

Diversity Enhancement

October 2017

Diversity Is Our Strength



May I stress the need for courageous, intelligent, and dedicated leadership... Leaders of sound integrity. Leaders not in love with publicity, but in love with justice. Leaders not in love with money, but in love with humanity. Leaders who can subject their particular egos to the greatness of the cause.

Rev. Dr. Martin L. King, Jr.

Message from the Associate Dean for Diversity Enhancement

Irene Blanco, MD, MS



Dean Blanco

Hello Everyone:

A hearty welcome back to our returning students and a big Einstein welcome to our First years! It's funny, as I look back at last year's newsletter, how much things have changed around Einstein and yet how much they have stayed the same.

We are entering a new era here at the college, we have a newly promoted Senior Associate Dean of Medical Education, a newly promoted Associate Dean of Medical Education and Curricular Affairs, a newly promoted Associate Dean of Student

Affairs and soon we will have a new Dean. With changes there always comes some trepidation, however, change is a wonderful thing to promote growth and foster innovation!

As part of this growth, we look to continue advancing our diversity and inclusion initiatives throughout the college. We are working with Admissions to have student led sessions for medical school applicants that focus on the diversity of our Einstein community. We continue to collaborate with our colleagues in medical education to continue expanding diversity topics in the curriculum. We are also launching several school wide initiatives such as Safe Zone training, so that we can have known safe spaces for out LGBTQIA colleagues and students throughout the college.

While we are in the midst of all of this change, our goal remains the same, to have our school to be a place to foster not only innovation in science and medicine, but to also foster and support the people that make the mission possible, embracing all that they are and all they hope and strive to be.

Warmest regards,

Dr. B

Irene Blanco, MD, MS

Reflections of the 2016 SNMA RMCE Conference

Elise Mike



The Regional Medical Education Conference (RMEC) is the largest event of the year for SNMA. High school and undergraduate students, medical students, residents and physicians all gather together to address career development and issues of concern for medical students of color. Each year, a different medical school in Region IX (New York and New Jersey) hosts the event and showcases their institution's commitment to diversity.

As Associate Regional Director (ARD) General of SNMA Region IX, I chaired the planning committee for this exciting event in 2015, and I learned firsthand that it is essential to have a strong SNMA chapter as the conference host. I was therefore thrilled when Tonya Aaron, the Einstein SNMA chapter president for 2016-2017,

volunteered to host RMEC 2016 here at Einstein. As a past chapter vice president and co-president, I could think of nothing better than having this amazing event at my home institution during my second term as ARD and planning chair.

With the help of the Office of Diversity Enhancement and the other members of the regional Conference Planning Committee (CPC), we started organizing the event in the summer of 2016. Our theme was "Embodying Black Excellence: Scholarship, Service and Self-Care". We chose this to focus on exploring the meaning of the phrase "black excellence" in the medical profession and how to exude excellence as students, patient advocates, and individuals in need of self-care on this rigorous career path.

RMEC consists of four tracks, and they are geared toward high school students, premedical students, medical students, and general attendance. Workshops in each training level are focused on career development and skill building, and the general attendance track is geared toward delving into the conference theme. High school students learned about college admissions and financial planning, and they also got hands-on experience with suturing and a standardized patient encounter. The highlight of the premedical student track was the "Demystifying Medical School Admissions" sessions, which featured diversity deans from across New York and New Jersey and included our very own Dean Nilda Soto. The most highly rated workshops of the medical student track were the "Game of Wards: Surviving Rotations" medical student panel and the "Medical Specialty Speed Dating" roundtable with physicians from over 10 specialties.

After a morning of thought-provoking workshops, attendees received the keynote address from Dr. Phillip Murray, a board-certified psychiatrist and Huffington Post contributing writer. He dazzled the audience with remarks that examined the meaning of "black excellence" using the Netflix hit series *Luke Cage* as an example. He reminded us all that we already embody the phrase and encouraged us to take care of ourselves along this journey.

