Message from the President,
Wayne J. Riley, MD, MPH, MBA, MACP

We are excited that you are considering the College of Medicine at The State University of New York (SUNY) Downstate Medical Center—one of the nation’s oldest and most distinguished academic institutions—to begin your journey towards becoming a physician. As you embark on this noble calling, your time here at Downstate will provide you with an excellent foundation upon which to build a meaningful and successful career of service.

As a premier academic medical center and the only medical school in Brooklyn, we take pride in contributing to the state’s growing healthcare engine. More New York City physicians have trained at Downstate than at any other medical school—about one-third of our graduates practice in Brooklyn. For Match Day 2017 nearly 200 Downstate students matched to a residency program with 71 percent remaining in programs in New York State.

To supplement Downstate’s solid academic foundation, we are committed to building respectful and long-lasting relationships. We value the cultural diversity and differences among our students, faculty, staff, patients, and the entire Downstate community. With 2.6 million residents and as New York City’s most populous borough, we take pride in providing culturally sensitive care and services to Brooklyn residents.

How we interact with each other is critical to cultivating and sustaining an effective intellectual environment conducive for our students to flourish. Our strengths at Downstate, among many others, are in diversity and great breadth of experiences afforded students and faculty. Here, your contributions are valued; we encourage free and open exchange of ideas and participation that helps to inform policy and decision-making at Downstate. We provide best-practice models for serving diverse populations by promoting shared values and a climate of respect and inclusiveness that embraces our community.

Genuine exchanges of ideas are encouraged at Downstate. However, we must put such exchanges in proper context that welcomes your thoughts and ideas, positions you to thrive personally and professionally, and ultimately, helps you reach the goal of becoming a successful physician—Our ultimate goal is your success, and we look forward to helping you along in your journey.

Best Wishes,
For over 150 years, the College of Medicine at SUNY Downstate Medical Center has been a leader in providing high quality care for the diverse residents of Brooklyn, New York. Located in the heart of Brooklyn, we serve a culturally diverse population of which, over 50% are from racial and ethnic minority backgrounds and approximately one-half are immigrants. One quarter of our patients speak a language other than English in their homes.

I am proud to be the Dean of one of the most diverse and best programs in the country and to serve the multicultural people of Brooklyn. As the Dean of the College of Medicine, I am committed to maintaining our commitment of service and our legacy of diversity. As an immigrant born and raised in Portugal, diversity and inclusion have personal relevance for me. As a psychiatrist and physician-scientist, I have cared for diverse patients and conducted genomic psychiatry research in diverse patient populations. I have worked with the some of the most talented students and faculty in biomedical research.

My goal as Dean is to support and create an institutional culture where diversity and inclusion are ingrained in medical education, patient care, research and interactions with our community. I have supported the establishment of the Office of Diversity Education and Research. The Office maintains a robust portfolio of initiatives that support the academic success and professional development of students who come from backgrounds that are traditionally underrepresented in medicine and biomedical research. The office has implemented educational programs that integrate health disparities, social determinants of health, and health equity as part of the medical school curriculum. The Office also hosts several interprofessional seminars on diversity and equity. SUNY Downstate is unique because we provide students with the opportunity to participate in inter-professional learning activities with faculty and students from disciplines in nursing, allied health professionals, public health and graduate sciences.

As the only academic medical center in Brooklyn, I believe that Downstate can make a difference. Through diversity, inclusion, and a commitment to excellence, we will reduce health disparities, promote culturally responsive care for all patients, and create healthy and safe communities. I hope that you consider being part of our family as a student or faculty member and join us in our mission to promote diversity, inclusion, and equity both locally in Brooklyn and globally.

Sincerely,
As a young girl growing up in Port-au-Prince Haiti, I never dreamed that I would one day become a physician, educator, and researcher. Downstate changed my life. It was at Downstate that I examined my first patient, had an opportunity to deliver babies, and observe my first laparoscopic surgery. It was also at Downstate that I made my closest friends and met my husband (Jordan Foster, class of 1994). Because of my medical education at Downstate, I matched into my top residency program at Weill Cornell in internal medicine. The confidence that was instilled in me at Downstate allowed me to pursue a Master’s in Clinical Epidemiology and go on to obtain grants from the National Institute of Health to study health disparities. This would not have been possible without the medical education that I received at Downstate.

