



The Office of  
**Gender Equity**  
in Science and Medicine

2021  
**ANNUAL REPORT**



Icahn School  
of Medicine at  
**Mount  
Sinai**





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*“Working towards gender equity ensures that we retain and cultivate talent that is vital to the success of Mount Sinai’s innovative programs and care.*

*To progress gender equity at the Icahn School of Medicine at Mount Sinai, we call upon each member of the community as we continue building an institution that values, promotes, and improves the experiences of people of all genders.”*

**Dennis S. Charney, MD**

Anne and Joel Ehrenkranz Dean  
Icahn School of Medicine at Mount Sinai  
President, Academic Affairs  
Mount Sinai Health System



*“Gender inequity, mistreatment, harassment, and lack of professionalism have been prevalent in academic medicine for far too long. In recent years, the Icahn School of Medicine at Mount Sinai has made tremendous strides in becoming an institution where people are encouraged and able to thrive, regardless of their gender identity or expression. We still have work to do, together. We have been listening and learning with you to take concrete, tangible actions to achieve this shared vision.*

*We are thrilled with all of the work our community has done, collaboratively, to advance gender equity at Mount Sinai, and look forward to all that is to come.”*

**Carol R. Horowitz, MD, MPH**

Dean, Office of Gender Equity in Science and Medicine  
Icahn School of Medicine at Mount Sinai

## About Us

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The Icahn School of Medicine at Mount Sinai leadership believes in maintaining a supportive, collegial environment free from harassment for faculty, students, and trainees, regardless of gender, gender expression, or gender identity.

The Office of Gender Equity in Science and Medicine strives to create a culture where everyone is valued and has the opportunity to succeed. To do so, we aim to assess and address the climate and structures at our institution. More specifically, we look to build community while working to address and strengthen policies and programs related to bias and mistreatment, compensation equity, recruitment, retention and promotion, leadership development, and family support.

The Gender Equity team works hard to ensure that Mount Sinai plays a role in developing initiatives and promoting equity for professionals in science and medicine nationally and internationally regardless of gender.

## Our Team

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**Carol R. Horowitz, MD, MPH**  
Dean, Office of Gender Equity in  
Science and Medicine



**Sandra K. Masur, PhD**  
Director, Office for Women's  
Careers



**Toni A. Stern, MD, MBA**  
Senior Associate Dean for Gender  
Equity in Clinical Affairs



**Amy S. Kelley, MD, MSHS**  
Senior Associate Dean for Gender  
Equity in Research Affairs



**Jenny J. Lin, MD, MPH**  
Director of Strategic Initiatives  
in Gender Equity



**Danielle M. Rivera, MPH**  
Program Coordinator



**Devin A. Madden, MPH**  
Program Manager

## Priority Areas

Collaboratively, with offices and departments across the Icahn School of Medicine at Mount Sinai and beyond, our team works with department chairs, administrators, faculty members, and other colleagues to advance gender equity in the following priority areas:

- 1. Recruitment, Retention, and Promotion:** we are in a continual process of assessing metrics by gender and supporting programming and policy initiatives that help us progress.
- 2. Gender Bias and Mistreatment:** we provide training and educational support on topics of bias and mistreatment, and support initiatives geared towards creating a culture free of bias.
- 3. Mentorship, Leadership, and Sponsorship:** we invite esteemed colleagues in the work towards advancing gender equity in our institution and beyond to learn from
- 4. Family-Friendly Programs:** we work with our Gender Equity Accelerator (see page 5) and gender equity action teams to develop programs and policies that support all families.
- 5. Compensation Equity:** we strive to identify and share best practices for achieving pay equity, including defining clear metrics for determining salaries, supporting conversations around negotiation, and referencing national benchmarks.

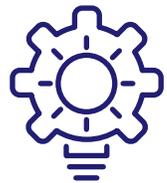


## Abiding Principles

The Office of Gender Equity uses the following principles to guide the development of our strategic plans, implement our programs, and assess our programs:

### Proactive Approaches

- To address vulnerabilities, must find them
- Regularly measure successes and opportunities to improve
- Prevent and reduce polarization



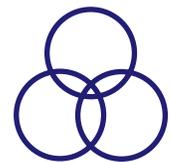
### Relationship-Centered Transformation

- Support current leaders and expand leadership
- Transdisciplinary engagement and conversations
- Positive, solution-oriented



### Intersectionality

- Gender x other priority populations (e.g., LGBTQ+, URiM, age)
- Gender x other current national challenges
- Burnout, generational change, re-raising the bar



# Accelerator

To achieve our goals, we collaborate with leaders at the Icahn School of Medicine and the Mount Sinai Health System to develop school-wide initiatives and programs. Many of these partners are represented on our Gender Equity Accelerator, a transdisciplinary team of experts from across the Mount Sinai community who come together quarterly to share and catalyze ideas.

