



2021 ANNUAL REPORT

DIVERSITY, EQUITY AND INCLUSION



Weill Cornell Medicine
Radiology

Table of Contents

Message from the Chair	3
Introduction.....	4
Mission	5
DEI Vice Chair’s Office.....	6
DEI Goals, Activities, and Initiatives	7
DEI Faculty Leadership.....	8
Care	9
Diversity Visiting Student Acting Internship Program	11
Faculty Recruitment	13
Resident Recruitment.....	14
Community Outreach	15
Discover	16
Radiology Health Equity Lab.....	18
IBREATHE	19
Diversity Rad.....	19
Teach	20
John A. Evans Alumni Society Symposium	22
Diversity Grand Rounds.....	24
Racial Social Justice Book Club.....	25
COVID19 Worldwide Community Education.....	27
Diversity, Equity and Inclusion Training	28
Resident Highlights	29
Miscellaneous.....	31
Vision	36

Message from the Chair



The Department of Radiology is committed to building and strengthening a culture of diversity, equity, and inclusion for all its members. We count on our administrators, physicians, trainees, nurses, imaging center staff, patient navigators, schedulers, reading room coordinators, information systems staff, and all others to help make every aspect of our department more equitable—including trainee admissions, faculty hiring, education, mentorship, research and patient care. Our goal has been to establish and sustain strategies that advance belonging and innovation across the entire department. This year, we are particularly proud of the success of our Diversity Visiting Student Acting Internship Program, through which we have seen what the future of radiology will look like. In addition, we are excited to welcome a diverse group of faculty and residents that will no doubt help enrich our department for years to come. Moreover, the research projects that our faculty have rigorously pushed forward demonstrate our growing interest in creating a more equitable and accessible medical world. Reutilizing preexisting programs, such as the John A. Evans Alumni Society Symposium and our Grand Rounds to include and prioritize diversity has shown to reinvigorate our conversations and knowledge. On the other hand, we have created new programs, such as the Racial Social Justice Book Club Seminar Series, which has challenged us to face truths and seek solutions to dire issues in our communities. These and many other initiatives inspire us to look to the future with hope while making us acutely aware of our responsibility to advance knowledge, spark innovation, and create sustainable communities by supporting and extending diversity, inclusion, and equity across the medical field.

Introduction

We are pleased to share with you the first-ever Annual Report on Diversity and Inclusion at the Department of Radiology at Weill Cornell Medicine. The last two years have had a devastating and profound impact on the world. During the COVID-19 pandemic, the murder of George Floyd ignited global attention to police brutality and systemic racism. In addition, the disparate impact of the pandemic on Black, Brown and Indigenous communities in the United States pointed to a history of medical racism, inequality in healthcare access, and racial disparities in health determinants and outcomes. Our department's earnest obligation to the communities it serves led to a concerted and orchestrated effort that brought necessary awareness and transformative action which have shaped the ways in which we provide care, engage in discovery, and teach the future generations of physicians. Along the way, we have learned that elevating equity, achieving diversity, and leading inclusively require a communal and collective effort that invites us to lead with passion and bravery as well as vulnerability and discomfort. In this regard, we would like to thank our departmental and institutional leaders whose steadfast commitment to and stalwart support of diversity, equity and inclusion have made this all possible.

With sincere appreciation,

DEI Vice Chair's Office

Mission

The Department of Radiology seeks to improve the representation of residents, fellows, faculty, and staff from all backgrounds and underrepresented communities within the field of medicine. We hope to foster and nurture a culture of inclusive excellence where members of our department (irrespective of age, race, ethnicity, gender identity, sexual orientation, religion, and socioeconomic status) can thrive, succeed, and inspire others to do the same. We hold ourselves accountable to this intentional vision by: building an inclusive and integrated community; creating safe and brave spaces that nurture dialogue; denouncing underprivilege and marginalization; valuing the unique perspectives, strengths, and critical inquiries of each member of our department; fostering an environment in which everyone can celebrate their individuality; facilitating a new generation of ideas and leaders that embrace equity and mutual respect; engaging with diversity across the local, regional, and global landscapes; and embracing decolonial, antiracist, feminist and queer values.

DEI Vice Chair's Office



Dr. Kemi Babagbemi

Last spring, Dr. Kemi Babagbemi was appointed the first Vice Chair of Diversity Equity and Inclusion in the Department of Radiology. Ever since, she has worked closely with the Chairman of Radiology and the members of the Dean's Executive Council to develop a vision and a strategy to address issues of race, justice, dignity, and respect in the Department of Radiology. The core elements include education, recruitment, development of a robust and sustainable pipeline into Radiology and related fields (e.g., physics, engineering), and fostering relationships with communities to address inequities in patient access to healthcare and screening.



Dr. David Jaramillo Gil

To help implement best practices and procedures for building an inclusive environment among faculty and staff, the Department of Radiology welcomed Dr. David Jaramillo Gil as a Program Specialist in Diversity, Equity and Academic Affairs. He earned his doctorate in Latin American Cultures from CUNY, where he also served as Adjunct Lecturer, Administrative College Assistant, and Scholarly Communications Fellow. As a Program Specialist, he develops and coordinates all departmental initiatives and programs in DEI while providing support and guidance for physicians, trainees, and administrators in multicultural competence.

