

DEI ANNUAL REPORT

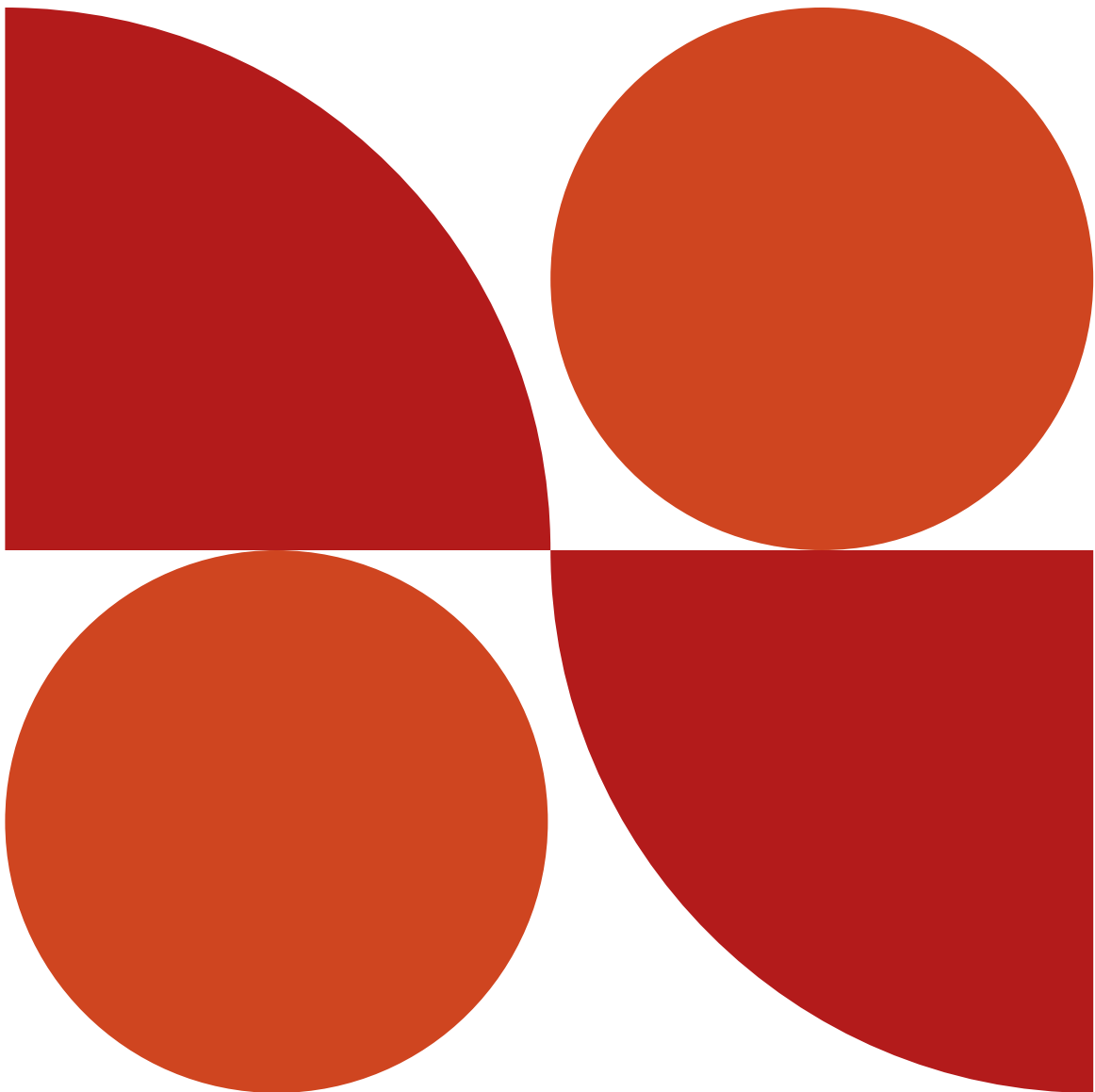


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Message from the Chair



The Department of Radiology is dedicated to fostering a diverse and inclusive culture that embraces all its stakeholders. We have established the Office of the Vice Chair for Diversity, Equity, and Inclusion with the primary aim of implementing and sustaining strategies that promote a sense of belonging and encourage innovation throughout our department. Our approach involves celebrating the rich tapestry of diversity within our community, ensuring that everyone feels valued and supported.

Furthermore, we are actively committed to advancing social justice, challenging discrimination, and addressing disparities and inequities not only within the field of medicine but also in society at large. We continually monitor our efforts in the realm of Diversity, Equity, and Inclusion (DEI) to ensure that our department reflects the diversity present in our patient population, their families, and the communities we serve.

The actions detailed in this report inspire us to look forward with optimism, while also reinforcing our sense of responsibility to deliver healthcare, engage in research, and teach medicine in a manner that is truly diverse, equitable, and inclusive across the entire medical landscape.

Robert J. Min, MD, MBA, FACR, FSIR, FACPH
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

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committed to
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Mission

The Department of Radiology strives to improve the representation of historically underrepresented, underserved, and marginalized groups in medicine. We foster and nurture a culture of inclusive excellence in which all members of our department — irrespective of race, ethnicity, gender, gender identity and expression, sexual orientation, age, socioeconomic status, ability, religion, national origin, military status, diversity of thought and political ideology — can thrive and succeed. 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 and critical inquiries of each staff member.**
- **Fostering an environment in which everyone can celebrate their individuality.**
- **Facilitating ideas and leaders that embrace equity and mutual respect.**
- **Engaging with diversity across the local, regional, and global landscapes.**
- **Embracing decolonial, antiracist, feminist, and queer values.**

Vision

The Department of Radiology commits to creating new standards for inclusive innovation by developing initiatives and supporting leaders 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.**



Office of Diversity and Inclusion

Dr. Kemi Babagbemi, MD, FACR

Dr. Kemi Babagbemi, Associate Professor of Clinical Radiology, was appointed the first Vice-Chair of Diversity Equity and Inclusion by the Department of Radiology in April of 2020. In this role, working closely with the Chair of Radiology and the Dean's Executive Council, she has developed strategies and action plans to address DEI goals in the Department of Radiology which include educational initiatives, enhanced recruitment, sustainable pipelines, and meaningful outreach.

