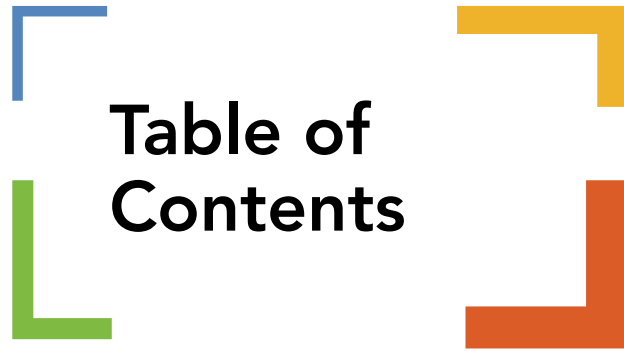


DIVERSITY  
EQUITY  
HUMANITY  
TEAMWORK  
DIVERSITY  
INNOVATION



Updates on Select Achievements  
and Current Initiatives



**Table of  
Contents**



A great humanitarian as well as a brilliant scientist, Albert Einstein specified that the College of Medicine "welcome students of all creeds and races."

# A Message from the Dean

Eighteen months ago, I returned to Albert Einstein College of Medicine more than 37 years after my graduation in 1982. Einstein helped me launch a career as medical practitioner, researcher, and educator, and I am ever grateful for the many opportunities afforded to my fellow alumni, colleagues, and me.

I came back to the College of Medicine with the vision of building upon our excellence as a premier biomedical research institute and medical school while maintaining and fostering the values and experience I recall from my time as an Einstein student: inclusion, caring, and collegiality. I have felt your warmth and compassion in welcoming me home to the Einstein-Montefiore family, and I am pleased and impressed that newcomers to Einstein receive this same welcome. It is my goal to continue to promote this experience, as it is something that makes us unique.

Accepting the role of dean required me to commit my attention and leadership to completing the implementation of the Diversity and Inclusion Strategic Plan for Excellence (D & I Plan). The D & I Plan outlines a comprehensive, multi-year strategy to guide the College of Medicine in continuing to attract the best talent by providing an environment where diversity, inclusion, and cultural competence are among our highest priorities. These values are critical to our mission and to our ability to remain competitive. More important, the environment we provide will allow us to educate and train the best doctors and researchers, whose contributions will help shape the future in their respective disciplines and fields of study.

I reaffirmed the importance of implementing the Einstein D & I Plan in September 2018. My communication also laid out specific priorities for the 2019 fiscal year. The report herein, the Diversity and Inclusion Strategic Plan for Excellence: Updates on Select Achievements and Current Initiatives, provides us with a snapshot of our progress to date in accomplishing many of those priorities. Moreover, it highlights the outstanding work that continues to strengthen our College of Medicine and the communities we serve.

I am delighted to report that seven of the eight priorities outlined in my September 2018 letter have been fully implemented, and the last is well underway and near completion.

A condensed summary of the progress of our eight priorities is included below. This report provides fuller information on our progress with regard to each goal of the D & I Plan.

Finally, published with the release of this report are links to a comprehensive analysis and details of the results of the biannual diversity engagement (climate) surveys for 2017 and 2019. The surveys establish a baseline to measure our continued progress in implementing the D & I Plan. These also will help us as we plan and assess improvements in our future efforts.

I encourage you to review this report, [re-familiarize yourself with the D & I Plan](#), and participate in our ongoing efforts to improve Einstein. For additional information, please visit the [Diversity@Einstein](#) web page.

Along with the entire Einstein leadership team, I look forward to working with each of you to strengthen Einstein's commitment to diversity and inclusion.

Sincerely,



**Gordon F. Tomaselli, M.D.**

The Marilyn and Stanley M. Katz Dean  
Albert Einstein College of Medicine  
Executive Vice President and Chief Academic Officer  
Montefiore Medicine





## Status of September 2018 D & I Plan Priorities for 2019

1. Creation of Einstein Council for Diversity and Inclusion in Medicine.  
*Status: Council established and held its first meeting on December 5, 2019.*
2. Approval and adoption of "Policy and Guiding Principles for Faculty and Leadership Searches."  
*Status: Policy approved effective December 1, 2019.*
3. Faculty Diversity Action Group to develop formal proposals to support mentoring programs at Einstein, and advise on the development of a Diversity Scholars & Fellows Program to increase Einstein's use of NIH diversity supplements.  
*Status: Faculty Diversity Action Plan Committee (FDAPC) established in 2018. Assisted with finalizing new Policy (above) and continues to examine mentoring networks, identifying and evaluating Einstein policies.*
4. Require cross-cultural and LGBTQ+ (lesbian, gay, bisexual, transgender, queer, questioning +) learning for all newly hired Einstein faculty and staff. Current members of our community will be asked to participate in this new learning during the coming year.  
*Status: Implemented for all new employees starting November 2018; beginning in February 2019 all current faculty and staff began training and, beginning in November 2019, all students advised of training requirements. To-date achieved 70 percent compliance.*
5. Dean's Office hosting of Einstein's first leadership-level Diversity & Inclusion planning retreat on October 31, 2018.  
*Status: Retreat held on October 31, 2018; helped to identify additional D & I priorities as well as identify opportunities for Einstein and Montefiore integration.*
6. Authorized the recruitment of a senior diversity and inclusion professional for appointment by next spring.  
*Status: Senior Associate Dean for Diversity and Inclusion appointed; began October 2019.*
7. Support for development and approval of a budget to fund Einstein's D & I goals and programs.  
*Status: Comprehensive budget approved for fiscal year 2019.*
8. Conduct the second, biannual diversity engagement (climate) survey, to be administered in January 2019.  
*Status: Second biannual diversity engagement survey implemented March 2019.*

## Our Approach

Now is the time for action. Almost 18 months since it was first announced, Einstein's multi-tiered, multi-year Diversity and Inclusion Strategic Plan for Excellence is beginning to make a difference. The D & I Plan was developed based on input from more than 90 members of our campus community and serves as a blueprint for developing programs focused on recruitment, retention, mentoring, and career advancement of diverse groups of underrepresented minority faculty, students, and staff at Einstein.

We created the D & I plan to make sure the College lives up to the words of its namesake. In his 1951 letter agreeing to allow the newly formed medical school to be named in his honor, Albert Einstein wrote that the school "...will welcome students of all creeds and races."

Since the school opened two years later, it has supported a nondiscrimination policy regarding race, religion, creed, color, national origin, gender, and sex—and in recent years extended those policies to include age, disability, veteran or disabled status, marital status, sexual orientation, and citizen status.

This new campus-wide effort builds on important work that was already underway on campus. There are already a few important checks on the lengthy to-do list—and a lot of important work is being done to ensure that continues. While it is impossible to note every activity taking place, this report will spotlight many of the programs, policies, resources, and other tools related to diversity and inclusion that have been rolled out in the past year and a half. The report will also go through each action item to provide an assessment of what has been accomplished and what is in the works.

