

Gender Equity Quarterly



OFFICE OF GENDER EQUITY
IN SCIENCE AND MEDICINE

“

In this issue of Gender Equity Quarterly, we celebrate Women's History Month and honor the remarkable contributions of women across the Mount Sinai Health System. As we commemorate this month, we are excited to share the launch of our new webpage, a History of Gender Equity. Together, we will continue to recognize and promote the contributions made by our past, present, and future women leaders as well as our leaders of all gender identities working to advance gender equity.

Within the Office of Gender Equity in Science and Medicine, we are focused on our unifying mission of creating a community committed to fostering a culture of mutual respect and appreciation of gender equity in all spaces. As a community, we look forward to continuing to amplify all voices, and engage in meaningful discussions regarding opportunities to advance our gender equity goals. To that end, please join us for our [Facilitated Dialogues](#) aimed at designing innovative solutions to support these goals across the Icahn School of Medicine at Mount Sinai.

We welcome suggestions for future content that you would like to see from the Office of Gender Equity. Please do not hesitate to email any members of the team, or send an anonymous suggestion through this [link](#). Please also encourage your friends and colleagues to [join our newsletter mailing list](#) to stay up-to-date on our initiatives.

”

Toni Stern, MD, MBA

Associate Professor of Obstetrics, Gynecology, and Reproductive Science

Senior Associate Dean for Gender Equity in Clinical Affairs

Mount Sinai Health System Vice Chair Quality, Diversity, Equity, Inclusion & Clinical Transformation/Chief Patient Experience Officer

The Raquel and Jaime Gilinski Department of Obstetrics, Gynecology and Reproductive Science at Mount Sinai

Icahn School of Medicine at Mount Sinai

Happy Women's History Month

In honor of Women's History Month, we are excited to announce the launch of "[A History of Gender Equity](#)":

[The History of Gender Equity](#) webpage includes:

- An *interactive timeline* highlighting the contributions of women and their allies who have worked towards making the Mount Sinai Health System a more equitable place for everyone regardless of gender, gender expression, or gender identity.
- A *Digital Exhibit from the Archives* spotlighting six trailblazing women at Mount Sinai — with more to come!



[Click here to check it out!](#)

Building Gender Equity Together

Join us in co-creating solutions to improve gender equity.



We are hosting a series of facilitated dialogues. All members of our community are cordially invited to participate in one of the upcoming conversations. Our goal is to develop powerful, community-led solutions, developed and prioritized by each of you, to improve gender equity across the Icahn School of Medicine at Mount Sinai. Equity Action Teams of Icahn Mount Sinai students, trainees, faculty, and staff will work closely with the Office of Gender Equity to bring solutions generated from these dialogues into action. Dean Charney is fully behind our efforts.

Online groups of no more than 20 participants, facilitated by trained Icahn Mount Sinai community members, will discuss pertinent, equity issues for sessions lasting 90 minutes. In this “think-tank,” brainstorming environment, we hope to construct solutions and mobilize progress. As a token of gratitude, each participant will receive a snack gift certificate.

To join a March facilitated dialogue group, please [sign up here](#).

Discussions for affinity groups, based on recommendations, will take place in April.

For questions, please email devin.madden@mountsinai.org.

Together, with our diverse abilities, racial and ethnic backgrounds, and genders, we can move gender equity forward.

[Sign up today!](#)

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

[Register here](#)

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

[Register here](#)

Wednesday, June 1 at 4pm featuring [Cardinale Smith](#), MD, PhD, Associate Professor of Medicine, Hematology and Medical Oncology, Geriatrics and Palliative Medicine

[Register here](#)

Quarterly Spotlight



Meet [Jenny Lin, MD, MPH](#), Director of Strategic Initiatives at the Office for Gender Equity, and Professor in the Department of Medicine at the Icahn School of Medicine at Mount Sinai. She has been a clinician-educator at the residency and medical school levels and is currently a clinician-investigator with funding from the National Cancer Institute, American Cancer Society and PCORI. Her research examines how health beliefs affect the management of comorbid illnesses, particularly hypertension and diabetes, in cancer survivors. She was recently named Co-Director of the Cancer Prevention and Control Program in the Tisch Cancer Institute. She is the Mentoring Director for the Department of Medicine, the fellowship director for the Division of General Internal Medicine research fellowship program, and is Associate Director of the Medical School Research Office where she is responsible for helping medical students find research mentors and projects. She is also Director of the Outcomes Research Track of the MPH program and Associate Director of the CTSA's KL2 program. She is a trained facilitator for the National Research Mentoring Network mentor training program.

