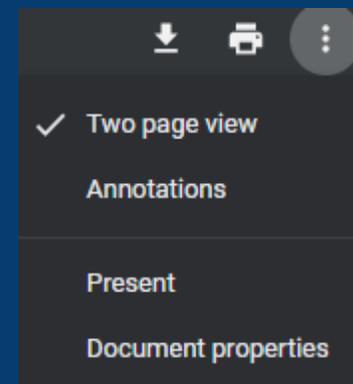


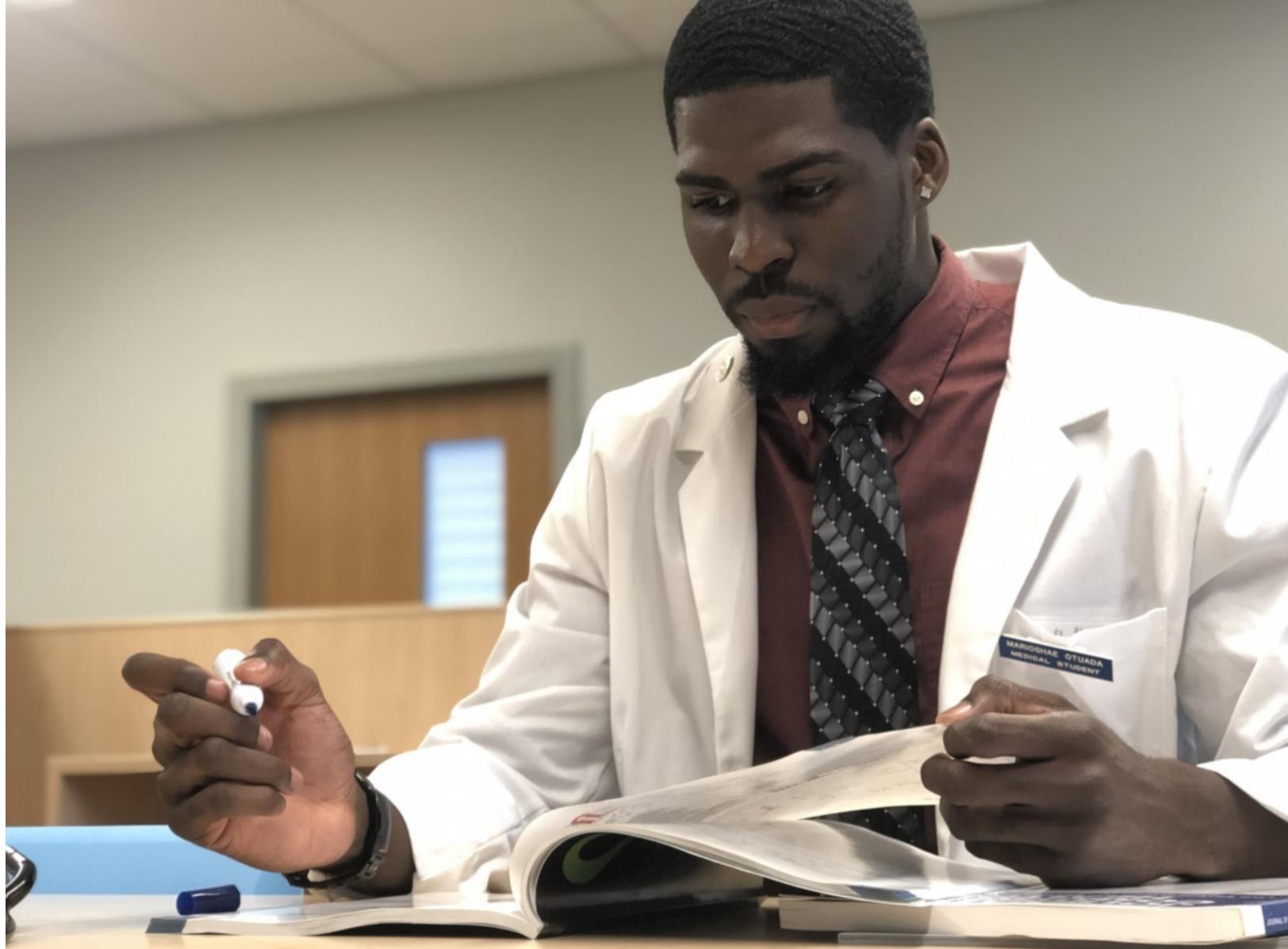


SUNY DOWNSTATE Health Sciences University

THE OFFICE OF DIVERSITY EDUCATION AND RESEARCH DIVERSITY REPORT

For best results, select Two-Page View in top right corner





THE OFFICE OF DIVERSITY EDUCATION AND RESEARCH

Diversity Report





Cover Photo: Marioghae Otuada, 3rd year medical student

This page: New Academic Building

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Photo: Health Science Education Building and the Grove

OUR MISSION

The Office of Diversity Education and Research attracts and retains students, trainees, and faculty from underrepresented backgrounds to develop the next generation of diverse leaders in medicine, biomedical research, and public health.

MESSAGE FROM THE PRESIDENT

WAYNE J. RILEY, MD, MPH, MBA, MACP

The College of Medicine at The State University of New York (SUNY) Downstate Health Sciences University (Downstate) is one of the nation's oldest and most distinguished academic institutions. As such, we are thrilled that you are giving Downstate careful consideration to begin your journey towards becoming a physician. Downstate will offer an excellent foundation upon which to build a meaningful and successful career of service.



Downstate is the only medical school in Brooklyn. We take pride in contributing to New York State's growing healthcare engine as more New York City physicians have trained at Downstate than at any other medical school (about one-third of our graduates practice in Brooklyn).

At Downstate, there is a genuine commitment from faculty, staff, and administration to build respectful and enduring relationships with our students. We value our diversity that aids in our various successes. With more than 2.6 million residents in Brooklyn, we are honored to provide culturally competent care and services to the entire borough, which helps us foster and sustain an effective intellectual environment conducive for our students to flourish.

Among our faculty is excellent breadth and depth of knowledge, expertise, and experience. At Downstate, contributions are valued, we encourage the free and open exchange of ideas, and participation among students and faculty help to inform policy and decision-making at and often beyond our walls. We provide best practice models for serving diverse populations by promoting shared values and a climate of respect and inclusiveness. One of our many goals for you as a medical student at Downstate is to position you to thrive personally and professionally, and ultimately, help you reach the goal of becoming a successful and caring physician. Your success is our success!

All the best,

Wayne J. Riley

**MESSAGE FROM THE DEAN,
COLLEGE OF MEDICINE**

F. CHARLES BRUNICARDI, M.D., FACS

For over 150 years, the College of Medicine at SUNY Downstate Health Sciences University has been a leader in providing high quality care for the diverse residents of Brooklyn, New York. Located in the heart of Brooklyn, we serve a culturally diverse population, of which over 50% are from racial and ethnic minority backgrounds, and approximately one-half are immigrants. One quarter of our patients speak a language other than English in their homes.

I am proud to be Dean of one of the most diverse and best programs in the country, and to serve the multicultural people of Brooklyn. As the Dean of the College of Medicine, I am committed to maintaining our commitment of service and our legacy of diversity and inclusivity.



My goal as Dean is to support and create an institutional culture where diversity and inclusion are ingrained in medical education, patient care, research and interactions with our community. I support the mission and vision of the Office of Diversity Education and Research. The Office maintains a robust portfolio of initiatives that support the academic success and professional development of students who come from backgrounds that are traditionally underrepresented in medicine and biomedical research. The office has implemented educational programs that integrate health disparities, social determinants of health, and health equity as part of the medical school curriculum. The Office also hosts several inter-professional seminars on diversity and equity. SUNY Downstate is unique because we provide students with the opportunity to participate in inter-professional learning activities with faculty and students from disciplines in nursing, allied health professionals, public health and graduate sciences

As the only academic medical center in Brooklyn, I believe that Downstate can make a difference. Through diversity, inclusion, and a commitment to excellence, we will reduce health disparities, promote culturally responsive care for all patients, and create healthy communities. I hope that you consider being part of our family as a student or faculty member, and join us in our mission to promote diversity, inclusion, and equity both locally in Brooklyn, and globally.