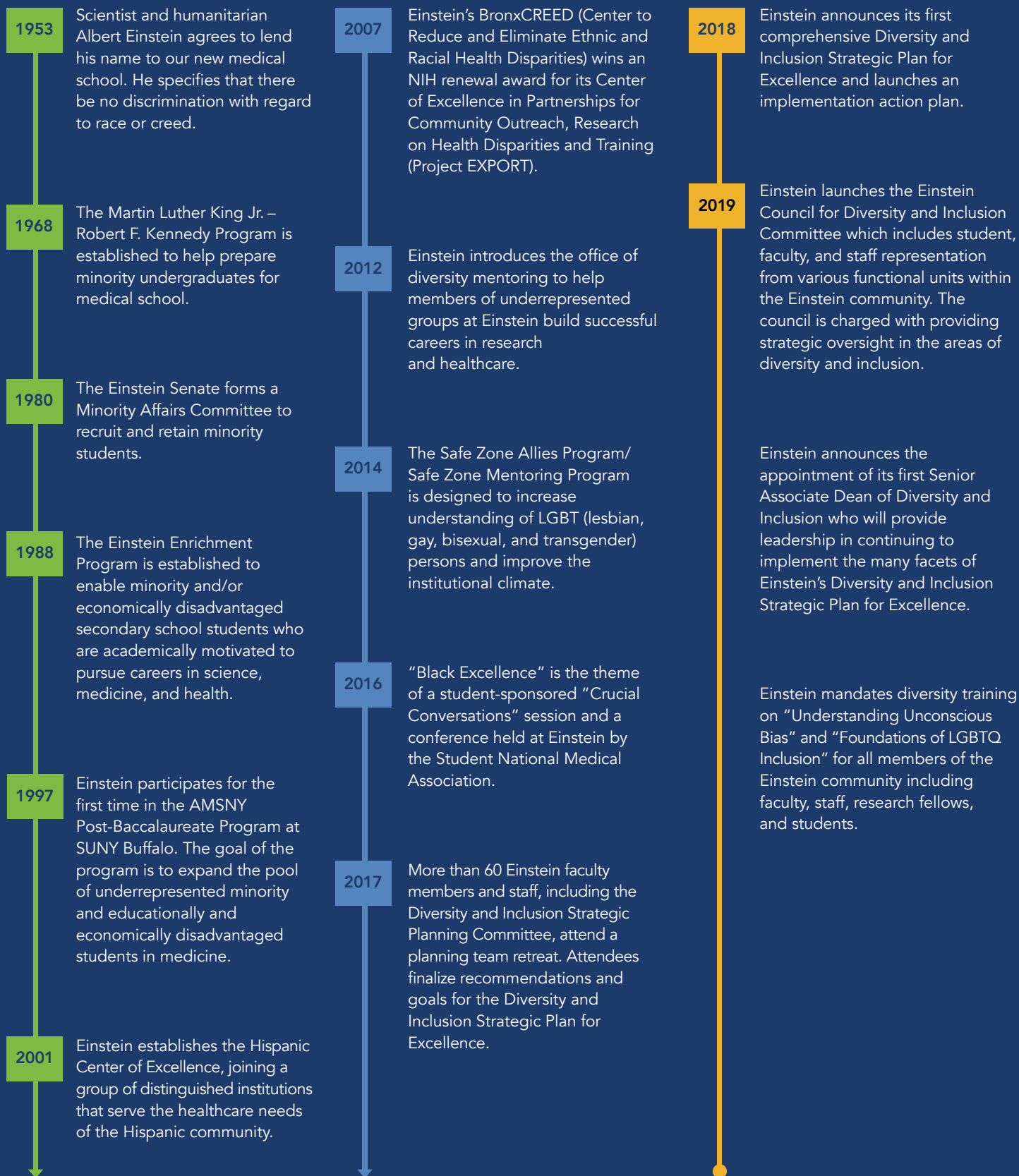


"We have seen a lot of progress lately. We have an action plan and mission statement that the current dean has embraced. I think we're making an impact on the community at Einstein because people who are underrepresented feel that they are not alone."

**KAMRAN KHODAKHAH, PH.D.**

Chair, Department of Neuroscience  
Member, D & I Council

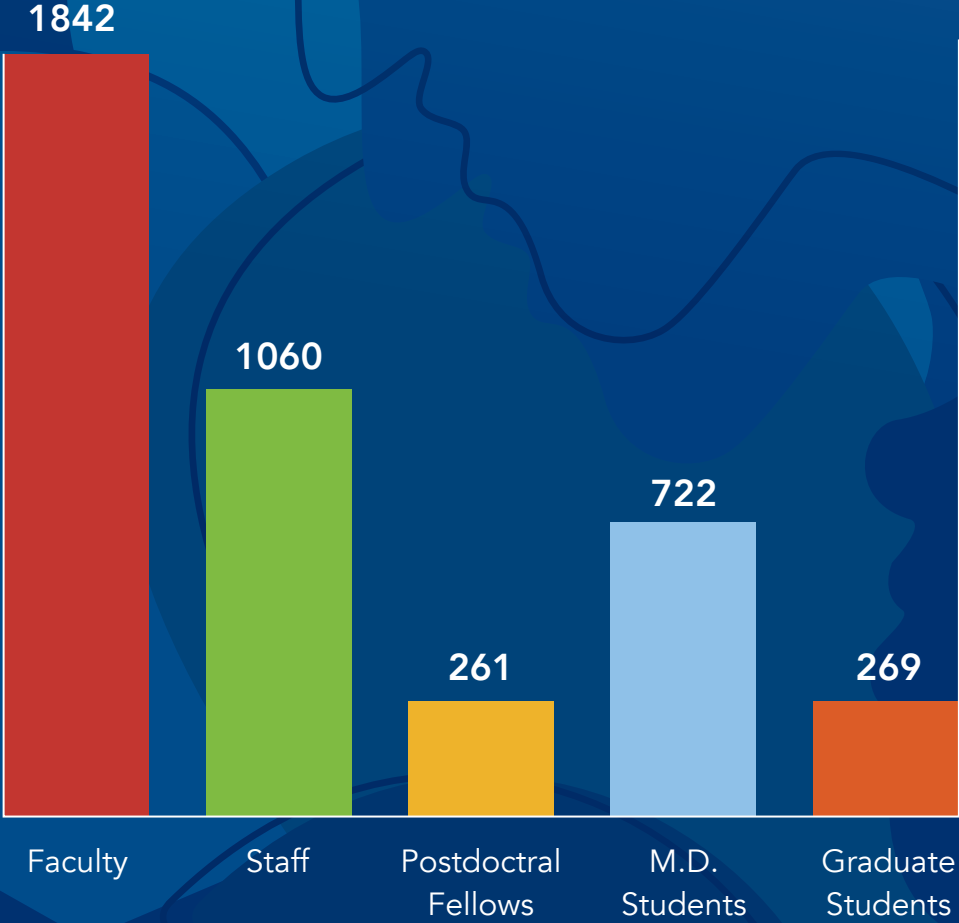
## A Diversity@Einstein Timeline





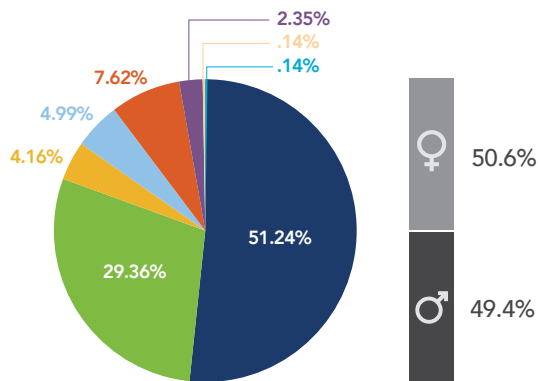


# Key Einstein Cohorts

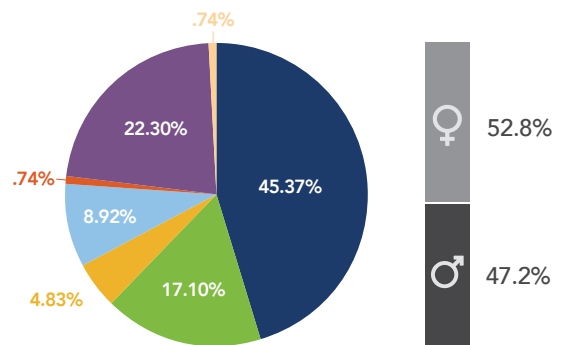




### M.D. Students

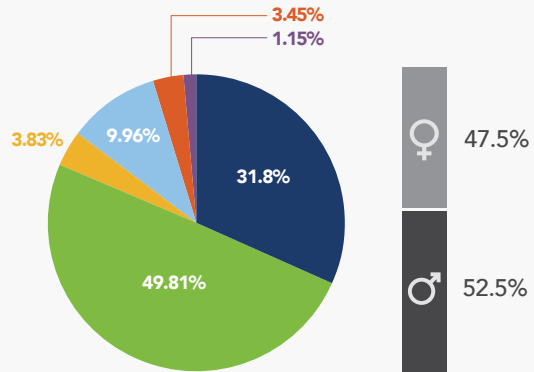


### Graduate Students

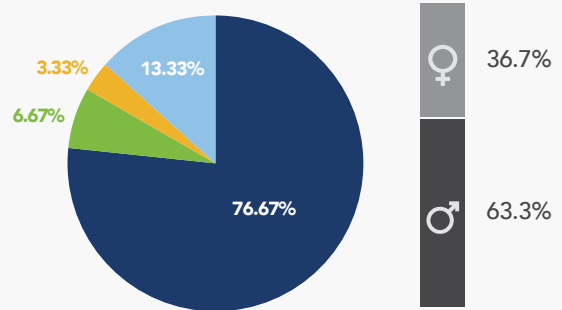


- White/Caucasian
- Hispanic or Latino
- American Indian or Alaskan Native
- Asian
- Unknown/Unreported
- Native Hawaiian or Other Pacific Islander
- Black or African American
- Two or More Races