Gender Equity in the News



**One Medical Student And Filmmaker's Journey Producing A Film
Addressing Black Maternal Health Disparities**

Forbes

Dr. Brittany Chambers

Why So Many Women Physicians Are Quitting

Harvard Business Review

Jessica Dudley, Sarah McLaughlin, and Thomas H. Lee

**'Beauty and Brains'—Ebony Magazine Revives Print to Celebrate
Black Women in STEM**

AdWeek

Meseret Ambachew

[CLICK HERE TO RECIEVE MORE NEWS UPDATES](#)

What are you reading or listening to?

Staff Picks

We all need a new read or podcast, am I right?

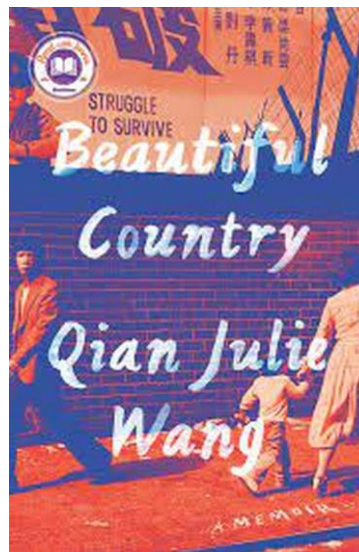
[Click here for the full list of books, blogs and podcasts!](#)



Pick from
Office of Gender Equity

[Procedure: Women
Remaking Medicine](#)
by Emily Peters

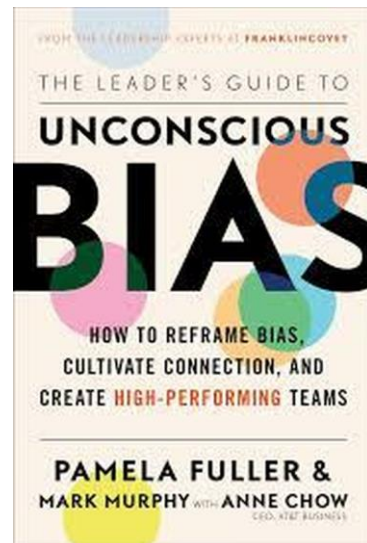
[Read Here](#)



Pick from
Office of Gender Equity

[Beautiful Country](#)
by Qian
Julie Wang

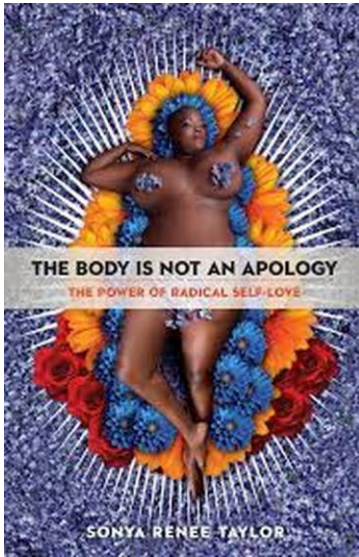
[Read Here](#)



Pick from
Office of Gender Equity

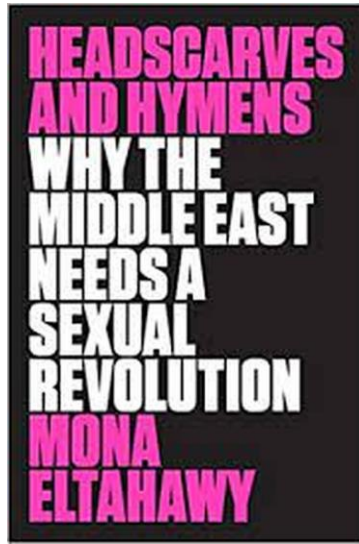
[The Leader's Guide to
Unconscious Bias](#) by
Pamela Fuller