In 2016, my life changed once again when I was given the opportunity to return to my alma mater and serve as the Associate Dean for the inaugural Office of Diversity Education and Research. The office provides an infrastructure for pipeline program development, medical student support, and innovative research that advances our understanding of the most effective ways of achieving diversity. Our office collaborates with other programs to support student groups. This has been an exciting year for our Office, we initiated the first Health Disparities pathway – HEAL, the Black Men’s Health Symposium, and the Champions of Diversity Awards. We offer peer mentorship through our student organizations, faculty mentorship, career guidance, and the opportunity to work with an illustrious group of alumni.

At SUNY Downstate, Diversity is a core mission of the College of Medicine. Our diverse student body has gone on to serve in top leadership positions across the country and have achieved excellent work in clinical medicine, research, and advocacy.

I am proud to be a SUNY Downstate graduate. I look forward to continuing to work with our strong leadership team in fostering diversity in our student body, education, and research programs. If you would like to learn more about our Office and ways in which you can support our efforts through mentoring, volunteering, or other partnerships please do not hesitate to contact me. At Downstate, we are building bridges and breaking barriers. Come join us as a student or faculty. Together, we can build communities.

All the best,

Carla Boutin-Foster, MD, MS
MEET THE TEAM

Anika Daniels-Osaze, Ed.D., Director

Dr. Daniels-Osaze has worked in student affairs for over 20 years specializing in health professions recruitment, program and curriculum development, academic advising and financial aid counseling. She has secured over $4,000,000 in pipeline program funding since 2004.

While at Downstate, she has served on several committees including the Faculty Mentoring Workgroup, the Liaison Committee on Medical Education (LCME), the Commencement Planning committee, the Sesquicentennial Planning committee, and the Middle States Commission-Committee on Leadership, Governance and Administration.

From 2015-2017, she served as the president of the National Association of Medical Minority Educators (NAMME), an organization dedicated to improving the overall health status of racial and ethnic populations and served as a board member for the Journal of Best Practices in Health Professions Diversity: Research, Education & Policy. In 2017, she was elected to SUNY Downstate’s Executive Committee for Centerwide Governance and serves as a representative on the SUNY University Faculty Senate.

Dr. Daniels-Osaze earned her Bachelor’s degree from Cornell University in Linguistics and Cognitive Studies, her Master’s degree from New York University in Higher Education Administration and her Doctorate of Education from Northeastern University.

Shemeika Bowman, Program Administrator

Ms. Shemeika Bowman joined SUNY Downstate in 2015 to provide administrative assistance to the Office of Diversity Education and Research. She is now the program administrator for the office, in which she works alongside the associate dean and the director of the office to assist with the coordination and implementation of current and new programs.

Ms. Bowman schedules interviews, manages the applications and correspondence for all program participants. She manages a database which allows her to keep track of past participants’ progress while in school and post-graduation plans.

Ms. Bowman provides support for budgeting and bookkeeping expenses for the office. She also coordinates the day to day administrative operations for several of the office pipeline programs. A native of Brooklyn, Ms. Bowman holds a B.S. in Science from Penn State University.
Mission:
The Office of Diversity Education and Research is responsible for implementing, sustaining, and evaluating structured programs that attract and retain students, trainees, and faculty from backgrounds that are traditionally underrepresented in medicine and biomedical research. The Office provides a nurturing and supportive environment that cultivates the next generation of diverse leaders in medicine, biomedical research, and public health. The Office supports an array of programs that advance the Medical College’s ability to: 1) remain at the forefront of delivering patient-centered and culturally sensitive care, 2) be a leader in cross-cultural medical education, 3) pioneer interdisciplinary health equity research, and 4) advocate for social justice and community engagement.