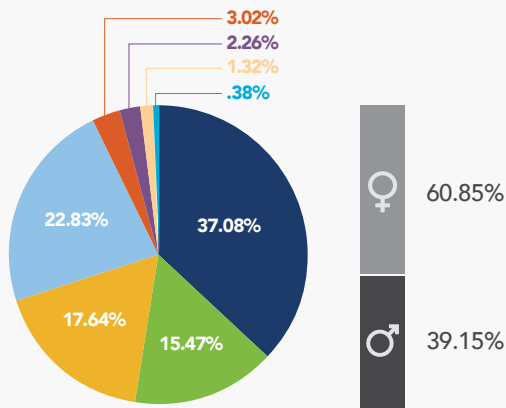
### Post-Doctoral Fellows



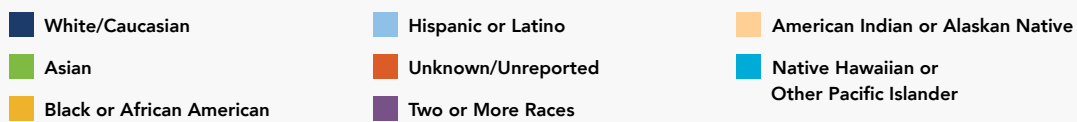
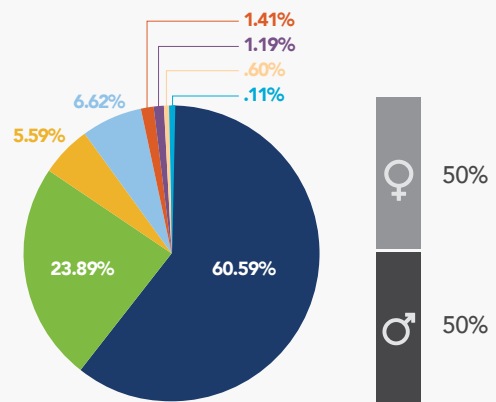
### Einstein Leadership



### Staff



### Faculty





## A Successful Retreat

In October 2018, 90 members of Einstein and Montefiore’s leadership staff, representing administrative, academic, and clinical departments, gathered in the Lubin Dining Hall for an all-day Diversity and Inclusion Retreat. The goal was to identify professional issues that enhance the working environment for all, address potential challenges, and determine areas where diversity and inclusion can be improved.

Hosted by Dean Tomaselli, the retreat provided an opportunity for some of Einstein’s best minds to brainstorm on how to recruit, retain, and promote under-represented minority (URM) and female faculty in basic science and clinical departments.

“Every leader at Einstein and Montefiore has a duty to support our mutual goals to provide the best care, produce the best science, and train the best future physicians and scientists—a task that can be accomplished only with a highly diverse and inclusive institutional climate,” said Dean Tomaselli.

Cristina Gonzalez, M.D., associate professor of medicine, led a series of workshops aimed at identifying key strengths and challenges, and devising strategies for improving institutional processes, decision-making, and relationships. To guide the group through various exercises, she offered an overview of diversity and inclusion, discussed the importance of learning to create understanding of and awareness of unconscious bias, and shared anecdotes and videos demonstrating how such bias may be conveyed—such as micro-aggressions—along with suggestions for acknowledging and confronting them.

The day’s activities concluded with Einstein leaders collaborating in small teams to identify specific goals related to recruiting and mentoring diverse faculty, staff, and students, and steps to be taken to further improve Einstein’s environment for learning and working.

**“Every leader at Einstein and Montefiore has a duty to support our mutual goals to provide the best care, produce the best science, and train the best future physicians and scientists—a task that can be accomplished only with a highly diverse and inclusive institutional climate.”**

– DEAN GORDON F. TOMASELLI



# Diversity and Inclusion Retreat: Improving Einstein Group Summary

“Current State and Future Strategies for Our Work”

October 31, 2018

 **90 Attendees**

 **3 Questions**

 **8 Tables**

**1** What can Einstein implement in the next two to three years to improve our environment?

**2** How do we recruit, retain, and promote URM and female faculty in basic science departments?

**3** How do we recruit, retain, and promote URM and female faculty in clinical departments?

## Strengths to build on

- Institution leadership buy-in
- Community buy-in; people/collaboration
- Bronx location/Our reputation
- Societal change/Social justice mission
- Bronx scientist and Ph.D. pipeline programs
- D&I Council and campaign
- Medical student learning environment
- Diversity/LGBTQ+ curriculum, staff diversity
- M.D.-Ph.D. program demographics
- Collaborative environments

## Goals to work on

- Diversity recruitment & chief D & I officer
- 2020-2030 targets for female URM and leadership recruitment
- Diversity/LGBTQ+ curriculum to leaders
- Mentorship/Succession planning
- Deep dive on science of diversity
- Philanthropic support
- In-house grant mentoring & faculty career
- Diversity supplements & grant support
- Protected time for female & URM faculty
- Benefits such as on-site care, paid maternity leave
- Increased resources (money, space, time, support staff)
- Better housing and transportation options

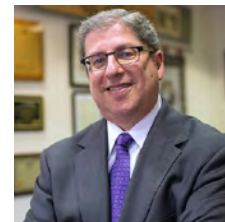




# 1

## **ACTION ITEM #1:** **Adopt a Plan**

The first action item was completed when the College adopted the plan itself, as well as a Vision Statement outlining Einstein's commitment to diversity, on February 1, 2018. Dean Gordon Tomaselli re-authorized the plan on September 21, 2018, shortly after taking on his leadership role.



"The advantage now is that there's a broad plan in writing and there's a whole to the program. We have an opportunity to take a plan like this and begin to prioritize and make real change. We think being able to attract more people from more diverse backgrounds will make this a stronger and better school."

**EDWARD R. BURNS, M.D.**  
Executive Dean

## Five-Point Action Plan Progress Report

The D & I plan includes a comprehensive five-point action plan intended to attract the best talent and provide an environment where diversity, inclusion, and cultural competence are prioritized. Below is a progress report including select accomplishments and initiatives in the works.

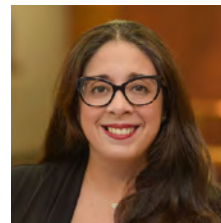
- **Action Item #1: Adopt a Plan**
- **Action Item #2: Create an Infrastructure**
- **Action Item #3: Improve Recruitment**
- **Action Item #4: Retention and Promotion**
- **Action Item #5: Develop Data Standards**

# 2

## ACTION ITEM #2: Create an Infrastructure

The second action item includes a to-do list of initiatives that will help create an infrastructure so the plan can succeed. This list is almost complete and includes the following accomplishments:

- In August 2019, Einstein announced the appointment of Nerys Benfield, M.D., M.P.H., as Einstein's first senior associate dean for diversity and inclusion. Creating this position was a priority and the top recommendation in the D & I plan. Dr. Benfield reports directly to the dean and focuses on all matters related to diversity and inclusion at Einstein. She continues the work that has been accomplished and will work toward the full implementation of the D & I plan.
- An Einstein Council for Diversity and Inclusion was established in December and has met six times so far. The 39-member Council—which includes Einstein administrators and representatives from various faculty, student, and staff organizations—advises the dean on matters related to diversity and plays a key role in communicating and disseminating the College's diversity and inclusion programs and initiatives.
- In the summer of 2019, student colleagues made presentations to the Dean and Council members to provide their ideas and firsthand experiences. The presentations also offered valuable feedback on how to improve Einstein's recruitment and outreach. Each presentation was enlightening and important. They will be the focus of priority setting for the upcoming year.
  - **"Medical Student Perspective: Increasing Admission and Retention of URM Medical Students at Albert Einstein College of Medicine"** presented by Veronica Ortiz, Obioesio Bassey, and Juan Vasquez
  - **"Supporting International Students at Einstein"** presented by Thammatat Vorawandthanachai and Atsumi Kimura
  - **"The LGBTQ+ Perspective"** presented by Benjamin Green
  - **"Improving Diversity & Inclusion in the Graduate School"** presented by Victoria Sedwick, Jazmine Saskya Joseph-Chowdhury, Yvett Sosa, and Tonya Aaron
- A Faculty Diversity Action Plan Committee (FDAPC) has been formed and focuses on suggesting initiatives and overseeing the recruitment processes for faculty and students underrepresented in medicine and biomedical sciences, creating mentoring and professional development networks, and reviewing current policies and programs that impact or create inclusion on campus. The FDAPC has recently expanded its membership to include graduate students and postdoctoral fellows, as they have traditionally been an important pipeline for faculty recruitment.
- Other teams are starting up and actively engaged in identifying issues that affect our M.D., graduate students, and LGBTQ+ cohorts on campus. Groups are also planned to focus on our postdoctoral training and staff cohorts and their unique pipeline and recruitment requirements.