Our accelerator members help to ideate Equity Action Teams which come together to activate initiatives relevant to specific initiatives we believe should be addressed to advance our vision.



# 2021 Overview

## Recruitment, Retention, and Promotion

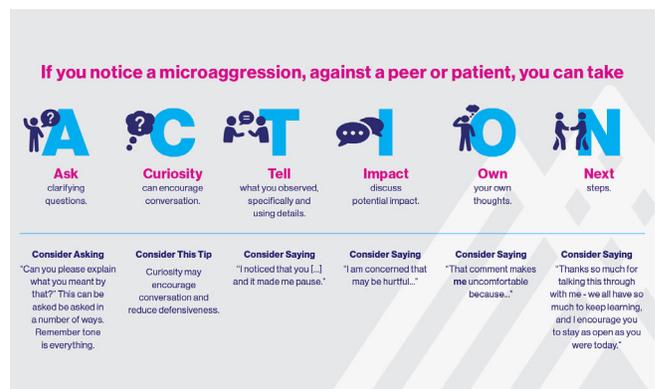
- Launched Equity Action Team to further Search Committee Guideline enhancements and align efforts with the Roadmap for Action to Address Racism.
- Collaborated across the institution to define the next steps for an equity dashboard that would include recruitment and promotion metrics.
- Awarded four scholars the second annual Distinguished Scholar Award, an award to support junior faculty with independent research careers as they integrate caretaking into their careers.
- Received funding from the Doris Duke Charitable Foundation's Fund to Retain Clinician Scientists to expand the 2022 Distinguished Scholar Program.

## Gender Bias and Mistreatment

- Finalized and began to distribute a toolkit to raise awareness about microaggressions and how to be an upstander.
- Collaborate with the Office for Diversity and Inclusion to provide Microaggressions Training (Beginning and Intermediate Levels) to departments across the institution.
- Hosted an Asian American Women in STEMM panel discussion to address anti-AAPI discrimination and bias.
- Joined the National Academies of Sciences, Engineering and Medicine's Action Collaborative to share and learn from best practices in addressing bias in academic science and medicine.

## Mentorship, Leadership, and Sponsorship

- Co-hosted small group dialogues on the topic of mentorship with the Office for Faculty Development and the Office for Diversity and Inclusion on Thriving in Academic Medicine.
- Hosted virtual networking seminars including opportunities to learn from women alumni.
- Created opportunity for dialogue on controversial topics through a journal club.
- Highlighted accomplished senior women through Just Desserts, a community space for our staff, trainees, and faculty to connect, gain mentorship, and ask questions.



# 2021 Overview

## Family-Friendly Programs

- Brought together an Equity Action Team to identify ways to address childcare needs
- Hosted special events honoring parents and caregivers across the system

## Compensation Equity

- Conducted workshops and shared resources on pay negotiation
- Regularly meet with faculty to address questions and concerns or identify approaches for having conversations with their chairs
- Held conversations with chairs
- Reviewed best practices nationally
- Laid the groundwork for a pay equity toolkit featuring resources and promising practices

## Special Initiatives

- Established the Amplifying Equity Speaker Series
- Published Quarterly Newsletters
- Honored Women's History Month
- Launched the Building Gender Equity Together Initiative
- Developed the Enhancing Mutual Respect and Interpersonal Communication Conversations

The Office of Gender Equity in Science and Medicine  
Speaker Series

### Amplifying Equity

## NIH Update: Promoting Equity and Enhancing Diversity in Biomedical Research

**DR. MARIE A. BERNARD, MD**  
National Institutes of Health, Chief Officer for Scientific Workforce Diversity

Let's learn about NIH's programs and efforts to build diversity, inclusiveness, and equity throughout the biomedical research enterprise

**OCT 26 - 11:00 AM TO 12:00 PM**

REGISTER AT:  
[TINYURL.COM/AMPLIFYEQUITY2](https://tinyurl.com/amplifyequity2)

**Tulane School of Medicine at Mount Sinai**

Office of Gender Equity in Science and Medicine  
in collaboration with the Office of Faculty Development, the Office of Diversity Inclusion and the Freeman Brax Institute

Presented by the Office of Gender Equity in Science and Medicine

Open to the Mount School of Medicine at Mount Sinai

All genders. All ages. Students, faculty and trainees. All colleagues.

Looking for students, trainees, staff and faculty at the Icahn School of Medicine at Mount Sinai with ideas to address gender equity. **Join Us!**

### Building Gender Equity Together

Facilitated dialogues to inspire creative ideas for action.

