

Gender Equity Quarterly



OFFICE OF GENDER EQUITY
IN SCIENCE AND MEDICINE



Dear Mount Sinai Community,

Happy Pride Month from the Office of Gender Equity team! Pride is about the celebration and joy that comes with the freedom to be who you are, love who you love, and present to the world as who you truly are. Pride month is also a time to celebrate the victories in the fight for LGBTQ+ rights, and acknowledge the continuous advocacy and activism it takes to progress forward.

The Office of Gender Equity in Science and Medicine continuously works towards creating a culture at Mount Sinai where all, regardless of gender identity and/or expression, can thrive as their true and authentic selves. All year round, our office strives towards elevating and centering voices from LGBTQ+ and TGNC communities and during Pride month we celebrate YOU!

In case you missed it, last month we had the honor to invite Dr. Marci Bowers, a pioneer in the field of Gender Affirming Surgery, to present at an Amplifying Equity Speaker Series event, ["My Career in Gender Affirming Surgery: the Long and Winding Road."](#) Dr. Marci Bowers was the first surgeon with a transgender history and first woman to perform gender affirming surgeries worldwide. She has initiated trans surgical programs across the country, including the Center for Transgender Medicine and Surgery at Mt. Sinai. A huge thank you to the [Institute for Health Equity Research](#) for partnering with us on this special event. Please check out the recording [here](#).

In this issue of Gender Equity Quarterly, we are excited to share updates from our ongoing initiatives like the Building Gender Equity Together (BGET) Facilitated Dialogues and the Distinguished Scholar Award Program. You can also find more information on upcoming Pride events hosted by the Mount Sinai LGBTQ+ Employee Resource Group, the [Stonewall Alliance](#) and the [Institute for Advanced Medicine](#).

As always, we look forward to any suggestions for future content that you would like to see from the [Office of Gender Equity in Science and Medicine](#). Please contact any member of the team with your thoughts or recommendations or send an anonymous suggestion through this [link](#). Please also encourage your friends and colleagues to join our [newsletter mailing list](#) to stay up-to-date on our initiatives.

Sincerely,

Jenny J. Lin, MD, MPH

Director of Strategic Initiatives, Office of Gender Equity in Science and Medicine
Professor, Division of General Internal Medicine
Icahn School of Medicine at Mount Sinai



2022 Distinguished Scholar Awards Program

In March 2022, with support from the [Doris Duke Charitable Foundation Fund to Retain Clinical Scientists](#), the Office of Gender Equity in Science and Medicine awarded seven remarkable scholars with the third annual Distinguished Scholar Award (DSA).

Introducing the outstanding 2022 Cohort of Distinguished Scholars:

[Kimberly Glazer, PhD, MPH](#), Blavatnik Family Women's Health Research Institute: "Obesity and obstetric care: examining weight stigma from diverse patient perspectives"

[Katherine Guttman, MD, MBE](#), Pediatrics: “Measuring quality of communication in the Neonatal Intensive Care Unit”

[Alice Kamphorst, PhD](#), Oncological Sciences: “Cellular niches that promote effective anti-tumor CD8 T cell responses”

[Michelle Lin, MD, MPH, MS](#), Emergency Medicine: “Measuring Access among Medicaid Beneficiaries with Asthma (MAMBA)”

[Richard Silvera, MD, MPH](#), Infectious Disease: “Optimization of anal cancer screening for people with HIV using genomic methods”

[Xiaoyu Song, DrPH](#), Population Health Science and Policy: “Develop statistical methods for integrating single-cell and spatial transcriptomics to study cell-to-cell interactions for Alzheimer's disease”

[Elizabeth Spencer, MD](#), Pediatrics: “Pharmacogenomics for precision treatment selection in inflammatory bowel disease”

[The DSA program](#) was launched in 2020 with the goal of supporting early career investigators with maintaining their momentum as they integrate family caretaking responsibilities into their academic pursuits. This year, we had the privilege to work with our colleagues in the [Office for Diversity and Inclusion](#), the [Center for Scientific Diversity](#), the [Office of Faculty Development](#), the [Mount Sinai LEAD program](#), and many more throughout the application and review process. Thank you to all of our partners and collaborators for all of your work!