Strategic Goals

	Goals	Activities & initiatives
Short Term	<ul style="list-style-type: none"> * Develop specific diversity methodology for Radiology * Resident selection committee * Faculty search committee participation * Promotions and tenure committee * Formal and informal unconscious bias training for search committee members and department * Informal conversations on Race, Injustice and Meaningful Change in Radiology 	<ul style="list-style-type: none"> * Social and other activities for students, residents, faculty candidates (#, frequency, attendance) * Visiting professorships/ GR speakers/Virtual visiting faculty * Department wide diversity training * Internal mentorship of students, residents, faculty * Radiology creation of and participation in pipeline programs * Creating diversity Website /Highlighting currents areas of excellence * Presence at national AND regional meetings (SNMA, LMSA, NMA, etc.) * Strategic advertising
Intermediate Term	<ul style="list-style-type: none"> * Expand upon best practices to include new initiatives/program development * Integrate departmental initiatives across divisions * Formal Unconscious bias training for search committee members * Culturally competent patient care 	<ul style="list-style-type: none"> * Mentorship <ul style="list-style-type: none"> * Cultivating internal candidates from residencies and fellowships as potential faculty recruits * Networks for internal mentorship for minority faculty * Networks for external mentorship for minority faculty * Budget for external professional development for minority faculty (ex. AAMC conferences for women and minorities) * Climate Survey, training of staff, SPCs, Faculty, Resident and Fellows
Long Term	<ul style="list-style-type: none"> * Goal for residency diversity * Goal for faculty diversity * Culturally Competent care * Research 	<ul style="list-style-type: none"> * Resources for recruitment and retention * Departmental training on healthcare disparities specific to radiology * Continued mentorship
Metrics	<ul style="list-style-type: none"> * Resident recruitment <ul style="list-style-type: none"> * Holistic screening of minority applicants/ subcommittee for minority applicants * Residency interviews, # candidates interviewed # candidates ranked match-able range * # Residents recruited * Follow-up debrief/ survey with strongest minority applicants * Expanding the summer Diversity visiting acting internship elective * Minority recruitment weekend/ event * Faculty Recruitment/ Retention <ul style="list-style-type: none"> * Faculty interviews * Faculty recruited * Faculty promoted * Grand rounds presentations /speakers <ul style="list-style-type: none"> * Topics related AND Unrelated to diversity * Patient/Customer Service /Culturally Competent care <ul style="list-style-type: none"> * Community/Diversity Engagement * Hours of volunteerism surrounding diversity events, community organizations and pipeline programs * Presence at national meetings * Misc. <ul style="list-style-type: none"> * Exit surveys of residents, fellows and students * Exit surveys of faculty 	
Reporting Authority	Chairperson	

DEI Faculty Leadership

The department of radiology has core faculty members who are devoted personally and professionally to the department's vision and strategy to develop and nurture a community where everyone can reach their full potential.



Joseph Osborne MD, PhD

Chief of Molecular Imaging and Therapeutic Professor of Radiology at Weill Cornell Medicine
Attending Radiologist at NewYork-Presbyterian/Weill Cornell Medical Center

DEI Interests: Training and Mentoring of Underrepresented Minorities in Medicine



Katia Dodelzon, MD

Associate Professor of Clinical Radiology at Weill Cornell Medical College
Associate Attending Radiologist at NewYork-Presbyterian Hospital-Weill Cornell
Associate Program Director of the Radiology Residency Training Program
Associate Program Director of the Breast Imaging Fellowship Training Program

DEI Interests: Gender Diversity in Radiology, Breast Cancer Disparities, the Care of Queer and Trans Patients



Lauren Groner, DO

Assistant Professor of Clinical Radiology at Weill Cornell Medicine
Assistant Attending Radiologist at NewYork-Presbyterian Hospital-Weill Cornell.

DEI Interests: Racial and Socioeconomic Inequities in Lung Cancer Screening



Bill Schloss, MD

Assistant Professor of Clinical Radiology at Weill Cornell Medical College
Assistant Attending Radiologist at NewYork-Presbyterian Hospital-Weill Cornell

DEI Interests: The Care of Queer and Trans Patients



Jessica M. Peña, MD, FACC

Assistant Dean for Admissions at Weill Cornell Medicine
Assistant Professor of Medicine in Radiology at Weill Cornell Medicine
Assistant Professor of Medicine at Weill Cornell Medicine
Assistant Attending Physician at NewYork-Presbyterian Hospital-Weill Cornell

DEI Interests: Enrollment of Students who are Underrepresented in Medicine



Geraldine McGinty, MB, BCH, BAO

Senior Associate Dean for Clinical Affairs at Weill Cornell Medicine
Chief Strategy Officer of the Weill Cornell Medicine Physician Organization (WCPO)
Associate Professor of Clinical Radiology at Weill Cornell Medical College
Associate Professor of Clinical Population Health Sciences at Weill Cornell Medical College
Associate Attending Radiologist at NewYork-Presbyterian Hospital-Weill Cornell

DEI Interests: Diversity and Equity in Healthcare



Elizabeth Kagan Arleo, MD

Fellow of the Society of Breast Imaging (FSBI)
Professor of Radiology at Weill Cornell Medical College
Attending Radiologist at NewYork-Presbyterian Hospital-Weill Cornell
Editor-in-Chief of the journal *Clinical Imaging*

DEI Interests: Women Mentorship and Development



Bradley B. Pua, MD

Associate Professor of Radiology at Weill Cornell Medical College
Associate Professor of Radiology in Cardiothoracic Surgery at Weill Cornell Medical College
Associate Attending Radiologist at NewYork-Presbyterian Hospital-Weill Cornell

DEI Interests: Racial and Socioeconomic Inequities in Lung Cancer Screening



Care.



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“Of all of the forms of inequality, injustice in healthcare is the most shocking and inhumane”

Martin Luther King, Jr.

Diversity Visiting Student Acting Internship Program

To cultivate a more robust pipeline for Radiology, the department designed the Diversity Visiting Student Acting Internship which provides 4th-year medical students from backgrounds underrepresented in medicine and radiology with exposure to Radiology through a summer rotation.

This pipeline initiative engages underrepresented minorities in the field of Radiology and helps diversify the medical field by increasing the representation of and the opportunities for underserved communities. During this rotation, students are paired with a faculty and resident mentor and assigned to divisions of their choice. They have daily conferences, online modules, and telehealth visits. Lastly, they receive guidance on all aspects of the application process from the personal statement to the interviews. Due to the COVID19 pandemic the internship has remained virtual, but the in-person course when it resumes will provide living accommodations and a stipend at the completion of the course.

The current Acting Interns are Christine Nwoke, OMS4 at Lincoln Memorial University-DeBusk College of Osteopathic Medicine, and Simone Raiter, MS4 at Chicago Medical School at Rosalind Franklin University of Medicine & Science. Previous Acting Interns include Dr. Joseph A. Adedigba, PGY1 Resident at Tulane University, Dr. Jacqueline Koomson, PGY0 at Emory University, and Dr. Jolie Jean, PGY0 at WCM.