Sincerely,

F. Charles Brunicardi

**MESSAGE FROM THE ASSOCIATE DEAN,
OFFICE OF DIVERSITY EDUCATION AND RESEARCH**

CARLA BOUTIN-FOSTER, M.D., MS



Welcome to SUNY Downstate's College of Medicine!

As the Associate Dean for the Office of Diversity Education and Research, I am proud to share with you our Diversity Report, which chronicles our activities over the past 2 years. While the year 2020 was challenging, it served as a reminder of the resilience, strength, and community spirit that defines SUNY Downstate.

In this report we share with you the steps that we took as a community to continue our legacy of diversity and inclusive excellence. Our admissions team transitioned to virtual interviews as they continued to recruit the most talented and diverse pool of students.

Our dedicated team in the Office of Diversity Education and Research expanded upon existing programs and created new virtual learning platforms. We are proud that despite the pandemic, over 200 undergraduate medical students participated in our on-line summer programs. We established a new Masters of Science in Physiology Program designed to increase the number of students who are from underserved backgrounds in medical school. We solidified partnerships with local colleges to establish a Black and Latino Men in Medicine program. New electives on social determinants of health and equity were delivered via on-line platforms and we established a new program to promote health equity research among faculty.

We have continued our outreach efforts with local high schools to attract students into careers in medicine and established a new program, the Brooklyn Scholar-athletes With Academic Goals (BK-SWAG). This program is designed to attract talented high school athletes into careers in medicine. These are just a few highlights of the multiple programs which were implemented during this time period.

This past year has taught us the importance of close friends, colleagues, and family. We look forward to you joining our family and partnering with us as we tackle health inequity, promote social justice while advocating to advance diversity and inclusive excellence.

Sincerely,

A handwritten signature in black ink that reads "Carla Boutin-Foster". The signature is written in a cursive, flowing style.

THE OFFICE OF DIVERSITY



Anika Daniels-Osaze, Ed.D. **Director**

Dr. Daniels-Osaze is the Director of the Office of Diversity Education and Research. She specializes in health professions recruitment, program and curriculum development, academic advising and grant writing. She has secured over \$8,000,000 in pipeline program funding for the office since 2004 through federal and state sources. She currently serves as the Project Investigator (PI) on the Health Career Opportunity Program (HCOP) grant and the Science and Technology Entry Program (STEP) grant.

As the director, she maintains the operations of the office by overseeing multiple pipeline programs, generating reports, hiring and supervising staff, and managing multiple budgets. She also assists with pre-medical school counseling, medical student recruitment, and admissions candidate interviewing.

Dr. Daniels-Osaze supports recruitment and retention of underrepresented students by serving as a liaison to the Associated Medical Schools of New York (AMSNY) Buffalo Post-baccalaureate Program, mentoring students in our Bridges to Medicine master's degree/medical school admissions program (Bridges) and working with students in our pre-matriculation program.

She has represented the office on several committees including the Faculty Mentoring Workgroup, the Liaison Committee on Medical Education (LCME), the Commencement Planning committee, the Sesquicentennial Planning committee, and the Middle States Commission-Committee on Leadership, Governance, and Administration. In 2020, Dr. Daniels-Osaze was reelected to serve as a senator for SUNY Downstate's Executive Committee for Centerwide Governance and will serve as a representative on the SUNY University Faculty Senate for an additional three-year term.



Shemeika Bowman **Program Administrator**

Ms. Shemeika Bowman joined SUNY Downstate in 2015 to provide administrative assistance to the Office of Diversity Education and Research. She is now the Program Administrator for the office, in which she works alongside the Associate Dean and the Director of the Office to assist with the coordination and implementation of pre-existing and new initiatives and programs.

Ms. Bowman schedules interviews, manages the applications and correspondence for all program participants. She manages a database which allows her to keep track of past participants' progress while in school and post-graduation plans.

Ms. Bowman assists with budgeting and bookkeeping for the office. She also coordinates the day to day administrative operations for several of the office's programs including SWAG. A native of Brooklyn, Ms. Bowman holds a B.S. in Science from Penn State University.

EDUCATION AND RESEARCH



Tina Adjei-Bosompem, MPH **Senior Program Coordinator & Data Analyst**

Ms. Tina Adjei-Bosompem is a Downstate alumna who joined our team in May 2018. Ms. Adjei-Bosompem obtained her Bachelor of Science Degree in Biology at the State University at Albany. She later went on to pursue a Master's Degree in Public Health with a concentration in Biostatistics from SUNY Downstate where she was awarded the William Kuchler Award for Excellence in Biostatistics.

Currently, Ms. Adjei-Bosompem is the Senior Coordinator for Student Education and Research for the Office of Diversity Education and Research. She coordinates the Early Medical Education Program and the Summer Program in Translational Disparities and community Engaged Research. Along with coordination, she evaluates all the programs run through the office for dissemination of best practices in peer-reviewed journals. Ms. Adjei-Bosompem also provides support for various other projects with statistical consulting and analysis.



Runako Gulstone, MA **Undergraduate Program Coordinator**

Mr. Runako Gulstone advances the mission of the office through the enhancement of its Exploring Health Careers program as well as the creation and ongoing development of its Black Male Initiative. In addition to recruiting undergraduate students, he liaises across several institutions to create rigorous, responsive, and timely programs that inform and inspire students to pursue careers in Medicine and beyond. Additionally, Mr. Gulstone supports the work of the Diversity Committee in the College of Medicine's Alumni Association, hosting conversations to educate current medical students about specialties and facilitate mentoring between the two groups.

A graduate of Howard University and Brooklyn College, Mr. Gulstone has remained consistent in his commitment to public service through education. The theme of his career has been improving educational and occupational access for underserved communities in New York City. His previous experience in education and labor non-profit organizations, the New York City Department of Education, and within CUNY enables him to bring unique insights and skills to communities the office now serves. Mr. Gulstone's belief that education is the cornerstone of our democracy has called him to serve our office as a means to assist young people in their paths toward educational and professional success.

We embrace a broad view of diversity that includes, but is not limited to race, ethnicity, gender identity, sexual orientation, disability, language, culture, spiritual practices, socioeconomic background, and life experiences.

We follow a 3-pronged approach: DIVERSITY, EDUCATION, RESEARCH

DIVERSITY: Ensure that all faculty, staff and students are afforded the same opportunities while maintaining an environment of inclusion

EDUCATION: Provide access to health education while addressing issues of health disparities through a social justice lens

RESEARCH: Develop opportunities to conduct research, provide mentorship and study those areas that directly affect the communities that we serve

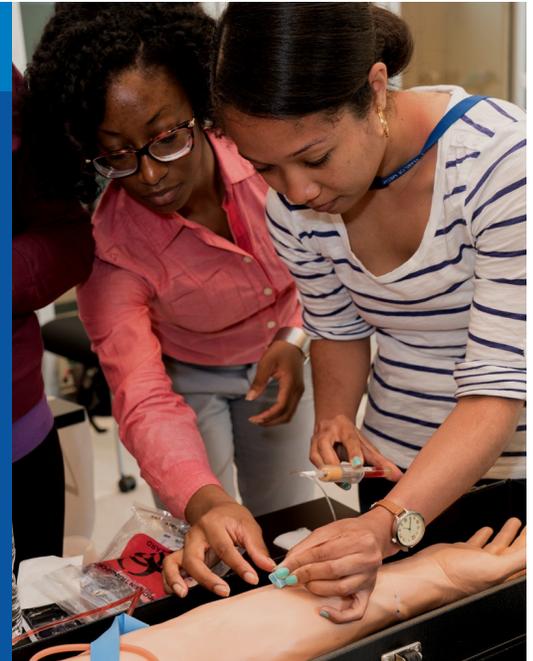


“We aspire to transform academic medicine through curricular innovations that will produce the next generation of compassionate healers, innovative scientists, and health equity and social justice advocates.”