Dates: February dates are now available.  
Timing: 1.5-2 hours  
Venue: Zoom

To view specific dates, times, and other details, click here:

Register Now:  
[tinyurl.com/buildgenderequity](https://tinyurl.com/buildgenderequity)

Photo credit: [www.istockphoto.com/photo/1234567890](https://www.istockphoto.com/photo/1234567890)

## Just Desserts

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

**Wednesday, April 6 at 4pm** featuring **Pamela Abner**, MPA, CPXP, Vice President & Chief Diversity Operations Officer- Mount Sinai Hospital Group

**Wednesday, May 4 at 4pm** featuring **Eimear Kenny**, PhD, Director of the Institute for Genomic Health, Professor of General Internal Medicine, Genetics and Genomic Sciences

**Wednesday, June 1 at 4pm** featuring **Cardinale Smith**, MD, PhD, Associate Professor of Medicine, Hematology and Medical Oncology, Geriatrics and Palliative Medicine



## Distinguished Scholars

Since 2020, the Office of Gender Equity has sponsored the Distinguished Scholar Award program to support junior faculty with independent research careers as they integrate family caretaking responsibilities into their careers at the Icahn School of Medicine at Mount Sinai. Meet the 2021 and 2022 scholars, below:

### 2021



**Kara Simone Bagot, MD | Psychiatry**

“ALLY: A digital platform for adjunctive adolescent cannabis use disorder treatment.”



**Silvia De Rubeis, PhD | Psychiatry**

“Decoding sex-specific drivers of intellectual disability.”



**Rebecca LR Powell, PhD | Medicine (Infectious Diseases)**

“Evaluation of the capacity of human milk IgA exhibiting high-titer SARS-CoV-2-specific binding and neutralization to prevent SARS-CoV-2 infection or reduce viral loads in Syrian hamsters”.



**Xiang Xu, PhD | Diagnostic, Molecular and Interventional Radiology**

“Simultaneous evaluation of glucose uptake and glymphatic function in Alzheimer’s disease using dynamic glucose-enhanced MRI.”

### 2020



**Denise Cai, PhD | Neuroscience**

“Brain optimization of capacity and efficiency for memory storage.”



**Sarah Stanley, MD, PhD | Medicine (Endocrinology, Diabetes and Bone Disease)**

“The role of CNS glucose-inhibited neurons in glucose regulation.”



**Talia Swartz, MD, PhD | Medicine (Infectious Diseases)**

“Understanding purinergic receptors to reduce HIV infection and inflammation in human lymphoid 2022.”

## Doris Duke Charitable Foundation Fund to Retain Clinical Scientists

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This year, led by the efforts of Amy S. Kelley, MD, Senior Associate Dean for Gender Equity in Research Affairs, and Toni Stern, MD, Senior Associate Dean for Gender Equity in Clinical Affairs, the Office of Gender Equity's DSA program has expanded as the Icahn School of Medicine at Mount Sinai has been selected as a recipient of the largest U.S. collaborative funding effort for equity in biomedicine. The COVID-19 Fund to Retain Clinical Scientists is a \$12.1 million effort made possible by the Doris Duke Charitable Foundation in concert with the American Heart Association, the Burroughs Wellcome Fund, the John Templeton Foundation, the Rita Allen Foundation, and the Walder Foundation. The COVID-19 Fund to Retain Clinical Scientists Awards are designed to support the strengthening of policies, practices, and processes to advance the research productivity and retention of early-career faculty members whose family caregiving responsibilities have intensified due to the COVID-19 pandemic.

With this expanded support from the Doris Duke Charitable Foundation's COVID-19 Fund to Retain Clinician Scientists, the Office of Gender Equity in Science and Medicine will be selecting seven junior scholars who are experiencing periods of caregiving crisis to receive the 2022 Distinguished Scholar Award. Awardees will use this grant funding for supplemental research support, such as hiring administrative personnel, statisticians, and technicians, among other uses. With this support, Mount Sinai's emerging contributors to scientific discovery can keep their important work on track while directly tending to the needs of their families.

In addition, the Office of Gender Equity in Science and Medicine will connect awardees to key institutional career development resources, including Mount Sinai LEAD and programs through the Offices for Women's Careers (OWC), Faculty Development (OFD), and Diversity and Inclusion (ODI).

# Addressing Microaggressions

Microaggressions are pervasive, and the workplace is not exempt. The consequences of these bias-based remarks or behaviors on individuals and organizational climates cannot be understated.