Elise

Reflections of the 2016 SNMA RMCE Conference

RMEC 2016 also included our first annual Region IX Research Symposium. Undergraduate, medical and graduate students from our region presented posters and gave talks about their basic and translational research. The symposium was organized by Natalie Ramsey, past SNMA chapter co-president, the Regional Research Liaison for 2016-2017, and a fellow 5th year MD/PhD candidate here at Einstein.

The day concluded with two gender-specific workshops that examined black physician excellence from the male and female perspectives. Attendees of all training levels came together for these sessions to network with physician panelists and speak candidly about work-life balance and how to survive and thrive as a man or woman in medicine.

The CPC was able to execute the largest regional conference in SNMA Region IX history with over 300 attendees. I couldn't have done it without the help of Tonya and the ODE and the countless physicians who volunteered their time to speak. I am so proud of the work that we did last year, and I am happy to report that Einstein student participation in regional leadership has only grown since then. I now serve as the Region IX Director for 2017-2019 and on the SNMA national Board of Directors (BOD). Natalie is now the chair of the national Diversity Research Committee and also serves on the BOD. Taylor, past MAPS Liaison of the SNMA Chapter, is now the Regional Research Liaison, and she is working diligently to plan this year's research symposium. Tonya has also joined me on the regional board as the new ARD General, and she is currently spearheading the planning of RMEC 2017.

As you can see, Einstein students are very involved with SNMA, and I encourage you all to get involved on the local, regional and national levels. If you have any questions about how to do so, please do not hesitate to reach out to me at region9director@snma.org.

This year's conference is scheduled for November 18th at CUNY School of Medicine in Harlem, and I hope to see you there!

Best,

Elise

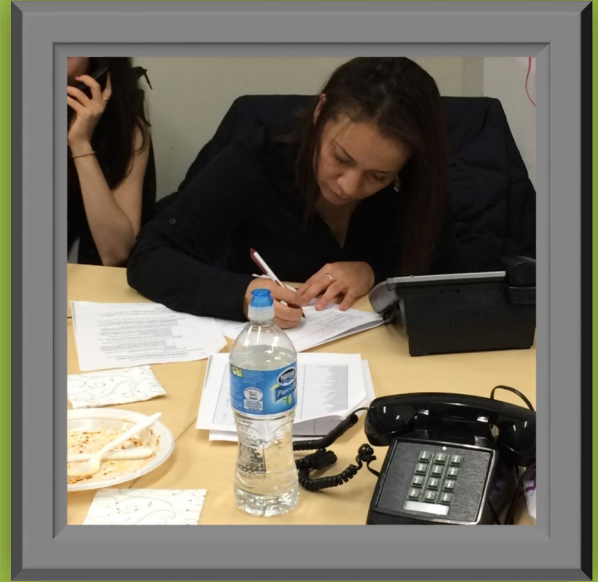
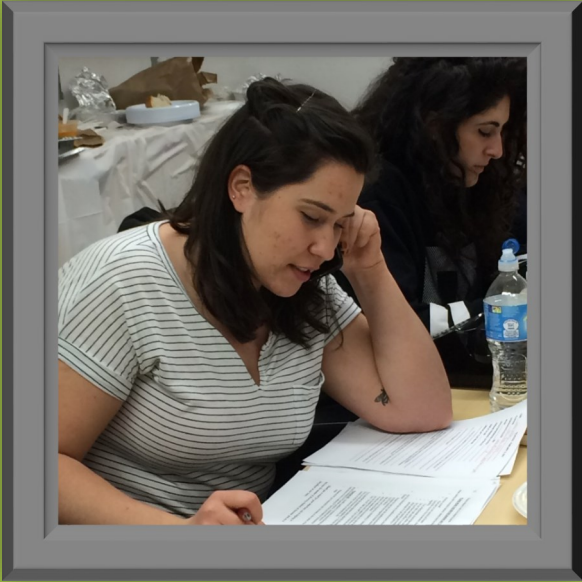
Elise Mike
MD/PhD candidate

