

Gender Equity Quarterly



June 2023

OFFICE OF GENDER EQUITY
IN SCIENCE AND MEDICINE

Welcome!

Dear Mount Sinai Community,

Happy Pride Month from the Office of Gender Equity team! Pride is a celebration of joy and expression of authentic self just as much as it is a time to highlight community and chosen family. We hope you get to celebrate your chosen family this month, especially your LGBTQ+ colleagues and co-workers.

Last month, our Amplifying Equity Speaker Series featured Lily Zheng. Lily is a no-nonsense Diversity, Equity, and Inclusion speaker, strategist, and consultant who helps organizations and leaders achieve their DEI outcomes. Devin Madden, our Associate Director, had an opportunity to lead a wonderful fireside chat with Lily. Devin and Lily do a deep dive into ways employers and colleagues can support gender equity, women, and gender-diverse colleagues through actionable, and applied strategies. If you missed it, please scroll down on the [OGE website](#) and enjoy the recording of this Amplifying Equity event.

In this issue of Gender Equity Quarterly, we highlight some of our favorite Pride-related reads, shows, and art while also inviting you to get involved in events our colleagues are hosting. We also share updates from our Gender Equity Action Teams (GrEAT), the Distinguished Scholars Award Program, and new leadership and faculty development programs we are launching.

Our programming all year long centers and elevates the broad spectrum of voices, identities, and expressions in our Mount Sinai family, and a culture in which everyone can thrive regardless of gender and/or gender expression. As we work towards those goals, we would love to hear your feedback and ideas— we want to hear from you!

Sandra K. Masur, PhD
Director, Office for Women's Career;
Office of Gender Equity in Science and Medicine

Happy Pride Month!

In honor of Pride Month, we are excited to share events and activities throughout the Mount Sinai Health System. Please scroll below for more details.

Spotlight Events



Pride March

Registration is now open for employees, faculty, and students interested in marching with the Mount Sinai Health System contingent for the annual NYC Pride March.

Sunday June 25

[Register Here](#)

Profiles in Pride: A Panel Discussion

Join us in conversation as we hear from this year's "Profiles in Pride" LGBTQ+ staff and allies on Best Practices for engaging LGBTQ+ patients, faculty, staff, and students.

Wednesday June 28 - 12 pm

[Register Here](#)

Just Desserts

Join us for a monthly program in which a senior woman scientist or physician shares candidly how she juggles her career and the rest of life.



September 13
Monica Kraft, MD --
Medicine, Pulmonary,
Critical Care, and
Sleep Medicine
4pm - 5pm

[Register Here](#)

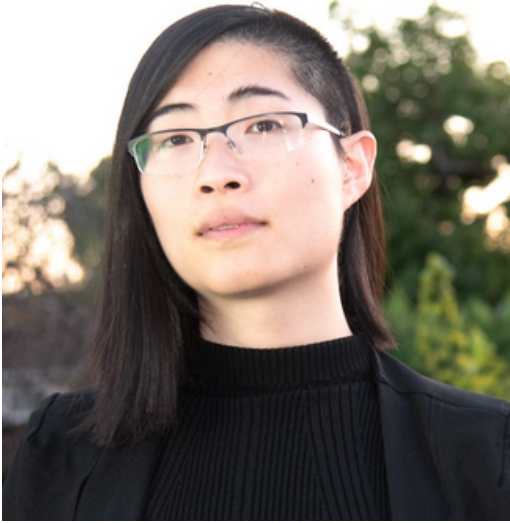


December 6
Elena Ezhkova, PhD --
Cell Biology,
Developmental & Regenerative
Biology & Dermatology
4pm - 5pm

[Register Here](#)

Amplifying Equity Speaker Series

The Office of Gender Equity in Science and Medicine hosts a monthly Amplifying Equity Series featuring esteemed colleagues in the work towards advancing gender equity in our institution and beyond.



This month, we want to highlight a conversation with Lily Zheng from early May. LILY ZHENG (they/them) is a no-nonsense Diversity, Equity, and Inclusion speaker, strategist, and consultant who helps organizations and leaders achieve the DEI outcomes they need. A dedicated practitioner and advocate named a Forbes D&I Trailblazer, 2021 DEI Influencer, and LinkedIn Top Voice on Racial Equity. In their talk with our Associate Director, Devin Madden, Lily and Devin talk about deconstructing gender roles, expectations and allyship in the workplace.

[View the recording HERE](#)

Building Gender Equity Together: Our Gender Equity Action Teams Launched!