Carla Boutin-Foster, MD, MS
Associate Dean

OUR RESOURCES

Academic Support & Referrals
Career Counseling
Peer Mentoring
Health Disparities Lectures
Linkages with Community Organizations
Research Opportunities
Scholarship Information
Pipeline Programs
Support Faculty from Underrepresented Backgrounds



The Office of Diversity Education and Research is responsible for implementing, sustaining, and evaluating structured programs that attract and retain students, trainees, and faculty from backgrounds that are traditionally underrepresented in medicine and biomedical research.

We provide a nurturing and supportive environment to cultivate the next generation of leaders, ensuring Downstate remains at the forefront of delivering patient-centered and culturally competent care. Through our structured programs, we aim to lead in modern and relevant medical education, pioneer interdisciplinary health equity research, and advocate for social justice and community engagement.

ANSWERING THE CALL FOR HEALTH EQUITY

Throughout the late spring and summer months, our students and other members of the Downstate community mobilized to advocate and address issues of social justice. The Office of Diversity Education and Research took the opportunity to elevate programs, events, and initiatives, providing support to student leaders as needed.

In collaboration with several student groups on campus, the Daniel Hale Williams Society and White Coats for Black Lives hosts a candlelight vigil in memory of Black lives lost to police brutality. In 2020, Juneteenth was declared a state holiday in the wake of demonstrations and civil unrest from the killing of George Floyd. The event was livestreamed on the DHWS Instagram account so guests could also attend virtually.



Kayana Ward, MD, Clinical Assistant Professor for the Department of Obstetrics and Gynecology and Women's Health Director, encourages vigilance as public momentum slows in the fight against racism.



Downstate students, faculty, staff, and local community members gather for candlelight vigil.



Anika Daniels-Osaze, Ed.D, Director of the Office of Diversity Education and Research, and Research Asst. Professor in the Department of Medicine offers a call to action to all Downstate community members by challenging systemic racism and oppression in and beyond our institution's academic offerings.



Christina Pardo, MD, MPH, FACOG, Asst. Professor, Department of Obstetrics and Gynecology, Vice Chair, Quality & Innovation and Director, Division of Health Equity shared the history of Juneteenth, connecting the delayed emancipation of enslaved Africans to the delayed justice still experienced by Black communities today.

TH EQUITY AND SOCIAL JUSTICE



Seven out of more than 50 candles with names of Black people unjustly killed by police in 2020 and years prior.



NY State Senator Zellnor Myrie participated by discussing police brutality and the importance of peaceful protest.



Mohammad Sylla, MS2, shares his artwork (pictured below)

**Racism is a
Public Health
Issue**



Takisha Morancy, MS3 offers the audience a poem.



OUR COMMITMENT

2020 completely changed the world as we know it. Not only are we coping with a devastating pandemic that has taken so many lives, but we are coping with another debilitating condition that has been plaguing our communities for centuries: **RACISM**. As if COVID-19 was not enough, the effects of police brutality, bias, and injustice continue to cause incalculable loss of life, liberty, and the pursuit of happiness. The Office of Diversity Education and Research denounces racism in all of its forms. We stand with the families of George Floyd, Breonna Taylor, Ahmaud Arbury, Trayvon Martin and the countless others that have lost their lives due to racism. This is far from a new occurrence, but in the age of social media, we now have a lens that allows the whole world to see what has been happening all along.

Our office recommits itself to our students, faculty, staff, and our community by continuing to create opportunities for racial justice, community advocacy, and diversity education. We have done this by creating new programs to address health disparities in our community, such as our PACERS program. We will continue to enhance the curriculum in our College of Medicine by offering electives such as HEAL.

We will be a safe haven for all members of our diverse communities. We will continue to lead the charge in the College of Medicine so that our current and future medical students will be culturally competent, empathetic, and well-prepared physicians, ready to meet the needs of our communities and of society. Our Health Equity and Social Justice workgroup analyzes and addresses various target areas within the College of Medicine. We will continue to provide opportunities for cutting edge research to address the issue of health disparities, which COVID-19 has continued to expose as a long-standing issue in diverse, low-income, disenfranchised, and underserved communities.

The Office of Diversity Education and Research will work tirelessly and continue to meet the demands of an ever-changing society. Our commitment to this is steadfast and everlasting.

Our office remains committed to our students, faculty, staff, and our community by continuing to create opportunities for racial justice, community advocacy, and engagement and diversity education.



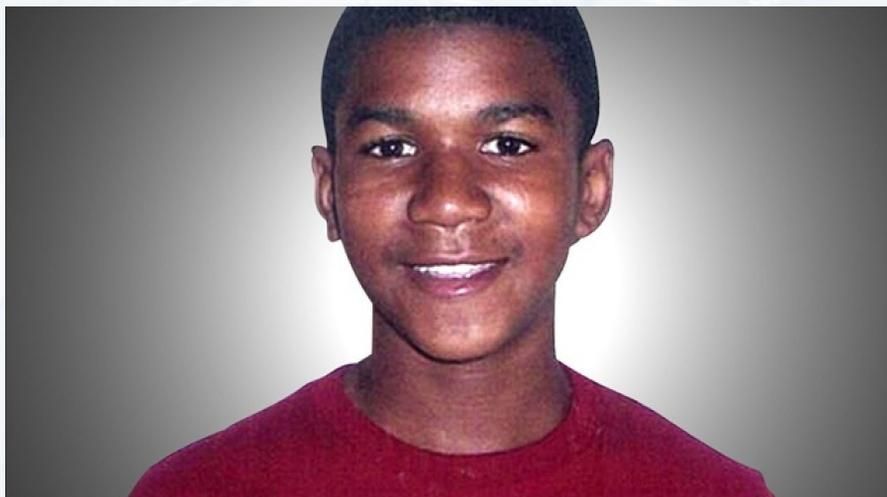
Breonna Taylor



Ahmaud Arbury



George Floyd



Trayvon Martin

DIVERSITY





I am proud that Downstate serves a distinct and diverse population of students. The majority of our students come from Brooklyn itself and the New York City region, many are from economically and/or educationally disadvantaged backgrounds, and many are immigrants or children of immigrants just getting their start in American society.