Values:
The Office operates on 4 pillars: 1) mutual respect for differences in ideology, perspectives, experiences, identity, and ability; 2) support for students, trainees, and faculty from underrepresented and marginalized groups, 3) equity in academic leadership, and 4) community advocacy and engagement.
**Vision:**

Our vision is to create a nationally renowned diversity program that will attract and train future clinicians, public health advocates, and scientists who will be able to apply culturally sensitive and linguistically appropriate strategies to combating the most compelling health inequities and public health challenges.

**5 Key Strategic Goals:**

1. Expand and build comprehensive pipelines programs
2. Support and advocate for students, faculty, and trainees from underrepresented groups
3. Develop opportunities for academic leadership for women and minority faculty
4. Develop cross-cultural educational and community-based experiences for students and trainees
5. Advance research and scholarship on the topic of increasing biomedical workforce diversity
We embrace a broad view of diversity that cuts across, but is not limited to, race, ethnicity, gender, sexual orientation, gender identity, ability, language, culture, religious practices, socioeconomic background, and life experiences.
**Our Services**

We follow a 3-pronged approach: **DIVERSITY**, **EDUCATION**, **RESEARCH**

**DIVERSITY:** Ensure that all faculty, staff and students are afforded the same opportunities regardless of background or identity, while creating an environment of inclusiveness.

**EDUCATION:** Create programs that provide information related to STEM fields and Health Disparities.

**RESEARCH:** Develop opportunities to conduct research, provide mentorship and study those areas that directly affect the community that we serve.

- Academic Support & Referrals
- Career Counseling
- Peer Mentoring
- Health Disparities Lectures
- Linkages with Community Organizations
- Research Opportunities
- Scholarship Information
- Pipeline Programs
- Minority Faculty Development Opportunities
HEALTH PROFESSIONS RECRUITMENT AND EXPOSURE PROGRAM (HPREP)

The Health Professions Recruitment and Exposure Program (HPREP) is a national program that seeks to increase the scientific interest of underrepresented minority (URM) high school students through hands-on learning. HPREP has been in existence at Downstate for over twenty years.

Over a period of 6 weeks, the program provides URM students with an experiential learning opportunity that is designed to increase their interest in science, raise their awareness about how they can address health disparities, and provide them with supportive mentorship, and preparation for college.

In 2017, HPREP recruited a cohort of 36 students from 6 high schools: James Madison, Edward R. Murrow, High School for Medical Professions, Brooklyn Generation School, Academy for Conservation and the Environment, and the International High School At Prospect Heights. The students worked on group projects in the following areas: Type II Diabetes, Glaucoma, Alzheimer’s, Coronary Artery Disease, Stroke, Hypertension.
**EARLY MEDICAL EDUCATION (EME) PROGRAM**

The Early Medical Education (EME) Program is a 6-week summer initiative to increase the competitiveness of undergraduate pre-medical students by strengthening their foundation in science, providing MCAT exam preparation and enhancing their test taking skills. The program provides medical science lectures, academic support and clinical shadowing rotations. SUNY Downstate has partnered with eight CUNY schools and one SUNY school for this program. Each student participates in a total of 3 summer sessions at SUNY Downstate Medical Center. Once the participants have completed all of the program requirements, they are guaranteed admission to the College of Medicine.

This past year, we enrolled 10 students from the following colleges: Long Island University, CUNY-Hunter College, CUNY-Medgar Evers College, CUNY-City College and CUNY-Brooklyn College. During the summer of 2017, the students learned time & stress management skills and gained an opportunity for hands-on exposure to medical disciplines through shadowing experiences with clinicians. They also attended a cultural competency and health disparities conference.

Established in 1997, the EME program has enrolled a total of 107 students. Of the 84 program participants that were eligible to graduate, 76 students (90%) successfully graduated from the College of Medicine. We have 23 EME students who are currently enrolled in our medical school.
The Latino Medical Student Association (LMSA) unites and empowers medical students through service, mentorship and education to advocate for the health of the Latino community. The mission of LMSA is to unify medical students to promote Latino health.

In 2016, LMSA sponsored a Hispanic Heritage luncheon featuring a lecture by Mr. Manuel Rosa, Director of Community Relations at the NYS Governor’s Office of Faith Based Community Development Services and former Assistant Vice President of the NYC Health & Hospitals Corporation. The lecture was followed by a panel of community activists, scientists and students who discussed critical health issues affecting the surrounding community.