"We laid a foundation. We started a Council. We have some goals and metrics, but now comes the hard work. What's great is that we're talking about the learning environment. We're talking about climate of equity in terms of the courses and the clerkships. We're looking for ways for better inclusion. We're listening more to student voices."

**IRENE BLANCO, M.D.**  
Associate Dean, Office of  
Diversity Enhancement

- The D & I plan was resourced in the Fiscal 2019 budget and represented the largest allocation of new funding in 2019. Funding is dedicated to creating the infrastructure to support the launch and sustainability of the plan, which includes the recent appointment of the senior associate dean for diversity and inclusion.
- The College launched a [Diversity @ Einstein](#) website, which includes a timeline documenting Einstein’s remarkable history as leaders and advocates for diversity and inclusion.
- Einstein Resource Groups (ERGs)—voluntary groups of students, staff, and faculty to address important issues, build bridges across campus, and directly influence how the school can improve—are in the development stage and will launch in early 2020 with support from the College. The first three ERGs include a Minority Researchers Network, an LGBTQ+ group, and a Women’s resource group.



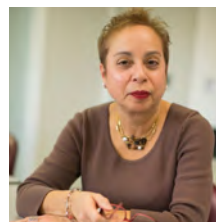
Einstein Council for Diversity and Inclusion. Front row: Elise Mike, Jazmine Saskya Joseph-Chowdhury, Yvett Sosa, Dr. Gordon Tomaselli, Dr. Nerys C. Benfield, Dr. Edward R. Burns, Yvonne M. Ramirez. Back row: Dr. Victor L. Schuster, Hayden Hatch, Obioesio Bassey, Shanisha Gordon-Mitchell, Juan Vasquez, Taylor Thompson.

# 3

## ACTION ITEM #3: Improve Recruitment

The third action item in the D & I plan is a broad-based initiative to recruit URMs and women, in not only the student body but the faculty and staff of Einstein. This includes increased support for grants supporting diversity, more on-campus recruitment events for URM postdoc candidates, faculty pipeline programs, and a working group dedicated to student recruitment. This action item includes the following achievements and progress:

- The FDAPC (Faculty Diversity Action Plan Committee), mentioned earlier, has developed and sought approval for a **new policy** and set of guiding principles for recruiting faculty and leadership vacancies at Einstein. The policy includes specific requirements for forming a representative search committee for each search with a designated diversity officer whose job it is to make sure the committee interviews, considers, and advertises in a way that will bring in more underrepresented minority candidates.
- All search committees at Einstein will be required to participate in training on understanding implicit bias prior to commencing each search process and will be assisted with the resource support to conduct wide-reaching searches.
- For years, executive dean Edward Burns, M.D. has given lectures on implicit bias to search committees, and now similar training is also mandatory for all appointment-related committees and other major decision-making bodies, including Einstein admissions committees.
- In June 2019, expert facilitators from **Cook Ross** conducted day-long training for members of Einstein's M.D. admissions committee and office of medical education leaders. Forty-plus faculty participated in workshops where they learned how to disrupt the impact of bias in interactions and decision-making in the professional setting.
- In June 2019, Einstein sponsored a Women in STEM (Science, Technology, Engineering, and Mathematics) breakfast at the fifth annual Ron Brown Leaders' Summit. Lynne Holden, M.D., Einstein faculty member and Montefiore physician, represented Einstein on a panel of women discussing triumphs and challenges for women in STEM. More than 60 young women from all over the country attended the talk.
- Einstein's office of grant support (OGS) and human resources (HR) department teamed together in early 2019 to explore how to increase the National Institute of Health's Diversity Supplements Award and enhance their success at Einstein. The goal is to attract and recruit diverse students and postdocs in as many federally funded grant awards as possible. To do this, HR and OGS have assigned an Einstein professional grants administrator, increasing support to assist principal investigators in submitting additional grant applications.
- Einstein has recruited a diversity professional who will be responsible for supporting search committees to establish networks and increase Einstein's outreach to professional associations, graduate programs at Historically Black Colleges and Universities (HBCUs), and minority-serving institutions.
- Einstein hosted the SCORE (Scientific Career Opportunities for Research at Einstein) event in August 2019, aimed at recruiting more diverse candidates for postdoctoral research fellowships. This was followed by recruitment outreach and advertising in diversity-related networks and journals of more than 30 postdoctoral research opportunities since August.



"This plan is a commitment that we're making to the community of the Bronx. Having a more diverse workforce and student body adds excellence."

**NILDA SOTO, M.S.ED.**

Assistant Dean, Office of  
Diversity Enhancement



# 4

## ACTION ITEM #4: Retention and Promotion

What comes after recruitment is retention. This action item addresses how Einstein can retain and promote diverse faculty, staff, and students. A big part of that is making sure everyone feels comfortable and accepted on campus.

- Our first offering of diversity and inclusion activities was Safe Zone Ally training completed by more than 60 faculty and staff. The Safe Zone Ally program is nationally recognized and designed to create and maintain a network of informed allies willing to be visible supporters of LGBTQ+ individuals who are part of our campus community.
- In February 2019, Einstein implemented mandatory cross-cultural and unbiased training for all College employees and leadership. Einstein has required that every employee complete three online classes that build a common understanding of goals, objectives, and strategies as well as develop skills to mitigate bias and strengthen inclusive behaviors. As of November 2019 more than 1,500 (or 70 percent) active faculty and staff members have completed the training. All current students and postdoctoral research fellows will be required to complete the same training by early 2020.
- Diversity and inclusion training is also included as part of onboarding and orientation of Einstein's new employees, graduate students, post docs and volunteers. Since implementing this requirement in October 2018, more than 885 new faculty, staff, postdoc fellows, graduate students, and volunteers have completed the training.



"I'm hearing conversations on campus about difficult topics that I never heard before. That's a really good sign. It's great. We're having new conversations in the Council and in the hallways."

**VICTOR SCHUSTER, M.D.**  
Professor, Department of Medicine  
Member, D & I Council



- Einstein has invested in and implemented "SafeColleges," an online platform delivering a variety of training, including required sexual harassment and Title IX training. The training will further enhance our efforts to provide a safe and respectful learning and working environment and includes further diversity and inclusion training for members of our community, including students.
- In August 2019, the OGS (office of grant support) hosted a workshop, "Everything Postdocs Need to Know About Grants," with a dedicated focus on NIH diversity and minority grants, including a new Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) award for postdocs. OGS plans to host more workshops dedicated specifically to diversity grants. For a complete list of relevant grant support availability, please visit [OGS's website](#).
- The FDAPC (Faculty Diversity Action Plan Committee) is implementing a formal affiliation with the National Research Mentoring Network, a nationwide consortium of biomedical professionals and institutions collaborating to provide all trainees across the biomedical, behavioral, clinical, and social sciences with evidence-based mentorship and professional development programming. This is one of several planned tools to support our campus diversity and inclusion plan.





## 4

- We continue to build upon other existing initiatives at Einstein aimed at providing a safe and supportive environment for all members of our campus community. This includes the decision in 2017 to designate 27 bathrooms across campus as **gender-neutral** bathrooms. We have now dedicated four rooms around campus as private **maternal-care** rooms for nursing mothers.
- Einstein is reviewing its policies and procedures to make Einstein a better place to learn and work by supporting women and families. For example, Einstein recently announced an expanded Parental Leave program for faculty and administrative staff. In 2018 Einstein joined other employers in New York State to expand paid family leave support and provides enhanced benefit support to all staff and postdoctoral fellows.

