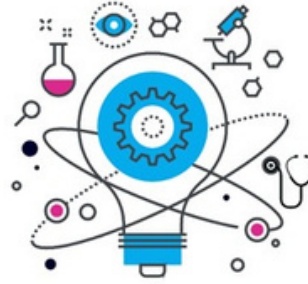


Gender Equity Quarterly



OFFICE OF GENDER EQUITY
IN SCIENCE AND MEDICINE

September 2024

Dear Mount Sinai Community:

We hope you all had a wonderful, restful summer and are settling into the new season upon us. Autumn is always a great chance to reflect on where we have been and where we want to go - and this edition of Gender Equity Quarterly exemplifies that.

As the school year begins, we want to call attention to the U.S. Surgeon General's Dr. Vivek M. Murthy's [recent advisory on parents' mental health](#). We know that caregiving stressors are plentiful and that addressing caregivers' needs is intrinsically connected to advancing gender equity. Throughout this newsletter, we spotlight some helpful resources for the parents across the system. Below, you will find a recording to a recent talk we hosted as part of our [Amplifying Equity Speaker Series](#) featuring Professor [Ellen Ernst Kossek](#) on managing work-life boundaries in STEMM and details about our October talk on supporting family caregivers in science and medicine. You'll also discover a link to a new hub on our website featuring resources for a well-work life and family friendly work culture that one of our valued Gender Equity Teams helped bring to life based on feedback from the larger Mount Sinai community. And, stay tuned for new videos our Gender Equity Action Teams are developing highlighting some of the many amazing caregivers amongst us!

This issue of Gender Equity Quarterly also offers numerous ways to get involved this month and beyond. Our year-round programming strives to elevate and center the broad spectrum of voices, identities, and expressions within our Mount Sinai family to build a culture where everyone can thrive, regardless of gender or gender expression. If there is programming you would like to see (or collaborate with us on!), — [we want to hear from you!](#)

Sincerely,

Devin Madden Ph.D., MPH (she/they)
Associate Director for Gender Equity
Office of Gender Equity in Science and Medicine
Institute for Health Equity Research

P.S. As [Women in Medicine Month](#) winds down, don't forget the important of celebrating our many colleagues who significantly contribute to science and medicine all year round!

2024 AAMC GROUP ON WOMEN IN MEDICINE AND SCIENCE LEADERSHIP AWARD FOR AN ORGANIZATION

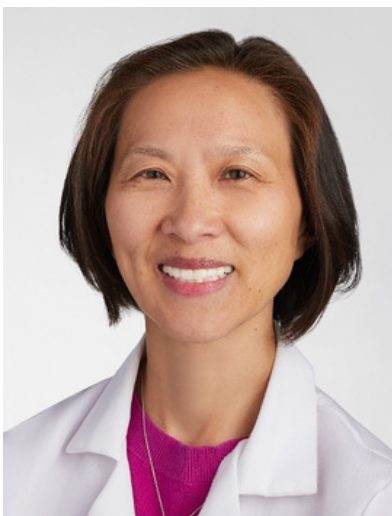


We are honored and proud to share that the Office of Gender Equity in Science and Medicine at the Icahn School of Medicine at Mount Sinai has been selected as the recipient of the **2024 AAMC Group on Women in Medicine and Science Leadership Award** for its commitment to advocating for the professional advancement of women in medicine and science, and helping all to realize their potential.

Please help us celebrate this milestone for the Office of Gender Equity in Science and Medicine, and everyone in our Mount Sinai community!

The team will accept the award on November 9, from 6:30-8:00 pm ET, at the GWIMS, COD, CFAS, and GFA Joint Poster Reception and Leadership Awards Ceremony during Learn Serve Lead 2024: The AAMC Annual Meeting in Atlanta, GA. If you will be at the conference, please stop by. We hope to see some familiar faces there!

GWIMS STEERING COMMITTEE MEMBER-AT-LARGE



Effective November 10, 2024, Dr. Jenny Lin, Senior Associate Director of the Office of Gender Equity, will serve on the Association of American Medical Colleges' **Group on Women in Medicine and Science (GWIMS) Steering Committee as a Member-at-Large.**

Congratulations, Dr. Lin!

Get Involved!

We are excited to share events and activities throughout the Mount Sinai Health System and the city we call home. Please scroll below for more details.



October Social

We, the Office of Gender Equity in Science and Medicine, are thrilled to co-host the Office for Diversity and Inclusion's October Social Hour with food, music, and networking. Join us!