The Design and Preliminary Experience

In the spring, “The Design and Preliminary Experience with a Virtual Diversity Visiting Student Acting Internship in Radiology for Underrepresented Minority Medical Students” was published in *Academic Radiology*. Authored by many of the faculty involved in the program, the article speaks to the impact of the program on attitudes toward the field of Radiology as well as its contribution to diversifying the resident applicant pool.

Since its publication, the Diversity Visiting Student Acting Internship Program has been emulated nationwide by University Hospitals Cleveland Medical Center's Department of Radiology, University of Wisconsin-Madison's Department of Radiology, George Washington University School of Medicine and Health Sciences' MD Program, among others.

2021 Acting Student Interns



Christine Nwoke
2021 Acting Intern



Simone Reiter
2021 Acting Intern

2020 Acting Student Interns



Dr. Joseph A. Adedigba
Tulane University
Weill Cornell Nuclear
Medicine



Dr. Jacqueline Koomson
Emory University Radiology
Residency



Dr. Jolie Jean
Weill Cornell Medicine
Radiology Residency

Faculty Recruitment

In February 2021, the Department of Radiology was pleased to welcome **Dr. Delma Jarrett** to Weill Cornell Medicine. Dr. Jarrett graduated from Harvard University where she earned her A.B. in 1999 Magna Cum Laude and then attended Washington University School of Medicine earning her M.D. in 2003. Following an internship at Memorial Sloan Kettering, Dr. Jarrett trained as a resident in Diagnostic Radiology from 2004 to 2008 at Massachusetts General Hospital and then completed her fellowship in Pediatric Radiology from 2008-2009 at Boston Children's Hospital. Dr. Jarrett is a radiologist specializing in Pediatric Radiology.

That same month, **Dr. Silvina Paola Dutruel** became Assistant Professor of Clinical Radiology in the Department of Radiology. Dr. Dutruel attended the School of Medicine at Universidad de Buenos Aires where she obtained her M.D. degree with Honors in 2004. She then completed residency training in Diagnostic Radiology from 2004 to 2008 at Hospital Británico de Buenos Aires, Argentina. Dr. Dutruel completed fellowship training in Body MRI at NewYork-Presbyterian/Weill Cornell Medical College in New York City from 2012 to 2014. Subsequently she completed a three-year Nuclear Medicine residency in this same institution where she served as Chief Resident for two years. For her outstanding service to patients, she received the NewYork-Presbyterian Hospital Employee CARE award in 2016. Dr. Dutruel was invited to join the faculty and was appointed Assistant Attending of Radiology in July 2017.

Lastly, **Dr. Sandra Huicochea Castellanos** joined the Department of Radiology in August 2020. Dr. Huicochea Castellanos completed her undergraduate medical school training at the Teresa Martín School of Cuautla Morelos and attended medical school in the National Autonomous University of Mexico. Following a residency in Diagnostic Radiology at Salvador Zubirán National Institute of Health Sciences and Nutrition, she completed a fellowship in Breast Imaging. Then, following a fellowship in Oncologic Imaging at Memorial Sloan Kettering Cancer Center, she completed a residency in Nuclear Medicine. Dr. Huicochea Castellanos is a radiologist specializing in Nuclear Medicine.

The Department of Radiology is invested in the success of all three, and the achievements of URM faculty in general, and looks forward to the many ways in which they will enhance the academic environment at Weill Cornell Medicine.



Delma Jarrett, M.D.



Silvina Paola
Dutruel, M.D.



Sandra Huicochea
Castellanos, M.D.

Resident Recruitment

At the Department of Radiology, we are committed to increasing and supporting the diversity of residents by actively recruiting individuals from groups that are underrepresented in medicine.

We actively seek to attract and retain top medical talent that reflects the rich diversity of our city and the communities we serve. To do so, the Department of Radiology is an active participant of institutional recruitment efforts, such as the “Make Your Match: Residency Diversity Virtual Open House” and the “Graduate Medical Education Diversity Welcome Back”. At both events, in addition to the DEI Vice Chair’s Office, faculty members, chief residents, and residents of all postgraduate year levels shared their thoughts on our departmental and institutional commitment to high quality graduate medical education, diversity in medicine, and dedication to health equity. In addition, we conduct residency diversity outreach at conferences for the Student National Medical Association and the Latino Medical Student Association, and we have developed relationships with the Black and Latino Men in Medicine Initiative, Asian Pacific American Association and the South Asian Medical Student Associations. Furthermore, the resident selection and interview committee is now composed of diverse faculty who are required to undergo training in holistic review of applications and mandated to receive unconscious bias training.

Lastly, it is important to note that, after the Diversity Visiting Student Acting Internship Program launched in 2020, the residency programs saw a 7% increase in applicants from URM groups in the same application year. As such, the Diversity Visiting Student Acting Internship Program has helped increase interest from URM candidates in our department.

We seek to nurture the growth and promote the success of our residents, especially those who identify as URM, recognizing in their identities and experiences an invaluable asset to the Department of Radiology, Weill Cornell Medicine, and the medical field in general.



Community Outreach

To optimize community patient experience and preventative medical outreach, Dr. Brad Pua has led the expansion of our lung cancer screening program and consolidation of standards of practice across various sites at New York-Presbyterian Weill Cornell Medical Center.

The initiative is particularly aimed at reaching Black and Brown communities across the New York metropolitan area. The program first began by providing a mobile CT lung screening program to the Lower Manhattan community. Now, the initiative aims to expand across Brooklyn, Harlem and Queens. To do so, in addition to garnering support across NYP-WCM sites, Dr. Pua and his team have developed and maintained solid partnerships with community-based organizations and community leaders. The initiative ensures a shared decision-making process that shepherds each patient through screening, referral, and curative resection in an expeditious manner, making the entire process 2-3 weeks long. Furthermore, the initiative directs patients to cardiological services for high-risk coronary calcium and to pulmonary services for emphysema as well as incidental lung nodules.

