

Gender Equity Quarterly



March 2024

OFFICE OF GENDER EQUITY
IN SCIENCE AND MEDICINE

Welcome!

Dear Mount Sinai Community,

Happy Women's History Month from the Office of Gender Equity team! This month, we proudly celebrate the remarkable contributions of women throughout history. For over a century, women have been vital innovators in the Mount Sinai Health System, leaving profound legacies. Today, women in our community continue this legacy, tirelessly advancing science and medicine while positively impacting lives. We invite you to join us in paying tribute to the women who have inspired and supported you, as well as those who have dedicated themselves to making the world a better place.

Last month, our Amplifying Equity Speaker Series featured Dr. Christina Mangurian discussing workforce policies aimed at retaining and promoting women, as well as historically excluded faculty. She also shared insights into her work at UCSF ARCHES (Advancing the Research Careers of Historically Excluded Scholars) Program, which actively supports the advancement of historically excluded women faculty in medicine. As we transition into Women's History Month, we encourage you to check out the [recording](#) of this talk which aligns with our ongoing commitment to amplifying the voices and achievements of women.

As we embark on this month-long celebration, we invite you to join us in honoring the women who have paved the way for progress, and those who continue to shape our future. Please read on in this issue of Gender Equity Quarterly for ways to get involved this month – and beyond. Our year-round programming centers and elevates the broad spectrum of voices, identities, and expressions in our Mount Sinai family to build a culture in which everyone can thrive regardless of gender and/or gender expression. As we work towards those goals, we would love to hear your feedback and ideas— [we want to hear from you!](#)

Carol Horowitz MD, MPH
Dean for Gender Equity
Professor of Population Health, Medicine

Happy Women's History Month!

In honor of Women's History Month, we are excited to share events and activities throughout the Mount Sinai Health System and NYC.

Please scroll below for more details.

Spotlight Events



Women Dressing Women Exhibit Tour

Registration is now open for a small group of employees, faculty, and students to join us on a group tour of this exhibition from The Met's permanent collection featuring the legacy of women fashion designers.

Friday March 8th, 3pm

[Register](#)

Write a letter to inspire a student!

Share your science or medicine journey and a hopeful message with young women in NYC who are interested in STEMM. They are future history makers, and the future is bright.

March 13th, 14th, 19th, 12 pm -
Guggenheim pavilion

[or Submit Here](#)

Just Desserts

Join us for a monthly program in which a senior woman scientist or physician shares candidly how she juggles her career and the rest of life.



March 6th
Emma Benn, PhD--
Biostatistics/
Population Health
4pm - 5pm

[Register](#)



April 3rd
Pin Xian Xu, PhD --
Genomics/Cell,
Developmental &
Regenerative Biology
4pm - 5pm

[Register](#)

Amplifying Equity Speaker Series

The Office of Gender Equity in Science and Medicine hosts a monthly Amplifying Equity Series featuring esteemed colleagues in the work towards advancing gender equity in our institution and beyond.



Recognition and Invisibility in STEMM

Maria (Mia) Ong, PhD is a Senior Research Scientist at TERC, a STEM education organization in Cambridge, MA. With almost three decades of experience, she specializes in researching the experiences of women of color and marginalized groups in STEM, with a focus on qualitative studies. Ong has led numerous projects funded by federal agencies like the NSF and NIH and has authored over 40 publications on equity and inclusion topics in STEM. She has served on national committees and received prestigious awards for her contributions to mentoring and physics education.

Thursday, March 28, 2024, 12:00 pm

[Register HERE](#)



The Economic Case for Amplifying Equity

This month, we want to highlight a conversation with CHRISTINA MANGURIAN, MD, MAS. Dr. Christina Mangurian conducts research to reduce healthcare disparities among racially/ethnically diverse populations with severe mental illness. She also focuses on developing workforce policies to promote the advancement of women and historically excluded faculty in medicine, serving as the Director of the UCSF ARCHES Program.