Elise

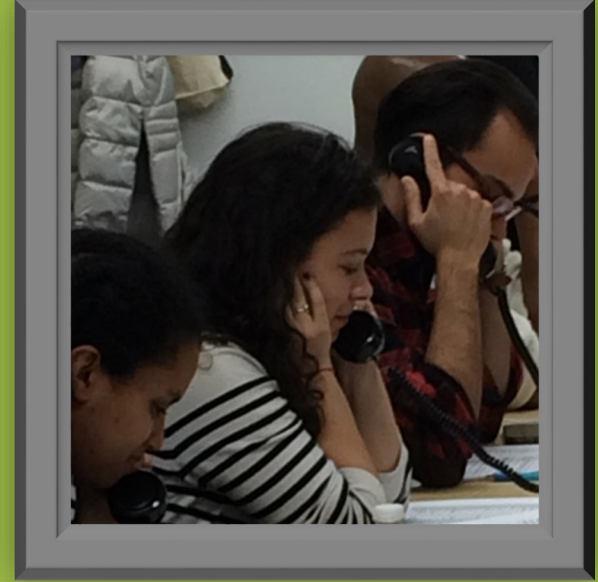
2016 SNMA RMCE Conference November 20, 2016



Diversity Telethon



*Annual
Diversity
Telethon for
Accepted Diversity
Students
February 13, 2017.*





Congratulations!

NAME	DISCIPLINE
Jorge Aguilar	Pediatrics
Melissa Bhikham	Family Medicine
Jennifer Brown	OBGYN
Adjoa Bucknor	OBGYN
Carlos Diaz-Balzac	Internal Medicine/Research Pathway
Ranyelenu Efobi	Internal Medicine
Kevin Frison	Physical Medicine & Rehab
Travis Howlette	Internal Medicine/Community Primary Care
Ariel Love	Internal Medicine
Joanna Mergeche	Anesthesiology
Hannah Moreira	Emergency Medicine
Melissa Ochoa-Trochez	Family Medicine
Eugene Palatulan	Physical Medicine & Rehab
Rebecca Parra	Psychiatry
Christopher Pina	Medicine, Primary/Social Internal Medi- cine
Randy Ramsaywak	Psychiatry
John Riggins	Emergency Medicine
Alejandro Romero	Emergency Medicine
Daniel Santos	Neurology
Sean Schnarr	Emergency Medicine
Brandon Trapp	Emergency Medicine

Minority Women's Professional are MVPs

Dr. J. Nwando Olayiwola

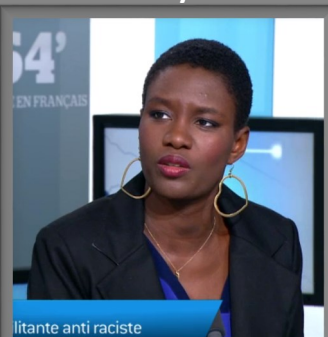


Dr. J. Nwando Olayiwola, MD, MPH, CPE, FAAFP (@DrNwando), contacted the Office of Diversity Enhancement in search of a host venue for a one day women's empowerment conference. On Sunday, April 2, 2017, Einstein answered the call and played host to the Minority Women's Professional are MVPs Conference.

Dr. Olayiwola's mission is to bring the message of women's empowerment, inspiration, encouragement and skills enhancement to "multiple cities, hundreds of women." In Dr. Olayiwola's own words, "MVPs is not just a conference, it's a movement that celebrates the richness of our diversity, empowers us to shine through our differences and disadvantages, and equips us with the tools needed to survive and thrive."

Dr. Olayiwola is the CEO and founder of Inspire Health Solutions, LLC, creator of MVPs are MVPs, and founder of the Association of Minority Women Professionals. She is also a practicing family physician, Associate Professor in the Department of Family and Community Medicine and Faculty Affiliate in Global Health Sciences at the University of California, San Francisco. Dr. Olayiwola has been a longstanding ambassador for diversity, inclusion and equity for minorities and women. For additional information visit <http://inspirehealthllc.com>.

Ms. Rokhaya Diallo



The keynote speaker was Ms. Rokhaya Diallo (@RokhayaDiallo), a French-Senagalese journalist, writer, and award winning filmmaker and advocate for racial and religious equality. Ms. Diallo spoke on the topic of "Women's Activism in a World of Uncertainty." She gave a powerful speech on growing up as a French-Senagalese in France and her calling to journalism.