Also, in August 2021, Dr. Geraldine McGinty was appointed Senior Associate Dean for Clinical Affairs. As part of her new role, Dr. McGinty will expand the clinical imprint of Weill Cornell Medicine among the diverse communities of New York City. By increasing interactions and engaging with patients from every socioeconomic status and ethnic background, our physicians and trainees will have more opportunities to offer compassionate and multiculturally-informed quality care to these diverse groups. Dr. McGinty is the founder of the RADxx Initiative, which fosters mentorship opportunities in Radiology, and she has received the Jessica M. and Natan Bibliowicz Award for Excellence in Mentoring Women Faculty. These and many other experiences inform her interest in promoting and enhancing clinical excellence and diversity while providing patients with the best possible care.

The Department of Radiology is dedicated to the health and well-being of its diverse communities. Initiatives such as these provide the institution with countless opportunities that expand and increase access to quality care and wellness education. By doing so, we improve treatment approaches and outcomes for everyone, especially those who have been historically marginalized and made vulnerable.



Discover.



**Weill Cornell
Medicine**
Radiology

“Not everything that is
faced can be changed,
but nothing can be
changed until it is faced”

James Baldwin

Rad Health Equity Lab

Imaging & Therapy in the Management of Health Equity

Head: Joseph R. Osborne, MD, PhD

@radhealthequity



The lab is founded with a series of NIH and Internal grants over the last decade from MSKCC and WCM to investigate 1) Access to affordable technology, 2) Improved communication and access, 3) Patient navigation.

The most recent WCM IRB-approved study is the WCM catchment Prostate Cancer Health Impact Program (pCHIP) which is funded by the WCM Dean's office. This project uses decision navigation (DNI) and shared decision making to guide African American and Hispanic/Latino patients at NYP Brooklyn Methodist and NYP Queens in their health care decisions after being diagnosed with Prostate Cancer. This project uses some of the same principles as the original project, CHIP, which was an NIH P30 funded MSKCC catchment project also headed by Dr. Osborne as Principal Investigator.

In the next series of studies, the lab will expand its collaborations in the NYP enterprise, Cornell Center of Health Equity (CCHEQ) and public-private partnerships to include other cancers and modalities such as Breast Cancer and chronic diseases such as Cardiac Sarcoid. To investigate population health, radhealthequity is positioned to be more proactive than observational in investigating other conditions which where a clear disparity exists and access has not been prioritized.

Selected recent publications include:

1. **Racial/Ethnic Disparities in Genomic Sequencing.** Spratt DE, Chan T, Waldron L, Osborne JR. JAMA Oncol. 2016 Aug 1;2(8):1070-4.
2. **Association of Black Race with Prostate Cancer-Specific and Other-Cause Mortality.** Dess RT, Hartman HE, Mahal BA, Osborne JR, Morgan TM, Mehra R, Salami SS, Kishan AU, Wang C, Schaeffer EM, Roach M 3rd, Pisansky TM, Shipley WU, Freedland SJ, Sandler HM, Halabi S, Feng FY, Dignam JJ, Nguyen PL, Schipper MJ, Spratt DE. JAMA Oncol. 2019 Jul 1;5(7):975-983.
3. **Cancer Health Impact Program (CHIP): Identifying Social and Demographic Associations of mHealth Access and Cancer Screening Behaviors Among Brooklyn, New York, Residents.** Camacho-Rivera M, Rice SL, Oh S, Paris M, Gany F, Brown CL, Gonsky J, Osborne JR. Cancer Epidemiol Biomarkers Prev. 2019 Mar;28(3):478-485.
4. **Interventional Cultural and Language Assistance Program: Associations between Cultural and Linguistic Factors and Satisfaction with Cancer Care.** Costas-Muniz R, Amir J, Paris M, Spratt D, Arevalo-Perez J, Fareedy S, González CJ, Gany F, Camacho-Rivera M, Osborne JR. J Community Med Health Educ. 2017;7(1):503.
5. **Individual Patient Data Analysis of Randomized Clinical Trials: Impact of Black Race on Castration-resistant Prostate Cancer Outcomes.** Spratt DE, Chen YW, Mahal BA, Osborne JR, Zhao SG, Morgan TM, Palapattu G, Feng FY, Nguyen PL. Eur Urol Focus. 2016 Dec;2(5):532-539.

The RHE lab @radhealthequity will be publishing a white paper (Appendix A) to explain its action-oriented approach to studying radiology health equity and the role of other organizations in achieving this goal together.

IBREATHE

Investigating Behavior Change Interventions Regarding Lung Cancer Screening in the Ambulatory Setting To Improve Lung Health

As part of the Lung Cancer Disparities Working Group, Dr. Lauren Groner is working on a research project entitled Investigating Behavior Change Interventions Regarding Lung Cancer Screening in the Ambulatory Setting to Improve Lung Health (IBREATHE). The IBREATHE project is set to improve health equity with regards to lung cancer by 1) integrating social science and health equity domains with clinical translational research; 2) focusing on the intersection of lung cancer and health disparities through collaborations between academic health centers and urban and rural providers; and 3) facilitating community engagement, outreach, and involvement, trust and relationship building. Essentially, The IBREATHE project will aim to improve health outcomes for all patients, particularly minoritized and marginalized communities. While the initiative is not yet funded, grant applications will be submitted in the fall.

IBREATHE

DiversityRAD

Enhancing and Nurturing Cultural Diversity and Competence in Current and Future Health Professionals in the Field of Radiology

The Department of Radiology recognizes that cultural diversity and competence in the health care workforce can lead to improved satisfaction and greater quality of care for racial and ethnic minority patients. As such, the Department of Radiology is designing a research study entitled Enhancing and Nurturing Diversity in Radiology that will help ensure the health, safety, and well-being of all patients; increase added value to patient care; improve efficiency, transparency, and accountability; strengthen medical recruitment and education; increase patient education and community outreach; advance scientific knowledge and innovation; among other things.

Diversity RAD

Teach.