Dr. David Jaramillo Gil, PhD

Dr. David Jaramillo Gil, Program Manager in Diversity, Health Equity, and Inclusion, is a dedicated advocate for human rights, critical theory, and social justice. Within the workplace, he leverages expertise in academic research, university teaching, higher education administration and leadership to provide strategic planning, oversight, and coordination of all departmental initiatives and programs related to diversity, health equity, and inclusion.

Champions in Diversity and Inclusion

Joseph Osborne, MD, PhD, FACR
Prostate Cancer Health Equity

Geraldine McGinty, MD, MBA, FACR
Health Care Equity

Bradley Pua, MD
Lung Cancer Health Equity

Lauren Groner, DO
Lung Cancer Health Equity

Katia Dodelzon, MD
Queer and Trans Health Equity

Bill Schloss, MD
Queer and Trans Health Equity

Jessica M. Peña, MD, FACC
Cardiovascular Health Equity

Elizabeth Kagan Arleo, MD
Women Professional Development

Awards and Recognitions

Geraldine McGinty, MD, MBA, FACR

Gold Medal, American College of Radiology

Lily Belfi, MD

Jeanne and Herbert Siegel Award for Excellence in Medical Education, Weill Cornell Medicine

Andrés José Ricaurte Fajardo, MD

Louis Wade Sullivan, MD Award, Weill Cornell Medicine

Connie Lu, MD

Rutherford-Lavanty Fellow in Government Relations, American College of Radiology

Jolie Jean, MD

Introduction to Academic Radiology Program, Association of University Radiologists

Abstract of the Year, Society of Interventional Radiology 2024 Annual Scientific Meeting

Mohammed Soliman, MD

Inclusion, Diversity, Equity and Allyship Scholar Program, Association of University Radiologists

New Activities



New York-Presbyterian Weill Cornell Medical Center

HOSPITAL MAIN ENTRANCE

New York-Presbyterian Weill Cornell Medical Center

EMERGENCY EXIT ONLY



Weill Cornell Genetics and Personalized Cancer Prevention Program

The Department of Radiology is thrilled to announce a groundbreaking addition to our healthcare offerings, the Genetics and Personalized Cancer Prevention Program (GPCP). There are millions of individuals with genetic predisposition to cancer, however, the majority are not aware and under-recognition is even more pronounced among racial and ethnic minorities. The GPCP is committed to identifying individuals living at an increased lifetime risk for cancer and creating personalized cancer prevention management programs while promoting holistic support for healthier, cancer-preventing lifestyles.



Key Program Features:

1. **Genetic Risk Assessment** — Conducting comprehensive genetic evaluations to identify inherited genetic mutations or variations that may increase an individual's risk of developing certain types of cancer.
2. **Preventative Strategies** — Designing tailored cancer prevention strategies based on an individual's genetic risk profile.
3. **Research Innovation** — Ongoing research in the field of cancer genetics, seeking to further advance the understanding of the genetic basis of cancer and develop novel strategies for personalized cancer prevention. Randomized controlled trials exploring family communication and genetic testing for at-risk relatives.

This innovative initiative represents a significant leap forward in cancer prevention and treatment, focusing on enhanced early detection and prevention to prevent cancers before they arise. We are excited to bring this pioneering approach to our healthcare services and are confident it will make a significant difference in the lives of many, empowering patients through knowledge and informed decision-making.

Ravi Sharaf MD, MS (Department of Medicine and Department of Population Health Sciences) and Melissa Frey MD, MS (Department of Obstetrics and Gynecology) serve as Directors of the GPCP.

Breast Cancer Health Intervention Program (BCHIP)

The Breast Cancer Health Intervention Program (BCHIP) was developed to increase uptake of imaging screening and genetic testing to reduce disparate breast cancer outcomes. The specific aims of this project are to:

1. Integrate pragmatic interventions into the clinical workflow and health care delivery practices in a controlled manner that provides clear information on the access to care for historically underserved and marginalized patient populations.
2. Develop physician-focused interventions to improve knowledge and change behavior towards guideline-based decision in inherited breast cancer care for historically underserved and marginalized patient populations.
3. Develop culturally and linguistically appropriate patient interventions that enhance access to multifaceted health information and provide tools that help in medical decision making for historically underserved and marginalized patient populations.

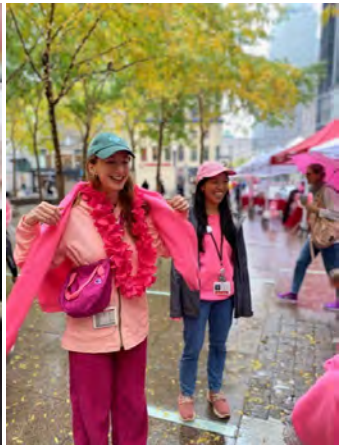
By partnering with Ambry Genetics, the Weill Cornell Radiology uses Ambry's AVA High-Risk Screening Tool to identify breast cancer risk. As implementation and workflows progress, it's vital to prioritize the needs of underserved communities. The team will assess the feasibility of a virtual assistant program for outpatient imaging screening and genetic counseling while developing strategies for reducing health system inequities.

To improve knowledge and change behavior towards guideline-based clinical decisions, the team is in the process of assessing knowledge and practices regarding breast cancer screening guidelines in institutional referring physicians, including internal medicine and primary care physicians, obstetricians and gynecologists, and advanced practice providers.

Additionally, to enhance access to health information and provide tools for medical decision making, the team is currently conducting a process evaluation of departmental breast health fairs using a mixed-method approach that includes administration of baseline surveys during the fairs. In fact, the first breast health fair organized by the Weill Cornell Radiology occurred on October 21, 2023 at Zuccotti Park in Lower Manhattan. In partnership with the Project Renewal ScanVan, the health fair provided free mammograms on-site during the event. In addition, the health fair offered a wealth of educational resources. Lastly, participants enjoyed a chance to win exciting giveaways as a token of our appreciation.

Overall, the Breast Cancer Health Intervention Program (BCHIP) will serve to expand and develop new strategies and approaches to promote breast cancer prevention, improve survival rates, reduce breast cancer mortality, and improve the health outcomes of historically underserved groups in the New York City metropolitan area.

Breast Cancer Awareness and Screening Health Fair



Por favor, llame para programar una mamografía gratuita con la clínica móvil de Project Renewal. 646-415-7932

Feria de salud contra el cáncer de mama

Sábado, 21 de octubre
Parque Zuccotti, 9AM-4PM
117 Trinity Place, NY, NY
Así llueva o haga sol

Venga y aprenda sobre la detección del cáncer de mama
Información de contacto de los organizadores: radconsult@med.cornell.edu

Gratuito y confidencial
Mamografías de detección
No necesita seguro de salud
Dado que la disponibilidad es limitada, recomendamos llamar con anticipación para programar una cita el mismo día

Ofrecemos materiales educativos y premios

Conozca
A los radiólogos de mama del centro médico de Weill Cornell Medicine.