Ms. Diallo is the recipient of numerous journalism awards. Her bilingual lifestyle blog, RokMyWorld, can be viewed on www.rokmyworld.fr/language/en/.

The conference offered breakout sessions on the following topics: Mentoring in the Modern Day; Can We Balance It All?; Strategies for Managing the Juggling Act; Dream and Dream Big, and many more sessions. Among the conference's speakers, Associate Dean for Diversity Enhancement Dr. Irene Blanco spoke on the topic of "Creating Safe, Inclusive and Rich Learning Experiences for Diverse Women."

In addition to the ODE office staff members, sixteen Einstein students both volunteered and participated in the conference. We all enjoyed an empowering and inspiring day.

Minority Women's Professional are MVPs Conference



April 2, 2017



Duvivier Lecture

Roger Duvivier, MD, FACOG



In 2015, the Office of Diversity Enhancement bestowed a great honor upon me by creating a lectureship in my name. The lectureship is dedicated to raising awareness on the plight of historically underrepresented in medicine, racial and ethnic disparities.

In keeping with the 1950's vision of Professor Albert Einstein, that his medical school would carry his enlightened torch of inclusion and diversity, the Office of Diversity Enhancement and the Department of OBGYN and Women's Health, joined together to invite the talented and articulate Dr. Allison S. Bryant Mantha, MD, MPH, as this year's lecture keynote speaker.

Dr. Bryant Mantha spoke on the very thorny and challenging topic of Racial and Ethnic Disparities in Obstetrics Outcomes and Care. By highlighting the racial and ethnic disparities in obstetrical outcomes and care in the USA, Dr. Bryant clearly urged us to pursue greater safety, equity and quality in medical education, in the curricular plans to integrate basic sciences into clinical medicine, population health, health system sciences and behavioral sciences, and ultimately into global healthcare. Her subliminal message is that the known persistent disparities in obstetrical outcomes and care are "not only statistically significant, but are morally significant and fundamentally unjust. They are unacceptable at a very highly significant p value."

As "science is at the heart of Einstein medicine," the ODE and the Department of OBGYN and Women's Health are Einstein's soul and conscience. They are the "E" for Equity at Einstein. The ODE and my division of global women's health share a common emphasis "on the have-nots, the URM, the poorer, more vulnerable, underserved and unserved populations; they seek multidisciplinary and interdisciplinary approaches; believe in the importance of healthcare systems and health systems sciences that value diversity and inclusion as public good for all human beings.

The new motto for Einstein medical students, residents and faculty might need to change to "Seek social justice and equity, as you do no harm." Follow Albert's advice, "live your life for others," and "only a life lived for others is a life worthwhile."

The lectureship has prompted an annual visit to the Einstein campus which remains a source of real joy for me, as it allows me to interact with colleagues, students and staff. I am pleased to share this year's lecture with you (see link below), and look forward to seeing you at next year's lecture scheduled for March 13, 2018, at 8:00am, in the Lubin Cafeteria.

Copy and paste the link onto your browser to view the lecture in its entirety:

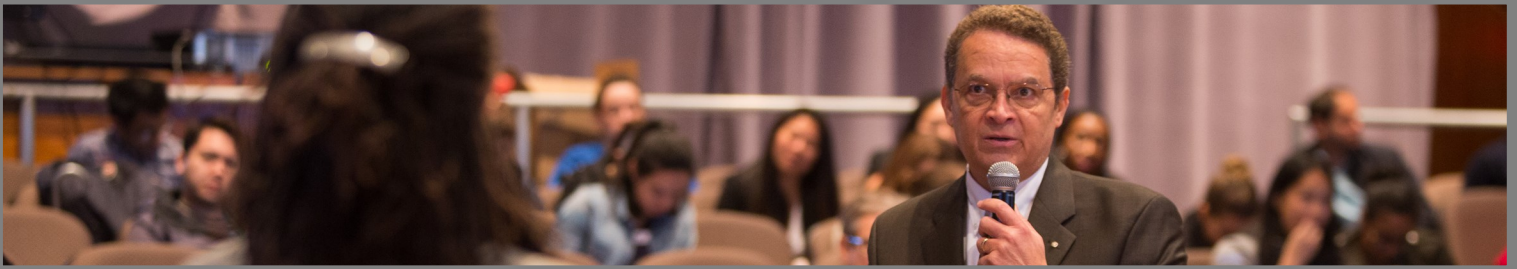
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Warmest regards,

