

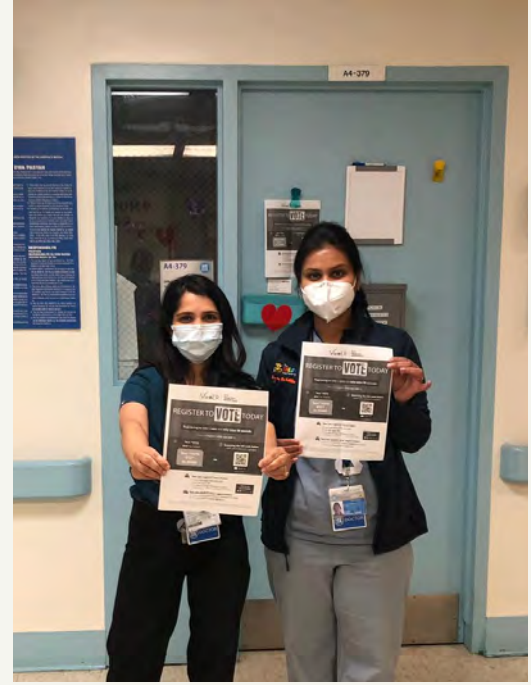
DIVERSITY, EQUITY & INCLUSION COUNCIL

"THE TIME IS ALWAYS RIGHT TO DO WHAT IS RIGHT."
MLK

Dear Downstate Family

Greetings and thank you for reading our second newsletter of the year! To recap our incredible year, SUNY Downstate residents and the GME office mobilized and developed our Diversity, Equity and Inclusion Housestaff Council in 2020 in order to create a centralized infrastructure for change. The ultimate goal of this council is to eliminate racial health care disparities by increasing sustained diversity in health care, increasing community engagement, implementing research in social determinants of health and racism, introducing advocacy and social justice into resident curricula. Since then, residents throughout the hospital have been working hard to affect change in their context - be it social emergency medicine, community engagement and outreach, or education about health disparities and advocacy.

During our initial year the council was led by two peer-selected resident co-chairs, Smruti Desai (EM PGY4) and Nur Ul-Ein (Psychiatry PGY2), and two overarching faculty advisors - Dr. Christina Pardo and Dr. Christina Guillen with the constant unwavering support of the GME through Dr. Teresa Smith. It has 5 subcommittees, each of which is staffed by 1 faculty advisor, 1 resident representative, and unlimited resident members - so reach out to the resident reps if you'd like to be a member! Below, please find a list of our incredible achievements so far, and ongoing projects that may interest you.



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Below, please find a list of our incredible achievements so far, and ongoing projects that may interest you.

Goal: Promote a safe and inclusive environment for students, house staff and faculty, and increase representation of URM's at all levels.

Recruitment and Inclusion:

Reps: Gabrielle Fonteneaux, EM PGY2

Projects: URM Health Professional Survey to identify existing gaps in diversity and inclusion in our workforce

Goal: Provide peer-to-peer and faculty mentorship for high school students, medical students and house staff from a diverse background.

Reps: Keesandra Agenor, EM PGY3

Mentorship and Retention

Projects:

1) HSA Academy Resident Lectures: Partnership with Arthur Ashe to provide approved lectures in our specialties to inner-city HS students interested in science-centered careers.

2) DEI Mentorship: QR-code based survey to be sent out to match residents, students, fellows and faculty with each other based on their social identity and topics surrounding DEI in medicine

Goal: Promote and participate in community outreach that best addresses the needs of our patient community.

Reps: Abhilasha Ahuja, Peds PGY2

Community Engagement

Projects:

1) VotER - Task force to promote voter registration amongst patients while they are waiting in the ED/clinics or admitted inpatient at both KCHC and Downstate.

2) Food Boxes: Given to patients in the ED and CPEP at KCHC who are identified as having a meal gap.

Goal: Promote a culture of social change and create curricula for different residency programs dedicated to health disparities and inequity, advocacy, social justice, and systemic racism

Reps: Natassia Buckridge, EM PGY2

Education and Advocacy

Projects:

1) Panel Talks: Periodic panel discussions on DEI topics involving panelists of all levels (student, resident, faculty) as well as breakout rooms with vignettes. So far: AAPI Race Talks 5/27/21 for AAPI Month, LGBTQIA+ Panel Talks 6/23/21 for Pride Month

2) Social EM Curriculum: The EM residency finished it's 1st year of having both a synchronous (required) and asynchronous (optional) curriculum for social justice, advocacy and community engagement in residency.

3) Advocacy for Patients Under Police Custody: A group of residents and medical students are disseminating a survey to residents throughout the country on the role of policing in the ER.

4) Trauma-Informed Care Workshop for Clinical Staff

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

Resident Representative: Laura Uwakwe, Pediatric Dermatology

Research

Projects:

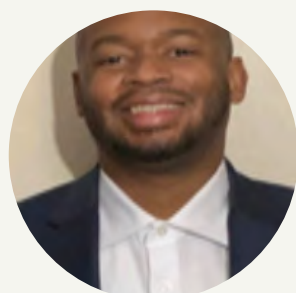
1) Development of a central database regarding URM, health disparity and social justice research being conducted or completed at SUNY Downstate. Project leader: Dr. Stanley Fisher

2) Survey to identify food and housing insecurity in ED patients. Project leaders: Dr. Stefanie Gopaul (EM PGY3) and Dr. Christianna Sim (EM/IM PGY3).

3) Literature review - Carotid Chokeholds, Blood Chokes, Vascular Hold, Triangle Choke: The Medical Case against Police Use of Neck Restraints. Project leaders: Dr. Desai (EM PGY4) and Dr. Madden (EM PGY3)

4) Radiology research study regarding racial disparities in radiology reading - Dr. Waite

To our Graduates



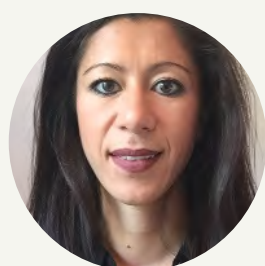
John Riggins, M.D. outgoing resident representative of the inclusion and recruitment sub-committee, graduating from the EM residency program



Smruti Desai, M.D. outgoing and founding co-chair of the DEIHC council, graduating from the EM residency program



Natalia Guzman-Seda, M.D. outgoing resident representative for Research sub-committee, graduating from Anesthesiology Residency Program



Melanie Cheng, M.D. outgoing resident representative for the education and advocacy sub-committee, graduating from the Academic General Pediatrics fellowship



Frank Nyugen, D.O. outgoing resident representative for inclusion and recruitment sub-committee, graduating from the Sports medicine program

As we look back at the accomplishments of this year, it is important to highlight the efforts of an incredible individual, Dr. Smruti Desai. Our powerful journey so far would not have been possible without the unrelenting efforts of Dr. Desai who is graduating this year and will be pursuing a fellowship in ED Simulation at Maimonides Hospital. Her passion and focus are the force behind the inception, formation and sustainability of this council, for which we are eternally grateful. As one of the founders and first leaders of this council, she leaves behind her legacy with us, which will be carried on by Dr. Olivia Beaubrun from the EM pediatrics department, Dr. Priyanka Datta from the EM department and Dr. Nur Ul-Ein from the psychiatry department.

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THE PROJECTS LISTED IN THE NEWSLETTER 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 TWICE A YEAR TO ENSURE THAT YOUR WORK IS LISTED. WE WELCOME ALL LIKE-MINDED INDIVIDUALS AND LOOK FORWARD TO WORKING WITH YOU!