¿Qué más?
La detección del cáncer e información preventiva
El riesgo de cáncer e información genética
Información sobre seguros de salud.

PROJECT RENEWAL Cancer Services Program Weill Cornell Imaging
Weill Cornell Medicine NewYork-Presbyterian Genentech

Call to schedule your free mammogram on Project Renewal's ScanVan 646-415-7932

Breast HEALTH FAIR

Saturday, October 21st
Zuccotti Park | 9AM - 4PM
117 Trinity Place NY, NY
Rain or Shine

Join us to learn about breast cancer screening
Organizer Contact: radconsult@med.cornell.edu

Free Screening Mammograms
No insurance or prescription required
Call ahead to book your appointment, as availability for walk-ins is limited
Educational Materials & Prizes

Meet
Weill Cornell Medicine Breast Radiologists

What Else?
Cancer screening and prevention information
Cancer risk and genetics information
Health insurance information

PROJECT RENEWAL Cancer Services Program Weill Cornell Imaging
Weill Cornell Medicine NewYork-Presbyterian Genentech

请拨打电话预约免费的乳房 扫描X光检查。这项公益服务由Renewal's 可移动的扫描车为您提供。646-415-7932

乳房健康博览会

周六 10月21日
祖科蒂公园 9 AM - 4 PM
Zuccotti Park
117 Trinity Place NY, NY
风雨无阻

请加入我们一起学习, 认知乳腺癌的筛检。
主办方联系方式: radconsult@med.cornell.edu

免费
乳房X光筛检
无需保险 或 医生处方
请电话预约。没有预约的时间有限。
相关的教育资料和礼品

见面会
维尔康奈尔 乳腺放射科的医生

还有更多
癌症筛检 和 预防的资料。
乳房癌症风险, 遗传/家族病史的相关资料

健康保险的资料与信息

PROJECT RENEWAL Cancer Services Program Weill Cornell Imaging
Weill Cornell Medicine NewYork-Presbyterian Genentech

We would like to take this moment to extend our heartfelt gratitude and special thanks to our incredible organizing team, collaborative partners, and dedicated volunteers. Without their unwavering support and dedication, the breast health fair would not have been possible.

Team:

Emma Meinking
La Kesha Barnes
Dana Galizia
Sasha Davis
Marina Corines, M.D.
David Jaramillo Gil, Ph.D.
Brooke O'Neill, MSN
Melissa Reichman, M.D.
Kemi Babagbemi, M.D.

Partners:

Weill Cornell Imaging at NewYork-Presbyterian
Weill Cornell Genetics and Personalized Cancer Prevention Program
Weill Cornell Breast Surgery
Weill Cornell Meyer Cancer Center
Weill Cornell Lower Manhattan Hospital
Project Renewal
Ambry Genetics
Genentech
New York State Cancer Services Program
New York City Department of Health and Mental Hygiene

Lung Cancer Awareness and Screening Health Fair



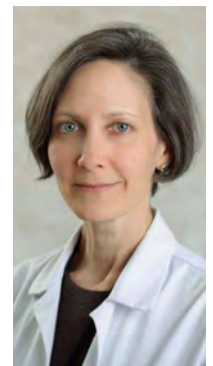
To honor lung cancer awareness month, on November 4, Weill Cornell Imaging at NYP and the Lung Cancer Screening Program hosted its second annual Lung Health Fair at the East Harlem Neighborhood Health Action Center on E 115th Street. Through a fun gathering with free food, prizes, and live music from the International Women in Jazz, New Yorkers were offered education about lung health and navigation to appropriate healthcare services.

Vendors and services included: lung cancer risk assessments (suitability for LDCT) and tobacco treatment information with Dr. Lauren Groner and Anna Brill, NP; FAQs with thoracic surgeons Dr. Jonathan Villena-Vargas and Dr. Sebron Harrison; cancer screening and prevention information from the Meyer Cancer Center Office of Community Outreach and Engagement and American Cancer Society; genetics information from Michelle Primiano, CGC, and the Genetics and Personalized Cancer Prevention Program; health insurance navigation from the Department of Health and HealthFirst; and oncology therapeutic information from Genentech and Astra-Zeneca.

Almost all attendees were from the local neighborhood and a majority identified Spanish as their preferred language; attendees shared their excitement about the fair's bilingual staff and Spanish language resources. WCM and NYP staff, expressed their gratitude for the opportunity to connect more deeply with members of the community!

Women in Radiology Faculty Promotions

We invite you to join us in celebrating the following women faculty members for their well-deserved promotions: Dr. Janine Katzen achieved the rank of Associate Professor of Clinical Radiology, Dr. Andrea Siobhan Kierans attained the position of Associate Professor of Radiology, and Amy Kuceyeski was elevated to the title of Professor of Mathematics in Radiology. Within our faculty at affiliated institutions, we take pride in the promotion of Dr. Iva Petkovska to the rank of Associate Professor in Radiology, Dr. Yulia Lakhman to the rank of Professor in Clinical Radiology, and Dr. Kimberly Feigin to the rank of Professor in Clinical Radiology.



Women in Radiology Invited Professors

Our organization fosters an environment that empowers women radiologists to share their invaluable knowledge and expertise. As part of the New England Women in Radiology (NEWR) Invited Lectureship we had the pleasure of inviting Dr. Anna Luisa Kühn (University of Massachusetts) and Dr. Hannah Perry (University of Vermont). Through the Virtual Visiting Professorship (VVP), we had the pleasure of inviting Dr. Jessica Hayward (The University of California, San Francisco) and Dr. Amie Lee (The University of California, San Francisco). Lastly, for our Grand Rounds Series, we were joined by Katharine Lampen-Sachar (Florida International University).



Celebrating Dr. Joseph Osborne's Impact on Systemic Health Equity



Our esteemed colleague, Dr. Joseph Osborne, was featured in the Radiological Society of North America News for his outstanding knowledge of and contributions in the field of health equity. This recognition is well-deserved and highlights the incredible impact he is making in this critical area. In “Opportunities Abound for Health Care Institutions to Impact Systemic Health Equity”, Dr. Osborne and his colleagues underscore the need for radiology departments and healthcare institutions to take proactive steps to address health disparities and promote health equity, ultimately ensuring that all patients receive equitable and inclusive healthcare services.