Roger

Roger Duvivier, MD, FACOG

Roger Duvivier, MD, FACOG Lecture



Third Annual Duvivier Lecture — April 25, 2017



National Medical Fellowships



May 9, 2017

The National Medical Fellowships (NMF) is a non-profit organization dedicated to increasing the number of underrepresented minority physicians. The annual NMF New York Champions of Health Awards was held on May 9, 2017, at the Union League Club of New York.

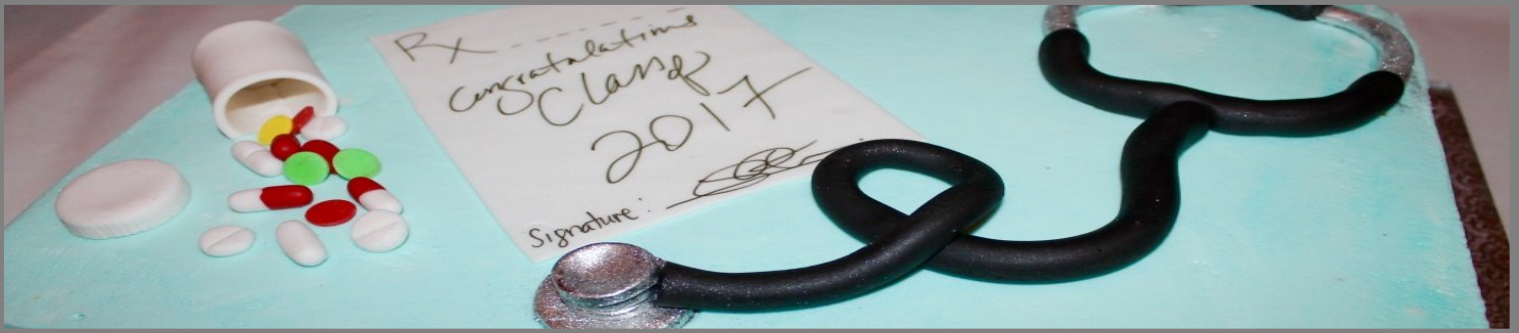
Dr. Philip O Ozuah, MD, PhD, Executive Vice President & Chief Operating Officer of Montefiore sponsored ten Einstein students, including Assistant Dean Nilda I. Soto to attend this year's event.

Featured on above center photo from left to right is: Assistant Dean Nilda I. Soto, Mame Fall, Sebastian Placide, Leti Nunez, Bianca Ulloa, Lizbeth Grado-Gutierrez, Melissa Plummer, Dayle Hodge and Kim Ohaegbulam.

Feature from left to right are first year medical students: Mame Fall, Leti Nunez, Lizbeth Grado-Gutierrez, Bianca Ulloa and Melissa Plummer.



