

# Recruitment, Retention and Professional Development

We recognize efforts to reverse longstanding exclusionary practices requires intentionality and a commitment to fortifying new pathways for historically underrepresented groups to enter the healthcare workforce and succeed in their professional development. Our programs support:

## Middle and High School Students

- Participation in annual career fairs at local schools (Luisa Dessus Cruz, Middle School 302; Immaculate Conception School)
- Launch of Health Professionals In Training in collaboration with the Stanley M. Isaacs Neighborhood Center at Innovation Charter High School
- Regular engagement in BIG RED STEM DAYS

## Medial Students

- Sessions in preparation for the transition to the clinical curriculum
- Sponsored minority visiting clerkship that allows underrepresented pediatric medical students formative exposure to general and subspecialty pediatric care at our affiliated institution, NewYork-Presbyterian Komansky Children's Hospital

## Graduate Medical Education

- The PMHC supports underrepresented trainees by building community and comradery, supplemental mentorship and professional development and engagement in the residency recruitment process
- LGBTQ+ Allies Affinity Group
- Diversity Center of Excellence Mentorship Cascade



## Faculty Recruitment and Development

- As we make progress recruiting more faculty from diverse backgrounds we provide targeted support in the form of community building, resourcing external professional development, and participation in departmental junior faculty mentorship programs



# Health Equity and Community Engagement

We have a longstanding commitment to understanding and supporting the needs of the communities we serve through a variety of partnerships and collaborations. As a department we seek to engage with schools and organizations that specifically address the needs of children and their families.

- Vaccine education and administration events across the city at local churches and community organizations and at Innovation Charter High School in collaboration with the Stanley M. Isaacs Neighborhood Center
- Health for Life
- Community education sessions at Lenox Hill Neighborhood House
- Engagement in health fairs (Twist and Sprout)
- Women's Career Panel for students and parents at Innovation Charter High School



# Weill Cornell Medicine Pediatrics

## Diversity, Equity, and Inclusion in Pediatrics

### Our Mission

To promote an environment that champions diversity in all forms, including race, ethnicity, gender, gender identity, sexual orientation, age, ability, socioeconomic strata, religious belief, and culture.

Our Vision is to cultivate a team that has knowledge of the health impacts of both the historical and current institutional and societal forces, markets, and health care delivery systems needed to fully care for the children and families of New York City and beyond.



*"I was personally and professionally delighted when I was invited to serve as departmental diversity champion, in response to the charge issued by Dean Augustine Choi to department chairs across the institution. Additionally, I was grateful to be resourced with the time and aegis as Vice Chair of Diversity, to design and implement a comprehensive diversity strategic plan. The goal of our strategic plan is to foster a learning and working environment where everyone in Pediatrics, irrespective of background, could find belonging, thrive, and succeed. Additionally, we seek to advance equity in patient care and to meaningfully engage with the communities we serve. Our programming and initiatives have expanded and matured over the past several years such that our department is situated among the diversity vanguards at Weill Cornell Medicine."*

— Joy D. Howell, MD  
Vice Chair for Diversity in Pediatrics and Assistant Dean of Diversity and Students Life.



The Pediatric Diversity Coalition (PDC), comprised of individuals from underrepresented as well as majority backgrounds, is committed to advancing diversity, equity, inclusion, and belonging (DEIB) within the Pediatrics community.



Joy Howell, MD  
Vice Chair for Diversity, PDC Chair

Sallie Permar, MD, PhD  
Chair, Department of Pediatrics

### Members:

- |                     |                   |
|---------------------|-------------------|
| Jennifer DiPace, MD | Zenna Solomon, MD |
| Susan Bostwick, MD  | Susan Alderton    |
| Alexandra Licon, MD | Kenisha Dolsingh  |
| Nicole Kucine, MD   | Lilian Cohen, MD  |
| Mary Jo Ward, PhD   | Abie Iyare, MD    |
| Jane Chang, MD      | Ilene Cruz        |
| Melanie Taylor, MD  |                   |
| Zoltan Antal, MD    |                   |
| Kristin Barbour, MD |                   |
| Veronica Ortiz, MD  |                   |