## Raising Awareness and Building Diversity Competence

# 60

FACULTY AND STAFF COMPLETED  
**SAFE ZONE ALLY TRAINING**

# 1,500+

FACULTY AND STAFF COMPLETED  
**CROSS CULTURAL AND UNBIASED TRAINING**

# 885+

NEW FACULTY, STAFF, POSTDOC FELLOWS,  
GRADUATE STUDENTS, AND VOLUNTEERS  
COMPLETED **DIVERSITY AND INCLUSION TRAINING**

# 27

**GENDER-NEUTRAL BATHROOMS** ACROSS CAMPUS

# 4

PRIVATE **MATERNAL-CARE ROOMS**

# 6 WEEKS

**BONDING LEAVE** FOR FACULTY AND  
ADMINISTRATIVE STAFF

EDUCATION

ENVIRONMENT

FAMILY

# 5

## **ACTION ITEM #5:** **Develop Data Standards**

The fifth and final action item is to improve the data standards and metrics for measuring progress under the D & I plan. Much of that work is to come, and more will be known on the progress of the plan as Einstein continues its [campus climate survey](#).

The goal is to increase student, faculty, and leadership diversity to mirror diversity demographics of our community—a goal that requires new ideas, new policies, and dedicated support. We are confident that goal is within reach but continued focus and attention to these areas is necessary.

[A Diversity Engagement and Climate Survey](#) was conducted in early 2017 and again in early 2019, before the D & I plan initiatives were underway. As a whole, ratings by Einstein respondents did not change between the two survey years. As a whole, ratings by Einstein respondents did not change between the two survey years. Ratings did not change substantively in the two years within sexual orientation, race/ethnicity, and gender categories. Low ratings on cultural competence and diversity from LGBT and black respondents persisted across the two years' surveys. A full analysis of the survey findings for the two years, and additional survey detail, are now available on the Einstein Diversity and Inclusion website, [Diversity@Einstein](#). The surveys will be a topic of further study by the new senior associate dean for diversity and inclusion and the Einstein Council for Diversity and Inclusion.



## **Impact by the Numbers**

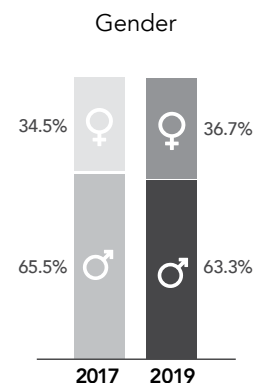
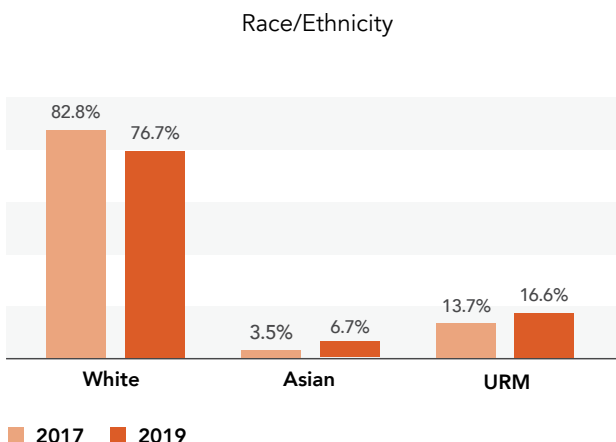
Metrics on Einstein's success in increasing its diversity in key cohort areas are also important and helps measure the impact of the Diversity and Inclusion Strategic Plan for Excellence. The data that follows help us track our progress on our commitment to increasing diversity overall.

### **URM Definition**

Einstein's data is consistent with federal reporting requirements. We expect that over the next few years we will expand the reporting categories of underrepresented and marginalized minority groups, as defined in the Einstein's D & I Vision Statement. Until then we will continue to use the NIH "URM" reporting definition for individuals from racial and ethnic groups. The NIH categories for URM include: Blacks or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians, and other Pacific Islanders. Data reported as "unknown or other" are excluded.

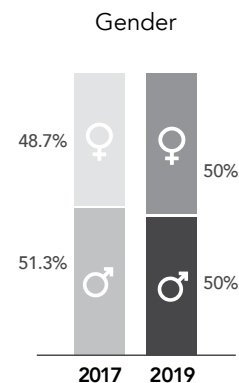
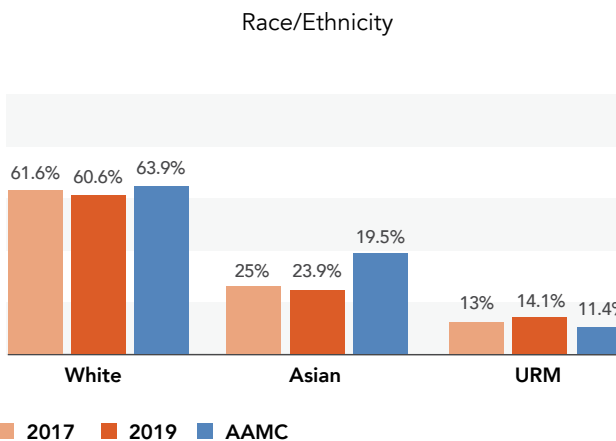
### ADMINISTRATIVE LEADERSHIP

Decision making at Einstein has always been the shared responsibility of our leadership and our faculty. Ensuring diversity of these groups as well as awareness of the importance of diversity among our thought leaders is a primary goal. We are encouraged by the changes in the demographics of our leadership and the newly adopted "Policy and Guidelines for Faculty and Leadership Searches."



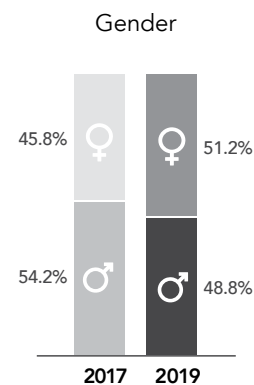
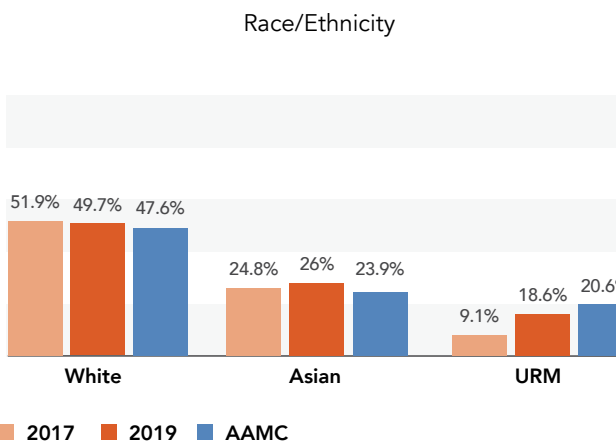
### FACULTY

Benchmark data, in this case published by the American Association of Medical Colleges (AAMC), helps us monitor our progress with external comparisons. Einstein's faculty diversity is improving.



### STUDENTS

Our student recruitment efforts continue as a focus and Einstein is doing more outreach and building institutional relationships to help with these efforts. As evidenced below attention to our data collection and reporting are improving. Future year-over-year comparisons of student groups will be possible for our M.D. as well as our Ph.D. student cohorts.









# Further Spotlight on Initiatives

## Real Talks

In an effort to give prospective underrepresented students a better feel for what it is like to attend Einstein, three years ago the office of admissions sponsored a student-led initiative called Real Talks.

“Real Talks started as a one-off initiative, but it received the highest rating of any activity at the “Second Look” event so the office of admissions decided to do it on a regular basis during the admissions cycle. For more than a year, every Friday afternoon prospective students have the opportunity to sit down with student representatives from the Latino Medical Student Association (LMSA), the Student National Medical Association (SNMA), the Muslim Students Association (MSA), the Asian Pacific American Medical Student Association (APAMSA) and PRIDE (LGBTQ+) to ask questions and hear firsthand accounts of what it is like to attend Einstein,” said associate dean of admissions Noreen Kerrigan.