Senior Dinner

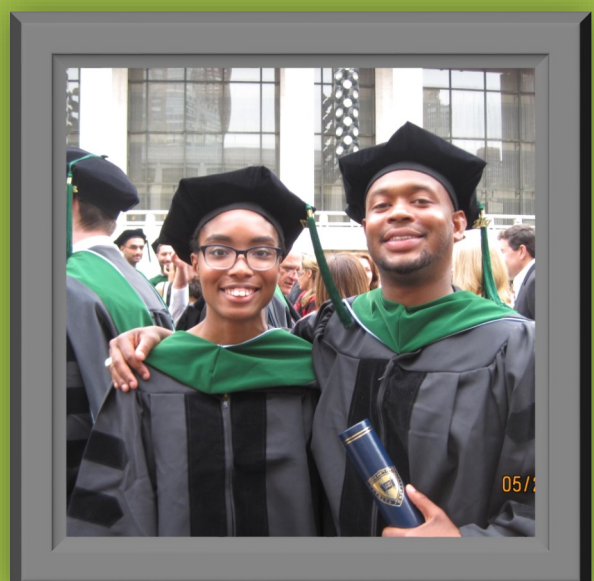


May 15, 2017

The annual diversity senior dinner was held on May 15, 2017. SNMA and LMSA executive board (eBoards) members hosted this year's dinner, in honor of the graduating Class of 2017. Chinazo O. Cunningham, MD, MS, Associate Chief—Division of General Internal Medicine and Director of Research Resources was this year's keynote speaker. Seniors enjoyed an evening of acknowledgement and celebratory words, dinner and wine, music and dancing, and lots of laughter and hugs. The eBoards gifted the graduates a beautiful wooden diploma frame, complete with an Einstein inscription.



Commencement 2017



Reflections of an Einstein Commuter

Karl Roberts



The transition into medical school is one that requires thought. As a student, you are placed into an unfamiliar environment, where you have to be able to quickly navigate through the mammoth amounts of information given to you, use it to best your exams in a short amount of time, and somehow find the time to relax and recharge so that the frontal lobe of your brain doesn't undergo extrinsic apoptosis (I have heard from many of my classmates that exams contain death-effector domains).

What helps many students is the convenience of living literally across the street from school, as it keeps one close to their new friends, access to the library and study resources, and basically piece of mind (in that one doesn't have to wake up too early). However, the die-hard MTA fan in me would not accept this and subsequently chose to take up the life of a commuter student. I commute from the end of Brooklyn (about four blocks from the Kings Plaza Mall) which takes me about two hours (sometimes two and a half) on a good day. Doing this takes a lot of discipline and establishment of a non-bending routine, since any mishap equals lateness (and I don't want to find out what happens if I'm late 15 minutes to a required class).

I normally wake up at 5a for an 8:30a class and spend a total of four hours a day commuting. For the most part I leave campus as soon as class is over, so I normally arrive home around 5p. Those days where I am engaged in late hour school related activities, it can be as late as midnight *gasp*. After commuting for a year, I do notice pros and cons with this routine. Con-wise, I have to plan my time, to the minute, since I can not afford to stay in school too late. Also, because I do not see my classmates often, I end up forgetting their names (it's probably commuter induced prospagnosia). The pros are that I get a dedicated four hours of study time and time to myself that I use to reflect and plan the next day. It is also prepping me for waking up early, which is paramount to some third year rotations such as surgery.

In the long run, the rigors of commuting helps me to achieve the physical and mental discipline needed to be a physician in an urban setting, particularly New York City. While I may not have a clear idea of the specialty I want to pursue, I believe that going through the trials of a long commute is, in a way, part of the inner city physician experience, and one I embrace.

Best,

Karl

Karl Roberts
MD Candidate

Karl Roberts



Reflections of an Amazing Global Health Experience

Sebastian Placide



“Ama La Vida.” Translation: Love life. As the motto of Ecuador, there is no statement that is truer than this. While it may be a simple thought, it encapsulates the way Ecuadorians view life and drives the way in which they treat everyone in their presence.

I visited Ecuador this past June via the Einstein Global Health Institute. My group, consisting of two Jacobi plastic surgeons and 10 other fellow Einstein students, sought to establish an exchange program between Jacobi and Hospital Eugenio Espejo. Our objective was to not only learn the ins-and-outs of the country’s healthcare system, but to exchange ideas and foster collegiality.

The time I spent in Quito—though short—was truly enlightening. In fact, it was my first real trip abroad so I was both excited and nervous. Truth be told, I didn’t really know what to expect. Would I be viewed as just some “gringo” who is visiting the country for his own personal sense of self? Would I be welcomed with open arms? So many questions loomed in my head. The uncertainty that was brewing in my mind, however, was immediately dispelled within my first few minutes in the country.

As my group exited the doors of Mariscal Sucre airport, we were warmly greeted by our host physician, Dr. Bassantes, and his family. Their demeanor and hospitality made me feel like a family member who they hadn’t seen in a few years (they even brought flowers!). Still, this feeling was not limited to this encounter; it seemed like the whole country operated in this fashion. Whether we were shadowing in the hospital or walking through the streets of Quito, everyone was quite familial and courteous to one another.

