infection in Women: Success and Challenges**
Women in Global Health Research Initiative Scientific Conference
Register at womenglobalhealth.com/conference | Griffis Faculty Club
Quarraisha Abdool-Karim, PhD
Associate Scientific Director, CAPRISA
Professor in Clinical Epidemiology
Columbia University Mailman School of Public Health
- 4:45 PM - 5:30 PM **The Next Generation of Female Global Health Leaders**
Women in Global Health Research Initiative Scientific Conference
Register at womenglobalhealth.com/conference | Griffis Faculty Club
**Dr. Quarraisha Abdool-Karim, Dr. Bob Bollinger,
Dr. Judith Currier, Dr. Daniel Fitzgerald**
- 5:00 PM – 6:00 PM **Students and Residents with Children: Career Planning and Resources** | *Weill Auditorium C-200*
Laura Forese, MD
Executive Vice President, Chief Operating Officer
NewYork-Presbyterian
Caitlin Hoffman, MD
Assistant Professor of Neurological Surgery
Dana Zappetti, MD
Associate Dean (Student Affairs)
Assistant Professor of Medicine
Elizabeth Arleo, MD
Associate Professor of Radiology
Ian Drexler, MD
Assistant Professor of Radiology
Weill Cornell Medicine
- 7:00 PM – 8:00 PM **Meet and Greet with Dr. Charles D. Howell**
*Cornell Center for Health Equity and the Department of Medicine
Petaluma, 1356 1st Avenue*

Agenda

Wednesday April 25, 2018

- 8:00 AM – 9:00 AM **Management of Chronic Hepatitis C Infections**
Medicine Grand Rounds | *Uris Auditorium*
Charles D. Howell, MD
Professor and Chairman, Department of Medicine
Howard University College of Medicine
- 11:00 AM – 12:30 PM **Issues of Diversity in Psychiatry: A Panel Discussion**
Psychiatry Grand Rounds | *Uris Auditorium*
Anna Fels, MD
Clinical Associate Professor of Psychiatry
Alexandra Tatum, MD
Chief Resident in Psychiatry
Khadijah Booth Watkins, MD
Assistant Professor of Clinical Psychiatry
Jess Zonana, MD
Assistant Professor of Clinical Psychiatry
Weill Cornell Medicine
- 12:00 PM – 1:00 PM **The Good That Diversity Produces**
Medical Ethics in Medicine | *A-250*
Inmaculada de Melo-Martin, PhD
Professor of Medical Ethics in Medicine
Weill Cornell Medicine
- 12:30 PM – 1:30 PM **Gender Diversity in Radiology**
Radiology Grand Rounds | *A-950*
Lucy Spalluto, MD
Assistant Professor of Radiology and Radiological Sciences
Vanderbilt University School of Medicine
- 1:00 PM - 2:00 PM **Racial Disparity in Healthcare: The Case of Joint Replacement Utilization**
Healthcare Policy and Research Grand Rounds | *A-250*
Said A. Ibrahim, MD, MPH, MBA
Chief, Division of Healthcare Delivery Science and Innovation
Weill Cornell Medicine
- 3:00 PM – 4:00 PM **LGBT Health Advocacy in Academic Medicine**
Weill Auditorium C-200
John Paul Sanchez MD, MPH
Associate Dean, Diversity and Inclusion
Rutgers New Jersey Medical School
- 4:00 PM – 5:00 PM **Meet and Greet with Dr. John Paul Sanchez** | *E-115*

5:00 PM – 6:00 PM **Unconscious Bias**
Faculty Development | *Griffis Faculty Club*
Erika Abramson, MD
Assistant Professor of Healthcare Policy and Research
MacKenzi Nicole Hillard, MD
Assistant Professor of Clinical Pediatrics
Joy Deanna Howell, MD
Associate Professor of Clinical Pediatrics
Weill Cornell Medicine

Thursday, April 26, 2018

10:00 AM – 11:00 AM **Gender Diversity in Radiation Oncology**
Radiation Oncology Grand Rounds | *A-950*
Onyi Balogun, MD
Assistant Professor of Clinical Radiation Oncology
Weill Cornell Medicine

