

DIVERSITY, EQUITY AND INCLUSION COUNCIL

"INJUSTICE ANYWHERE IS A THREAT TO JUSTICE EVERYWHERE" - MLK



Dear Downstate Family

WELCOME TO THE COUNCIL

This year has been the hardest one yet for our patient community in the last decade. The COVID-19 pandemic has brutally reinforced how racial inequity leads our patients to have worse health care outcomes than other communities in NYC. The murders of Breonna Taylor and George Floyd further solidified their role of systemic racism in the futures of our patients. In response, we mobilized our large Downstate community to fight against racism by organizing an afternoon of speeches and a die-in on June 4th, 2020.

That was the beginning. Since then, a number of residents throughout the hospital have been working hard to affect change in their context. In order to streamline projects across multiple residencies and to provide adequate GME support and resources, the GME Office has developed a Diversity, Equity and Inclusion Housestaff Council.

"THE ULTIMATE, ALL-ENCOMPASSING GOAL OF THIS COUNCIL IS TO ELIMINATE RACIAL HEALTHCARE DISPARITIES..."



MISSION

The ultimate, all-encompassing goal of this council is to eliminate racial health care disparities by way of increasing sustained diversity in the health care force, increasing community engagement, implementing policy and non-policy research in social determinants of health and racism, introducing advocacy education and social justice into resident curricula. These are substantial goals requiring years of hard work, sustainability, and creativity - and our energetic, passionate residents are an excellent resource to set the work in motion.

ORGANIZATION

The Council is led by two peer-selected resident co-chairs,

Smruti Desai (EM PGY4) and
Nur Ul-Ein (Psychiatry PGY2),

It has three overarching faculty advisors.

Dr. Teresa Smith,
Dr. Christina Pardo and
Dr. Christina Guillen.

It has 7 subcommittees. Each subcommittee will be staffed by 1 faculty advisor, 1 resident representative, and unlimited resident members.



GET INVOLVED

Meet our subcommittees, Understand their goals, Help however you can.



Social Justice

Resident Rep: Melanie Cheng, Pediatrics PCY3,
melanie.cheng@downstate.edu

Goal: Ensure the values of inclusive excellence, equity, and social justice are integrated across all aspects of our academic mission.



Research

Resident Rep: Amirhossein Moaddab, Cardiology Fellow,
amirhossein.moaddab@downstate.edu

Goal: Promote resident, fellow and faculty research involvement in social determinants of health, health policy, health disparities, and genomic health.



Education

Resident Rep: Natassia Buckridge, EM PCY2,
natassia.buckridge@downstate.edu

Goal: Create curricula for residency programs dedicated to health disparities, inequity, advocacy, social justice, and systemic racism.



Community Engagement

Resident Rep: Abhilasha Ahuja, Pediatrics PCY2,
abhilasha.ahuja@downstate.edu

Goal: Working closely with the Arthur Ashe Institute of Urban Health and the Brooklyn Health Disparities Center in community outreach initiatives that address the needs of our patient community.



Mentorship & Retention

Resident Rep: Keesandra Agenor, EM PCY3,
keesandra.agenor@downstate.edu

Goal: To provide peer-to-peer and faculty mentorship for diverse high school students, medical students and house staff.



Recruitment

Resident Rep: Gabrielle Fonteneaux, EM PCY2,
gabrielle.fonteneaux@downstate.edu

Goal: To increase representation of underrepresented minorities (URM) at student, trainee and faculty level.



Inclusive Environment

Resident Rep: John Riggins, EM PCY4,
jkrsrain@gmail.com

Goal: To promote a safe and inclusive environment for students, house staff and faculty.