**Weill Cornell
Medicine**
Radiology

“I hear and I forget, I see
and I remember, I do
and I understand”

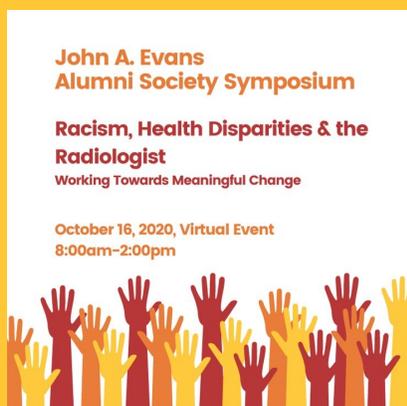
Confucius

John A. Evans Alumni Society Symposium

Racism, Health Disparities & the Radiologist

Working Towards Meaningful Change

The department's annual John A. Evans Alumni Society Symposium in October 2020 focused on "Racism, Health Disparities, and the Radiologist." Topics and speakers included: "Social Determinants of Health" (Susana R. Morales, MD), "Mobilizing for Health Equity" (Uché Blackstock, MD), "Racism is a Risk Factor of Stroke" (Olajide Williams MD), "Impact of Systemic Racism on Breast Cancer Disparities" (Lisa Newman MD), and "Alternate Views in Accessing a Diverse Population in Prostate Cancer – The Double Edge of Technology" (Joseph Osborne MD, PhD). This was the most attended John A. Evans Alumni Society Symposium since its inception.



John A. Evans Alumni Society Symposium Participants

Sponsors



Robert J. Min, MD, MBA

John A. Evans, M.D. Professor of Radiology
Chairman of Radiology and Radiologist-in-Chief
President of Weill Cornell Imaging at NewYork-
Presbyterian
President & CEO of the Weill Cornell Physician
Organization
Weill Cornell Medicine - Department of Radiology



Kemi Babagbemi, MD

Vice Chair for Diversity, Equity & Inclusion
Faculty Scholar in Health Equity
Cornell Center for Health Equity (CCHEq)
Assistant Professor of Clinical Radiology
Course Director, Diversity Visiting Student Acting
Internship in Radiology
Course Director, John A. Evans Day Symposium '20
Weill Cornell Medicine - Department of Radiology

Keynote Speaker



Uché Blackstock, MD

Founder and CEO
Advancing Healthy Equity

Institutional Speakers



Joseph R. Osborne, MD, PhD

Chief of Molecular Imaging & Therapeutics
Director of M4 laboratory
Weill Cornell Medicine - Department of Radiology



Lisa Newman, MD, MPH, FACS, FASCO

Weill Cornell Medicine-New York Presbyterian Hospital Network
Chief, Breast Surgery Section and Director, Interdisciplinary Breast Disease
Program
Founding Medical Director, International Center for the Study of Breast
Cancer Subtypes
Adjunct Professor, M.D. Anderson Cancer Center
2nd Vice President-Elect, American College of Surgeons



Olajide Williams, MD

Chief of Staff of Neurology
Professor of Neurology
Columbia University
School of Public Health



Susana R. Morales, MD

Vice Chair, Diversity
Department of Medicine, Weill Cornell-New York Presbyterian
Associate Professor of Clinical Medicine Director, Diversity Center of
Excellence Cornell Center for Health Equity
Associate Program Director, Internal Medicine Residency Training Program

Panelists



Keith D. Hentel, MD, MS

Executive Vice Chairman
Associate Professor of Clinical Radiology
Chief Operating Officer, Weill Cornell Imaging at NewYork-
Presbyterian
Co-Course Director, John A. Evans Day Symposium '20
Weill Cornell Medicine - Department of Radiology



Katia Dodelzon, MD

Associate Program Director, Diagnostic Radiology Associate
Director Breast Imaging Fellowship
Weill Cornell Medicine - Department of Radiology



Jana Ivanidze, MD, PhD

Assistant Professor
Division of Molecular Imaging & Therapeutics
Division of Neuroradiology
Molecular Imaging Innovations Institute
Weill Cornell Medicine - Department of Radiology



Joseph A. Adedigba, MS4

Tulane University
Participant of Diversity Visiting Student Acting Internship in
Weill Cornell Radiology



Michio Taya, MD

Resident PGY3
Graduate Staff
NewYork-Presbyterian Hospital



Jacqueline Koomson, MS4

Drexel University
Participant of Diversity Visiting Student Acting Internship in
Weill Cornell Radiology



Jolie Jean, MS4

Tufts University
Participant of Diversity Visiting Student Acting Internship in
Weill Cornell Radiology



Shereen Yearwood

Practice Manager Weill Cornell Imaging
NewYork-Presbyterian | Weill Cornell Medicine
53 Beaman Street
Weill Cornell Medicine - Department of Radiology



Geraldine McGinty, MD, MBA

Chair, ACR Board of Chancellors
Chief Strategy and Contracting Officer
Weill Cornell Physicians Organization
Weill Cornell Medicine - Department of Radiology



Jeremy Ford, MD, MBA

Chief Resident PGY5
Graduate Staff
NewYork-Presbyterian Hospital



Kimberly Isakov, MD

Resident PGY4
Graduate Staff
NewYork-Presbyterian Hospital



Niara Comrie, MISM

Quality Improvement Coordinator
Administrative Assistant, Office of the Executive Vice
Chairman
John A. Evans Day Coordinator
Weill Cornell Medicine - Department of Radiology



Tahj Blow, MS2

Anti-racism Curriculum Task Force
Weill Cornell Medical College

Diversity Grand Rounds Series

The office of Radiology DEI also created the Diversity Grand Rounds Series which allows the medical community to explore the importance of racial, gender, and cultural factors' impact on health practice. Topics and speakers have included: "Promoting and Inclusive Scientific Workforce: The PRESS Model for DEI" (W. Marcus Lambert, PhD, MS), "Lung Screening: Radiology's Role in Building Health Equity" (Ashley Prosper, MD), "Engineering Medicine to Improve Health" (Roderic I. Pettigrew, PhD, MD), and "Making the Invisible Visible: Transforming the Detection of Intimate Partner Violence" (Bharti Khurana, MD).

Well Cornell
Medicine
Continuing
Medical Education

Well Cornell
Medicine
Radiology

LUNG SCREENING: RADIOLOGY'S ROLE IN BUILDING HEALTH EQUITY

GRAND ROUNDS

MAR 25 | 12:30PM



Ashley Prosper, MD
Assistant Clinical Professor at UCLA Radiological Sciences

"Promoting an Inclusive Scientific Workforce"

W. Marcus Lambert, Ph.D.
Assistant Dean of Diversity and Student Life
Assistant Professor of Education Research in Medicine
Well Cornell Medicine

Diversity Week

Join the WCM Radiology Department for our Well Cornell Diversity Week Grand Rounds

Well Cornell
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GRAND ROUNDS

APR 28 12:30-2PM

ENGINEERING MEDICINE TO IMPROVE HEALTH



Roderic I. Pettigrew, PhD, MD
Chief Executive Officer, Engineering Health
Executive Director, Engineering Health
Under MIT University

Target Audience:
Well Cornell physicians, other interested clinicians and health care providers, students.