Being from the concrete jungle where people tend to be to themselves, this was refreshing to witness. While we may be reserved when greeting strangers in NY, the people of Ecuador are never too timid or too busy to extend the sincerest “¡Buenos Dias!” to their fellow compatriots or even tourists like ourselves.

The gregariousness even permeated the realm of clinical practice. Shadowing and helping out on the outpatient side of the hospital, I witnessed how the physicians treated each other and their patients. The doctors genuinely inquired about each other’s life outside of the hospital and when it came to patients, they treated them like family members and cared for them with utmost respect and comfort. It was a dynamic the likes of which I had never seen: empathy on a different level.

Sebastian

Reflections of an Amazing Global Health Experience

Being in this milieu, I couldn't help but reflect upon the kind of doctor—and person—I hope to be as I move towards my career. While it is easy to become another cog in the machine, it is important for me to remain grounded yet humanistic. I hope to be a great healer, but also a strong advocate and a trusted colleague. If I learned anything from the people of Ecuador, it's that I want to treat others in the same way that I would want to be treated. Loving others is a major part of loving life.

As Einstein himself said: "Only a life lived for others is a life worthwhile." In the pursuit of your own happiness, don't forget to think about others. Something as simple as greeting a passerby or even asking about someone's day, will keep us in touch with our human sides as we work towards our careers in healthcare.

Best,

Seb

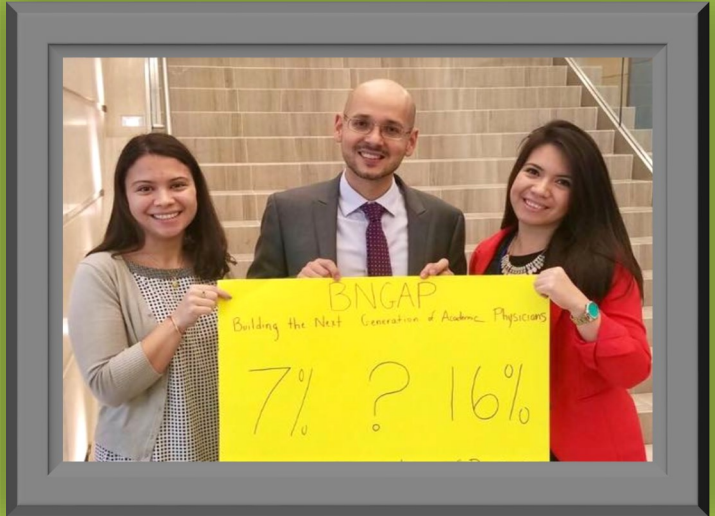
Sebastian Placide
MD Candidate



LMSA

The Office of Diversity Enhancement is supportive of student organizations such as the Student National Medical Association (SNMA) and the Latino Medical Student Association (LMSA). Among the services the office provides diversity students, SNMA and LMSA members are: academic and career advising, mentoring, distribution of information pertaining to scholarships, summer opportunities and conferences.

Seen here are Einstein students attending the 3rd Annual LMSA Policy Summit, October 21-22, 2016, in Washington, DC. Feature from left to right, are Catherine Castillo, Dr. J. P. Sanchez Class of 2006 and Patricia Rivera.



Seen here are Einstein students attending the LMSA National Conference, April 7-9, 2017, at Hempstead, NY. ODE sponsored the attendance of eight students. Featured in the center is Hannah Moreira and to the extreme right is Catherine Castillo and Patricia Rivera.

Featured third from left is Patricia Rivera, Catherine Castillo and in the center is Hannah Moreira Class of 2017.



BBQ

The Office of Diversity Enhancement is a student-centered office that seeks every opportunity to foster community. A BBQ was held on August 3rd as a welcome back to current students, and welcome to Einstein to the Class of 2021. Faculty, staff and students enjoyed an outdoor get-together over hamburgers and hot dogs. We had an epic time!



Award

Congratulations to Dayle Hodge, MSTP, on being the recipient of the 2017 Graduate Student Council Award for Service to the Sue Golding Graduate Division.