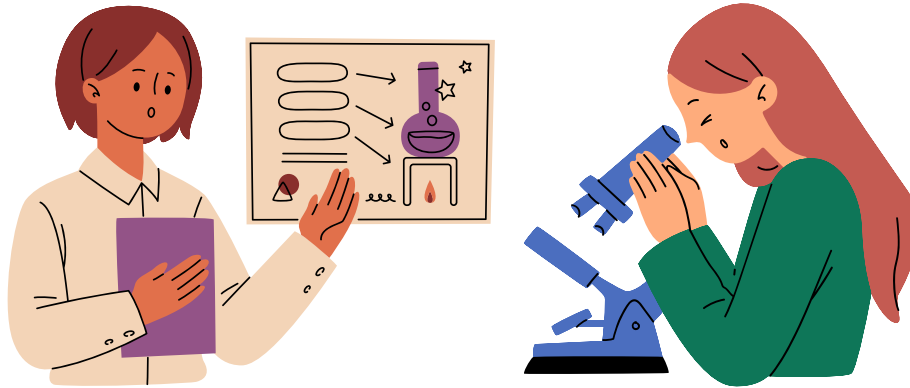
We have identified co-leaders and members for our three Gender Equity Action Teams (GrEAT) on

- 1) amplify caregiving and family-friendly benefits;
- 2) normalizing the use of such benefits by celebrating caregivers, and
- 3) identifying metrics for tracking gender representation.

We are so grateful for all who are involved in bringing these initiatives to life. We will be sharing updates about these workgroups and their progress with all of you as we continue. If you have questions about the initiative, email Devin Madden at devin.madden@mountsinai.org.

Fourth Annual Distinguished Scholar Award

Recipients



We are pleased to announce the remarkable recipients of the fourth annual Distinguished Scholar Award from the Icahn School of Medicine at Mount Sinai, sponsored by the Office of Gender Equity in Science and Medicine and with support from the Doris Duke Charitable Foundation Fund to Retain Clinical Scientists. This year we are delighted to award five awards to three clinical scientists. The award is intended to help early career investigators with independent research programs maintain their momentum as they integrate family caretaking responsibilities into their careers.

Please join us in congratulating the following scholars for their winning applications!

2023 Distinguished Scholar Awardees:

- Claire Ankuda, MD, MPH, MSc – Department of Geriatrics and Palliative Medicine: "The Role of Medicare Advantage Plan Structures on Shaping End-of-life Care for Older Adults with Dementia"
- Fei Fang, PhD - Department of Orthopedics: "Therapeutic Potential of iPSCs-Derived Fibrocartilage Progenitors for Rotator Cuff Repair"
- Leah Habersham, MD, MBA, MS – Department of Psychiatry and Department of Obstetrics, Gynecology & Reproductive Science: "Evaluating the Impact of the Basic Obstetric Assessment Screen Initiative on Prenatal Toxicology Inequities"
- Esra Karakose, PhD - Mount Sinai Diabetes, Obesity, and Metabolism Institute: "Studying the Functional Role of CBP and EP300 in Therapeutic Human Beta Cell Regeneration"
- Maia Kayal, MD - Division of Gastroenterology: "Characterizing the Development of Crohn's Disease Like Pouch Inflammation in Ulcerative Colitis Patients After Restorative Proctocolectomy with Ileal Pouch Anal Anastomosis"

Please also congratulate our two runners-up who will receive stipends for professional grant writing assistance:

- Francesca Cossarini, MD - Division of Infectious Diseases: "It Takes Guts to Cure HIV: The Role of The Gastrointestinal-associated Lymphoid Tissue in The Cure of HIV Infection"
- Alan C Seifert, PhD – Department of Radiology: "Direct Quantification of Myelin Concentration by Water-Suppressed Solid-State MRI"

Leadership and Development Programs

We are excited to announce two new programs that the Office of Gender Equity will be launching this fall to support women and gender-diverse faculty in their careers.

Learning as Leaders

Learning as Leaders is a 6-month program with a specially created curriculum that includes group workshops, independent learning and reflection exercises, and mentorship opportunities. The program aims to provide women and gender-diverse leaders with an opportunity to cultivate practical skills and explore novel models and principles of leadership to thrive amid today's challenges. This program is for Associate Professors who have been in their role for at least 5 years and Full Professors, who have a demonstrated commitment to leadership as evidenced by research, teaching, and/or mentoring activities.

[Learn More](#)



Mid-Career Development Program

We are excited to share that we have received pilot funding to launch a program designed to support mid-career faculty in career advancement and mobility.

Keep an eye out for the broadcast announcing this program and details shortly.