ONGOING PROJECTS

1) Advocacy for Patients Under Police Custody:
A group of residents and Downstate medical students are currently working on both an advocacy initiative and research on trauma-informed care to explore our relationship with NYPD in the ER.
Contact: *Dr. Dow (EM) - j.dow2590@gmail.com*

- 1) The Role of Diversity and Inclusion in Physician Wellness and Burnout**
- 2) Exploring the role of Narrative Medicine in exploring Healthcare disparities**
- 3) Central Brooklyn Health Report**
- **Contact:** *Dr. Copaul (EM) stefaniecopaul@gmail.com*

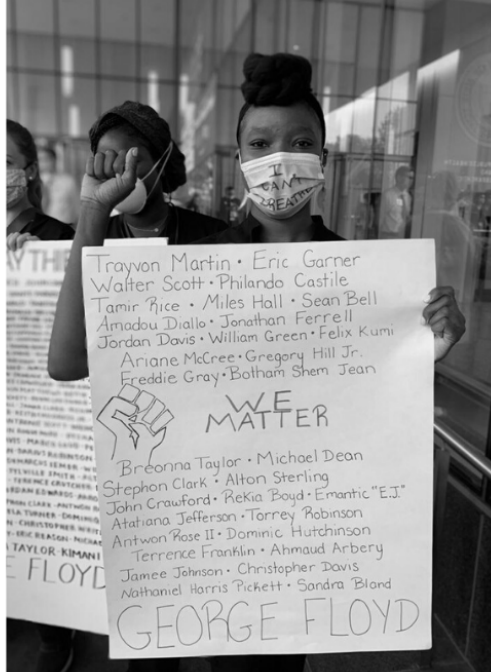
- 1) Social EM Mini-Fellowship:** Curriculum currently specific to EM - however, for adaptation to other fields please reach out to Dr. Buckridge
- 2) LGBTQIA+ In Medicine:** Creating a curriculum for competency in care of patients who are transgender and gender-nonconforming. **Contacts:**
Dr. Dasai (EM) - desaismruti@gmail.com;
Dr. Warsaw (EM) - dvarshaw@umich.edu.3

- 1) VotER** - providing registration booths in ER waiting rooms at both SUNY Downstate and Kings County so patients can register to vote while waiting. **Contact:** *Dr. Douglas (EM) - taylor.douglas@downstate.edu*
- 2) Foodbags for Patients** - Systematizing food bag distribution for patients being discharged from the ER and clinics. **Contact:** *Dr. Aurrecochea (EM) - adrian.aurrecochea@gmail.com*
Dr. Berland (EM) - noah.berland@gmail.com

- 1) HSA Academy Resident Lecture Partnership** - Residents will provide lectures to healthcare-interested high school students during their curriculum at the Health Science Academy (run through the Arthur Ashe Center at SUNY Downstate). The idea is to increase recruitment of science-bound URM in medicine early in their education, and to establish resident-to-student mentorship.

- 1) Diversity and Inclusion Survey**-Creating a survey to be sent out on a hospital wide basis to identify the diverse workforce already available in our current hospital system.
- 2) SUNY/KCH Virtual Residency Fair**-Plan an in-house residency fair along with collaboration with the national chapter of SNMA to promote further recruitment of a diverse work-force

- 1) URM Health Professional survey:**
Creating a questionnaire for hospital URM employees that designed to identify gaps in inclusion
- 2) Medical Students from URM survey:**
Creating anonymized pre- and post-rotation surveys for rotating medical students from URM to survey their needs and experiences



Please email Nur.UI-Ein@downstate.edu or Smruti.Desai@downstate.edu if you are interested in joining the council or proposing a project for the council.

Thank you for spreading the word

The projects listed above are not an exhaustive list - in our large medical community, important work can easily fly under the radar. If there is an ongoing project that you would like to work with us on, or propose a new project that meets the scope of any of the above committees, or have an existing project that could use support from other interested residents, please reach out to us. We shall be sending out a newsletter with all available projects every 2 months to ensure that your work is listed. We welcome all like-minded individuals and look forward to working with you!

**Your DEI Co-Chairs,
Smruti Desai, DO/MPH and Nur UI-Ein, MD**