President Wayne J. Riley



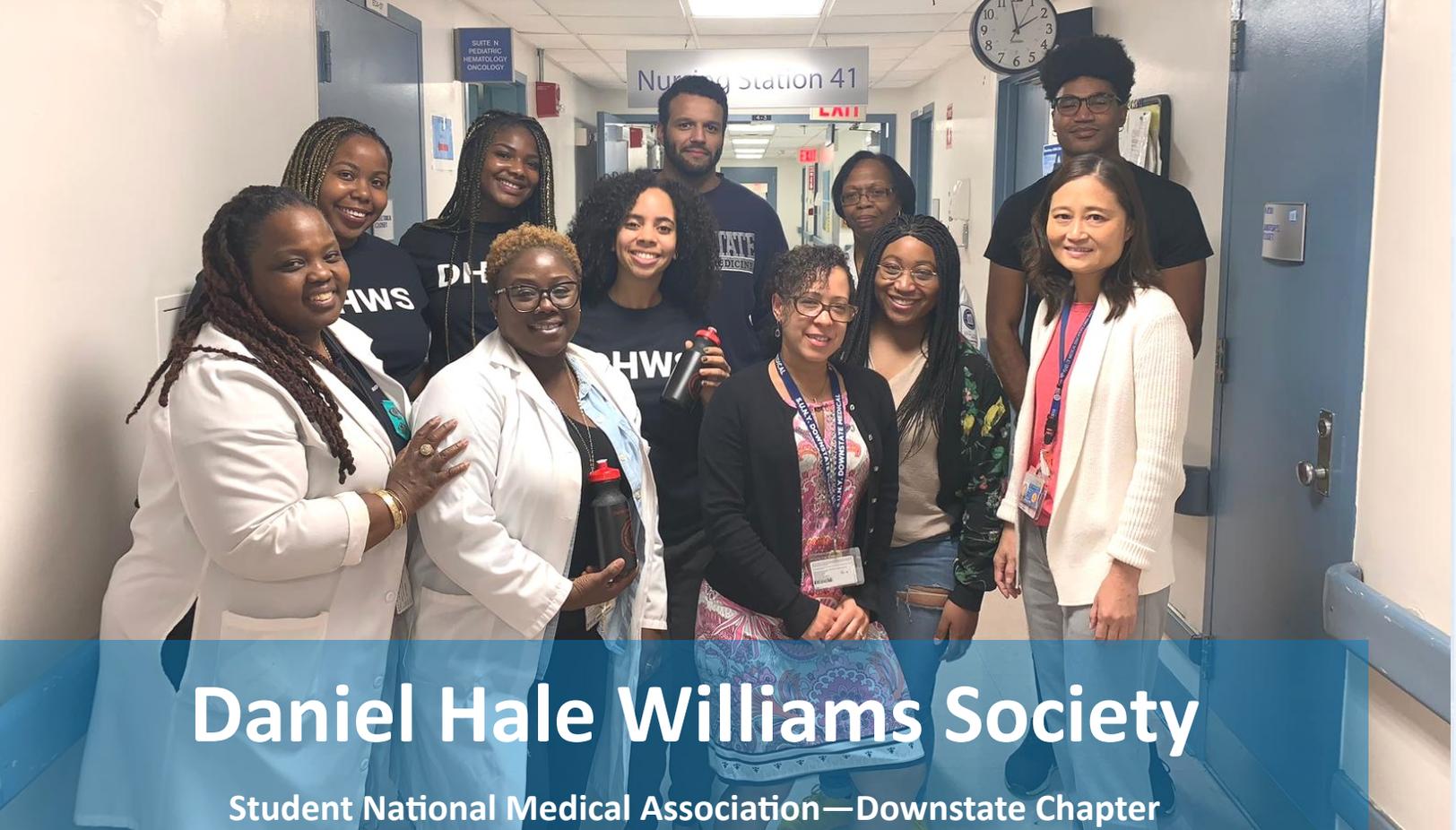
SUNY Downstate's College of Medicine is one of the most diverse medical schools in the country.

According to 2020 AAMC data, SUNY Downstate has a higher percentage of students that are underrepresented in medicine than the national average!

RESIDENCY MATCH STATISTICS

Our underrepresented students did exceptionally well in the residency match in March 2020. Below is a list of their 2020 residency placements:

Internal Medicine	Zucker School of Medicine-Northwell Lenox Hill-NY
Anesthesiology	Montefiore Medical Center/Einstein-NY
Family Medicine	SUNY Downstate Health Sciences University
Family Medicine	University of North Carolina Hospital
Internal Medicine	Westchester Medical Center-NY
Internal Medicine	Rutgers-New Jersey Medical School
Obstetrics-Gynecology	New York Presbyterian Hospital- Columbia University Medical Center -NY
Psychiatry	Dartmouth-Hitchcock Medical Center-NH
Emergency Medicine	Case Western Cleveland Med Center-OH
Pediatrics	Loma Linda University-CA
Pediatrics	Zucker School of Medicine-Northshore Cohen Children's Hospital-NY
Emergency Medicine	Jacobi Medical Center/Einstein-NY
General Surgery	SUNY Downstate Health Sciences University
Internal Medicine	SUNY Downstate Health Sciences University
Emergency Medicine	Stony Brook Teaching Hospital-NY
Urology	Yale-New Haven Hospital-CT
Orthopedic Surgery	Rhode Island Hospital/Brown University
Anesthesiology	New York University- Grossman Institute-Brooklyn-NY
Emergency Medicine	Boston University Medical Center-MA
Emergency Medicine	Yale-New Haven Hospital-CT
Internal Medicine	New York Presbyterian Hospital-Weill Cornell Medical Center-NY
Internal Medicine	Westchester Medical Center-NY
Emergency Medicine	Zucker School of Medicine-Northwell/ Northshore/ Long Island Jewish-NY
Pediatrics	Zucker SOM-NS Cohen Children's Hospital-NY



Daniel Hale Williams Society

Student National Medical Association—Downstate Chapter

Named for the first general surgeon to perform a successful open heart surgery in the United States and founder of the first non-segregated hospital, **The Daniel Hale Williams Society (DHWS)** is SUNY Downstate's Chapter of the Student National Medical Association. The organization is dedicated to:

- Healthcare education
- Leadership development
- Community outreach

Mentoring, academic support, and community outreach result in events such as its *A Day in the Life of a Medical Student*, which provides eye-opening educational exposure for high school students. It also is pronounced in its annual Health Professions Recruitment Exposure Program (HPREP) which provides seven 3-hour seminars once a week on Saturday mornings each Fall inclusive of anatomy dissections, group research projects, and college prep workshops.

In light of Sickle Cell Disease Awareness Month, the DHWS Service committee desired to serve the sickle cell patient population at Downstate. They created water bottles with 5 sickle cell facts on them to both aid and educate patients. Each year, DHWS offers an end-of-year banquet to celebrate the achievements of its seniors and to recognize the faculty and staff who have supported their progress.



The Latino Medical Student Association (LMSA) unites and empowers medical students through service, mentorship, and education to advocate for the health of the Latino community. The objectives of LMSA include:

- Actively promoting recruitment and retention of Latino students at all levels
- Educating medical students on Latino health issues
- Advocating for the rights of Latinos in health care
- Providing leadership opportunities for Latinos
- Promoting volunteerism in the Latino community

In 2019, LMSA sponsored a lecture for Hispanic Heritage Month. The members invited Débora Silva, MD, FAAP, M.Ed., Professor, Department of Pediatrics, University of Puerto Rico, School of Medicine as keynote speaker. Dr. Silva's lecture was titled "Taking Care of Puerto Rican Patients: Historical Perspectives, Health Status, and Health Care Access".

LMSA also participated in a variety of other activities, including providing information about Diabetes in a local senior center, attending the LMSA House of Delegates, and cosponsoring events with the Daniel Hale Williams Society.



PRIDE CLUB

The PRIDE Club works with faculty to create an environment of support and open celebration of diverse identities. In recent years, the club hosted a Queer Peer panel discussion during the annual Sex In Medicine Week. Four students answered questions that were submitted anonymously from those attending the event. Topics included the individual instances of subjective, conscious LGBTQ+ experience and how these identities impact healthcare professions.



The PRIDE Club is open to the entire Downstate community. In Spring 2019, the club hosted the inaugural Lavender Graduation ceremony. The PRIDE Club hosts monthly coffee-hour meetings where it discusses medical journal articles pertaining to the LGBTQ+ community.