October 23rd from 5-6 p.m.
Annenberg 5-205

Mentor a Medical Student

Every fall, student leaders of our campus' American Women's Medical Association (AMWA) hosts a mentorship program connecting Sinai medical students with female physicians in their fields of interest. Physicians and medical students interested in the program, or getting involved in AMWA in other ways, can reach out.

[Reach Out](#)

Developing an Inclusive Gender Equity Vision

We have begun hosting discussions with transgender, nonbinary, gender non-conforming, or gender fluid faculty, student, or trainees on *what needs to be prioritized to foster an inclusive vision for gender equity*. Please be on the lookout for future sessions, or take some time to share your thoughts anonymously at the link below

[Share Here](#)

The NEXUS

The Association of Black Gastroenterologists and Hepatologists (ABGH)'s first NEXUS Conference focuses on the perspectives of Black women in medicine, addressing challenges that hinder their advancement. It aims to provide support, mentorship, and opportunities for personal and professional growth, fostering skills essential for achieving long-term goals.

September 27-29, 2024
The Times Center

[Register](#)

Just Desserts

Stay on the look for our monthly program announcements and join us for your chance to ask a senior woman scientist or physician, "How did you decide on this career path? What challenges have you met as a woman? What factors contributed to your recruitment to Mount Sinai? How do you balance/combine research, teaching and administration? How do you recruit your team members? Do you have time for your friends and family? For non-career interests?"

Amplifying Equity Speaker Series

This monthly speaker series features esteemed colleagues advancing gender equity in our institution and beyond.

Who Cares?: How Do We Support Family Caregivers in STEMM?



Dr. Sandra K. Masur will present findings from the National Academies of Science, Engineering and Medicine's (NASEM) **committee on Policies and Practices for Supporting Caregivers Working in Science, Engineering, and Medicine**, which includes an overview of currently available resources and policies, along with creative approaches to support caregivers working in STEMM. Dr. Masur will provide information on federal and state requirements that govern essential employer accommodations for family caregiving. Additionally, Dr. Masur will share data highlighting how caregiving responsibilities can threaten inclusion and diminish the contributions of talented scientists, engineers, and physicians. Join us for this important talk!

Thursday, October 10, 2024, 12:00 pm

[Register HERE](#)



[Previous Speaker Highlight!](#)

Managing work-life boundaries IN STEMM

Professor Ellen Ernst Kossek's current research examines strategic leadership initiatives to advance gender and work-life equality, and improve the implementation of flexibility and work-family/life policies to foster diversity and inclusion in employment. Her NIH, NSF, and foundation funded research is widely published in academic and popular media. Watch her relevant talk from this past Spring.



[View the recording](#)

Recordings of previous [Amplifying Equity Speaker Series](#) can be found on our [website](#) or [YouTube playlist](#).

Leadership and Development Programs

2024 Distinguished Scholar Awards

We are delighted that we recently awarded our fifth round of Distinguished Scholar Awards to five extraordinary junior faculty members. This award supports applicants who are on a clear trajectory to a successful, independent research career and demonstrate a compelling case for how and why the funds will help them maintain productivity as they face the significant demands of being a caregiver.

Please join us in congratulating our 2024 awardees who joined the cohort with diverse skills and focus areas!

*Congratulations,
Scholars!*



Laura Berner, PhD, Psychiatry

"I've already done it, I might as well go all the way": Gut-liver-brain signals and decisions about self-control in bulimia nervosa



Neris Michel Enamorado Escalona, PhD, Dermatology

Sensing tissue repair



Neha Goel, MD, Pulmonary, Critical Care and Sleep Medicine

The predictors of high flow nasal oxygen efficacy for acute respiratory failure



Louisa Holaday, MD, Internal Medicine

Excess mortality in New York City neighborhoods during the first year of the COVID pandemic: the role of mass incarceration



Katharine McCarthy, PhD, Population Health Science & Policy,
Obstetrics, Gynecology and Reproductive Science

Influence of CDC school health policies on adolescent cardiovascular risk

Robin Chemers Neustein Mid-Career Award



L-R Back row: Martine Sanon,* Mirna Mohanraj,* Samira Farouk,* Xiaosi Gu.,* Leora Mogilner,* Lauren Petrick,* Toni Stern, Cardinale Smith, Lisa Bloom, Victor Schuster **Middle row:** Sandra Masur, Sarah Millar, Carol Gregorio, Rowaida Farrij, Phyllis Schnepf, Lisa Satlin **Front row:** Jenny Lin, Devin Madden, Carol Horowitz, Timnit Berhane
*Robin Chemers Neustein Mid-career Award scholar

We are excited to celebrate the first cohort of the Robin Chemers Neustein Mid-Career Women Faculty Development Award, a program designed to support women Associate Professors on their path to full professorship.