Course Objectives:
This CME activity is intended to help to improve patient care and safety based upon an assessment of gaps in physician knowledge, performance and performance. By the completion of this series of grand rounds, participants should be able to: 1) identify gaps in their practice that inform and benefit improve the clinical care they provide.

CME Accreditation and Credit Designation:
Well Cornell Medical College is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians. Well Cornell Medical College designates this live activity for a maximum of 1.00 AMA PRA Category 1 Credit(s). Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Making the Invisible
Visible

GRAND ROUNDS

MAY 24 | 12:30 PM



Transforming the Detection of Intimate Partner Violence

Bharti Khurana, MD
Associate Professor of Radiology | Harvard Medical School
Founder and Director | Trauma Imaging Research and Innovation Center

Racial Social Justice Book Club Seminar Series

As an arm of the Radiology Racial and Social Justice Task Force, the department has also created 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.

First, with the help of faculty and staff, the department curates books, movies, documentaries, podcasts, etc., on a wide range of issues related to racial, gender, sexuality, and social issues. Then, volunteers from across departments and institutions (which have included NewYork-Presbyterian/Weill Cornell Medical Center, Memorial Sloan Kettering, Mount Sinai Hospital, Mount Sinai Center for Transgender Medicine and Surgery and New York State Radiological Society's Diversity and Inclusion Committee) lead group discussions which help process literary and visual representations of racial and other trauma and its implications.

The seminar series facilitates learning by providing a safe environment in which to think cooperatively while respecting each other's opinions. The seminar series occurs every 2 months and it is open to all, including the larger community and other radiology departments through the New York Roentgen Society.

Hiding in Plain Sight

The series' organizers and selected discussants are currently working on a publication entitled "Hiding in Plain Sight: How Incorporating Honest Discussion of Racial and Social (In)Justice Documented in Literature and Visual Media into Medical Education Can Inspire Real Change" to be published in *Clinical Imaging*, that speaks about their experience with the Racial Social Justice Book Club Series and gathers heuristic and didactic methods of teaching that can help develop a caring, committed, and culturally responsive approach to education in the medical field.

Racial Social Justice Book Club Discussants



Dr. Groner



Dr. Lee



Dr. Babagbemi



Dr. Jaramillo Gil



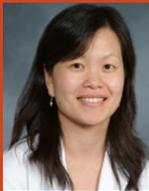
S. Yearwood



Dr. Lu



Dr. Kagetsu



Dr. Chia-Yi Chiang



Dr. Lin



Dr. Ivanidze



Dr. Reiner



Dr. Ting



Dr. Avanesian



Dr. Doo



Dr. Javed-Tayyab

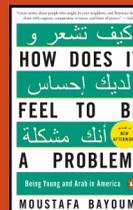
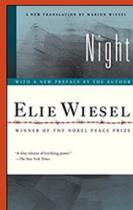
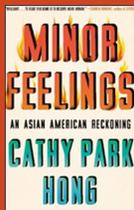


Dr. Mahboob



F. Saleem

Racial Social Justice Book Club Media Discussed



COVID19 Worldwide Community Education

As COVID-19, continues to be a concern across our country and the world, Dr. Kemi Babagbemi has taken these concerns seriously and has worked diligently to prevent the spread of the virus and being a strong advocate for vaccination. Leveraging her participation as a volunteer in phase 3 clinical trials for the COVID 19 vaccine development, Dr. Babagbemi has become a vaccine educator and ambassador. As a preceptor for the for the COVID 19 Community Education and Empowerment Internship Program, a joint initiative of Weill Cornell Medicine, Columbia University, SUNY Downstate, Einstein College of Medicine, Mount Sinai Health System and New York University, she has helped trained over 800 premedical STEM students from underrepresented and disadvantaged groups. Students were trained on basic virology and vaccinology. In addition, as part of the COVID 19 Speaker Bureau at Weill Cornell Medicine, she has led several town halls about COVID 19 vaccines across local, regional, national, and international communities. These include events at Cornell Advancing Science and Policy Organization, Cornell Health Education and Research Program, New York Public Library, The Wellness Collaborative, Union Capital Boston, New Destiny Housing, Health Profession Recruitment Exposure Program, St. Augustine's College, Holy Child College, among others.



Dr. Kemi Babagbemi



Diversity, Equity and Inclusion Training

The department has also provided its faculty and staff with Specialized Training on Issues Relating to Diversity and Inclusion. For instance, the department has offered training in understanding the unique needs and concerns of the LGBTQIA+ community to all members of the NYP/WCMC Radiology Department (faculty, fellows, residents, technologists, nurses, administrators, staff). Developed and taught by Dr. Gary L. Dillon, Jr. (Supervising Psychologist at Baruch College and Founder and Owner of Ally Psychological Therapy), the training helped the department achieve its goal of being a Safe Zone, furthering its goal of providing the best patient care possible. Furthermore, with the insight and knowledge of Bart Bailey, MBA (Owner and Principal Consultant at Courage to Care), the department has offered training in becoming more culturally competent, empathetic, and self-aware to all members of our department including faculty, fellows, residents, technologists, nurses, administrators, and staff. Multiple sessions were held to discuss racism and specifically anti-Black racism and how to disrupt bias in the workplace. In addition, to assist in conducting fair and equitable resident applicant review and selections, the department mandates that every member of the Residency Selection Team undergo Unconscious Bias Training.



Gary L. Dillon, Jr., PhD



Bart Bailey, MBA

Resident Highlights

After the mass shooting in the Atlanta-area in which six women of Asian descent were killed, Dr. Michelle Lee spoke as a community activist and health care worker at the largest AAPI (Asian American and Pacific Islander Heritage) rally in Manhattan's Chinatown.