[View the recording](#)



Building Gender Equity Together: Successes from the first cycle of Gender Equity Action Teams



In 2022, the Office of Gender Equity in Science and Medicine launched the Building Gender Equity Together (BGET) Initiative. BGET was a series of facilitated dialogues we invited everyone from the Icahn School of Medicine at Mount Sinai community to participate in. The conversations led to the development of powerful, community-led initiatives aimed at fostering gender equity across our school.

In 2023, three Gender Equity Action teams (GrEAT) comprised of staff, faculty, and students came together to bring initiatives these conversations identified to life. Here are the group names and --

- **The Meaningful Metrics** developed a robust list of metrics that could help us track gender representation across departments and their initiatives. The list included considerations on tracking the diversity of grand round speakers, time to promotion, and who receives award nominations, among other important items.
- **BeLEAVE in Sinai** conducted interviews to better understand the experience of taking caregiving leave at Mount Sinai and solicit community-informed recommendations for normalizing and celebrating the caregivers amongst us. Recommendations for the next steps included developing a system-wide campaign featuring real employees, promoting and affirming the various reasons for taking leave, and supporting supervisors in ensuring team members have positive experiences navigating their leave,
- **The Amazing Advocates** conducted rigorous assessments before creating a resource list of existing family-friendly policies and caregiver resources and developing a new webpage to make this information more accessible. Please visit: <https://www.mountsinai.org/about/work-family-culture>

The three teams, represented by their co-leaders, had a successful and productive meeting with Dean Charney sharing the results of their work, and we are currently planning for the next phase of this program.

Stay tuned... and, of course:

Thank you to everyone who devoted their time, energy, and thoughtfulness to this work! There are so many changemakers among us.

Leadership and Development Programs

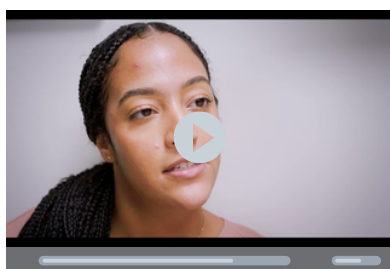
Distinguished Scholar Awards



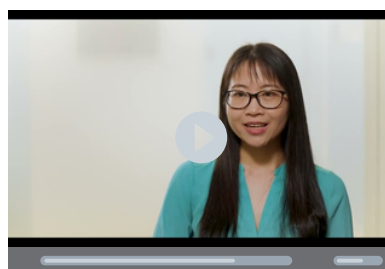
We are delighted that we recently launched our fifth round of applications from junior faculty for the 2024 Icahn School of Medicine at Mount Sinai Distinguished Scholar Award. This award supports applicants on a clear trajectory to a successful, independent research career who demonstrate a compelling case for how and why the funds will help them maintain productivity while they face the significant demands of being a caregiver.

Our 2023 awardees have shared their experiences and the significance of the award in their career trajectories.

Watch videos below:



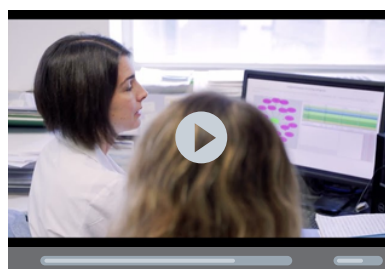
Dr. Leah Habersham



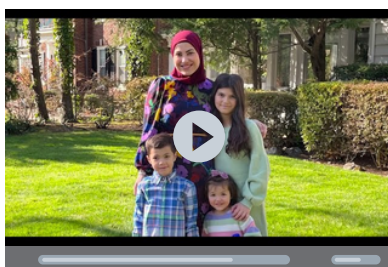
Dr. Fei Fang



Dr. Claire Ankuda



Dr. Esra Karakose



Dr. Maia Kayal

Robin Chemers Neustein Mid-Career Award Recipients



The Robin Chemes Neustein Mid-Career Women Faculty Development Award is a program designed for women faculty members who have held the rank of Associate Professor for at least two years and are not full professors. The program provides the necessary mentorship, sponsorship, concrete tools, and support to become full professors. In addition to six months of programming, funded by Robin Chemers Neustein, the award will provide funds to be used for professional development and coaching support.