For information on previous Distinguished Scholars, please [visit our website](#) and [watch their videos](#) on our Gender Equity Playlist.

Upcoming PRIDE Events



"How to be an Ally for LGBTQ+ People in the Healthcare System"

June 23 at 1-2pm

Join the LGBTQ+ Employee Resource Group for a conversation with LGBTQ+ people and allies regarding the experiences of LGBTQ+ patients in the healthcare system, and to ensure we provide equitable healthcare to all.

[Register Here](#)



**NYC
Pride
March**

June 26 at 12pm

Join the LGBTQ+ Employee Resource Group and the Icahn School of Medicine's Stonewall Alliance by marching with the Mount Sinai delegation in the 53rd Annual NYC Pride Parade. Marchers will receive flags, items to give-away and signage from the Office of Gender Equity and the Office of Diversity and Inclusion.

[Register Here](#)



**Pride
Fest
Tabling**

June 26 at 8am-6pm

Join the Institute for Advanced Medicine (IAM) in tabling during the NYC Pride Parade Annual PrideFest. Participants will engage community members and share resources. Register below to staff a shift at the IAM tent.

[Register Here](#)

Enter the Giveaway!



Will you be marching at PRIDE?

Enter the **OGE Pride Giveaway** on Twitter!

1. **Take a selfie or take a group shot at Pride**
2. **Post it on Twitter and tag @ISMMSGenderEq**

Three selected winners will receive a special gift from the Office of Gender Equity. Gifts will include books highlighting LGBTQ+ leaders in STEMM, Pride in STEMM memorabilia, and more. See you at the march!

Amplifying Equity Speaker Series

We are excited to announce our next Amplifying Equity event **The Path Towards Gender Equity in Scientific Publications** featuring Dr. Sarah Geisler, PhD, Scientific Editor at Cell Press. Dr. Geisler will talk with us about:

- the path towards gender equity in authorship in scientific journals
- what Cell Press is doing to address gender barriers
- what folks at Sinai can do to get published in highly-ranked journals

Thursday, June 30th,
12pm – 1pm

[Click here to register](#)



Watch our past Amplifying Equity events [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 have a Work From Home Policy?

Yes, a Remote Work Policy was instated in 2020. For well suited job functions and with a manager's mutual agreement, remote work arrangements are available.

[Learn more here](#)



[Click here to share with us, we want to hear from you!](#)

Building Gender Equity Action Teams

Updates & Next Steps



This past winter, our office launched the **Building Gender Equity Together** initiative, bringing Sinai community members together to talk about ideas they have for advancing gender equity at our institution. We are so grateful to all of the facilitators who made space to hear diverse perspectives and lead these dialogues. A gigantic thank you also goes to those of you who took time out of your day to show up and share your thoughts. Over the past several months, we have **hosted 27 sessions and heard from over 150 individuals across positions, ranks, and system sites.**

We have begun sharing all we have learned from these dialogues with senior leadership across the institution and are continuing to do so during the coming weeks. As we do this, we are preparing to launch our application for Gender Equity Action Team facilitators and a call for members. Those teams will be responsible for operationalizing some of the micro-interventions that community

members suggested in the dialogues to pilot throughout the summer and early fall. Please stay tuned for our application details!

“

It was really nice to be in a small group with diverse members of the Sinai community and come to consensus about issues and possible solutions.

[...] Knowing that our thoughts and ideas from this Building Gender Equity Together dialogue were being taken seriously and would be used for meaningful action was encouraging.

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Quarterly Spotlight

Dr. Amy Kelley, MD, has been the Senior Associate Dean for Gender Equity in Research Affairs at the Office of Gender Equity, the Hermann Merkin Professor in Palliative Care and Vice Chair of Health Policy and Faculty Development in the Brookdale Department of Geriatrics and Palliative Medicine.