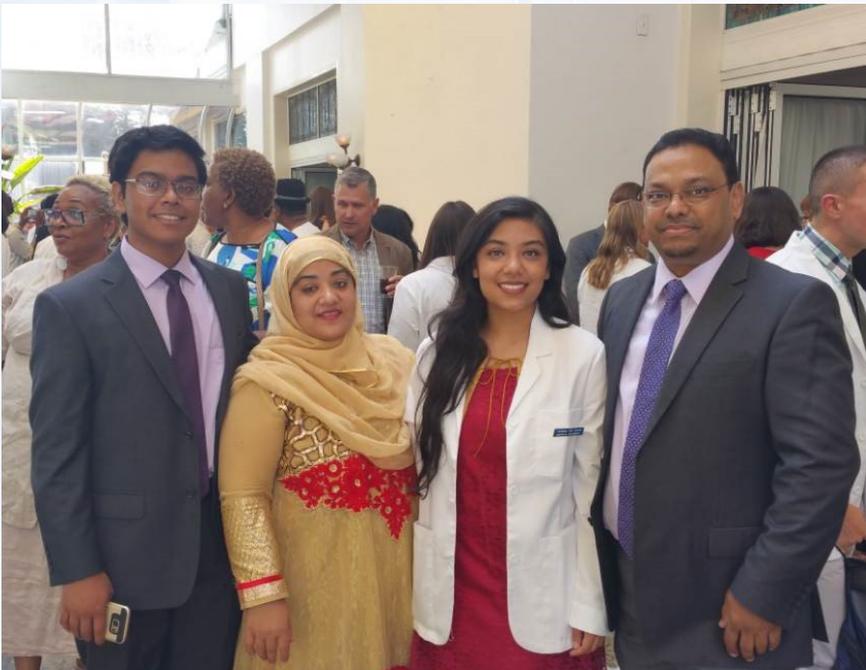


TIME WELL SPENT

A STUDENT LOOKS BACK ON A DECADE AT DOWNSTATE

Tasnima began her journey at Downstate in Summer 2010 with a singular goal. “I want to learn as much as possible about what it takes to be a doctor.” While a student at Brooklyn Tech, she took challenging AP science courses and re-affirmed her desire to become a doctor; a dream that she’s held since she was 10 years old.

While in college, Tasnima participated in several of the office’s pipeline including Exploring Health Careers, Summer Research, and Operation Success.



“Those programs gave me a network of opportunities and groups of really close friends who have become like a second family. I was able to gain a broad exposure to medicine over the years.”

Tasnima is currently in her fourth year in the College of Medicine and has a keen interest in Pediatrics, Internal Medicine, and Family Medicine. When asked about advice for other students considering the profession, she said “Medicine is an investment and a privilege.”

“After speaking to my family members, Dr. Daniels-Osaze was the first person I called after learning I had been accepted to medical school at Downstate.”

- Tasnima Elahi, MS 4



The Annual Samuel L. Kountz, Jr. M.D. Lecture and Award Ceremony

Each year, the Office of Diversity Education and Research, the Arthur Ashe Institute for Urban Health, and the Gamma Iota Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. sponsor the Samuel L. Kountz, Jr., M.D. Lecture. In 2019, President Riley provided the keynote address entitled “Role Models and Mentors in the Health Professions: The Secret Dimension.”

Dr. Kountz was the first African American transplant surgeon in the United States. He was most distinguished for his pioneering work in the field of kidney transplantations, research discoveries, and inventions in renal science. Dr. Kountz established the SUNY Downstate Transplant Program in 1965 and served as the Chairman of the Department of Surgery.

The ceremony recognized 10 individuals across four categories, including Excellence in Mentoring, Diversity Champions, Outstanding Service, and Community Service.

- Excellence in Mentoring**
 Ramon Gist, M.D., FAAP
 Everton Prospere, M.D. MPH
- Outstanding Service Award**
 Joshua Kellerman
 Frisnel Roger Leveque
 Ustinov Luke
 Rocembar Rigor
 Ernie Sgaglione

- Diversity Champions**
 Juan Marcos Alarcon, Ph.D.
 Michael Harrell, MPA

- Community Service Award**
 Desmond Romeo





On February 11, 2020, the Office of Diversity Education and Research, the Arthur Ashe Institute for Urban Health, and the Gamma Iota Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. sponsored the Fourth Annual Samuel L. Kountz, Jr., M.D. Lecture. Seth Langley, Ph.D., Assistant Vice-President of Academic Support Services & Advisement offered the keynote entitled “Emotional Intelligence: Factors that Influence Academic Achievement”

[Click Here to Watch the Lecture!](#)

Following the lecture, the Office hosted a ceremony to recognize 10 individuals across three categories, including Excellence in Mentoring, Diversity Champions, and Outstanding Service.

Excellence in Mentoring

Alexander Schwartzman, MD, MBA, FACS

Edward Heilman, MD, FAAD, FCAP

Diversity Champions

Seth Langley, PhD

Ross Clinchy, PhD

Wayne Scott, MD

Mark Stewart, MD, PhD

Outstanding Service

Tony Parker

Tim Morello

Community Service

Ted Hamilton



The Annual Dale Blackstock, M.D Lecture and Award Ceremony

In celebration of National Women’s History Month, the Office of Diversity Education and Research sponsor a lecture and award ceremony honoring dynamic women for their contributions to the Downstate community.

The event celebrates the legacy of Dale Blackstock, M.D., internist, nephrologist, geriatrician, and member of the faculty in the Department of Medicine at Downstate in the 1980s and 1990s. In 2019, the keynote speaker for the lecture was Lissette Delgado-Cruzata, Ph.D., MPH, Assistant Professor of Molecular Biology at CUNY’s John Jay College, where she also serves as Co-Director of the Program to Inspire Minority Undergraduates in Environmental Health Science Research (PRIMER). The lecture was titled, “Successes and Challenges of a Latinx Scientist: A Personal Trajectory into Epigenetic Research.”

The ceremony recognized 11 dynamic women for their contributions in promoting diversity and inclusion, as well as service excellence.

Dr. Dale Blackstock Award

Jeanne McCrae, MD

Diversity Champions

Aimee Afable, Ph.D., MPH

Jean McHugh, RN, PhD

Caitlin Otto, PhD

Outstanding Service

Shemeika Bowman

Diane DeSouza

Yvette Gardner

Lakia Maxwell, MSCH

Helen Poncet

Marcia Scott

Anne Shonbrun, MA



Lissette Delgado-Cruzata, Ph.D., MPH

The 4th Annual Dale Blackstock, M.D Lecture and Award Winners



2020 Award Winners

(pictured above from L- R)

Dr. Dale Blackstock Award

Christina Guillen, MD, FAAP

Excellence in Mentoring

Laura Martello-Rooney, PhD

Simone Reynolds, PhD

Community Service

Sandra Chapman, MPA

Diversity Champions

Shirley Girouard, PhD, RN, FAAN

Nkiruka Nwokoye, JD

Excellence in Service

Laurian Bradford

Carol Martin, RN

EDUCATION





“The Early Medical Education program has made a huge impact on my education and life. I got to spend three summers at Downstate learning more about science/medicine, and I had the opportunity to develop amazing friendships along the way. The Office believed in me when not many others did and I’ll always be grateful for that.”

Alexandros Prokopiou, MS1

EME 2018 Cohort

SUNY Downstate College of Medicine

RACIAL EQUITY AND SOCIAL JUSTICE:

In response to the current racial climate of the country, our office has developed several initiatives to address racial equity and social justice in health care. These are some of our newest projects:

Program to Accelerate Academic Careers in Equity Research and Social Justice (PACERS)

PACERS is a research training program for first year medical students. Students learn to frame health disparities research questions using a health equity and social justice lens. This framework embeds health disparities research in the macro-level and upstream policies and structures that lead to inequities. PACERS provides an academic space where students explore the fundamental causes of disparities through an analysis of historical policies, race, racism, and discrimination in health and healthcare.

Students engage in a rigorous critique of peer-reviewed journals and begin to conceptualize their own research ideas focused on topics related to health equity and social justice. Over the course of 4 weeks, students develop and refine research proposal ideas. At the end of the program, students present their research proposal ideas to their peers in the form of a slide presentation and written abstract. This is done as a 'mini' National Institute of Health (NIH) mock study section where students have the opportunity to critique each other's research ideas and provide feedback.