[Read here](#)



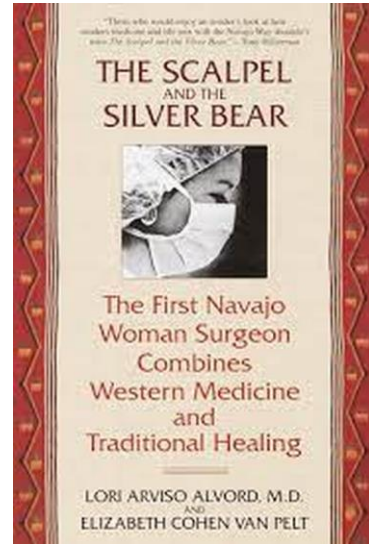
Pick from
Office of Diversity and
Inclusion
The Body Is Not An
Apology by Sonya Renee
Taylor

[Read Here](#)



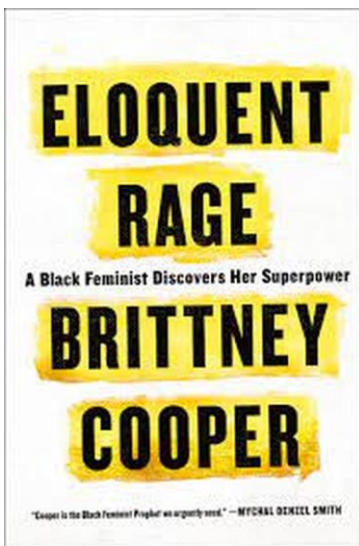
Pick from
Office of Diversity and
Inclusion
Headscarves and Hymens
by
Mona Eltahawy

[Read Here](#)

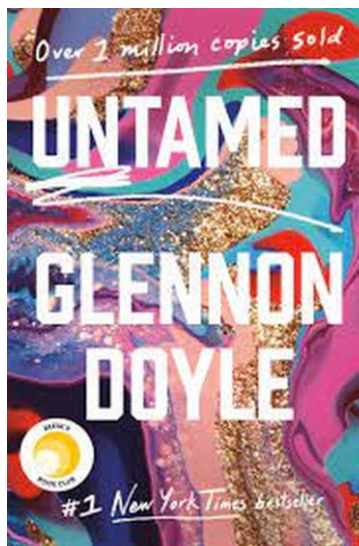


Pick from
Office of Diversity and
Inclusion
The Scalpel and the Silver
Bear by Elizabeth Cohen
and Lori Alvord

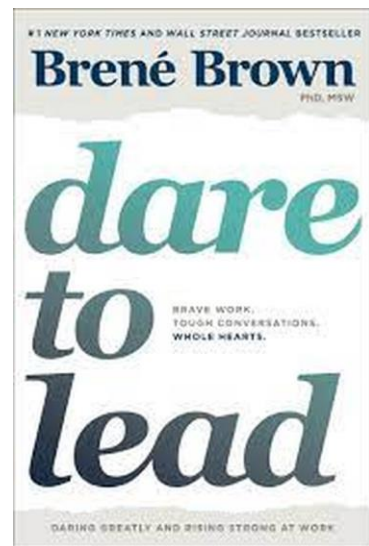
[Read here](#)



Pick from



Pick from



Pick from

**Office of Faculty
Development**
Eloquent Rage by Brittany
Cooper

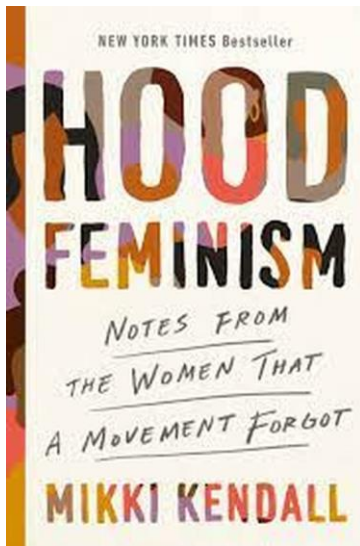
[Read Here](#)