We are proud to announce our first cohort:



Samira Farouk, PhD -

Associate Professor, Medicine and Medical Education

Xiaosi Gu, PhD -

Associate Professor, Psychiatry and Neuroscience

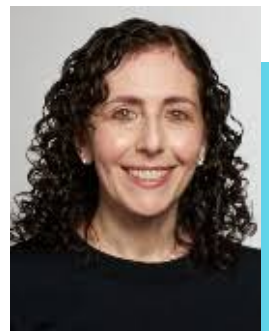


Mirna Mohanraj, MD -

Associate Professor, Medicine, Pulmonary, Critical Care and Sleep Medicine

Leora Mogilner, MD -

Associate Professor, Pediatrics

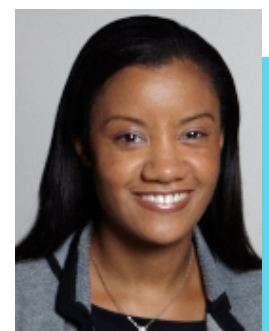


Lauren Petrick, PhD -

Associate Professor, Environmental Medicine and Public Health

Martine Sanon, MD -

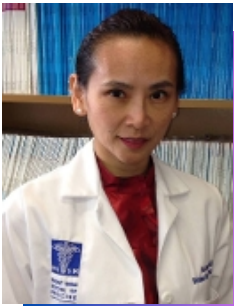
Associate Professor, Geriatrics and Palliative Medicine, Medicine



Learning as Leaders Program Award Recipients

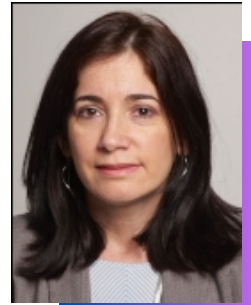
The Learning as Leaders program is open to women faculty members who have held the rank of Associate Professor for at least five years or who are full-time professors. The program provides faculty with an opportunity to cultivate practical management and organizational skills while exploring novel leadership models and principles needed to thrive in academic medicine today. The six-month program offers skill-building workshops, personal reflection exercises for deeper skill cultivation, and opportunities to network with senior leaders and build community.

Congratulations to our first cohort:



Alex Ky, MD -
Professor, Surgery

Mayte Suarez-Farinas, PhD -
Professor, Population Health Science
and Policy, Genetics and Genomic
Science



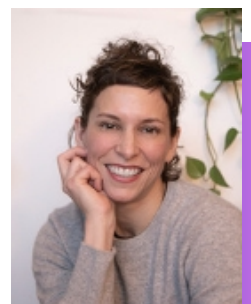
Gopi Patel, MD -
Professor, Medicine,
Infectious Diseases

Raymonde Jean, MD -
Professor, Medicine, Pulmonary,
Critical Care and Sleep Medicine



Jessica Robinson-Papp, MD, MS -
Professor, Neurology

Megan Horton, PhD, MPH -
Professor, Environmental Medicine
& Public Health



Quarterly Spotlight

For this edition of Gender Equity Quarterly we are delighted to spotlight Joy S. Reidenberg, Ph.D.

A comparative anatomist, specializing in cetacean anatomy, a visual artist specializing in anatomical drawing, and also a Professor in the Center for Anatomy and Functional Morphology at the Icahn School of Medicine at Mount Sinai.

She attended Cornell University (B.A. 1983) where she majored in animal anatomy and minored in art history. She debated a career in scientific illustration, but ultimately chose a career that combined both her art talents and her science interests. She received her master's and doctoral degrees from Mount Sinai's Graduate Program in Biomedical Sciences (M.Phil. 1986, Ph.D. 1988). Joy is also a Guest Investigator at Woods Hole Oceanographic Institution, and held an appointment as Associate Scientist at National Museum of Natural History (Smithsonian Institution).