“Imagine how applicants feel when they want to know about the experience of being an underrepresented minority student at Einstein but the only person available to ask is the interviewer who may not have the perspective to answer that question, and that person also plays a huge role in your admission to Einstein. It makes applicants less likely to ask those genuine questions that they have, and even less likely to believe the answers that they would get,” said Obioesio Bassey, second year medical student, member of Einstein’s Student Governing Board, and representative to Einstein’s Council for Diversity and Inclusion in Science and Medicine.

“Real Talks is important because it serves as frank, judgement-free conversation with current Einstein students,” he said. “Applicants have access to insight into what it means to be a URM at Einstein, and gives this perspective without affecting the admission process. Current students are also able to share and extend the support system and connections that Einstein provides to underrepresented students. The uniqueness of Real Talks is that Einstein has enough faith in the student experience to connect applicants to current students without attempting to control the narrative.”

Einstein’s graduate students heard such great things about the program that the graduate school and representatives from graduate student organizations are considering hosting Real Talks of their own.

**“The uniqueness of Real Talks is that Einstein has enough faith in the student experience to connect applicants to current students without attempting to control the narrative.”**

– OBIOESIO BASSEY





## Pipeline Programs to the M.D. program

Each year, hundreds of prospective medical students benefit from pipeline programs sponsored by Einstein's office of diversity enhancement (ODE). We are proud to announce that *Insight into Diversity Magazine* recognized the Einstein Enrichment Program, a keystone pipeline program, as one of 2019's inspiring programs in STEM—a wonderful affirmation of the strength of the program and its success.

- The Einstein Enrichment Program (EEP) is a state-funded program that offers students in grades 7 to 12 opportunities to explore potential careers in science and medicine. The 30-year-old program has helped introduce hundreds of students to careers in medicine. On average, EEP serves 75 Bronx students each year from low-income families or historically underrepresented backgrounds.
- In an effort to help graduates of the EEP pursue medical careers with career counseling, test preparation, and career assessments, the office of diversity enhancement also runs the Einstein Enrichment Program Extension.
- Another successful pipeline program is the Diversity Student Summer Research Opportunity Program (DSSROP), which gives college sophomores and juniors an opportunity to do biomedical research as part of Einstein's Summer Undergraduate Research Program (see below). The program provides undergraduates a chance to get real-life experience working in a lab on Einstein's campus. In 2018, Einstein expanded the program for two students from HBCUs (Historically Black Colleges and Universities).
- Einstein also partners with Montefiore's local pipeline programs including the successful Bronx Community Health Leaders (BxCHL) initiative; Montefiore Health Opportunities Program (Monte HOP), a summer program for rising freshman; and the Hispanic Center for Excellence Summer Undergraduate Mentorship Program (HCOE SUMP), which provides students with shadowing and mentorship opportunities with Montefiore and Einstein physicians, workshops, lectures, and research experience.
- Einstein's office of admissions sponsors two programs aimed at expanding the pool of underrepresented minority and economically disadvantaged students in medical schools. Since 1997, Einstein has participated in the Associated Medical Schools of New York (AMSNY) Post-Baccalaureate Program at the State University of New York at Buffalo. Two years ago, the office of admissions partnered with Einstein's Hispanic Center for Excellence to create an early acceptance program with the City College of New York to get students from diverse and economically challenged backgrounds additional science classes to prepare them for medical school.
- In 2009, Mentoring in Medicine founder and CEO Dr. Lynne Holden established a medical school boot camp called the Medical Pathway Program, with a 92 percent acceptance rate of students who apply to medical school. Mentoring in Medicine and Einstein have formed a formal partnership, and in November 2019, the Medical Pathways at Einstein Program began holding its bootcamp on the Einstein campus.

## Pipeline Programs to the Ph.D. and M.D.-Ph.D.

Einstein's Graduate Division (Graduate Programs in the Biomedical Sciences) has a longstanding commitment to training students from groups traditionally underrepresented in the biomedical sciences, including individuals from underrepresented racial and ethnic groups, individuals with disabilities, and individuals from economically disadvantaged backgrounds. The Graduate Division supports multiple pipeline outreach activities and special targeted programs to bring underrepresented students to the Ph.D. and M.D.-Ph.D. programs at Einstein.

- The Graduate Division regularly attends specialized recruitment meetings and has sponsored faculty and minority student attendance at the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) annual meeting and the Annual Biomedical Research Conference for Minority Students (ABRCMS). These are the largest research meetings of underrepresented minority scientists and students in the U.S. In addition, Graduate Division staff attend the annual Emerging Researchers National (ERN) Conference sponsored by the American Association for the Advancement of Science and National Science Foundation, to encourage underrepresented undergraduate students to consider graduate training and research careers in the sciences.
- Summer Undergraduate Research Program (SURP): For more than 20 years Einstein has sponsored this summer program for underrepresented minority undergraduates who are interested in Ph.D. or M.D.-Ph.D. programs. The summer program provides 6 to 10 underrepresented students each year with 9 weeks of experience in a biomedical research laboratory at Einstein. In addition to the research experience, the program provides free on-campus housing, travel reimbursement, a stipend, special faculty seminars, career and graduate school application workshops, and a social program. This program has been successful both as a source of applicants and as a mechanism for increasing the visibility of the research opportunities available at our institution.
- Pipeline relationships with undergraduate institutions: Einstein's Graduate Division has established relationships with several minority-serving research programs at undergraduate institutions (including NIH-supported Minority Access to Research Careers [MARC] and Research Training Initiative for Student Enhancement [RISE]).
- NIH National Institute of General Medical Sciences (NIGMS) Building Infrastructure Leading to Diversity (BUILD): Einstein is a formal partner in the NIH-funded BUILD program at Xavier University in New Orleans, a renowned HBCU. The program is designed to implement innovative approaches to engage and retain students from diverse backgrounds in biomedical research. As a BUILD partner, Einstein hosts two underrepresented students from Xavier University in its summer program.
- NIH NIGMS PREP: The Post-baccalaureate Research Education Program (PREP) at Einstein, now in its seventh year, is a one-year funded program specifically designed to encourage underrepresented minority students to pursue a research doctorate. PREP participants work full time in an Einstein laboratory to acquire research experience and participate in directed skills development and educational enrichment activities to strengthen the research skills and academic competitiveness of participants for pursuit of a graduate degree. Thus far, our PREP Scholars have all matriculated into highly competitive Ph.D. programs.



## Bronx Einstein Training in Teaching and Research

The Institutional Research and Academic Career Development Award (IRACDA) is one of 22 NIH-funded programs whose goal is to increase the diversity of academic science by promoting the entry of more underrepresented minorities. This postdoctoral training program supports its trainee “scholars” for 75 percent rigorous research training and 25 percent mentored teaching. Our Bronx Einstein Training in Teaching and Research (BETTR) program partners with Hostos Community College and Lehman College, both neighbors of ours in the Bronx, both part of CUNY, and both Hispanic-serving. To grow a community of scholars who appreciate diversity, the NIH requires an annual IRACDA meeting, which takes place at one or more of the educational sites. In summer 2020, Einstein, Rutgers, and Stony Brook will host the IRACDA annual meeting.

### Program Benefits

- Salary support for three of the four years in the program
- Funds for travel to the annual IRACDA meeting and a scientific conference
- Monthly BETTR meetings focused on career development activities
- Annual advisory meetings to promote research success and support effective balance between research and teaching
- Formal pedagogy course to generate a teaching portfolio with a certificate at completion
- Training in innovative teaching techniques
- Hands-on teaching experience at both two year and four year institutions





The First Senior  
Associate Dean for  
Diversity and Inclusion:  
**Dr. Nerys Benfield**

Einstein's first senior associate dean for diversity and inclusion, [Dr. Nerys Benfield](#), has a history of fighting to increase diversity and inclusion in medicine. In fact, she's an example of why it is important to invest in diversity. Dr. Benfield completed her undergraduate studies at Harvard College and graduated with a Masters in Public Health from the University of California, Berkeley and M.D. from the University of California, San Francisco.

"All of the things that we are trying to develop for people here like scholarships and mentorships are the things that will help us create more success stories," said Dr. Benfield.

Before taking this position, Dr. Benfield worked as director of family planning at Einstein-Montefiore's department of obstetrics & gynecology and women's health, and director and founder of the social obstetrics and gynecology program. She started a diversity and inclusion group in the department to focus on recruitment at the resident, fellow, and faculty level. She also mentors underrepresented minorities in obstetrics and gynecology.