PROGRAMS SEEKING SOLUTIONS

PACERS—Program to accelerate Academic Careers in Research and Social Justice



Health Equity Elective

The Health Equity Elective is a 4-week curriculum designed for 3rd or 4th year medical students. The elective consists of both didactic and interactive experiences. It is designed to increase students' fund of knowledge and understanding of key health equity concepts through a critique of relevant medical literature. Students will apply a health equity lens and structural competency framework as they examine the root causes of health disparities. Students will develop skills in networking and developing partnerships with key stakeholders and experts in non-medical fields such as law, policy, and community advocacy. Students will be able to apply these skills to developing community-based solutions to frequently encountered disparities in clinical encounters or disparities that may be specific to their field of interest. They will work in groups as they consider and construct solutions that recognize structural barriers and community assets.

PATHWAYS TO EXCELLENCE: OUR DIVERSITY PIPELINE PROGRAMS

EXPLORING HEALTH CAREERS



The Exploring Health Careers program is an initiative to expose students to a variety of career options in the health professions. Through faculty presentations, clinical shadowing opportunities, and learning how to apply to health professional programs, students are able to clarify the next steps in their academic and professional journey over the course of six weeks. In 2019, the Office hosted 55 students across our partnering colleges and from several SUNY Equal Opportunity Programs.

In the midst of tremendous uncertainty, the Office of Diversity Education and Research immediately modified each of its summer pipeline programs and special initiatives for online instruction and management. Recruitment, selection, and facilitation of seminars were conducted via Zoom and Blackboard alongside much of the country now forced to find new ways to learn and communicate.



BUILDING BRIDGES THROUGH DIVERSITY

REACH

The Research Experience in Autism for College and High School students (REACH), sponsored by the Department of Pathology, is a short (2.5 week), intensive, pipeline program for underrepresented minority (URM) students interested in learning more about careers in Neuroscience, Medicine, and Health Related Professions. REACH was developed in 2017 by Dr. Jenny Libien and Dr. Juan Marcos Alarcon in collaboration with the



Arthur Ashe Institute for Urban Health (AAIUH), the School of Graduate Studies and the Office of Diversity and Research. The high school and college students present their research at an annual summer symposium. **The program was approved for a 5-year NIH grant starting in 2021.**

SPRINTER

SPRINTER is a unique summer research experience that combines instruction of basic science techniques with hands-on health disparities and community-based research.

SPRINTER provides research methodology skills, exposure to social determinants of health, community engagement and networking opportunities.

In 2020, the Office hosted 10 students.



Receiving a 5-year, \$3.2 million federal grant from the Health Resources and Services Administration enabled us to expand programs and implement new initiatives that increase the number of underrepresented and disadvantaged students who successfully matriculate and graduate from SUNY Downstate.

-Anika Daniels-Osaze, Ed.D., Principal Investigator– HCOP grant

BRIDGES

The BRIDGES to Medicine Program (BRIDGES)—designed to provide a new access point into medicine for students from underrepresented groups and low socioeconomic backgrounds seeking admission into SUNY Downstate’s College of Medicine. There are 14 students in the new masters program. (2020)

The program is structured to allow participating BRIDGES students opportunities to take some of the same courses, in a co-mingled setting, as first-year College of Medicine students. Students are also provided a monthly stipend and housing to offset any hardships that may impede their achievement in the program. Upon successful completion, students are granted admission into Downstate’s College of Medicine as first-year students.

To date, the BRIDGES Program has exceeded expectations and the performance of participating students has proven that this program is highly effective. 23 out of the 25 students successfully matriculated into the College of Medicine at SUNY Downstate between 2018—2020, an astounding 92% success rate with the first gifted group of students. 21% of the participating students are Black men.

Across the board, students in the program have been a tremendous asset to the Downstate community. Some have been recipients of prestigious awards and accolades, like Jose Sinon, a second-year student who was recently chosen as one of the recipients of the National Medical Fellowships’ 2019 Dr. David Kearney McDonough Scholarship. While others have gone on to be stewards in the community, like Takisha Morancy, a current second-year student who developed a medical school shadowing program for local high school students called “*A Day in the Life*,” and Michael Huaman, who is the co-President of the Latino Medical Student Association and working to raise awareness about health disparities that impact Latino communities.



“While I am on this planet, I want to make my contribution, so for me, being a physician was the ultimate way of being of service to others. BRIDGES was an invaluable experience that gave me the confidence necessary to approach medical school. The time management and studying skills provided were priceless. I also wouldn’t trade the connections that I built with my BRIDGES family that year for anything. We look out for each other and check up on each other. Our bond is cemented, we are a family.”

—Chinelo DeBrady, third-year medical student



Early Medical Education

The Early Medical Education program is an initiative to increase the competitiveness of pre-medical students early in their college career by providing academic support and exam preparation. Students learn time and stress management skills and gain hands-on exposure through shadowing experiences with clinicians. Successful participants are guaranteed admission to SUNY Downstate’s College of Medicine.

In 2020, the Office selected 25 students into EME.

Since the beginning of the program, several EME participants are now practicing physicians at Downstate and other clinical sites throughout the state.





HEAL Pathway

The Health Equity Advocacy Leadership Pathway (HEAL) provides the next generation of physicians and health professionals with necessary knowledge and skill sets in health disparities, health equity, and social determinants. HEAL shapes future physicians by informing their attitudes, knowledge and skills, better equipping them to be leaders in the field of medicine, and advocating for equal access to quality health care to improve health outcomes. In 2019, there were 26 participants enrolled in the HEAL Pathway.

The Pathway components include:

- Journal Club
- Community Engagement and Service Learning Opportunities
- Self-directed learning activities (e.g. Talks, Seminars, Lectures)
- Integration of Social Determinants of Health themes into scholarly work
- Community partnership project
- Presentation of final project



STUDENT AWARDS



Amna Sheikh-Zakir, MD
Columbia University
Department of Pediatrics

DR. MADU RAO SCHOLARSHIP IN PEDIATRICS

Dr. Madu Rao is a pediatric pulmonologist who created this scholarship at SUNY Downstate for 4th year minority medical students interested in a pediatric residency program. Recipients of this scholarship not only excel academically, they have a strong work ethic, participate in research, are involved in extracurricular activities, and stellar Dean's letters.



Akya Myrie, MS 4
College of Medicine



Antía Itzel Gómez, MS 2
College of Medicine

AMSNY DIVERSITY IN MEDICINE SCHOLARSHIP RECIPIENTS

The Associated Medical Schools of New York (AMSNY), a consortium of the 17 public and private medical schools in New York State awarded two students from Downstate's College of Medicine with scholarships.

AND ACHIEVEMENTS



Jose Sinon, MS 3
College of Medicine

DR. DAVID KEARNY MCDONOUGH SCHOLARSHIP

The Dr. David K. McDonough Scholarship in Ophthalmology or Otolaryngology (ENT) is dedicated to building a diverse pipeline in Ophthalmology and Otolaryngology (ENT) specialties. Applicants must be currently enrolled in an accredited medical school in the State of New York or in the United States; from a African American/Black, Afro-Latino(a), or Native American background; be committed to academic excellence, research, leadership and service; and have an interest in a career in Ophthalmology or Otolaryngology (ENT) specialties.