As Senior Associate Dean for Gender Equity in Research Affairs, Dr. Kelley has helped expand institutional support for early-career investigators striving to keep up research momentum while shouldering family caregiving responsibilities. She has contributed her deep understanding of gender equity challenges and opportunities, as well as her background in research to assess equity and impact of interventions and expand the efforts of our office.

It is our great honor and privilege to formally congratulate Dr. Kelley as she has been selected to become the Deputy Director of the National Institute on Aging (NIA).

The NIA is the third-largest Institute of the National Institutes of Health (NIH) and leads the national scientific effort to understand the nature of aging and conditions associated with growing older. In her new role, Dr. Kelley will serve as the second-in-command in providing strategic leadership and oversight for all aspects of daily operations, and as an ambassador and spokesperson for the Institute. She will also oversee the NIA's Diversity, Equity, Inclusion, and Accessibility initiatives.

Amy, we are so proud of your accomplishments. You will be missed, but we look forward to seeing all that you accomplish in your new role and know that the our community has benefited tremendously from your hard work.



"I am so grateful for the years I have spent at Mount Sinai. I have learned so much here and worked with such incredible people. Mount Sinai will always feel like home." — Dr. Amy Kelley, MD

In the Press

Congratulations to this group of trailblazing women at Mount Sinai!



Dr. Yasmin Hurd, PhD, and Dr. Helen S. Mayberg, MD, have been elected to the National Academy of Sciences (NAS). Election to the NAS is considered one of the highest honors that a scientist can achieve.

[Read more here](#)



Michelle Tran, medical student at Mount Sinai and Co-Founder of Soar Over Hate was acknowledged by CNN for her leadership in the work to support & protect the Asian American and Pacific Islander (AAPI) communities in NYC.

[Read more here](#)



Dr. Madhu Mazumdar, PhD, was honored with the Elizabeth L. Scott Award by the Committee of Presidents of Statistical Societies for, training and mentoring the next generation of leaders, and excelling in team science research.

[Read more here](#)

FEATURED RESOURCES



The Mount Sinai Center for Spirituality and Health (CSH) is dedicated to providing compassionate care to people of all faiths and traditions. As such, CSH Chaplains provide spiritual, religious, and emotional support to the patients, their families, and the staff of Mount Sinai Health System. Throughout the pandemic, CSH Chaplains have provided patient care side-by-side with front-line staff, and in addition have provided exemplary care to staff through individual support, group reflections, the Take10 program, Blessing of the Hands, memorial services, and other special events as appropriate. CSH Chaplains have also championed

employee engagement initiatives in collaboration with Hospital Administration, Nursing, Patient Experience, Human Resources, Employee Assistance Program, Office for Well-Being and Resilience, and Center for Stress, Resilience and Personal Growth. CSH Chaplains have been integral in caring for our employees; since March 2020, we have reached over 82,434 employees through 9,481 encounters.

[Learn more here](#)

Founded in June of 2020, the [Mount Sinai Center for Stress, Resilience and Personal Growth \(CSRPG\)](#) draws upon and extends the decades of clinical and research expertise of Mount Sinai faculty in the areas of resilience, mood disorders, and traumatic stress. The mission of CSRPG is to leverage cutting-edge science and clinical care to enhance the resilience and emotional well-being of all Mount Sinai faculty, staff, and trainees. Its ultimate goal is to expand outward to serve the community. Building on decades of research on the science of resilience, CSRPG leadership developed a resilience training curriculum and as of February 17, 2022, has provided 208 resilience workshops to Mount Sinai faculty, staff and trainees; and includes 79 workshops completed in with Mount Sinai Health System medical residency and fellowship programs. Through an innovative community partnership, an adapted curriculum is now being offered to a number of faith-based organizations in New York City. In addition, CSRPG opened a dedicated faculty practice in October 2021 and has provided behavioral health care to Mount Sinai employees; as of 2/17/22, 3,412 treatment visits have been completed, with a 2% no-show rate. CSRPG also developed an app to serve as a confidential self-screening and resilience-enhancing platform, available free to all Mount Sinai employees.

[Learn more here](#)



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