“Patient voices are incredibly powerful.
The more we listen, the better we get.”

New Book by Dr. Elizabeth Arleo for Professional Working Mothers



Our esteemed colleague, Dr. Elizabeth Arleo , has recently authored a book entitled “First, Eat Your Frog: And Other Pearls for Professional Working Mothers.” This book is an invaluable resource for professional working mothers, drawing from her own experiences and offering insights and guidance on navigating the challenges of work-life balance and thriving in our demanding careers.



Celebrating Dr. Daniel Margolis' Impactful Mentorship



Dr. Daniel Margolis' mentorship has been nothing short of inspiring. He has demonstrated a deep commitment to the growth and development of his mentees, and the results are evident in the progress and achievements of those he has been guiding. Dr. Daniel Margolis' goes above and beyond to provide guidance, support, and valuable insights, making a real difference in the lives and careers of his mentees.



Wyatt Reed (Marian University College of Osteopathic Medicine)



Lauren Recto (Wake Forest University)



Syrine Laroussi (Fattouma Bourguiba University Hospital)

Dr. Kemi Babagbemi's Guest Editorial on Breast Cancer Screening



In her most recent editorial in *The Cancer Letter* entitled “The New Breast Cancer Screening Guidelines Are Not Enough to Save Black Women: A Breast Surgical Oncologist and Breast Radiologist Weigh In,” Dr. Kemi Babagbemi recognizes that, despite the latest developments in breast cancer screening guidelines, Black women face unique challenges and disparities in breast cancer, and more personalized and proactive measures are needed to address these issues. Dr. Kemi Babagbemi, along with Dr. Vivian Bea (Weill Cornell Surgery) argues that addressing disparities in breast cancer outcomes for Black women requires a personalized, proactive, and well-funded approach that encompasses education, risk assessment, early screening, and insurance coverage.

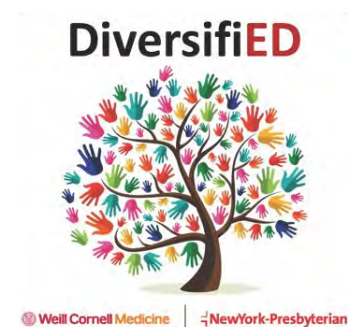
**THE
CANCER
LETTER**

Participation in the WCM-NYP Black Breasts Matter: Breast Health Disparities Virtual 3-Day Event



Dr. Kemi Babagbemi was selected to participate in "Black Breasts Matter", where she highlighted her passion, showcased her expertise and contributed to a crucial conversation. The event focused on addressing and raising awareness about the disparities in breast health, particularly within the Black community. Her involvement in this event is a testament to her commitment to our community and the broader healthcare landscape.

Collaboration with Weill Cornell Emergency Medicine DiversifiED Summer Apprenticeship Program (DSAP)



Dr. Kemi Babagbemi shed light on the fascinating world of radiology and offered guidance to aspiring pre-medical students in the Weill Cornell Emergency Medicine DiversifiED Summer Apprenticeship Program (DSAP). As pre-medical students embark on their journey toward a medical career, Dr. Babagbemi provided a clear roadmap for these young and highly motivated individuals.

Visit to the National Museum of African American History and Culture

NATIONAL
MUSEUM *of*
AFRICAN
AMERICAN
HISTORY &
CULTURE

 Smithsonian

On the weekend of Juneteenth, several employees from Weill Cornell Medicine, including some from our department, had the opportunity to visit the National Museum of African American History and Culture. By visiting, employees gained a deep understanding of the historical significance of African American contributions to the United States and their enduring struggles for civil rights and equality.



Cornell Highlights Equity for Queers in Radiology



Weill Cornell Radiology announced the launch of Cornell Highlights Equity for Queers in Radiology (CHEQueR), an employee resource group for queers— people whose sexual orientation is not heterosexual and/or whose gender identity is not cisgender— as well as their allies— people who are actively supportive of LGBTQ+ people.

CHEQueR is designed to provide a safe and inclusive space for our LGBTQIA+ colleagues, offering a range of resources, support, and educational opportunities. The program aims to promote understanding, empathy, and allyship while empowering our LGBTQIA+ community members to thrive in their professional lives.

CHEQueR was devised and developed by Dr. Roger Bartolotta, Dr. Manjil Chatterji and Dr. Alex Gavlin in collaboration with the Office of the Vice Chair in Diversity, Equity and Inclusion.

Cornell Historically Marginalized and Underrepresented in Radiology Group



Weill Cornell Radiology is thrilled to announce the formation of a new employee resources group dedicated to historically marginalized and underrepresented faculty and trainees within our department. This initiative aims to provide a supportive and empowering platform for personal and professional growth, fostering inclusivity and equity.



The group aims to provide mentorship, guidance, and support to historically marginalized and underrepresented faculty and trainees to help them achieve their career goals.



In addition the group aims to foster a strong sense of belonging and community by connecting members with supportive and like-minded peers.

DEI Workshop Series for Residents and Trainees

Weill Cornell Radiology has developed a Diversity, Equity, and Inclusion (DEI) Workshop Series tailored specifically for residents and trainees, providing valuable insights and skills to navigate the complexities of healthcare in an ever-evolving, diverse world.

While we have offered department-wide workshops in the past, the workshop series offers targeted training to enhance the Accreditation Council for Graduate Medical Education (ACGME) common program requirements addressing issues of DEI using the Association of Program Directors in Radiology (APDR) curriculums in DEI and healthcare disparities to guide its efforts.

The first workshop, entitled “Healthcare & the BIPOC Community: Past, Present, and Future”, focused on the history of racism in health care, current disparities in the access to imaging for historically marginalized patients, understanding and ameliorating medical mistrust, leveraging the power of privilege in public health, practicing trauma-informed and trauma-responsive care, and implementing anti-racism interventions in healthcare settings.

DEI Journal Club and DEI Journal Repository

The new DEI Journal Club and DEI Journal Repository are designed to promote open dialogue, enhance our understanding of DEI issues, and facilitate access to valuable resources within the field of medical DEI.