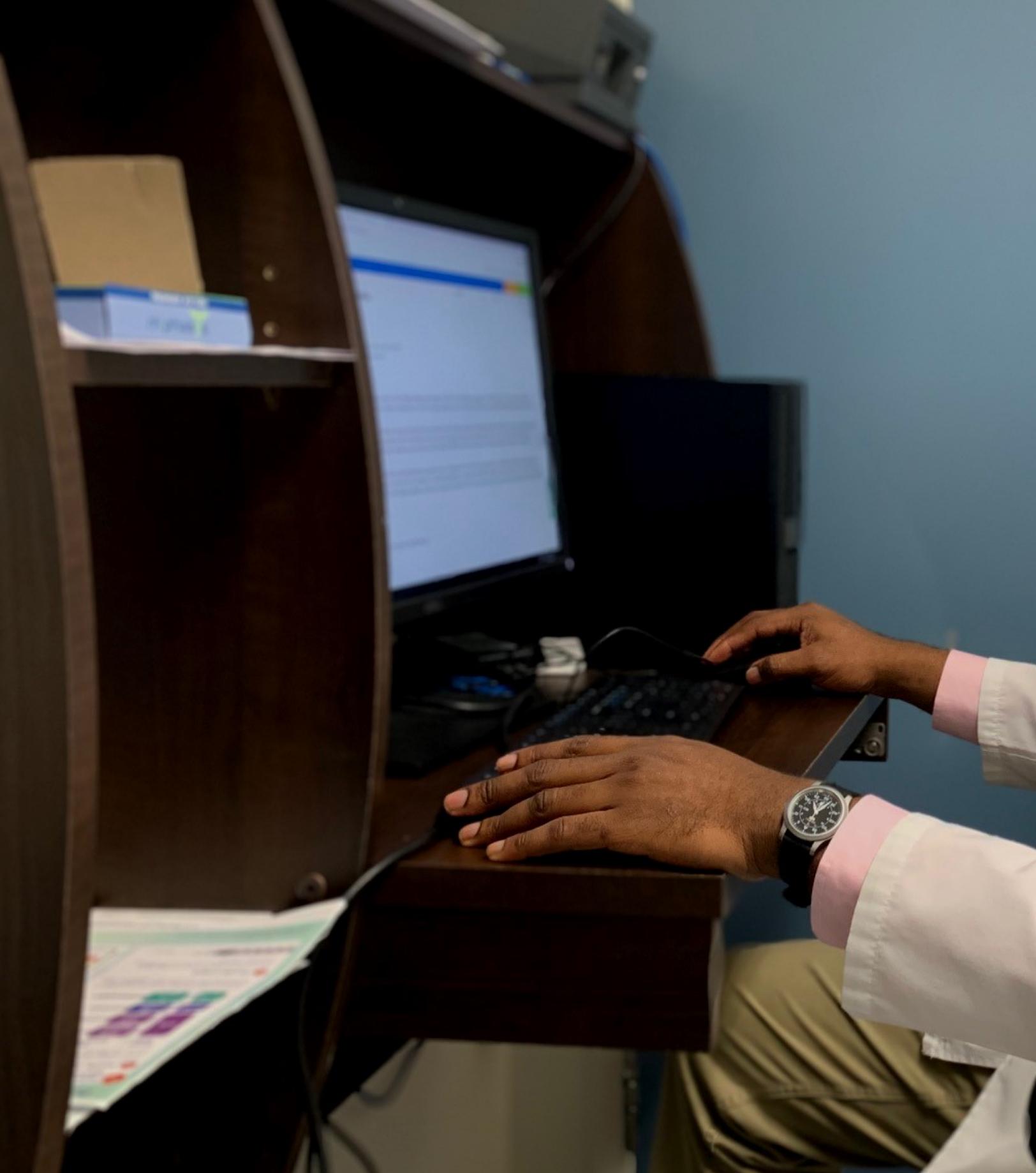


Elaine A. Fletcher, MS 3
SLC Liaison | Medical Council 2022
College of Medicine

ALUMNI SUMMER RESEARCH FELLOWSHIP

The Summer Research Fellowship Program, sponsored by the Alumni Fund and the Dean's Office provides stipends for 8 weeks of full-time work in basic science, translational and clinical research projects for students on summer recess between students' first and second years of classes.

RESEARCH





**“Research is essential for addressing and resolving health disparities in our communities. Observation, analysis, and figuring out mitigating factors are crucial for deriving potential solutions to improve and save lives.” - Uche Nwokoma, MD, MPH
Merck Fellow & Project BUILD Researcher**

HUNTER-WEILL T32 FELLOWS



Douglas Mansell, PhD

Dr. Douglas Mansell is a Ph.D. graduate from Howard University receiving his degree from the Department of Microbiology with specialization in molecular biology and immunology. As a graduate student at Howard, he worked in collaboration with Children's National Medical Center under the guidance of Dr. Robert Freishtat where he investigated the effects of Vitamin D deficiency in adolescent asthmatics. Dr. Mansell currently works at SUNY Downstate Health Sciences University as an independent investigator under the mentorship of Dr. Robert Foronjy and Dr. Carla Boutin Foster. He is investigating the molecular effects of Vitamin D in the reduction of airway inflammation in asthma and related illnesses in COPD.



Mark Bernard, PhD

Dr. Mark Bernard earned his PhD in Organic Chemistry from New York University in 2018. Wanting to learn more about the connection between his work making molecules in the lab and the implications of novel therapeutics for patients in a clinical setting, Mark looked toward building his skills in translational medicine. Since July 2019, Mark has been a postdoctoral research fellow at SUNY Downstate Medical Center, as well as concurrently participating in the Clinical Epidemiology and Health Sciences program at Weill Cornell Medical School.

Under the mentorship of Dr. Carla Boutin-Foster at Downstate, Mark's current research focuses on analyzing patient data from a recent heart study, in an effort to better understand racial health disparities in hypertension. Dr. Bernard's work will assist in better understanding circadian rhythm dysfunction, and its role in cardiovascular disease.



RESEARCH AND FACULTY DEVELOPMENT



Roosevelt Boursiquot, MD

Though born in Jacmel, Haiti, Dr. Roosevelt Boursiquot began his North American education at Clara Barton High School in Brooklyn. As a high school junior in the 1990's, he went to an *AMA-sponsored* event at SUNY Downstate where he was introduced to a yearlong program at CUNY City College known as the **Bridge to Medicine Program (BTMP)**, which has *shaped* his career goals and interests. Through this program, he took college level classes in the afternoon while fulfilling his high school degree requirements in the morning. It was thanks to this program that Roosevelt developed a keen interest in both biomedical research and medicine.

Dr. Boursiquot graduated from **Drexel University College of Medicine (DUCOM)** in Philadelphia, PA and completed his medical residency training in internal medicine with research rotation at the **Brooklyn Hospital Center/Icahn School of Medicine (SOM)** at **Mount Sinai & Memorial Sloan Kettering Cancer** under Ross L. Levine's tutelage. He was also a PhD candidate at **Icahn SOM at Mount Sinai** where he has accumulated several competitive and prestigious awards.



Dr. Boursiquot at Community Clinic

At SUNY Downstate, Dr. Boursiquot is an **Associate Program Director** of the Internal Medicine Residency Training program, oversees the ambulatory medicine didactic curriculum, serves as the **Medical Director of Quality and Patient Safety IM Primary Care**, oversees the quality improvement research in Suite R, and is a faculty preceptor for our internal medicine residents, SUNY Downstate COM medical, Nurse Practitioners, Physician assistant, and undergraduate students.

Dr. Boursiquot is from and resides in this community with his family, a short walking distance from SUNY Downstate.

Of note, Dr. Roosevelt Boursiquot is a recipient of the NIH's Ruth L. Kirschstein National Research Service Award (NRSA) Individual Predoctoral Fellowship (F31) and a NIH T32 grant.

FACULTY DEVELOPMENT

The **Translational Program of Health Disparities Research Training (TRANSPORT)** is a National Institute of Minority Health Disparities \$10M endowment that is to be dispersed over five years. TRANSPORT provides a foundation for recruiting and developing a diverse biomedical research workforce. Each year ODER releases a request for applications for the TRANSPORT Diversity Fellowship and invites applications from women and underrepresented minorities to apply to this program. TRANSPORT provides funding for one new faculty per year. Since its inception in 2017, we have been able to recruit three faculty from underrepresented backgrounds. One faculty was recently promoted in her Department and has applied for an NIH K-award, another has submitted a large program-project grant, and another faculty submitted a Diversity Supplement.

The **Program to Increase Diversity among Individuals Engaged in Health-Related Research (PRIDE)** is specifically designed to support women and URiM faculty by providing faculty with the opportunity to engage in a two-week long intensive research methodology-training program. This all-expense-paid Summer Institute is a research education and mentoring initiative that is coordinated by faculty at SUNY Downstate and paid for by the National Heart, Lung, and Blood Institute (NHLBI). This program provides research training to junior investigators from backgrounds that are underrepresented in biomedical research. A total of seven faculty from SUNY Downstate have participated in this program.