In addition to recognizing that AAPI people have faced a tide of harassment and attacks during the COVID19 pandemic, she spoke about her experience with being racially targeted while working round the clock to keep people from dying. During this event, she spoke on the same stage as Senator Chuck Schumer, BLM activist Nupol Kiazolu, and Mayoral Candidate Andrew Yang.

Thereafter, she has been interviewed and/or featured in over 24 news outlets. In addition, she has lectured and led discussions on AAPI health issues at NYP Hospital, Mercer College of Georgia, and Stony Brook University Hospital. Finally, she was recognized as a healthcare hero by NYP Hospital during AAPI Heritage Month 2021.



White Coats for Black Lives

In June 2020, a group of residents partook in the peaceful protests to show their support for the Black Lives Matters movement, condemning racism and standing in support of diversity, inclusion, and equal rights for all.



White Coats Against Asian Hate

In support of the AAPI community, Dr. Michelle founded the White Coats Against Asian Hate and, along with Dr. Connie Lu, helped organize residents and faculty to participate in peaceful protests to denounce hate crimes and mounting anti-Asian hate.

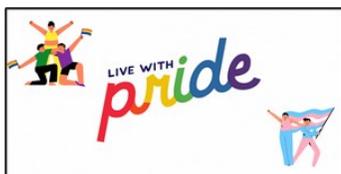


Is Radiology Falling Behind?

Our first year resident, Lisa Americo, published an article as first author entitled “Analysis of Literature Regarding Health Care Disparities in Radiology: Is Radiology Falling Behind?” in *Academic Radiology* which speaks about radiology’s recent push towards understanding health care disparities and encourages the field to continue its development of research and curricula on the matter.

DEI Departmental Email Campaign

Recognizing that cultural awareness and education are essential to understanding systemic issues that foment disparities in the workplace and outside of work, the department has created a Diversity, Equity and Inclusion Email Campaign that informs faculty and staff about current and historical events, including landmark legislation that changed the course of history for marginalized groups. Furthermore, the email campaign helps the department acknowledge and educate faculty and staff about national holidays as well as cultural and religious celebrations for groups of all people from varied backgrounds in our department.



Racial and Social Justice Task Force

The DEI Vice Chair's Office has created a Racial and Social Justice Task Force composed of faculty, trainees, staff, and local experts who are tasked with reviewing current practices and recommending action items to help guide all initiatives in the department related to diversity, equity, and inclusion.

Virtual Visiting Professorship in Radiology

Leveraging the necessity of a virtual medical education during the COVID19 pandemic, Dr. Katia Dodelzon launched an active and structured National Virtual Visiting Professorship in Radiology. The program was designed to provide speaking opportunities to more junior faculty, increase diversity of radiology case and population exposure to our trainees, and augment collaborations in the field.

Given the rapidly changing ways in which we interact and learn in the context of the COVID-19 pandemic and its recovery, the program is both novel and timely. Videoconferencing both lectures and an accompanying meet-and-greet session allow the department the flexibility to easily invite junior and various speakers from across the US and around the world to exchange new ideas. As such, the benefits of the program to our trainees are the ability to see not just a variety of cases and diversity of populations, but also different approaches to the practice of radiology and common radiology topics.



Student National Medical Association (SNMA) and Latino Medical Student Association (LMSA)

As mentioned above, to increase medical student diversity, the DEI Vice Chair's Office along with faculty from affiliated institutions (namely Dr. Kenny Nwawka from the Hospital for Special Surgery), chief residents and resident volunteers, attended and ran virtual booths at national conferences that serve the needs and interests of underserved minorities in medicine such as the SNMA and LMSA, the Department of Radiology engaged with medical students who are interested in improving healthcare for historically underserved communities and spoke to medical students about the careers in radiology that address the health care needs of members of these communities. As a result, the department has begun to collaborate with the Radiology Interest Group at Student National Medical Association (SNMA) and is currently planning workshops and talks to assist with the academic exposure, professional development, and medical training of future radiologists.



Health Profession Recruitment Exposure Program (HPREP)

In April of 2021, the department participated in the Health Profession Recruitment Exposure Program (HPREP), a ten-week program in which high school students hear from physicians and other health professionals. More specifically, 6 faculty members (Dr. Kemi Babagbemi, Dr. Lily Belfi, Dr. Katia Dodelzon, Dr. Jana Ivanidze, Dr. Mark Lum, Dr. Kimberly

Scherer, and Dr. James Shin) discussed their journeys into medicine and their current clinical, educational, and research efforts. This session helped over 100 high school students understand the ways in which radiology is used for the diagnosis and treatment of disease.



Travelers Summer Research Fellowship Program (TSRF)

The department has also taken a part in the Travelers Summer Research Fellowship Program (TSRF), an institutional initiative designed to give 25 premedical students deeper insights into the field of medicine, including issues that greatly affect the health of traditionally underserved groups. Both Dr. Bobak Mosadegh and Dr. Simon Dunham volunteered to serve as Faculty Sponsors by hosting 1-2 students and mentoring them in clinical, translational, or basic science research. In addition, as part of the program, TSRF students attend presentations on different career pathways and specialties in medicine. For this activity 3 faculty members (Dr. Kemi Babagbemi, Dr. Lily Belfi, and Dr. Kimberly Scherer) and 1 resident (Dr. Nathaniel Yohannes) spoke to students about their path towards radiology, the challenges facing URM physicians and issues of health care disparities in Radiology.



Mentorship Program for Women in Radiology

In 2009, Elizabeth Arleo MD established the Women in Radiology Interest Group. The two-tiered mentorship program offers a first-year female resident to be paired with a 2nd-4th year female radiology resident and a faculty mentor. This program has been expanded to all incoming radiology residents regardless of gender. Each semester the program invites medical students, residents, and attending's of all genders to listen to inspiring stories of successful women in radiology.



Shadow Program for Underrepresented Cornell Undergraduates

Members of the department have joined the Shadow Program for Underrepresented Cornell Undergraduates through which faculty speak to URM students in one-on-one and group settings to provide them with a better understanding of what a doctor's typical day is like and gain familiarity with Radiology and the medical environment.