In 2017, LMSA sponsored a lecture conducted by Dr. Orlando Sola, Assistant Clinical Professor in the Department of Family Medicine at SUNY Downstate Medical Center who discussed social advocacy for students and physicians and the history of LMSA. As a clinician with a passion for policy development and a former student activist, he was able to give his perspective on the role of students organizations and their impact on the students and the community at large.
The Daniel Hale Williams Society (DHWS) is SUNY Downstate's chapter of the Student National Medical Association (SNMA); an organization dedicated to healthcare education, leadership development, networking, and community outreach. Our chapter is part of Region IX which is one of the largest regions in the SNMA. Region IX encompasses all the medical schools in New Jersey and New York.

DHWS was created with the understanding that medical students, despite their diverse backgrounds, have common needs. It is a democratic organization of underrepresented medical students charged with providing resources and mentorship to its members, and science-related programs and seminars for youth and pre-medical students. DHWS is more than just an organization, they are a family. Members support each other emotionally, as well as, educationally. During the year, DHWS holds monthly meetings to discuss relevant medical school issues and exchange ideas. Prominent physicians and professional guest speakers are often invited to Downstate by DHWS to share their experiences.

Each year DHWS hosts a senior reception. This celebration serves as a special opportunity to highlight the experiences and accomplishments of our graduating seniors over the last four years. In addition, two members of our SUNY Downstate community who have made contributions and provided support to DHWS are honored during the dinner. In 2017, we honored:

Temitope Jose, M.D.
Assistant Professor
Department of Family Medicine and
Department of Pediatrics

JoAnn Bradley, Ed.D.
Former Senior Vice President for Institutional Advancement
and Philanthropy
Special Assistant to the President
Yohannes Constable was born and raised in White Plains, NY. The son of 2 pharmacists, he has had an interest in a healthcare-oriented career from a young age. Yohannes graduated from Fordham Preparatory School in 2008 and then studied Human Evolutionary Biology at Harvard College, graduating in 2012. After college, he worked as a public health intern for International Orthodox Christian Charities in Addis Ababa, Ethiopia.

In 2014, Yohannes began medical school at SUNY Downstate Medical Center. In 2016, he served as the President of the Daniel Hale Williams Society, SUNY Downstate's chapter of the Student National Medical Association. Yohannes is also engaged in research and recently presented a poster titled, *Is Robotic Repair Superior to Laparoscopic Ventral Hernia Repair in Post Operative Pain Reduction.* He is currently a 4th Year Student, set to graduate in May 2018, and will pursue a career as an Anesthesiologist.

"My schooling at SUNY Downstate has been a fantastic experience. I have been around a diverse set of classmates, educators, and support staff who are committed to the mission of providing quality education to students and outstanding clinical care to patients."

"My education SUNY Downstate has given me the framework to become both a clinically excellent and culturally competent physician in a number of different settings."
The Annual Medical Education Conference (AMEC) is SNMA’s premier event where 1200 medical and pre-medical students gather to network and support the mission of SNMA. Each year we sponsor several medical students to attend the AMEC conference. The 2017 conference was held in Atlanta, Georgia. Here’s just some of the great feedback we received...

“My experience at AMEC 2017 was absolutely amazing. I was provided with a great opportunity to network with my peers and to learn more about the medical field. At the various workshops that I attended, I learned a number of strategies for navigating the professional field and how to be successful as a medical student. By far my favorite experience was the open fair that had various medical schools and residency programs present, where I learned about the specific programs that I was interested in and ways to develop my application for residency to be a competitive applicant. Lastly, I enjoyed exploring Atlanta with members from my school and just having the opportunity to meet new people and make new friends.”

-Tashzna Jones, 2nd year medical student

“Attending the SNMA national conference was a great experience. It was very inspiring to hear from attendings and residents, who were at one point in time a first year medical student attempting to navigate the world of medicine for the first time and seeing how far they have come. It was encouraging to hear advice and wisdom from those who have come out successful on the other end of this journey. Although at times medical school can be difficult, I found the enthusiastic support displayed by this network of doctors, and aspiring doctors to be genuinely reassuring.”