12:00 PM – 1:00 PM **Microaggression** | *A-950*
Ruth Gotian, EdD, MS
Administrative Director, Tri-Institutional MD-PhD Program
Weill Cornell Medicine

1:00 PM – 2:00 PM **Making Information Technology Accessible for People with Disabilities** | *A-250*
Dan Dickinson
Associate Director, Web Communications
Weill Cornell Medicine

3:00 PM – 4:00 PM **Experiences of First-Generation Students at Elite Campuses**
Olin Hall Lounge
Keith LaScalea, MD
Associate Professor of Clinical Medicine
Weill Cornell Medicine
Maria Papadakis, EdD
Program Manager, Gender and Sexuality Studies
Princeton University

4:30 PM – 7:30 PM **Fair Play: A Virtual Game to Break the Bias Habit**
Griffis Faculty Club
Christine Pribbenow, PhD
Senior Scientist
Molly Carnes, MD, MS
Jean Manchester Biddick Professor of Women's Health Research
Donald D. Dantzer, MEd
Outreach Specialist
University of Wisconsin-Madison

5:30 PM – 6:30 PM **Saving More Than Vision: What Every Ophthalmologist Needs to Know about Intimate Partner Violence**
Ophthalmology Grand Rounds
1305 York Ave, 2nd floor, Selma Ruben Conference Center, Room C
Erin Shriver, MD
Clinical Associate Professor of Ophthalmology and Visual Sciences
University of Iowa Carver College of Medicine

Agenda

Friday, April 27, 2018

- 10:00 AM – 11:30 AM **Diversity and Inclusion from a Staff Perspective**
Human Resources
402 E. 67th Street, Conference Rooms C1: A-B
Jamal Lopez, Moderator
Associate Director, Employee Relations & Development
Cindy Chen
Manager, Project Management Office
Mark Enright
Assistant Director, Physician Organization Administrative Services
Odell Jones, Jr.
Assistant Director, Human Resources Systems & Analytics
Saadia Malik
ITS Senior Department Liaison
Lavet Velez
Associate I, Project Management Office
- 12:00 PM - 7:00 PM **Family Day** | *Various locations*
Open to medical students and their families only.

Saturday, April 28, 2018

- 9:00 AM – 4:00 PM **Closing the Representation Gap**
Uris Auditorium and A-950
Black & Latino Men in Medicine Conference
RSVP at <https://bit.ly/2DZtRk5>



For additional information on Diversity Week events and speakers, visit:

<https://diversity.weill.cornell.edu/events/wcm-diversity-week-23rd-28th-april-2018>.

Keynote Address



Hannah Valantine, MD, MRCP

NIH Chief Officer for Scientific Workforce Diversity
Senior Investigator, NIH National Heart, Lung, and Blood Institute

NIH Addresses the Science of Diversity: Focusing on Institutional Change

Monday, April 23, 2018 | 12:00 PM – 1:00 PM

Uris Auditorium

*Co-hosted with the Weill Cornell Graduate School
of Medical Sciences*

Abstract: NIH's first Chief Officer for Scientific Workforce Diversity Dr. Hannah Valantine will describe NIH's current approach and activities related to enhancing scientific workforce diversity. She will highlight four main diversity challenges facing biomedicine: Advancing scholarship of the science of diversity; Using a data-driven scientific approach to understand diversity drivers and outcomes; Studying and mitigating the role of sociocultural factors in recruitment, retention, and career advancement; and Sustaining future workforce diversity. She will also highlight development and use of the NIH Scientific Workforce Diversity Toolkit, a free, downloadable interactive resource institutions can use to help advance their own faculty diversity. The toolkit guides users through evidence-based interrelated activities that her office is currently using to enhance diversity in the NIH intramural research program. These include expanding diversity of the candidate pool, proactive outreach to diverse talent, mitigating bias in search processes, and developing/sustaining mentoring relationships. A key focus will be the need to advance institutional accountability for lasting change. Please visit the NIH Scientific Workforce Diversity website (<https://diversity.nih.gov>) and Dr. Valantine's blog (<https://diversity.nih.gov/blog>) for more information.