She is excited about the new position and is committed to bettering diversity and inclusion at Einstein.

"As a team we really are going to be able to align Einstein with its original and continued mission, which is of course serving the community," she said.

Dr. Benfield began her new position in October 2019. She reports directly to the dean, and her focus is on the full implementation of the D & I plan. She was impressed by the plan's multi-level, detail-oriented approach to tackling issues of diversity and inclusion.

"What I like about the plan is its detail. It's not just platitudes, it was structured to figure out how to make changes at every level: students, staff, faculty," she said. "I was pleased to see that there are clear metrics as well. We need to have a way to evaluate the work we're doing and help get us to the goals that we have."

One of the first things she wants to do in the position is create an evaluation team to find the best ways to capture metrics and keep track of progress. "I want to approach this as the scientists that we are," she said.

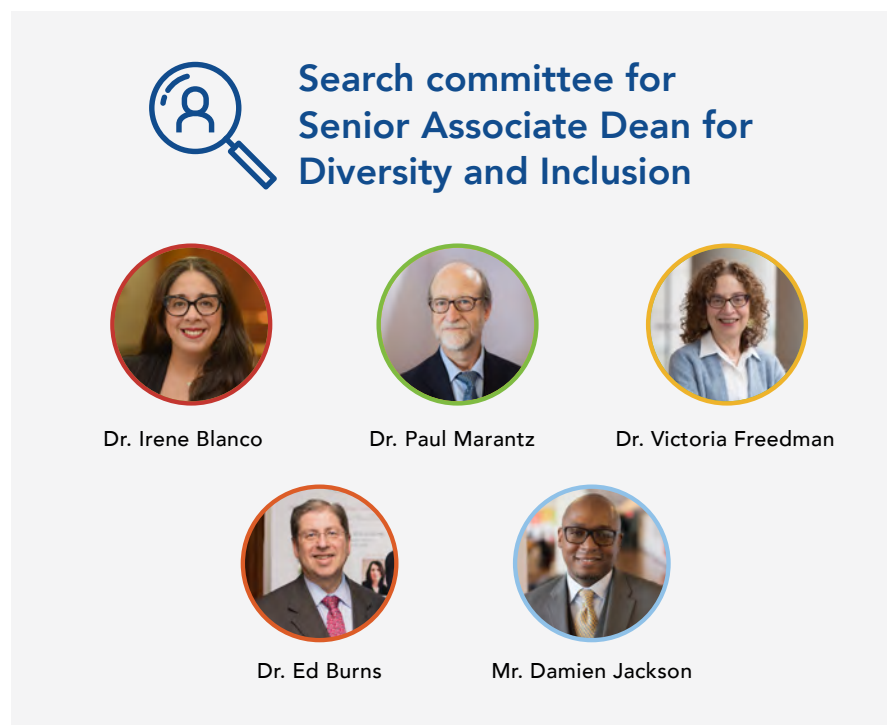
She also wants to focus on recruitment efforts and said she's excited about recent revisions to Einstein's search guidelines.

"I really feel like all of Einstein is behind this initiative," she said. "It really does feel like an institution-wide effort, and that gives me a lot of confidence that we are poised to succeed."






Dr. Benfield was among several excellent candidates who were nominated and/or applied during a formal internal search process. Dr. Ed Burns led the search committee, modeled to follow the draft Policy and Guiding Principles for Faculty and Leadership Searches at Albert Einstein College of Medicine, and recommended Dr. Benfield's candidacy to Dean Tomaselli.

**"I really feel like all of Einstein is behind this initiative. It really does feel like an institution-wide effort, and that gives me a lot of confidence that we are poised to succeed."**

– DR. NERYS BENFIELD



The graphic features a magnifying glass icon with a person silhouette inside, positioned to the left of the title "Search committee for Senior Associate Dean for Diversity and Inclusion". Below the title are five circular portraits of the committee members, arranged in two rows. The top row contains three portraits, and the bottom row contains two. Each portrait is accompanied by the name of the individual below it.

Search committee for Senior Associate Dean for Diversity and Inclusion		
		
Dr. Irene Blanco	Dr. Paul Marantz	Dr. Victoria Freedman
		
Dr. Ed Burns	Mr. Damien Jackson	

# Deep Focus on Diversity



## Implicit Bias Training

One of the first accomplishments of the D & I Plan was to make cross-cultural and unbiased training mandatory for all Einstein employees and leadership. These biases refer to attitudes and stereotypes that are outside our awareness and yet impact our understanding, our actions, and our decisions.

The goal of the training is to give everyone at Einstein a better understanding of and awareness of their own implicit bias. We expect that this goal will be fully accomplished by 2020. To date, Einstein faculty, staff and students have completed more than 70 percent of this goal.

## Understanding LGBTQ+ With Safe Allies

In 2014 Einstein started a Safe Allies program designed to create and maintain a network of informed individuals willing to be visible supporters of LGBTQ+ people. The Safe Allies training program was re-started in 2017 and included two levels of training. The first level focuses on LGBTQ+ terminology and basic concepts, skill building for LGBTQ+ allyship, and tips for creating an inclusive and welcoming environment. The second level includes an in-depth discussion of transgender identities and experiences of LGBTQ+ in healthcare. To date, more than 60 "Safe Allies" have completed this program.

## Combatting Sexual Harassment and Discrimination

In March 2018, Einstein updated its Non-Discrimination and Gender-Based Misconduct Policy and Complaint Procedures for Students and Employees under Title IX. We also expanded Title IX compliance training, as well as training related to preventing sexual harassment. Between November 2018 and October 2019, the office of employee relations conducted 50 interactive training sessions on sexual harassment and discrimination in the workplace for managers and faculty. The training focused on how supervisors identify and respond to complaints, concerns, and/or observations of discrimination and harassment. More than 600 supervisors, managers and faculty attended an in-person training session. In October we accomplished full compliance with New York State requirements for mandated sexual harassment training for all employees with over 1,795 employees and post-doctoral fellows completing training requirements. Our updated policies comply with changes in federal, state, and local law and applicable regulations, including the Violence Against Women Act and U.S. Department of Education's office of civil rights. Currently, we are mandating training for 1,088 students and expect full compliance by January 15, 2019.





## Telling Our Stories Through Video

In recent years, various departments at Einstein have made a point to highlight initiatives focused on diversity and stories of underrepresented students, faculty, and staff members through video.

- In May 2019, Einstein’s office of admissions released a video on fourth-year medical student [Yssra Soliman](#), a Muslim student who decided to pursue a career in medicine after a devastating loss in her family. In November 2019, a video of [Dr. Shancelles Bonner](#), recent graduate of the M.D. Class of 2019, featured her journey from Jamaica to the U.S. as she eventually realized her dream to become a physician.
- Last year, Einstein’s office of admissions and office of diversity enhancement launched a series of YouTube videos called “FAQ Medical School” featuring interviews with underrepresented students and associate dean for the office of diversity enhancement [Dr. Irene Blanco](#).
- In 2017, Einstein’s human resources department launched a [new welcome video](#) for new faculty and staff. The video features the history of Einstein and the school’s vision for creating an inclusive school open to all races and creeds. It highlights the diversity of Einstein’s staff at every level, from the mailroom to the research lab.
- Einstein’s human resources and communications departments celebrated the 50th anniversary of Martin Luther King Jr.’s “I Have a Dream” speech with a video that aired on monitors around campus and online.

Diversity & Inclusion at Einstein

**JANUARY CELEBRATES DR. MARTIN LUTHER KING, JR.**

Join us as we honor the life of a great and inspirational leader, Dr. Martin Luther King, Jr. We celebrate his global vision of equality for all, and for combating racial inequality through non-violent resistance.

“...I HAVE A DREAM that one day this nation will rise up, live out the true meaning of its creed: ‘We hold these truths to be self-evident, that all men are created equal.’...”