The Office of Gender Equity led an interdisciplinary Equity Action Team that, in 2021, finalized the *Take Action* guide for understanding and addressing microaggressions. In collaboration with the Office for Diversity and Inclusion, we continue to offer a series of workshops to prevent and help people interrupt microaggressions in the workplace.

**OFFICE OF GENDER EQUITY IN SCIENCE AND MEDICINE**

**TAKE ACTION: A guide for understanding MICROAGGRESSIONS**



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**What's a microaggression?**

A microaggression is a casual debasement of any marginalized or other non-dominant group. It can be verbal, behavioral, and environmental; whether intentional or unintentional, it can communicate hostile, derogatory, or negative slights and insults. One particular point about microaggressions is that they do not emerge from a vacuum. Instead, they are glimpses of the internalized prejudices and bias that lurk beneath the surface of our public selves. – **Simba Runyowa**

**Examples**

Introducing women doctors on a panel by their first name while addressing men by their professional title, "Doctor."

Saying "Your English is so good" to an Asian American.

Telling a transgender woman, "You're so pretty for a transgender person."

Saying "she's so articulate" or "well-spoken" about a Black woman.

**Consider how you should respond.**

You have several courses of action you can take.

**Step 1** – Take ACTION: Often, people may not know what they said or did was hurtful, and it can be helpful to invite them into an educational dialogue. Leverage the below ACTION model to help.

**Step 2** – If it does not feel safe to have a discussion, and you want to talk through your options with someone, you can confidentially contact Ombuds at **212-659-8848**.

**Step 3** – If this is a situation that needs to be escalated, you can also reach out confidentially to HR at **212-241-4097** to report the situation.

**If you notice a microaggression, against a peer or patient, you can take**



**Ask**  
clarify questions.



**Curiosity**  
can encourage conversation.



**Tell**  
what you observed, specifically and using details.



**Impact**  
discuss potential impact.



**Own**  
your own thoughts.



**Next steps.**

<b>Consider Asking</b> "Can you please explain what you meant by that?" This can be asked in a number of ways. Remember tone is everything.	<b>Consider This Tip</b> Curiosity may encourage conversation and reduce defensiveness.	<b>Consider Saying</b> "I noticed that you [...] and it made me pause."	<b>Consider Saying</b> "I am concerned that [...] may be hurtful..."	<b>Consider Saying</b> "That comment makes me uncomfortable because..."	<b>Consider Saying</b> "Thanks so much for talking this through with me - we all have so much to keep learning, and I encourage you to stay as open as you were today."
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**If you've committed a microaggression:**

Resist defending yourself | Ask or consider what you can do | Acknowledge your impact  
Keep educating yourself | Apologize without caveats

**Learn More:**



Office of Gender Equity:  
[icahn.mssm.edu/about/gender-equity](https://icahn.mssm.edu/about/gender-equity)



Office for Diversity and Inclusion's Education and Training:  
[mountsinai.org/about/diversity/education-training](https://mountsinai.org/about/diversity/education-training)



United in Solidarity Resource Guide:  
[tinyurl.com/unitedinsolidarity](https://tinyurl.com/unitedinsolidarity)



Health Equity Resource Collection:  
[tinyurl.com/HealthEquityRC](https://tinyurl.com/HealthEquityRC)

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This tool was the result of a collaborative effort across many partners within the Mount Sinai Health System. Sources: Runyowa S. Microaggressions Matter. The Atlantic. <https://www.theatlantic.com/politics/archive/2015/09/microaggressions-matter/406090/>. Published September 18, 2015. Souza T. (2018, April 30). Responding to microaggressions in the classroom, Manser K, Campbell J, Criniti S, James-Brown L. (2018). CPR: The Racial Microaggressions Reparative Response Model Infographic.

## Stay in Touch



[genderequity@mountsinai.org](mailto:genderequity@mountsinai.org)



[icahn.mssm.edu/about/gender-equity](http://icahn.mssm.edu/about/gender-equity)



@ISMMSGenderEq



**Women in Science and Medicine mailing list**

[wism@mssm.edu](mailto:wism@mssm.edu)

**Policies, programs, events, resources,  
leader highlights.**

Register at [tinyurl.com/ogenews](http://tinyurl.com/ogenews)

**Gender  
Equity  
Quarterly**



OFFICE OF GENDER EQUITY  
IN SCIENCE AND MEDICINE

## Share your Suggestions!



The Office of Gender Equity team wants to hear from you. Use this form to share your suggestions, ideas, or insights with the Office of Gender Equity in Science and Medicine. Please note, you can complete this form anonymously or, if you would like a response, share your contact information. All responses to this form are monitored by the Office of Gender Equity and your information will not be shared with others





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