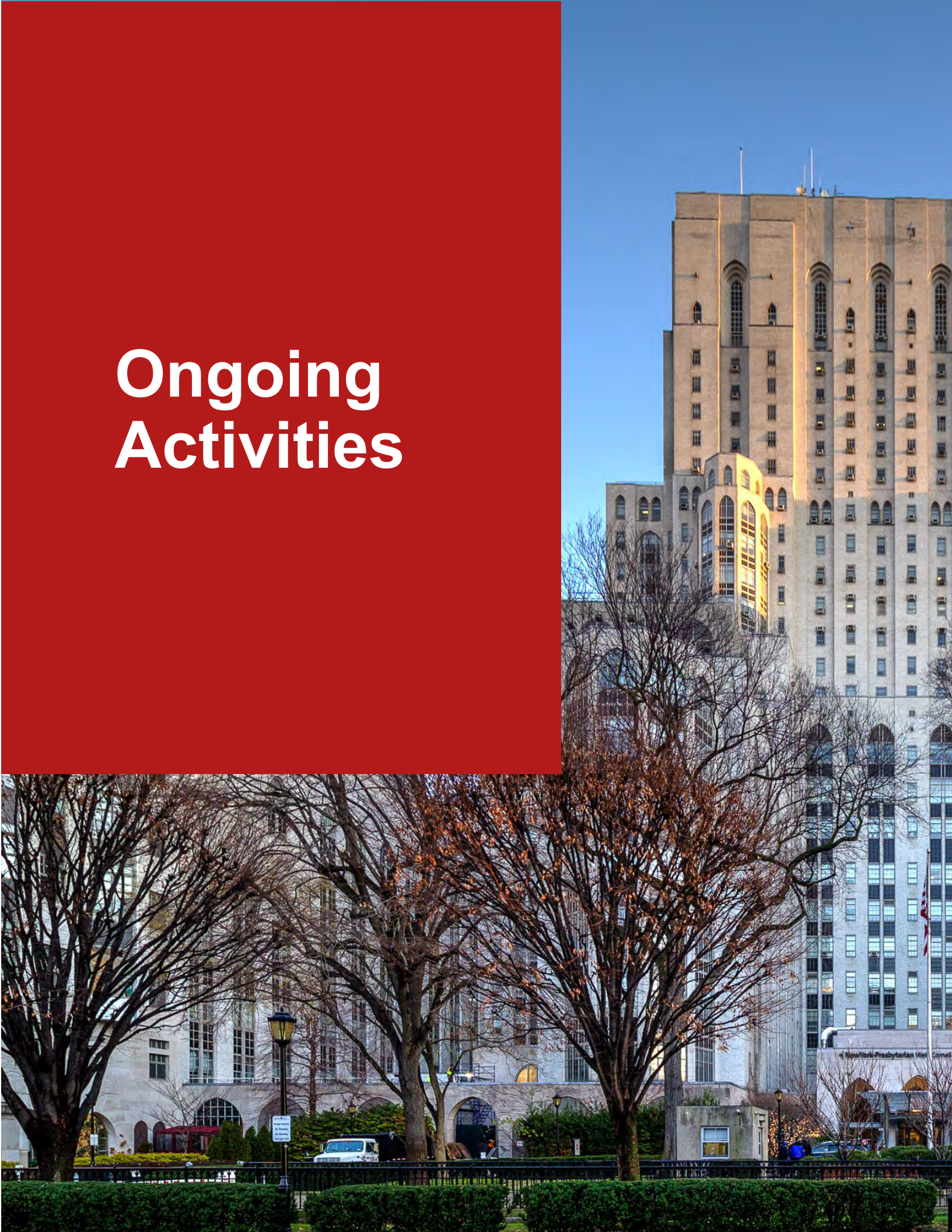
About the DEI Journal Club:

Our DEI Journal Club is a forum for meaningful discussion, analysis, and reflection on research and literature pertaining to diversity, equity, and inclusion. It serves as a platform for members to engage in thought-provoking conversations and share insights related to DEI topics. For the first DEI Journal Club Discussion we will be joined by Rulla Tamimi, Professor of Population Health Sciences and Epidemiology in Pathology and Laboratory Medicine at Weill Cornell Medicine.

About the DEI Journal Repository:

The DEI Journal Repository is a centralized, digital hub containing a wide range of scholarly articles, research papers, and publications focused on health disparities, health inequities, and social determinants of health. This resource is available to all residency program directors, chief residents, and division chiefs to support the work and studies of faculty and trainees.

Ongoing Activities





Diversity Visiting Student Acting Internship

We have had the privilege of hosting a group of talented and dedicated acting interns who brought energy and enthusiasm to our team. Their contributions were remarkable and their growth throughout their experience and thereafter is a testament to their commitment to the field of radiology and potential in the world of medicine.

This year we had the pleasure of hosting Dr. Roxana Soler who earned her Bachelors in Biological Sciences from Florida International University, her Masters in Biomedical Sciences from Drexel University, and her Doctor of Medicine from Nova Southeastern University Patel College of Allopathic Medicine. We also had the pleasure of welcoming Dr. Oludamilola (Dami) Olufosoye who received her Bachelors in Bio-Medical Science from Central Michigan University (CMU), her Masters in Public Health at Grand Valley State University, and her Doctor of Medicine from CMU College of Medicine. Lastly, we were joined by Dr. Michelle Hernández Clark who earned her Bachelors in Psychology from Barnard College, completed Post-Baccalaureate Programs in General Studies at Columbia University and Medical Studies at the City University of New York, and received her Doctor of Medicine from Rutgers Robert Wood Johnson Medical School.



Dr. Roxana Soler



Dr. Dami Olufosoye



Dr. Michelle Clark

This internship has not only been a valuable learning experience for our interns but has also been an opportunity for us to mentor and guide the next generation of talent. In addition to partaking in a series of dedicated and general lectures, the acting interns received mentorship from faculty members and chief residents alike. Most importantly, the acting interns rotated through the divisions of Emergency Radiology, Musculoskeletal Imaging, Interventional Radiology, Abdominal Imaging and Women’s Imaging. The interns finished their experience by imparting truly remarkable final case presentations

We want to extend our heartfelt thanks to our interns for their hard work, dedication, and the positive spirit they have brought to our organization. We wish them all the best in their future careers, and we hope that they will carry the lessons and experiences from this internship with them on their journey ahead.



John Evans Professorship Endowed Tuition Assistance Scholarship



The John Evans Professorship Endowed Scholarship supports two students in the Weill Cornell Master's Program in Biomedical Imaging, aiding their professional development and promoting diversity and inclusion in Radiology and STEM to address healthcare disparities. Joel Jose (JJ) Nario and Kamso Onyemeh are excelling in the program. They are currently immersed in their thesis work, and they both delivered outstanding presentations to students and faculty a few weeks ago.