Joy teaches Human Gross Anatomy, Histology, Embryology, Imaging to medical and graduate students, and participates in several anatomy courses for surgeons. She was awarded the Jacobi Medallion, Mount Sinai's highest award for research, education, and service, in 2021. Her reputation as an educator extends beyond Mount Sinai: she was awarded both the Basmajian Award and the Henry Gray Distinguished Educator Award of the American Association for Anatomy for excellence in research and teaching. She regularly engages with the public through outreach teaching (e.g., two TED talks, numerous television documentaries). Joy is best known on television as the comparative anatomist for the British Academy for Film and Television Arts (BAFTA) Award winning series Inside Nature's Giants.

Her research focuses on comparative anatomy of animals adapted to environmental extremes. Studying such "natural experiments" helps uncover basic biomechanical relationships that affect all animals, including humans. Joy hopes to mimic these adaptations to develop protective/preventive technologies or new medical treatments for injuries and diseases. Her work has been funded by: ONR, DOD, NOPP, NOAA. She has been featured as the lead scientist (comparative anatomist) in many national and international science television documentaries (e.g., PBS, BBC, SBS, NatGeoWild, Discovery Channel, Science Channel), and interviewed for scientific and popular press (e.g., Nature, New York Times-Science Times, O the Oprah Magazine). She is an active member of U.S. national whale stranding necropsy teams. Joy is a Fellow of the American Association for Anatomists, and a Fellow of the Society for Marine Mammalogy. Joy has written over 100 publications, guest-edited three special issues of the Anatomical Record (working on her 4th now!), created digital and video media projects, and continues to present at multiple scientific and educational conferences annually.



Gender Equity in the News

[Preparing Physicians to Treat the LGBTQI+ Community With Dignity as It Ages](#)

[When Whales Could Walk](#)

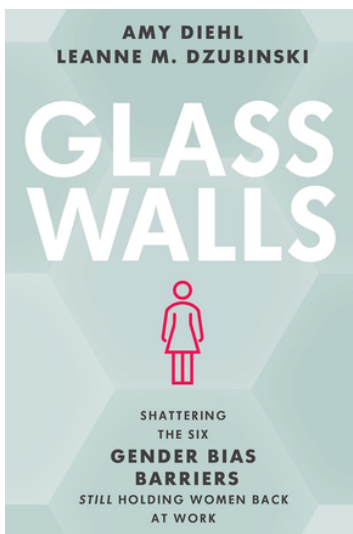
[Giant fossils uncovered in the Sahara Desert reveal new secrets of how whales evolved.](#)

[For Women's History Month, a look at gender gains - and gaps - in the U.S.](#)

Staff Picks

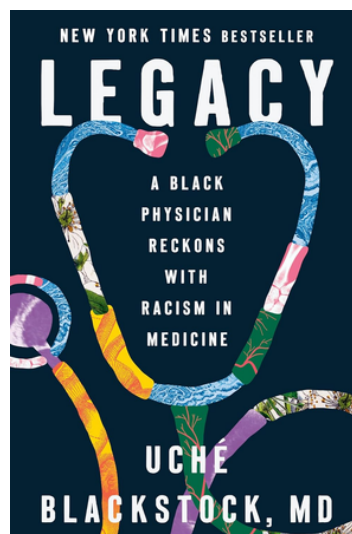
What are you attending, watching or reading?

We all need a new read or movie!