*“Diversity, equity, and inclusion is at the forefront of all of our academic missions in the department, from providing equitable care across all our patient populations, to researching strategies to combat social determinants of health and reduce disparities in children’s health outcomes, as well as fostering a learning environment that is both diverse and inclusive. Diversifying medical providers, the diseases and populations they study, and how we teach and learn strategies to improve care will only benefit all aspects of children’s health.”*

— Sallie Permar, MD, PhD,  
Chair of the Department of Pediatrics



## Climate and Education

Education around matters of diversity, equity and inclusion is critical in promoting inclusion excellence and a climate of belonging for all. The Pediatric Diversity Coalition (PDC) and Pediatric Minority Housestaff Committee (PMHC) were established in 2017 to ensure our department fulfills our DEI mission and supports our faculty, staff and trainees.

Since the launch of our DEI program, the number of diversity-related sessions have steadily increased and have included presentations by national leaders such as Drs. David Acosta, Joseph Wright, and William McDade among others.

**Grand Rounds and Professors Rounds topics have included:**

- Transformative Pediatrics & Systems Change
- COVID Disparities
- Anti-Asian Bias
- Optimal Care for Gender Diverse Youth
- Strengths-based Interventions to address Childhood Obesity and Type 2 Diabetes in Native American Communities
- Healthcare Disparities
- Race and Racism in Medicine
- Diversity in Medical Education

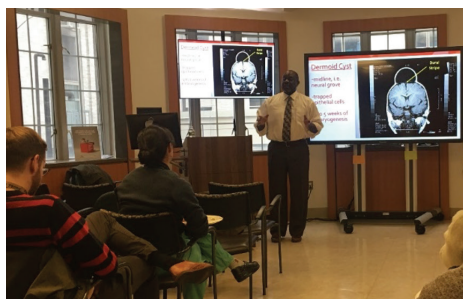


There are three main domains of the Weill Cornell Medicine Department of Pediatrics strategic plan for diversity, equity and inclusion excellence. These include:

### Climate and Education

### Recruitment, Retention, and Professional Development

### Community Engagement and Health Equity



In 2020, the Vice Chair launched the Race, Equity and Social Justice (RESJ) learning series. The sessions are co-facilitated by external social justice educators and sociologists with expertise in the intersections of race, gender, and socioeconomic strata. This curriculum includes:

- Individual and Group identity
- Dynamics of Oppression
- Bias and Interruption Strategies
- Racial Identity, Socialization, and Experiences
- Race in Medicine
- Gender Equity
- Gender Identity, Sexuality and Gender Identity Equity
- Nationality and Citizenship
- Antisemitism, islamophobia, and Diverse Faith Traditions
- Structural Competency



### Pediatric Minority Housestaff Committee (PMHC)

The PMHC is comprised of residents and fellows from backgrounds underrepresented in medicine (URIM) and supported by underrepresented faculty. The group serves to provide an additional layer of community, support, and camaraderie for our trainees. The committee is chaired by a junior or senior resident who works closely with the Vice Chair of Diversity and committee members to address areas such as community building, professional development, and residency recruitment.



*“The Pediatric Minority Housestaff Committee has meant community and encouragement during the transition into residency. Since day 1, it has provided a forum for honest, transparent conversation around the very real experiences and challenges facing providers of color in the medical field and I have been so grateful for the members of this community since starting residency.”*

— Narissa Williams, MD, PGY 1 Pediatric Intern



*“I knew I’d be amongst a group of people who were excited to foster my development and growth.”*

— Anu Bakare-Okpala, MD, PGY-2  
Pediatric Resident



*“One of my favorite things about Weill Cornell Medicine is the Continuity Clinic in Queens. Being the most diverse borough I get to see patients from all over the world.”*

— Alexandra (Sasha) Licon, MD, PGY-3  
Pediatric Resident