Currently, JJ is currently pursuing a thesis titled "Developing a Deep Learning Model for Autonomous Navigation in Abdominal MRI Using Golden-Angle Radial Scanning," under the supervision of Dr. Ricardo Otazo. Kamso is engaged in his thesis work, titled "Exploring Transcranial Theranostic Ultrasound for Nanotherapeutic Delivery," under the guidance of Dr. Mark Burgess.

Weill Cornell Office of Diversity and Inclusion Initiative for Student Elective Rotations



In partnership with the Office of Diversity and Inclusion, the Department of Radiology is delighted to offer living stipends to students undertaking elective rotations in New York City.

This year we had the pleasure of welcoming Zayani Sims of Howard University College of Medicine. Drawn to our department by their passion for Interventional Radiology, Zayani Simis had the opportunity to immerse themselves in a transformative educational experience.

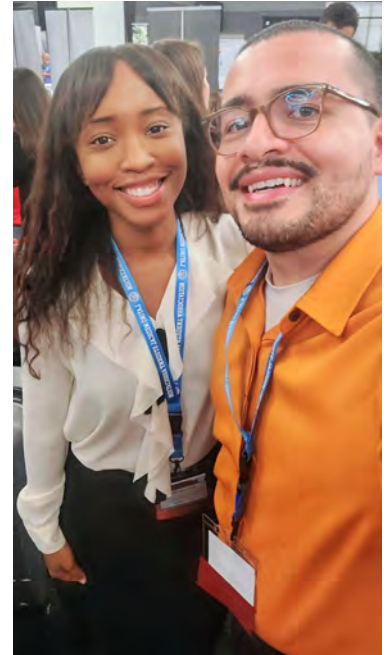
We extend our gratitude to the Division of Interventional Radiology for their unwavering dedication to student education and achievement.

URM Medical Student Outreach and Recruitment

In the last few years, several dedicated members of our department have actively participated in national conferences to engage with potential future talents and spread the word about our organization's mission and opportunities.

As a department, we understand the importance of nurturing the next generation of URM physicians and bringing fresh perspectives into the world of imaging and radiology. To that end, members of our department have been representing us at several prominent national conferences, including the Student National Medical Association Annual Medical Education Conference and the Latino Medical Student Association annual National Conference, to interact with medical students and aspiring radiologists.

This year, Dr. David Jaramillo Gil, Dr. Jolie Jean, Dr. Nathaniel Yohannes and Dr. Kasim Fassia engaged conference attendees, shaping their understanding of the culture that exists within our institution and department.



URM Middle and High School Student Outreach

In February of this year, Dr. Mohammed Soliman visited the Luisa Dessus Cruz, Middle School 302 for their “Respect for All Week” and provided an overview of radiology, its importance in diagnosing and treating various medical conditions, and the cutting-edge technologies involved. In addition, he shared personal insights into his journey as a medical resident, shedding light on the path that led him to the exciting field of radiology.

In the summer, the Weill Cornell Office of Staff Diversity, Inclusion and Engagement invited our department to participate in the recently-established New Path pipeline program which gathered undocumented high school seniors and exposed them to different aspects of the medical field. Dr. David Jaramillo Gil provided a brief introduction to several clinical and non-clinical careers in radiology while speaking about their own experiences as an undocumented American and scholar. In addition, Dr. Kasim Fassia spoke about his personal journey and experiences in becoming a radiologist as well as an overview of the field of radiology, including its importance in modern medicine.



Early Exposure of Medical Students to Radiology Seminar Series



In collaboration with the Student National Medical Association (SNMA), the Latino Medical Student Association (LMSA), the South Asian Medical Student Association (SAMSA) and the Asian Pacific American Medical Student Association (APAMSA), the Early Exposure of Medical Students to Radiology Seminar Series was developed with the aim of introducing URM medical students to the world of radiology at an earlier stage in their education, providing them with valuable insights into the field of medical imaging, its practical applications, and its far-reaching implications.

Earlier in the year, our department offered a seminar entitled “Artificial Intelligence: In the Field of Imaging and Radiology” presented by Dr. George Shih, Professor of Clinical imaging and Vice Chair for Informatics. The seminar focused on the emergence of AI in medical imaging and its tremendous potential to enhance clinical care.

Later this winter, Drs. Andrew Schweitzer and Grace Lo, Program Director and Associate Program Director of the Diagnostic Radiology Residency Program respectively, will offer a “Road to Residency in Radiology” seminar which will provide comprehensive information to URM medical students who are considering a career in radiology.

Institutional Recruitment Activities

We actively strive to attract and retain diverse medical talent. The Department of Radiology actively participates in institutional recruitment events like the "Make Your Match: Residency Diversity Virtual Open House" and the "Graduate Medical Education Diversity Welcome Back." During these events, faculty members, chief residents, and residents from various postgraduate years shared their insights on our commitment to high-quality medical education, diversity in medicine, and health equity. We appreciate their time and expertise.

Institutional Pipeline Activities

Our department remains engaged in institutional pipeline programs, including the Health Profession Recruitment Exposure Program (HPREP), a ten-week initiative involving over 100 high school students who interact with and learn from health professionals. Additionally, we are involved in the Travelers Summer Research Fellowship (TSRF) Program, which offers insights into the medical field to 25 premedical students. We are pleased to announce that a manuscript analyzing the effectiveness of the latter was recently published in *Clinical Imaging* by Dr. Nathaniel Yohannes, Dr. David Jaramillo Gil, Dr. Kemi Babagbemi, Dr. Lily M. Belfi, among others.

Diversity Week Department of Radiology Grand Rounds



As part of the Weill Cornell Diversity Week, the Department of Radiology had the pleasure of inviting Dr. Judy Wawira Gichoya, an authority in the intersection of AI, radiology, and healthcare ethics.

Judy Wawira Gichoya, MD, MS, is Assistant Professor in the Department of Radiology and Imaging Sciences at Emory University School of Medicine. Dr. Gichoya is a multidisciplinary researcher, trained as both an informatician and an Interventional radiologist. Dr. Gichoya is a member of the Cancer Prevention and Control Research Program at Winship Cancer Institute. She holds professional memberships with Radiological Society of North America, American College of Radiology, Society of Interventional Radiology, Society of Imaging Informatics in Medicine and American Medical Informatics Association.