Over six months, participants receive mentorship, sponsorship, and professional development tools, along with funding for coaching support.

Stay tuned for the next round of applications -- coming this fall!

Learning as Leaders Program Award

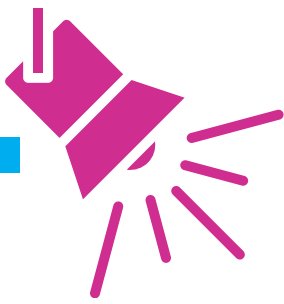
We are excited to celebrate our first cohort of the Learning as Leaders program, who have successfully completed the six-month journey designed for women faculty at the Professor rank. The program helps faculty cultivate practical management and organizational skills, while exploring innovative leadership models essential for success in academic medicine today. Participants engaged in skill-building workshops, personal reflection exercises, and networking opportunities with senior leaders. **Congratulations to our first cohort!**

Notifications of awards for the next round will be shared soon!



L-R: Megan Horton,* Devin Madden, Alex Ky,* Jessica Robinson-Papp,* Gopi Patel,* Raymonde Jean,* Timnit Berhane, Jenny Lin, Mayte Suarez-Farinas* (not in picture)
*Learning as Leaders Award scholar

"I feel empowered to focus on my long term career goals, continue to revise and refine my mission, and try to keep applying and improving leadership"



Quarterly Spotlight: Dr. Jasmin Moshirpur

The esteemed and inimitable Jasmin Moshirpur, MD, has been appointed Dean Emeritus for the Mount Sinai Affiliation with NYC Health + Hospitals, as of Monday, July 1, 2024.

Dr. Moshirpur has held positions with Mount Sinai and NYC Health + Hospitals for nearly five decades, and served as Senior Associate Dean and then Dean for Mount Sinai's affiliations with Elmhurst and Queens Hospital Centers since 1987.

She served as Chief Medical Officer for both the Elmhurst and Queens hospitals until late last year. A dedicated pioneer in women's health, she began her career at NYC Health + Hospitals in 1975 as Director of the Obstetrics and Gynecology Department at Elmhurst Hospital Center, a position she held for more than 25 years.

As Professor of Obstetrics, Gynecology and Reproductive Science at Icahn Mount Sinai, Dr. Moshirpur will continue to teach and mentor students both in the Department of Obstetrics and Gynecology at Mount Sinai and at our NYC Health + Hospital affiliates in Queens.

We are also thrilled to share that she will work with our Office of Gender Equity in Science and Medicine team, sharing her experience and wise perspectives to advance gender equity initiatives across our health system.

Please join us in thanking Dr. Moshirpur for her many decades of leadership on behalf of Mount Sinai and Elmhurst and Queens Hospital Centers.



*We
thank
you!*

From our Archives



Metropolitan Museum of Art:
Visit to the *Women Dressing Women Exhibit* in celebration of
Women's History Month.
March 8th, 2024

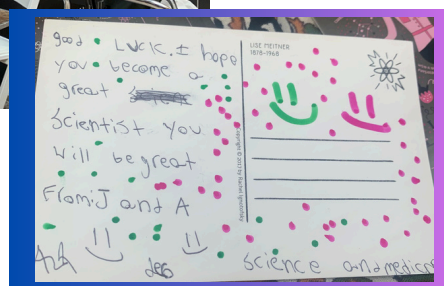
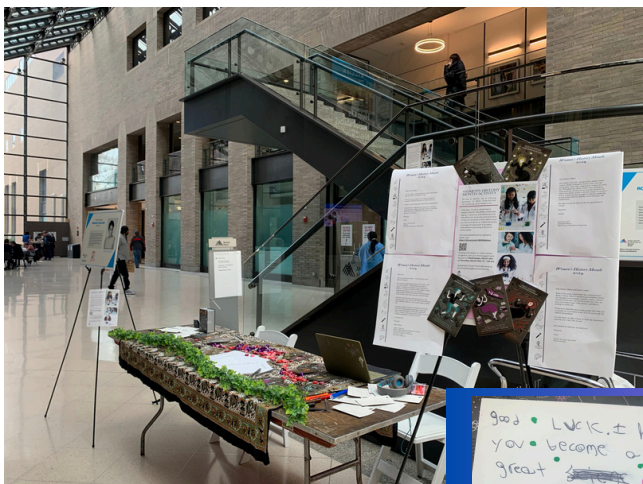


The three Gender Equity Action teams (GrEAT) comprised of staff, faculty, and students regrouped on February 14th, 2024 to debrief on their various initiatives (the Meaningful Metrics, BeLeave in Sinai, the Amazing Advocates) and discuss next steps.