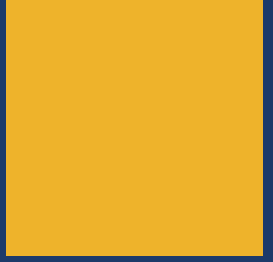
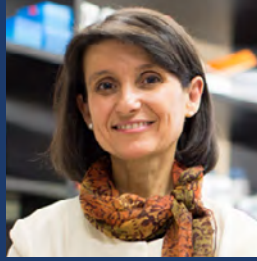
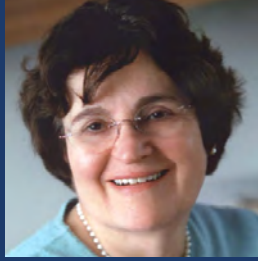
— Dr. Martin Luther King, Jr. “I Have a Dream” speech

Dr. King and his followers organized the 1963 March on Washington (pictured above) where he delivered his famous “I Have a Dream” speech. In 1964, Dr. King was awarded the Nobel Peace Prize.

For more information on diversity at Einstein, visit [einstein.yu.edu/diversity](http://einstein.yu.edu/diversity)

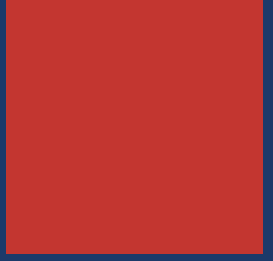
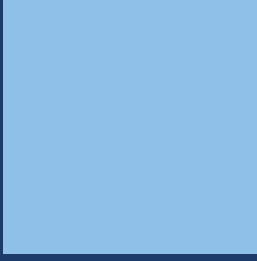
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## Special Mention and Honors in 2019

We are fortunate to be in a community where excellence is widely recognized, inside and outside of Einstein. We have highlighted only a few notable accomplishments. Congratulations to all of our colleagues for their outstanding professional work and for serving as role models for us.



**DR. RHONDA ACHOLONU**  
Assistant Professor, Department of Pediatrics  
Vice Chair for Pediatrics

Founding member of Times Up in Healthcare; featured in the February 2019 issue of *InStyle* Magazine for her work in unmasking the systemic sexual misconduct, gender discrimination and inequity in healthcare.

**DR. IRENE BLANCO**  
Associate Professor, Department of Medicine (Rheumatology)  
Associate Dean for Office of Diversity Enhancement

A National Hispanic Health Foundation 2019 Gala Honoree recognized for her visionary leadership and strategies in mentoring students in medicine particularly from the Latino community.

**DR. KARTIK CHANDRAN**  
Professor, Department of Microbiology & Immunology  
Harold and Muriel Block Faculty Scholar in Virology

Co-Principal Investigator of \$22 million, five-year grant to develop antibody-based therapies against four highly lethal viruses for which there are no approved vaccines or treatments, awarded by the National Institute of Allergy and Infectious Diseases (NIAID). Other members of the Einstein team include Jonathan Lai, Ph.D., professor of biochemistry, and Johanna Daily, M.D., M.S., professor of medicine and of microbiology & immunology and an infectious disease specialist at Montefiore.

**DR. ANA MARIA CUERVO**  
Professor in Departments of Developmental and Molecular Biology, Anatomy and Structural Biology, and Medicine  
Co-director of the Institute for Aging Research  
Robert and Renée Belfer Chair for the Study of Neurodegenerative Diseases at Einstein

A cell biologist and internationally recognized expert on the cellular process autophagy, Dr. Cuervo was elected in May 2019 to the National Academy of Sciences (NAS).

**DR. CRISTINA GONZALEZ**  
Associate Professor, Department of Medicine

Recipient of the AAMC 2018 New Investigator Award for her highly recognized paper "How to Make or Break Implicit Bias Instruction: Implications for Curriculum Development."

**DR. LYNNE HOLDEN**  
Professor of Emergency Medicine  
Co-founder and President of Mentoring in Medicine

Honored by the United Hospital Gala 2019 and received the Distinguished Community Service Award for her demonstrated and outstanding leadership to improve health and healthcare in the New York metropolitan area.

**DR. SUSAN BAND HORWITZ**  
Distinguished Professor and Former Co-chair  
of Molecular Pharmacology

**Rose C. Falkenstein Chair in Cancer Research**

Received the 2019 Canada Gairdner International Award. Nicknamed "Canada's Nobel," the annual prize recognizes outstanding biomedical scientists who have made original contributions to medicine.

**MS. ELISE MIKE**  
MSTP Class of 2021 Student in the Putterman Lab

Awarded first place in the Student National Medical Association's National Leadership Institute Research Forum.

**MR. KIM OHAEBULAM**  
Einstein MSTP Graduate Class of 2019

Accepted as a Diversity Mentorship Awardee from the American Academy of Dermatology.

**MS. VERONICA ORTIZ**  
Einstein Class of 2021

Awarded the 2019 National Hispanic Health Professional Student Scholarship.

**DR. PHILIP O. OZUAH**  
Chief Executive Officer of Montefiore Medicine

As CEO, Dr. Ozuah will lead Montefiore Medicine's next phase of growth and evolution as a global healthcare leader, renowned for its leading medical school, groundbreaking research and technology, and highly specialized, coordinated care of diverse populations in the New York region, across the country and globally. Dr. Ozuah began as CEO on November 15, 2019.

**MR. SEBASTIAN PLACIDE**  
Einstein Class of 2020

Featured on NY1 as one of the first recipients of the Diversity in Medicine scholarship from the Associated Medical Schools of New York.

**MS. KRISTIN WILLIAMS**  
Einstein Class of 2021

Became a new member of the Student National Medical Association (SNMA) Board of Directors and elected to the position of Region IX Director in April 2019.



Summary and  
Looking to the  
Future

Working toward a more inclusive  
and equitable Einstein

We've seen tremendous progress in the first 18 months of the D & I Plan. Since adopting this plan, many colleagues across Einstein and Montefiore have devoted considerable time and effort to building an infrastructure and setting new initiatives in motion. In the years to come, those initiatives will gain traction. This report documents our efforts to create a stronger Einstein. We updated policies, implemented trainings, allocated funding, and created a new position dedicated to diversity and inclusion. There will always be more that we can do, but this is a strong start that makes sure we live up to the words of our namesake. A lot of difficult work lies ahead, but we are equal to the challenge.

**Learn more about our ongoing efforts at:**  
[einsteinmed.org/diversity/](https://einsteinmed.org/diversity/)

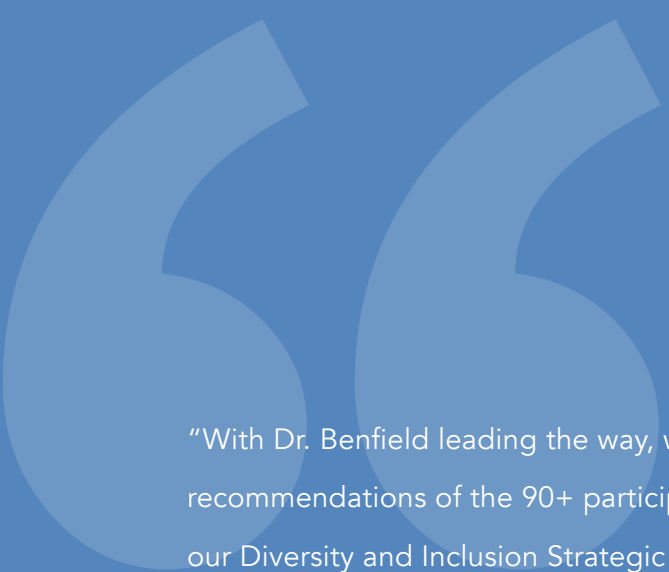


Sincerely,

**Yvonne M. Ramirez, M.B.A.**

Vice President for Human Resources





“With Dr. Benfield leading the way, we’ll aim to fulfill the recommendations of the 90+ participants who devised our Diversity and Inclusion Strategic Plan for Excellence. Dr. Benfield, who also is a member of our department of obstetrics & gynecology and women’s health, will take charge of efforts to recruit, retain, and promote more students, faculty, and staff to Einstein who reflect the diversity of patients served in at our affiliated hospitals.”

**Gordon F. Tomaselli, M.D.**

The Marilyn and Stanley M. Katz Dean



# Diversity & Inclusion at Einstein



Albert Einstein College of Medicine

Albert Einstein College of Medicine  
1300 Morris Park Ave  
Bronx, New York 10461

[einstein.yu.edu/diversity](http://einstein.yu.edu/diversity)