PrIMES

The department has become involved in the Program for Individualized Mentorship Education Solutions (PrIMES) to reduce the healthcare education diversity gap and attract current and prospective URM medical students.

Dining with Doctors

As an opportunity to speak with pre-med students on the journey to becoming a

physician, a couple of our faculty members participated in the Dining with Doctors Series. Together, they spoke to students from public and private colleges in New York City.

APAMSA and SAMoSA

Several of our faculty served as mentors to students from groups through the Asian Pacific American and South Asian Medical Student Associations Mentoring Program. As such, throughout the academic year, faculty met with students on an individual basis to share experiences, insights and pearls learned along the professional journey.

ACR

The department is an active supporter of the American College of Radiology (ACR) Pipeline Initiative of the Enhancement of Radiology (PIER), a program designed to increase exposure of medical students from diverse socioeconomic, ethnic, and geographic backgrounds to the Diagnostic Radiology, Interventional Radiology and Radiation Oncology for the 2nd year in a row. In fact, this year, Dr. Kemi Babagbemi and Dr. Daniel Margolis are preceptors for a 1st year medical student (Tracy Kao) resulting in a ACR Case in Point on Vaginal Carcinoma. In addition, previous to that our affiliated faculty member, Dr. Kenny Nwawka from the Hospital for Special Surgery, participated as preceptor for two years in a row.

In 2018, Dr. McGinty was the first woman to be elected chair of the American College of Radiology's board. Most recently, she launched a Radiology Health Equity Coalition to include all the major radiology societies with future plans to collaborate with other stakeholders including industry and policy partners. In addition, to raise awareness on this issue, she co-created programming at the ACR annual meeting on health equity as well as a webinar.



RSNA Podcast Series

The *Radiology: Imaging Cancer* is a journal sponsored by the Radiological Society of North America dedicated to research, clinical translation, and clinical care of imaging applications in cancer and image guided therapy. The *Radiology: Imaging Cancer* podcast series covers research found in the journal while introducing people who advance imaging in all aspects of cancer research and cancer care. The podcast series is hosted by Dr. Jana Ivanidze who was lead discussions on “Racial Disparities in Oncologic Imaging and Oncology Care”, “Global Health Approaches to Oncologic Imaging and Radiation Oncology”, “A year into the COVID-19 pandemic: challenges and outlooks for the cancer imaging community”, among other topics that address key concepts of inequity as they apply to cancer imaging to ultimately improve the health care of all patients.



RAD-AID

The department has taken on global, regional, and local initiatives that are meant to address health disparities and inequities. Through its involvement in RAD-AID, the department has helped increase and improves radiology in low- and middle-income countries (LMICs), as well as underserved areas of high-income countries (HICs). Currently, Dr. Genevieve Abbey is one of the Program Managers in Breast Imaging Operations for RAD-AID International. In addition, Dr. Andrew Kesselman, previously one of the Program Managers of RAD-AID Informatics and PI on the IBM Health Corps Grant, is now the Program Manager of RAD-AID IR and co-chief to the RAD-AID chapter at WCM.



Operation Backpack

Through its involvement in Operation Backpack, the department has collected and donated almost 400 backpacks for children starting kindergarten and pre-K living in homeless shelters in NYC and, due to COVID-19, converted it to an online fundraising campaign in 2020 and raised \$7000 instead. This program continues under the leadership of Dr Kemi Babagbemi into its 5th consecutive year.



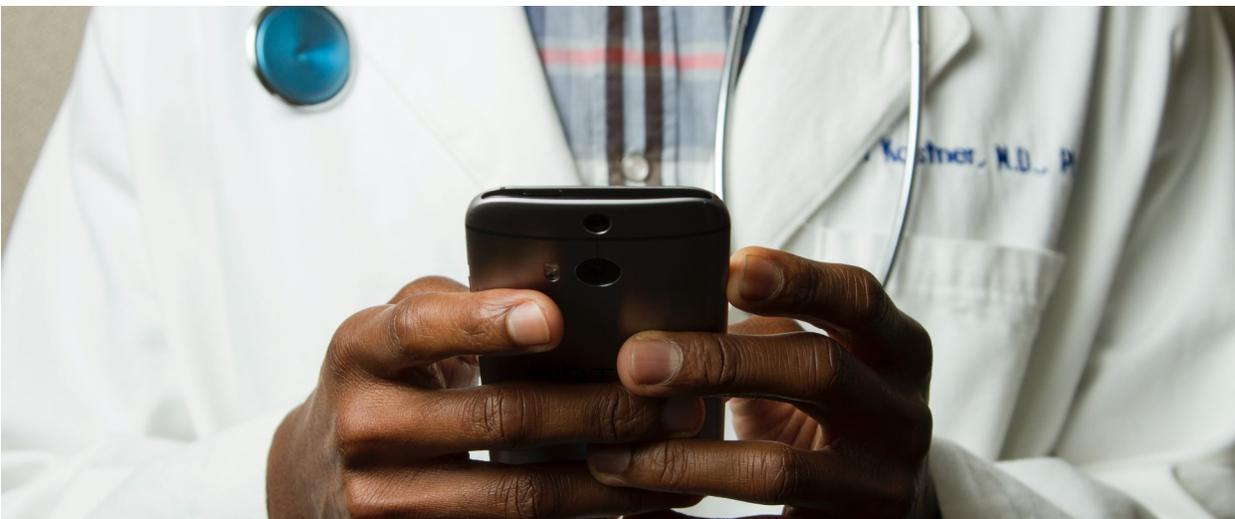
“We must not only learn to tolerate our differences. We must welcome them as the richness and diversity which can lead to true intelligence”

Albert Einstein

Vision

The DEI Vice-Chair's office commits to creating new standards for inclusive innovation by developing initiatives that keep in mind the growth of our department and the people who define it. To do so, we look to our institutional and departmental goals as we work to:

- Continually improve on our demographic diversity.
- Promote a genuine sense of belonging for all members of the Cornell community.
- Prepare all constituents for an interconnected diverse world.
- Utilize and leverage the diversity of thought, backgrounds, and identities of our constituents for innovation and scholarly excellence.





Weill Cornell Medicine Radiology

**Office of the Vice Chair in Diversity,
Equity and Inclusion in the
Department of Radiology**

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