Thank you to everyone who shared their journey in science or medicine, along with an inspiring message for young women in NYC interested in STEM during Women's History Month.

The students deeply appreciated your letters of encouragement!



In the News



[Mount Sinai Launches Center of Excellence to Enhance Treatment and Care for Patients With Gynecologic Cancer](#) *Associated Press - September 16, 2024*

Mount Sinai Health System launched its Center of Excellence for Gynecologic Cancer, led by co-Directors Stephanie Blank, MD, and Dmitriy Zamarin, MD, PhD

[Yale's chief information and digital transformation officer joins Mount Sinai](#) *Becker's Hospital Review - September 12, 2024*

Lisa Stump, MS, FASHP, is the new Chief Digital Information Officer of the Mount Sinai Health System and Dean for Information Technology (IT) of the Icahn School of Medicine at Mount Sinai.

[Women in the Workplace 2024 - the Tenth Anniversary Report from McKinsey and Company](#) in partnership with LeanIn.org

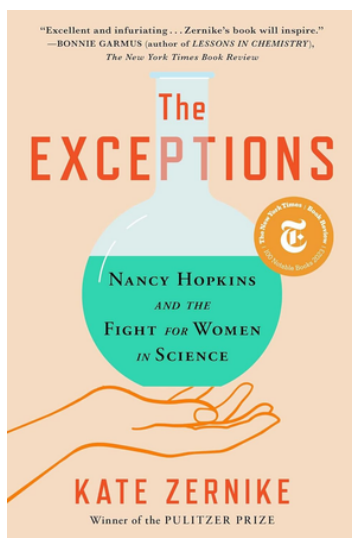
[Promoting gender equity in the scientific and health workforce is essential to improve women's health](#) (Comment)

Nature Medicine, March 22, 2024

Staff Picks

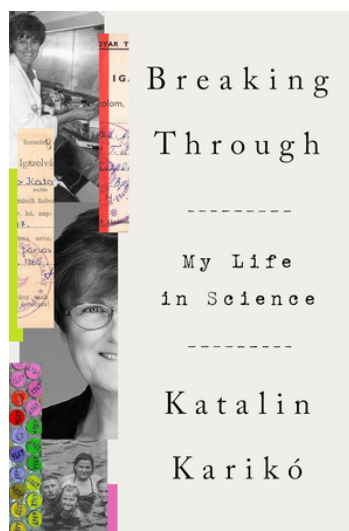
What are you attending, watching or reading?

We all need a new read or movie!



The Exceptions
Nancy Hopkins & the Fight for
Women in Science

[Buy Here](#)



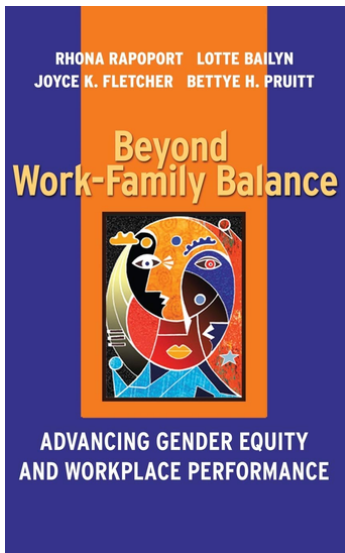
Breaking Through
Kaitlin Kariko

[Buy Here](#)



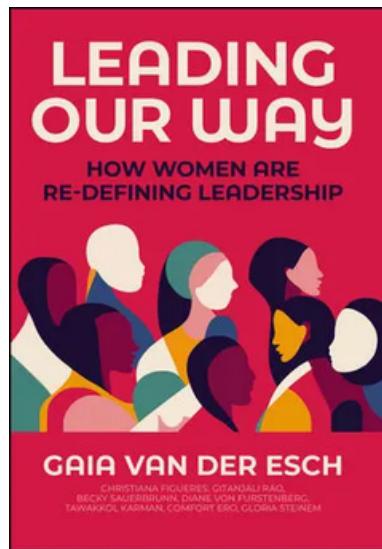
Decolonize Self-Care
Alyson K. Spurgas and Zoë C.
Meleo-Erwin