Dr. Gichoya addressed the current landscape of AI bias and the measures taken to mitigate it, particularly in the context of radiology and healthcare; discussed the potential sources of bias in the development and deployment of large language models and the ethical implications; examined the need for oversight and the dynamics of collaboration between human experts and AI systems; explored the ethical considerations surrounding the use of AI in medical settings; highlighted the importance of diversity in data and teams to create fair and representative AI models; discussed the implications of AI's ability to predict demographics and its ethical ramifications; examined how deep learning can impact future healthcare expenses, and the potential for cost savings; explored the practical aspects of integrating AI into medical care and its implications for patient outcomes; discussed potential biases in machine learning algorithms and strategies for achieving equity in AI applications.



The Racial and Social Justice Book and Media Club

The Racial and Social Justice Book and Media Club serves as a platform for colleagues to engage in meaningful dialogue, explore critical topics, and take action on issues related to health equity. Our department believes that a shared commitment to education and open conversation can help us become more informed, empathetic, and effective agents of change.

In 2022, the organizing team wrote an editorial piece for *Clinical Imaging* entitled “Hiding in Plain Sight: How Incorporating Honest Discussion of Racial and Social (In) Justice Into Medical Education Can Inspire Change” highlighting the ways in which books and media reflect upon and offer insight into issues of health and illness, mind and body, and culture and medicine. The editorial not only showcases our department’s commitment to these vital topics but also serves as an invitation to colleagues within our organization and beyond to join us in these important conversations. We encourage you to read the editorial and consider joining The Racial and Social Justice Book and Media Club discussions.

Your participation is not only welcomed but greatly valued as we work together to create a more inclusive, informed, and socially responsible environment.



In the last few years, states have advanced a record number of bills that attack LGBTQIA+ rights, especially transgender youth. Most importantly, many of these bills target access to medically-necessary health care for transgender people, ban affirming care for trans youth, and can create criminal penalties for providing this care.

Dr. Manjil Chatterji, MD (WCM Radiology), Dr. Jerel Ezell, PhD (WCM Medicine) and Dr. Jeffrey Reiner, MD (MSKCC Radiology) explored the experiences and challenges faced by individuals within the LGBTQIA+ community. The speakers emphasized the importance of creating inclusive and supportive environments in which to recognize and address the multiple layers of discrimination and marginalization often faced by LGBTQIA+ individuals.

In addition to exploring experiences, in collaboration with the Cornell Highlights Equity for Queers in Radiology group, the event provided a valuable networking opportunity. Attendees had the chance to connect and form supportive professional relationships.

In May of 2022, the shooting in a Buffalo grocery store left 10 dead and three injured. The shooting in a Uvalde elementary school left 17 injured and 21 dead, including 19 children. In the wake of the nationwide trauma stemming from events of gun violence, it is crucial that we come together to address these pressing issues with a public health lens.

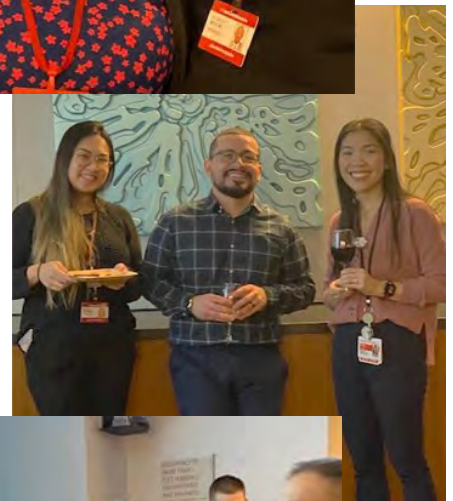
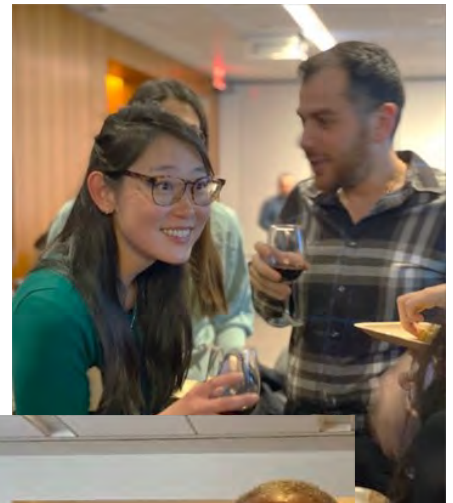
Dr. Laveil Allen, MD (Vanderbilt Radiology) and Jefferson Barrett, MD, MPH (Einstein Pediatrics) shared their research and insights into the intersection of public health and gun violence. In addition, we had the pleasure of welcoming Damion Todd, an antiviolence advocate who explored how, when gun violence occurs in our communities, it wounds both victim and perpetrator.

Overall, the discussion highlighted the urgency of addressing gun violence through a public health lens. It demonstrated that an evidence-based, community-oriented approach can play a pivotal role in reducing gun violence's devastating impact on our society.

Sunflower Hour Employee Networking Group

In collaboration with the Department of Radiology at Memorial Sloan Kettering Cancer Center, the Sunflower Hour Employee Networking Group is designed to foster a sense of community, promote personal and professional growth, and create a positive and vibrant work environment for all our employees.

During each gathering, we aim to share strategies, tips, and resources for managing stress and enhancing overall wellness; finding balance between work and personal life, particularly for those with family responsibilities; engage in meaningful conversations about social justice issues and health equity, and explore ways to make a difference; among many other topics.



DIVERSITY RAD

ENHANCING AND NURTURING CULTURAL DIVERSITY AND COMPETENCE IN CURRENT AND FUTURE HEALTH PROFESSIONALS IN THE FIELD OF RADIOLOGY

Kemi Babagbemi, MD (PI); Lisa Americo, MD; Elizabeth Arleo, MD; Lily Belfi, MD; Katerina Dodelzon, MD; Silvina Dutruel, MD; Lauren Groner, DO; Keith Hentel, MD; Joy Howell MD, FAAP, FCCM; David Jaramillo Gil, PhD; Robert Min, MD; Joseph Osborne, MD, PhD; Jessica Peña, MD, MPH; Arindam RoyChoudhury, Ph.D.; Andrew Schweitzer, MD; Robert Schloss, MD; Michio Taya, MD; Sahira Torres, MS; Nathaniel Yohannes, MD



In 2019, the Association of American Medical Colleges (AAMC) provided detailed statistical information about race and ethnicity in medical education and the US physician workforce in its Diversity in Medicine report. The report concluded that Black, Hispanic, and Native American people remain underrepresented in US medicine, despite increasing efforts to create a diverse physician workforce. Even when people that are historically marginalized and underrepresented in medicine (URiM) attend medical school, advance to residency, and enter the medical workforce, a range of factors limit their development. These include non-supportive institutional cultures, micro-aggressive behavior, and commonplace indignities directed toward URiM physicians. When it comes to the field of radiology, URiM are underrepresented relative to other medical specialties.