Quarterly Spotlight

For this edition of Gender Equity Quarterly we are thrilled to spotlight Pamela Abner, MPA, Vice President and Chief Diversity Operations Officer at Mount Sinai Health System. Pamela is an industry leader with over 15 years of experience working to establish best practices and strategic and innovative programs for diversity, inclusion, and equity across the Mount Sinai Health system. With a focus on eliminating barriers to care, employment and education for underserved and underrepresented groups, Pamela has brought her expertise in helping to establish inclusive and culturally aware environments based on instilling best anti-racist practices. She uses research methodologies, creates educational curriculum, and applies best practices to continuously help identify discriminatory practices and disparities.



Some of her many distinctions include most recently Becker's Healthcare 2023 Chief DEI Officers to Know, Crain's New York Business 2023 Notable Leaders in Healthcare, and Savoy Magazine 2019 Most Powerful Women in Corporate America.

In her current role, Pamela is responsible for system-wide administrative, fiscal, policy and practice-related management activities to sustain diversity, inclusion, and equity. Pamela collaborates with hospital and school leadership to establish best practices. Her thought leadership and strategic management guidance were fundamental to Mount Sinai Health System attaining several national rankings as the number one health and hospital system for diversity and inclusion management.

Pamela received her Bachelor's degree from Brown University and her master's degree in public administration from Columbia University School of International Public Affairs. She is currently an adjunct professor at Columbia Mailman School of Public Health; a member of the Board of Trustees at Phillips School of Nursing Mount Sinai Beth Israel; a member of the Press Ganey National DEI Client Advisory Council as well as a mentor with an emphasis on guiding and supporting those from underrepresented backgrounds.

Pamela has asserted herself as a leader and trail-blazing champion for equity, diversity, and inclusion. We are excited to spotlight Pamela's work and can confidently say we are honored to call her part of the Mount Sinai family.



Gender Equity in the News

[Mount Sinai Leaders Ashutosh Tewari, MBBS, MCh; Pamela Abner, MPA, CPXP; Scott Lorin, MD, MBA, and Kristin Myers Named to Crain's 2023 Notable Health Care Leaders List](#)

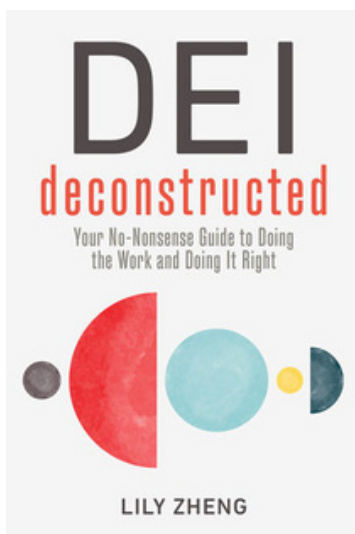
[Helmsley Charitable Trust awards Mount Sinai 2mil to expand community based Doula program for women who are homeless and incarcerated](#)

[Icahn School of Medicine at Mount Sinai names new chair of microbiology, Ana Fernandez-Sesma, PhD](#)

Staff Picks

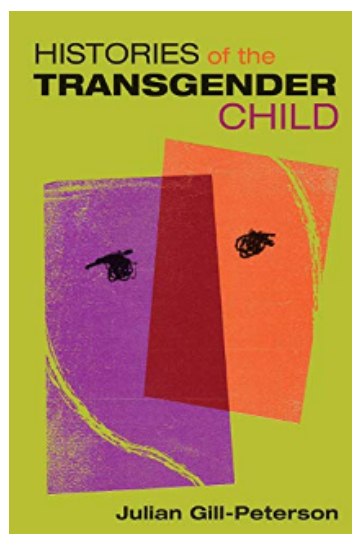
What are you watching or reading?

We all need a new read or movie!



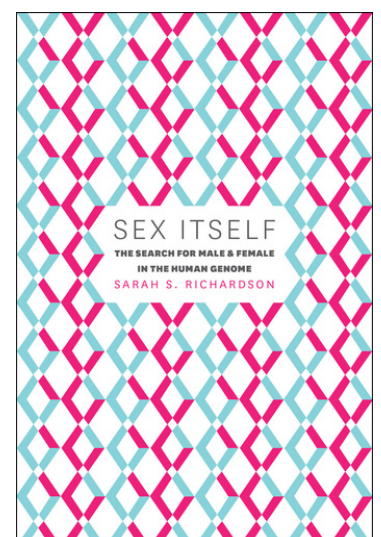
DEI Deconstructed
Lily Zheng

[Buy Here](#)