[Buy Here](#)



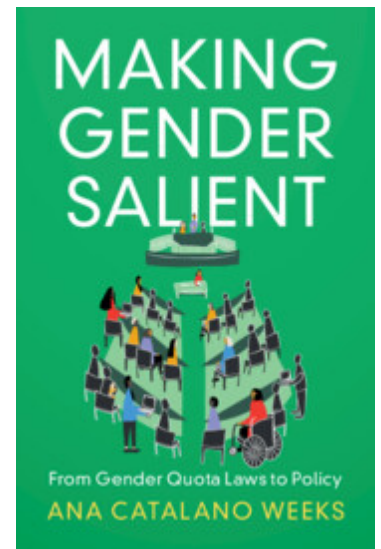
Beyond-Work Family Balance
Rhona Rapoport, Lotte Bailyn,
Joyce K. Fletcher, Bettye H. Pruitt

[Buy Here](#)



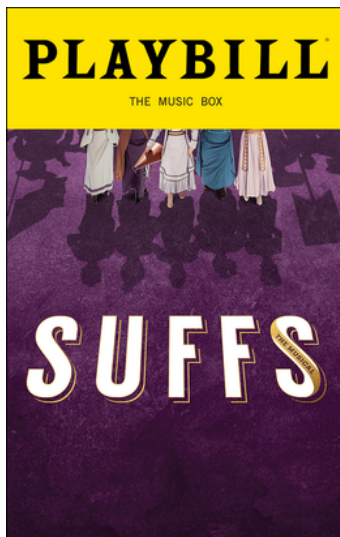
Leading our Way
Gaia Van Der Esch

[Buy Here](#)



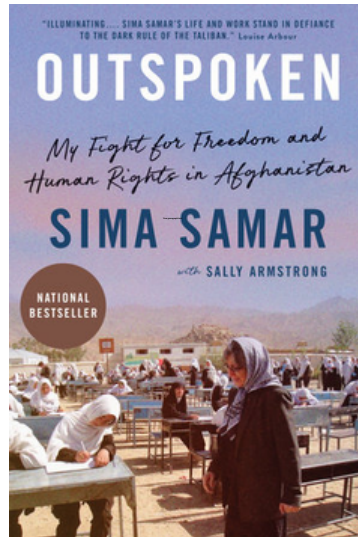
Making Gender Salient
Ana Catalano Weeks

[Buy Here](#)



Suffs
The Musical

[Explore Here](#)



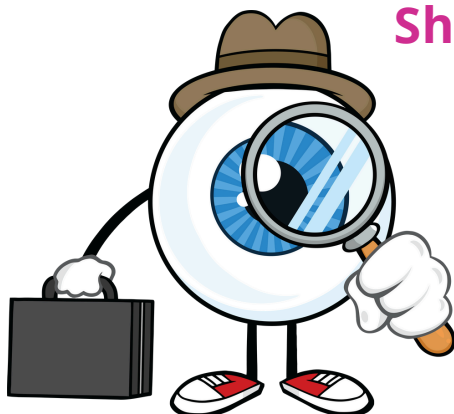
Outspoken
Sima Samar

[Buy Here](#)



The Black Agenda
Bold Solutions for a Broken System

[Buy Here](#)



Share with us, what are you watching or reading?



Featured Resources

At Mount Sinai

A Well Work-Life and Family Friendly Culture

A new website prepared by our Gender Equity Action Team, the Amazing Advocates (co-led by Dr. Sakshi Dua and Fariha Ahsan) 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](#).



Physician and Scientist Leadership Workshop

This multi-part series of workshops aims to enhance leadership skills and team well-being through interactive workshops and breakout activities. Co-sponsored by various offices, it offers enrollment via [PEAK](#). For more information or announcements, email OFD@mssm.edu. Sessions can also be tailored for individual groups upon request.

American Medical Women's Association (AMWA) at Mount Sinai

AMWA is a national organization dedicated to helping women in medicine succeed in medical school and beyond by offering mentorship, networking, and education. Mount Sinai's chapter of AMWA is an affinity group for students at ISMMS focused on a mentoring program, working with faculty, and events such as educational lunches, panels and workshops. Contact the student leaders [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!

Does Mount Sinai provide back-up childcare?

Yes; Mount Sinai is proud to partner with Bright Horizons to offer at-home or center-based back-up childcare at subsidized rates. Learn more and sign up here: [My Bright Horizons](#).

Note - when prompted for your employee ID, use your life number.

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.