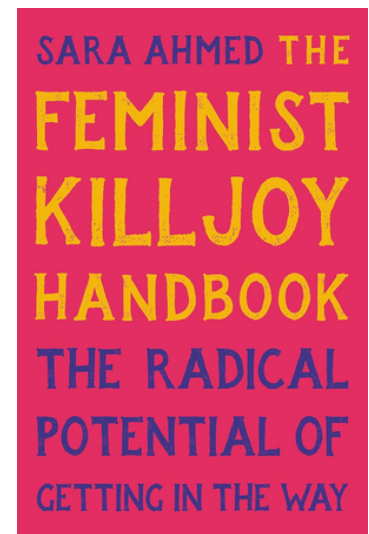
Glass Walls
Amy Diehl & Leanne Dzubinski

[Buy Here](#)



Legacy
Uche Blackstock, MD

[Buy Here](#)



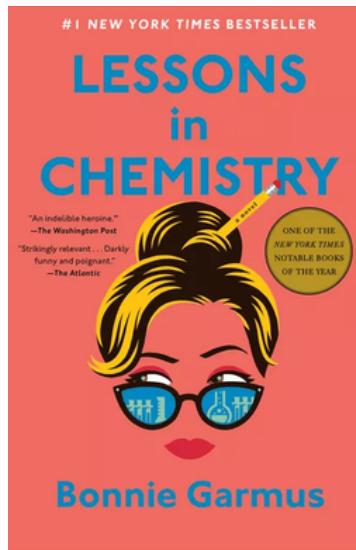
The Feminist Killjoy Handbook:
Sara Ahmed

[Buy Here](#)



Find a Sponsor
Sylvie Ann Hewlett

[Buy Here](#)



Lessons in Chemistry
Bonnie Garmus

[Buy Here](#)



The Color Purple
Hulu

[Watch Here](#)



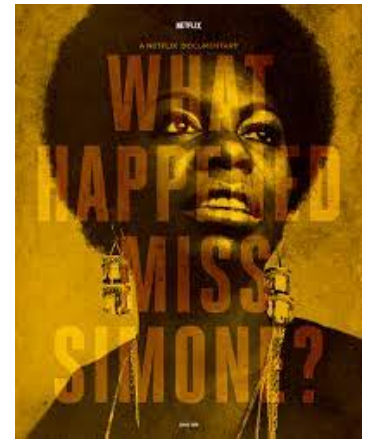
Becoming
Netflix

[Watch Here](#)



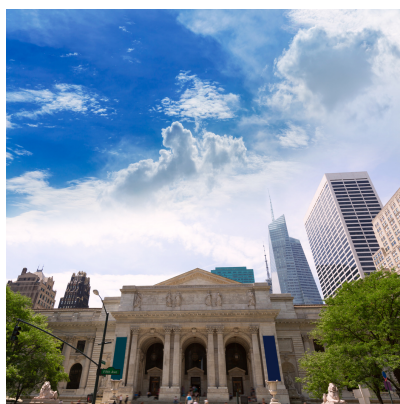
9to5: The Story of a Movement
Netflix

[Watch Here](#)



What happened Miss Simone?
Netflix

[Visit Here](#)



NY Public Library Women's
History Month events

[Explore Here](#)



3rd Annual Art of Femme:
Visual Arts Showcase

[Book Here](#)



Women's History Month:
Historic Women of Central Park

[Visit Here](#)

Featured Resources

At Mount Sinai

A Well Work-Life and Family Friendly Culture

A new website prepared by our Amazing Advocates that provides a resource list of existing family-friendly policies and caregiver resources to make this information more accessible. Check out the website to learn more about caregiving, parenting and resources specific to students and trainees by visiting [HERE](#).

The Nocturnist

A Story Sharing Platform

This is a vibrant community of healthcare workers who are celebrating their humanity through storytelling created by Dr. Emily Silverman to help answer her ongoing questions in her medical journey. To participate, find an event, or explore their podcast visit [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 provide discounted opportunities for life outside of work?

Mount Sinai Recreation Office offers a wide range of discounts to promote work/life balance and enjoyment of many of NYC's cultural events. The office offers discounted tickets to sporting events, Broadway plays and much more!

How do I stay up to date with news on Women in Science and Medicine?

You can stay up-to-date with news and events for Women in Science and Medicine

(WiSM) by joining the WiSM email list. Email wism@mssm.edu to register.



@ ISMMSGenderEq