**Office of Faculty
Development**
Untamed by Glennon
Doyle

[Read Here](#)

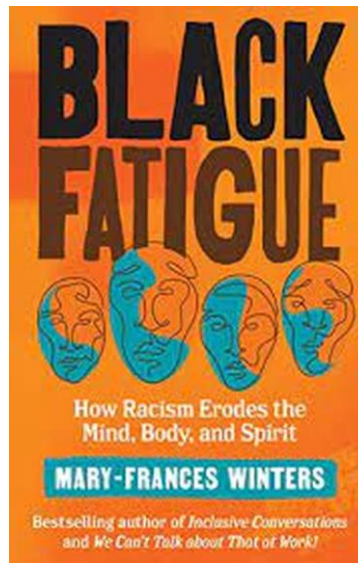
**Office of Faculty
Development**
Dare to Lead
by Brené Brown

[Read here](#)



**Pick from
Office of Wellbeing and
Resilience**
Hood Feminism by Mikki
Kendall

[Read Here](#)



**Pick from
Office of Wellbeing and
Resilience**
Black Fatigue by Mary-
Frances Winters

[Read Here](#)



**Pick from
Office of Wellbeing and
Resilience**
Women at Work by
Harvard Business Review

[Listen here](#)

Featured Resources

Coffee and Chats for Parents and Caregivers

How Relationships Impact Parenting

Kids change everything—how often have you heard that phrase as a parent? Whether you have recently transitioned to becoming a parent or you have several years under your belt, we can all agree that kids do impact your relationship with your partner. Are you a partner before a parent or a parent before a partner?

Join us to discuss your personal philosophy, how you set or don't set boundaries, and how to create balance.

Date: Thursday, April 7, 2022

Time: 12 pm–12:45 pm

Single Parenting: The Tween/Teen Years

Parenting a teenager or soon-to-be teenager is challenging—doing it alone can be even more difficult. Do you have a defiant teen or one that is uncommunicative? Does it ever feel like you are doing your best, yet you still feel like you're not doing enough?

You are not alone. Join us in a supportive environment to connect with other single parents and caregivers about coping with the challenges you face with your tween/teen.

Date: Friday, March 18, 2022

Time: 11 am–11:45 am



To Register: Log into [PEAK](#), enter “Coffee Chat” in the search bar, and click on the ENROLL icon.

KEEP SHARING. WE ARE LISTENING.

**How do I sign up for the new
Bright Horizons – Backup Child Care Program?**

We are so excited to announce the new Backup Child Care benefit!

Mount Sinai Health System, in partnership with Bright Horizons Family Solutions LLC, is offering backup child care services as a benefit to faculty members, non-bargaining

unit (NBU) employees, trainees, and medical and graduate students during their working hours.

This new program offers employees 10 days per calendar year of qualified Backup Child care when your regular caregiver is not available, school is closed, in-between child care arrangements, or gaps in summer care. Your co-pay is determined on a sliding scale depending on your salary.

Bright Horizons offers in-home care for children up to 17 years of age and at Bright Horizon Centers that serve children from 6 weeks to 6 years of age, and at some centers that provide care for children through age 12.

Register online at <https://clients.brighthouse.com/MountSinai>, or download the Bright Horizons App by searching "Bright Horizons back-up care" in the App Store or Google Play. If prompted, use the Employer Username: MountSinai and Password: Benefits4You. You can also call Bright Horizons toll free at 1-877-BH-CARES (1-877-242-2737). Registration assistance is available 24/7.

We will continue to update you all on resources to learn more about new, evolving and expanding family friendly policies.

We will continue to update you about new, evolving and expanding family friendly policies and resources.

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.



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