Overall, increased 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. Implementing culturally competent and diverse health care is critical to the success of the Department of Radiology (DoRad) at NYP/WCM. A wide range of opportunities exist to reduce health disparities and health inequities within the Department of Radiology (DoRad), the communities it serves, and the field to which it belongs. These include but are not limited to building partnerships with public and private stakeholders; increasing the number of physicians from disadvantaged backgrounds; developing improved mechanisms to monitor and report on progress toward achieving the vision of the DoRad.

To do so, anonymous observational surveys will be sent by the DoRad at NewYork-Presbyterian Hospital and Weill Cornell Medicine (NYP/WCM) to current health professionals (CHP) and future health professionals (FHP). Surveys are sent to CHP to assess knowledge, attitudes, exposure, and intent about cultural diversity and competence in the radiology workforce. Surveys are sent to FHP to assess knowledge, attitudes, exposure, and intent about educational and career paths in the field of radiology.

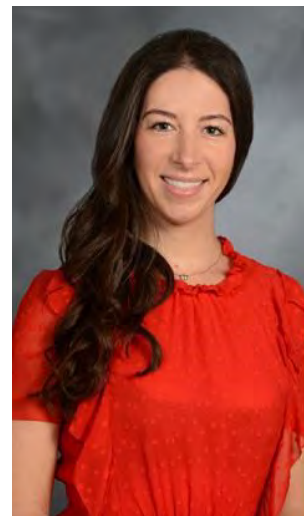
In doing so, we aim to ensure the health, safety, and well-being of all patients; increase added value to patient care; improve efficiency, transparency, and accountability; strengthen medical recruitment and education; increase patient education and community outreach; advance scientific knowledge and innovation; among other things.

IBREATHE

INVESTIGATING BEHAVIOR CHANGE INTERVENTIONS REGARDING LUNG SCREENING IN THE AMBULATORY SETTING TO IMPROVE LUNG HEALTH: A MIXED METHODOLOGY STUDY

Lauren K. Groner, DO (PI); Erica Phillips, MD; Rulla Tamimi, ScD, Bradley Pua, MD; Stephen Peterson, MD; Rishikesh Dalal, MD, Nathalie Moise, MD

Lung cancer is the leading cause of cancer-related death in the U.S., and although screening high-risk individuals using low-dose CT (LDCT) has been shown to reduce lung cancer-specific mortality (1, 2), lung cancer screening (LCS) among eligible adults is dismal (~6%). While recent updates to the LCS guidelines will increase the relative percentage of screening-eligible persons by 87%, there remain significant barriers to LCS at the patient, provider, and system levels. Despite ample research identifying barriers to LDCT, few studies have examined effective facilitators to early detection of lung cancer. Hence, we are employing a strategic implementation science approach, using the Behavior Change Wheel (BCW) framework, to design and pilot test a multi-faceted behavior change intervention at the provider level to increase uptake of LDCT screening in urban primary care-based practices with varying resources (NewYork-Presbyterian Medical Group Practices and Community Healthcare Network Long Island City).



The specific aims of our study are to: 1) Identify behavioral targets and the most prominent barriers to utilizing LDCT among primary care providers (PCPs) in two different practice model settings using the BCW framework; 2) Determine the most feasible and effective behavior change techniques that address the prioritized; and 3) Pilot a multi-component implementation strategy that will increase LDCT in academic-based faculty practices and FQHCs.

Since receiving the 2022-2023 Health Justice Grant Dalio Center for Health Justice Grant in February, the team has conducted 4 nominal group sessions with primary care providers from around the country to understand physicians' most prominent barriers to implementing guideline concordant lung cancer screening uptake/referral in their daily practice, particularly regarding minoritized patients. Coding of the data is currently underway and will inform the design of our multicomponent behavior change strategy that will be implemented at our pilot sites from January 2023 through December 2023. Prior to implementation, we will assess the intervention's feasibility and acceptability using key-informant interviews with a diverse group of stakeholders (providers, administrators, executives, financial experts, and front-desk staff), such that the final multicomponent strategy will be feasible and acceptable in the total context of a primary care practice. The final intervention will be implemented and tested in one NYP- and one FQHC-affiliated primary care practice.

The results of this pilot will provide the necessary evidence for a future larger cluster randomized trial testing our multi-faceted implementation strategy to facilitate and enhance the LDCT screening process among diverse populations in diverse clinical and community settings, ultimately resulting in a reduction in disparate lung cancer outcomes.

RAD HEALTH EQUITY LAB

IMAGING AND THERAPY IN THE MANAGEMENT OF HEALTH EQUITY

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.



RAD HEALTH
EQUITY

Selected recent publications include:

- Racial/Ethnic Disparities in Genomic Sequencing. Spratt DE, Chan T, Waldron L, Osborne JR. JAMA Oncol. 2016 Aug 1;2(8):1070-4.
- 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.
- 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.
- 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.
- 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.

Emerging Activities



Personality Assessment Program for Managers and Supervisors

We are excited to announce a valuable training opportunity designed to equip our managers and supervisors with essential skills and insights to elevate their leadership abilities and contribute positively to our organization's growth by enhancing self-awareness, strengthening interpersonal skills, fostering an inclusive organizational culture, and elevating leadership.

Association of University Radiologists (AUR) Strategic Alignment Grant

Following the submission of a letter of intent, the Office of Diversity and Inclusion has received an invitation to apply for the AUR Strategic Alignment Grant. If granted, this funding will empower us to advance our global education objectives by facilitating connections between internationally renowned faculty members and institutions of higher learning in resource-constrained regions across the African continent.

Office of Diversity and Inclusion Launching Social Media Pages

The Office of Diversity and Inclusion is thrilled to announce that we will be launching our very own social media webpages to connect with our community, share important updates, and engage in meaningful conversations. We encourage you to follow and engage with us on our new social media platforms to help us spread the message of diversity and inclusion.



Weill Cornell Medicine Radiology

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