Dayle was one of four students chosen for the award (and among the first two MSTP students ever selected). He was recognized for his involvement in a number of leadership positions at Einstein including: Vice President of the Student National Medical Association (SNMA) from 2011 to 2012, in which his efforts to promote community outreach earned the Einstein SNMA Chapter the Chapter of the Year Award, for Region IX (NY/NJ).

Dayle Hodge, MSTP



Melvin E. Stone, Jr., MD.



Congratulations to Dr. Melvin E. Stone, Jr., Director—Surgical Intensive Care at Jacobi Medical Center; Site Director for the Surgery Clerkship at Jacobi Medical Center; Associate Director-Trauma Services & Surgical Critical Care at Jacobi Medical Center; Associate Professor of Surgery at Albert Einstein College of Medicine; and Advisor to the Office of Diversity Enhancement on being the recipient of the 2017 Harry H. Gordon Award for Outstanding Clinical Teacher.

Dr. Stone was recognized for his many years of teaching excellence and contributions to the Surgery Clerkship.

Thesis Defense

On August 2, 2017 Kim C. Ohaegbulam, MD/PhD candidate, defended his PhD thesis entitled “Tumor-expressed B7x Promotes Colonic Pulmonary Metastases and Antigen-Specific CD8 T Cell Exhaustion Independently of Neuropilin-1.” Featured from left to right is Kim and his family.



On September 15, 2017 Yama Rasheed Yakubu, MD/PhD candidate, defended his PhD thesis entitled “The Arginine Monomethylome of Toxoplasma Gondii and an Examination of the Role of MAG-1.” Featured from left to right is Yama Rasheed Yakubu’s mother, Yama Rasheed Yakubu and other members of his family.



On September 19, 2017 Dayle Hodge, MD/PhD candidate, defended his PhD thesis entitled “Histone Variant MacroH2A1 Plays an Isoform-Specific Role in Suppressing Epithelial-Mesenchymal Transition.” Featured from left to right is Dayle Hodge, his mother and Myles Aka-bas, MD, PhD.



Student Life

Einstein students volunteer. As part of the incoming Class of 2021 orientation, Einstein students conducted walking tours of the Bronx.

Featured on the right (wearing a black T-shirt) is Sebastian Placide surrounded by members of the Class of 2021. This photo was featured on Instagram @brontours. For additional information visit www.bronxhistoricaltours.com.



Einstein students are ardent advocates for social justice. On January 30, 2017 Einstein students, faculty and staff, members of 1199 SEIU Union, community members, elected officials, participated in a peaceful walkout in protest of the proposed repeal of the ACA. Featured on the right are Einstein students, including SNMA and LMSA executive board members.



Einstein students are caring. When you enter the ODE office, you are greeted by a flyer that reads, You Are Entering a Hug Community. Followed by Bill Kean's quote, "a hug is like a boomerang-you get it back right away." Hugs happen in ODE. Need a hug? Featured from left to right are Kristine Alexander and Carla Anderson.



Office of Diversity Enhancement Staff



Nilda I. Soto, MS. Ed
Assistant Dean—Diversity Enhancement



Melvin E. Stone, MD, FACS
Senior Academic Advisor



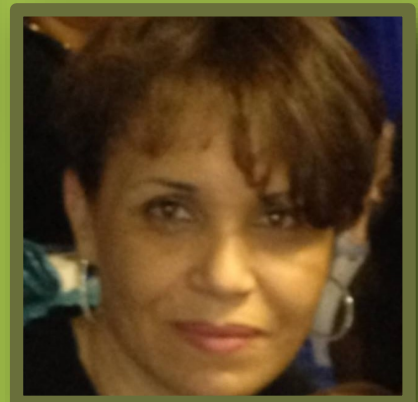
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Associate Dean—Diversity Enhancement



Deborah Negron-Cordero, MS
Counselor—EEP Program



Medina Byars, CNHP
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Maddy Ebanks, BS-HSA
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Einstein believes a diverse approach
to medical education
better prepares future doctors
to meet the needs of a
globally-interdependent world.