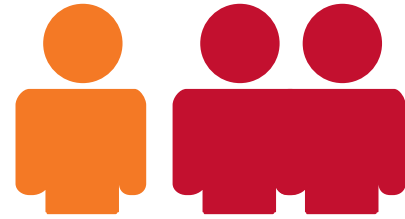
Biography: Dr. Hannah Valantine is the first NIH Chief Officer for Scientific Workforce Diversity, and a Senior Investigator in the Intramural Research Program at NIH's National Heart, Lung, and Blood Institute. Prior to arriving at NIH in April 2014, Dr. Valantine was Professor of Cardiovascular Medicine and the Senior Associate Dean for Diversity and Leadership at Stanford, a position she held since November 2004. She is nationally recognized for her transformative approaches to diversity and is a recipient of the NIH Director's Pathfinder Award for Diversity in the Scientific Workforce. She is currently leading NIH efforts to promote diversity through innovation across the NIH-funded biomedical workforce through a range of evidence-based approaches. Dr. Valantine maintains an active clinical research program that continues to have high impact on patient care. Current research extends her previous finding that an organ transplant is essentially a genome transplant, and that monitoring the level of donor DNA in a recipient's blood as a marker of organ damage will detect early stages of rejection. She is currently overseeing a multi-site consortium of mid-Atlantic transplant centers to validate these findings clinically toward the development of a non-invasive tool for detecting early signs of organ rejection.

Diversity Awards

The 2018 recipients of awards honoring exceptional contributions to diversity at Weill Cornell Medicine will be recognized at the:

Diversity Awards Ceremony and Reception

Monday, April 23, 2018 | 6:00 PM – 8:00 PM | *Griffis Faculty Club*



Dean's Diversity and Healthcare Disparity Research Awards

The inaugural Dean's Diversity and Healthcare Disparity Research Awards will support excellence in research to improve the health of underrepresented minorities and/or reduce health disparities in healthcare systems and in clinical settings, either locally or globally. This year's recipients will present posters of their research at the Diversity Awards Ceremony and Reception.

Dean's Diversity Scholarships

Starting in 2018, full-tuition Dean's Diversity Scholarships will be awarded to two accepted medical students annually in order to support the diversity of the student body. This new program will be formally announced at the Diversity Awards Ceremony and Reception.

Laurie H. Glimcher, MD Award for Excellence in Mentoring Women

The Laurie H. Glimcher, MD Award for Excellence in Mentoring Women recognizes outstanding men and women faculty at Weill Cornell Medicine who demonstrate commitment to advancing the academic careers of women in the areas of clinical care, research, or education. The individual must have a track record of providing strong mentorship, as well as fostering a nurturing and supportive environment for all faculty.

2018 recipient: **Mary E. Charlson, MD**, William T. Foley Distinguished Professor of Medicine

Pioneers in Diversity Awards

The **Ida Sophia Scudder, MD Award** for Excellence in Public Service recognizes an MD, PhD, MD-PhD, or PA student who has made significant contributions in the field of community service and providing care to the underserved.

2018 recipients: **Rolake Alabi**, Tri-Institutional MD-PhD student, class of 2018
Eric Kutscher, MD student, class of 2018

The **Bruce Laine Ballard, MD Award for Excellence in Mentorship** is presented to a faculty member who demonstrates a commitment to improving student life and to fostering a nurturing and supportive environment where students are able to thrive and succeed.

2018 recipient: **Anthony Ogedegbe, MD**, Assistant Professor of Clinical Medicine

The **Louis Wade Sullivan, MD Award for Excellence in Public Health Advocacy** honors a resident or postdoctoral fellow who has been an outspoken champion for health promotion and a public health advocate, especially for medically underserved populations.

2018 recipient: **Maurice Hinson, MD**, Resident in Internal Medicine, NYP/WCMC

The **Administrative Staff Award** recognizes staff members who embody the spirit of cultural diversity and service. This award honors staff members who have gone beyond the call of duty to make sure the environment is inclusive, engaging and welcoming, and whose efforts may often go unnoticed.

2018 recipient: **Sharon Brooks**, Curriculum Assistant





Weill Cornell Medicine

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