The **Transdisciplinary Training (T-32) Program**, funded by the National Institutes of Health (NIH), has been in existence for three years. This research training program, in collaboration with Weill-Cornell Medical Center and CUNY Hunter College, is for underrepresented junior faculty who have earned their doctoral degree and are looking for more research exposure. At the conclusion of the program, fellows receive a master's degree. This program has recruited 8 junior faculty of which, five (5) have graduated the program and been accepted into academic research programs, and three (3) are currently appointed at Downstate as research fellows.

The **Empire Clinical Research Investigator Program (ECRIP)** is a partnership between the Office of Diversity Education and Research and the Arthur Ashe Institute for Urban Health which is sponsored by the New York State Department of Health for nearly \$700,000 for a two-year period. The purpose of the grant is to assist with the reduction of obesity and cancer risks in a diverse African American population. ECRIP trainees are engaged in structured mentored research which will enhance the successful application for K-series grant awards. ECRIP fellows and trainees are able to amass pilot data, establish a core team of mentors, and enroll in course work on cancer biology, cancer epidemiology, behavioral science research, and community-engagement. These courses provide a strong foundation for career development. In total, the ECRIP program has supported 5 faculty members.



SUNY PRODiG

PROMOTING RECRUITING OPPORTUNITY, DIVERSITY, INCLUSION AND GROWTH

In March 2019, Governor Andrew M. Cuomo announced the launch of **PRODiG**, “**Promoting Recruitment, Opportunity, Diversity, Inclusion, and Growth.**” across the State University of New York system. The goal of this initiative is to increase faculty diversity through the strategic recruitment, hiring, promotion, and retention of ethnic minorities and women in STEM tenure-track faculty positions. PRODiG aims to hire 1,000 early-to-mid-career female faculty members in STEM or faculty from underrepresented groups by 2030. **The** program supports the hiring of women in STEM fields and underrepresented minority faculty. Funding for this program is provided by the State University of New York’s Chancellor Office. It supports 90% of the salary for the first year, 60% for the second year, and 30% during the third year of hire. Subsequent salary is supported by grants that the faculty members receives or clinical and teaching roles that they acquire. The PRODiG program has enabled us to hire 10 women and URiM faculty who we otherwise would not have been able to hire. The State University of New York Chancellor has made commitments to continuing this program for the foreseeable future.

At Downstate, PRODiG is led by The Office of Diversity of Inclusion in collaboration with co-chairs and representatives from each of Downstate’s Colleges and Schools. Leaders include Victoria Adjebade, Dr. Bridgette Desport (School of Health Professions), Dr. Carla Boutin-Foster, (Office of Diversity Education and Research/College of Medicine), and Ms. Elizabeth Smith (Associate Dean, College of Medicine).

HUNTER-WEILL T32 FELLOWS



Adiebonye Jumbo, PhD, ITIL

Adiebonye Jumbo, PhD, ITIL, joined the School of Health Professions as Assistant Professor. Dr. Jumbo earned her bachelor's degree in Computer Information Systems from Lehman College, Master's in Medical Informatics from SUNY Downstate Health Sciences University, and a PhD in Biomedical Informatics from Rutgers University.

Dr. Jumbo's research interest includes electronic medical record implementation, optimization, and usability, business intelligence, data analytic, using health technology to remediate public health issues, health care information system security, and application of machine learning in health care delivery.



Iredia Olaye, MHA, PhD

Iredia Olaye, MHA, PhD

Dr. Olaye is a first-year clinical research fellow. Her research is centered on integrating new technologies and advanced quantitative methods such as machine learning, clinical artificial intelligence, and digital health to improve Cardiovascular Health. Dr. Olaye is currently investigating how digital health technologies and artificial intelligence can be used to better understand the phenomena of early onset heart disease and Acute Myocardial Infarction in Young African American Adults.

PUBLICATIONS & GRANTS



Carla Boutin-Foster, MD, MS and Anika Daniels-Osaze, EdD collaborated with first author, Allen Lewis, PhD., Dean of the School of Health Professions to write two book chapters. The first book chapter is titled, *Disability, Poverty, and Women of Color: Emerging Solutions to Disparate Health Outcomes*.



Citation: Lewis, A.N., **Boutin-Foster, C., Daniels-Osaze, A.,** & Hoepner, L.A. (in press). Disability, poverty, and women of color: Emerging solutions to disparate health outcomes (in D. Thomas, Ed.), *Women's health: Readings on social, economic, and political issues*. Kendall Hunt: Dubuque, IA.

The second book chapter is titled, *Cultural Competency in Rehabilitation Counseling and Other Health Professions Studies*.



Citation: Lewis, A, Jumbo, A.E., Trimmingham-Aina, A. Hoepner, L, Katz, J.S., Fraser-McCreary, S., Thompson, F., Tribble, D., Desport, B., **Boutin-Foster, C., Daniels-Osaze, A.** (2020). Cultural competency in rehabilitation counseling and other health professions studies (in D.A, Harley and C. Flaherty, Eds.), *Disability studies for human services: An interdisciplinary and intersectionality approach (2nd edition)*. Springer Publishing Company: New York, NY. DOI: 10.1891/9780826162847



In addition to collaborating on the book chapters, Dr. Daniels-Osaze was awarded a Science and Technology Entry Program (STEP) grant from the New York State Department of Education (NYSED) for 5 years in the amount of \$980,000. In collaboration with Dr. Marilyn Fraser and Dr. Mary Valmont of the Arthur Ashe Institute for Urban Health (AAIUH), the STEP grant will provide preparation and exposure to health professions for students in grades 7-12 attending select schools in Brooklyn, NY.



Tina Adjei-Bosompem, MPH recently co-authored an article in *Chronic Illness*, titled "Factors influencing decision making for kidney transplantation among Black and Latino patients on dialysis: A qualitative study applying the social ecological model". The paper was derived from 36 qualitative patient interviews with transcribed audio recordings. The Social Ecological Model was used to organize themes and identify potential solution across multiple levels including individual, interpersonal, community, and within the policy and health systems. The results revealed key themes that policy makers, healthcare providers, and other stakeholders should be aware of when Black and Latino patients on dialysis must consider kidney transplantation.

In Memoriam—James Mahoney, MD

Class of 1986



We cherish the memory of Dr. James Mahoney who passed away on April 27, 2020.

Dr. Mahoney was a 1986 graduate of SUNY Downstate’s College of Medicine and continued his career as an Associate Professor, internist, pulmonologist, and critical care intensivist at Downstate’s University Hospital of Brooklyn and Kings County Hospital.

Dr. Mahoney was an ardent supporter of the Downstate community, winning numerous awards including “Teacher of the Year”.

He will be remembered for his leadership, humor, and fearless dedication extended to his patients in a time of national crisis. We honor his legacy and continue his spirit of advocacy.

In Memoriam—Madu Rao, MD

Professor Emeritus of Pediatrics



Dr. Madu Rao, distinguished clinician, scientist, academician, philanthropist, and humanitarian passed away on December 29, 2020.

Dr. Rao served as Professor of Pediatrics at SUNY Downstate from 1969-2003. He founded and directed the Pediatric Asthma Center, the Pulmonary Function Laboratory, the Sleep Apnea Laboratory, and the Neonatal Metabolic Laboratory in addition to directing the Pediatric Pulmonary Division.

Dr. Rao trained generations of pediatric pulmonologists and continued to do so well into his retirement. In 2005, he donated funds to the Office of Diversity Education and Research (then known as the Office of Minority Affairs) to create a scholarship fund to support the educational endeavors of underrepresented students who entered residency programs in pediatrics.

He will always be remembered for his generosity and unwavering commitment to education.

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