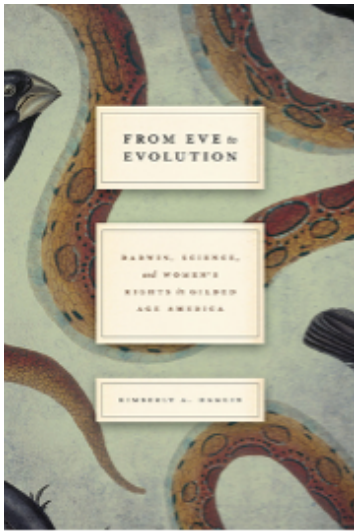
Histories of the Transgender Child
Julian-Gill Peterson

[Buy Here](#)



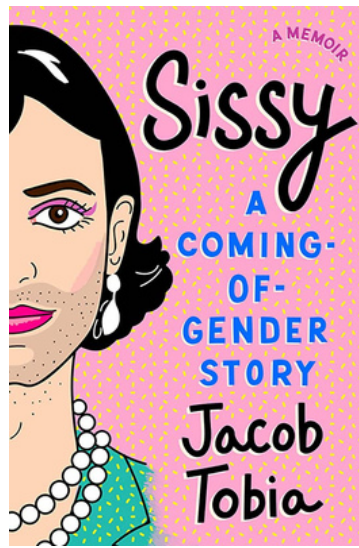
Sex Itself
Sarah Richardson

[Buy Here](#)



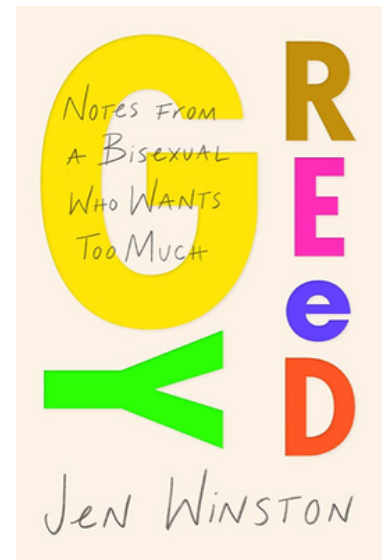
From Eve to Evolution
Kimberly A. Hamlin

[Buy Here](#)



Sissy
Jacob Tobia

[Buy Here](#)



Greedy
Jen Winston

[Buy Here](#)



Queer Eye Season 7
Netflix

[Watch Here](#)



We're Here
HBO

[Watch Here](#)



Georgia O'Keeffe
MoMA

[Visit Here](#)



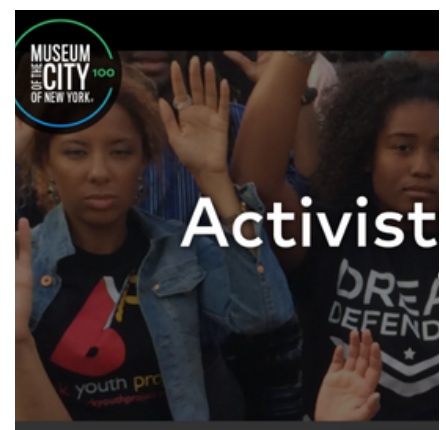
Sort Of
HBO

[Watch Here](#)



Pose
FX/Hulu

[Watch Here](#)



Activist Exhibit
Museum of City of New York

[Visit Here](#)

Featured Resources

At Mount Sinai

Office of Talent Development and Learning

The Office of Talent, Development, and Learning offers professional development, instructor led courses in a variety of topics of interest to the health system. Check out this quarter's Learning Bulletin which highlights some of the many professional development opportunities you can take advantage of as a Mount Sinai Employee.

[Learn More](#)

Beyond Mount Sinai

National Academies Equity Resources

Research in social science, medicine, and other fields can shed light on factors that drive systemic inequities. The National Academies provide a wide breadth of resources and information that help promote equity, diversity, and inclusion. To learn more about the highlighted research and resources visit

[HERE.](#)

KEEP SHARING. WE ARE LISTENING



We, at the Office of Gender Equity, are always available to answer your questions and welcome feedback at any time throughout the year. In each newsletter, we'll answer a question from our school community that we've received.

Does Mount Sinai provide discounted opportunities for life outside of work?

Mount Sinai Recreation Office offers a wide range of discounts to promote work/life balance and enjoyment of many of NYC's cultural events. The office offers discounted tickets to sporting events, Broadway plays and much more!

How do I stay up to date with news on Women in Science and Medicine?

You can stay up-to-date with news and events for Women in Science and Medicine

(WiSM) by joining the WiSM email list. Email wism@mssm.edu to register.



@ ISMMSGenderEq