-Nadlie Toussaint, 2nd year medical student
Maurice Selby, MD, PhD, ‘14
Specialty: Emergency Medicine
Residency:
Kings County Hospital Center/
SUNY Downstate Medical Center

My father's death from colon cancer affected and motivated me to pursue a career in medicine.”

Maurice Selby, a graduate of CUNY-City College of New York, participated in our Early Medical Education (EME) Program. After successfully completing the EME program, he was accepted to SUNY Downstate’s College of Medicine.

During his time at Downstate, Maurice was an inspiration to other students who shared similar backgrounds. Maurice has always been actively involved on campus and in his community. While at City College, he served as the president of the Minority Association of Pre-health Students (MAPS) and as a host for WHCR 90.3 FM’s “Health in Harlem” program.

Maurice continued his activism at Downstate through the Daniel Hale Williams Society (DHWS), our chapter of the Student National Medical Association (SNMA).

In 2014, Maurice graduated from SUNY Downstate and entered a residency program in Emergency Medicine, where he continues to serve as a mentor for others who hope to follow in his footsteps one day.

“People are often shocked to see someone like them as a physician, but they definitely appreciate it”
Born in England to a Caribbean mother and British father, Emma spent her teen years in Brooklyn. As a single mother faced with many challenges, she was unable to complete high school. However, knowing that she wanted more for herself and her unborn son, she earned her GED and immediately enrolled at the City University of New York Medgar Evers College where she earned her Bachelor’s degree in Biology. It was at Medgar Evers College that Emma’s mentor convinced her to pursue her life-long dream of becoming a doctor.

Emma enrolled in a dual medical education and science research pipeline program at SUNY Downstate. The program prepared her for the rigors of medical school and exposed her to medical research for the first time. She ambitiously decided to pursue an MD/PhD degree at Downstate, completing her first two years of medical school before shifting into her PhD program in neuroscience. In order to complete her research, Emma, with the help of her family, would take her son to school in the morning and have him spend the early evening with her at Downstate so she could finish her projects.

Emma acknowledges that her story is unique, and is grateful for the mentors at Downstate that saw her potential and the programs that opened doors for her success.

“If I didn’t have the pipeline programs, I’m not sure where I’d be. It absolutely changed my life, and it changed my son’s future.”

Source: Ellen Watson, Assistant Vice President, Institutional Advancement
The Office of Diversity Education and Research is committed to initiatives that support the hiring, retention and promotion of diverse faculty in the College of Medicine. In 2016, we sponsored Dr. Belinda Oyinkan Marquis, the Director of Pediatric Epilepsy in the Department of Neurology to attend the Minority Faculty Career Development Seminar in San Antonio, Texas. This seminar was hosted by the Association of American Medical Colleges (AAMC). Each year the AAMC invites medical schools to send underrepresented junior faculty for professional development. The seminar is designed for junior faculty who aspire to hold leadership positions in academic medicine.

“I would like to sincerely thank the Office for Diversity Education and Research for the support and sponsorship to attend the AAMC Minority Faculty Development Conference. The entire educational and career development conference was highly relevant and impactful in regards to my future career planning.”

Belinda Oyinkan Marquis, MD
The Office of Diversity Education and Research hosts an annual diversity mixer to engage faculty from the College of Medicine as an opportunity to network, exchange ideas and celebrate the diversity of SUNY Downstate. In 2016, we facilitated a panel discussion on resident and junior faculty mentoring and professional development.

In 2017, this event was expanded to include faculty from all five colleges as an opportunity to encourage interdisciplinary collaboration.

In addition to our faculty mixers, our office meets regularly with the Campus Diversity Task Force to address issues related to diverse faculty and mentoring opportunities.
HEALTH EQUITY ADVOCACY LEADERSHIP (HEAL) PATHWAY

“Of all of the forms of inequality, injustice in healthcare is the most shocking and inhumane”

-Dr. Martin Luther King Jr.

SUNY Downstate is committed to improving health outcomes, reducing health inequities, and impacting the lives of people who reside in the borough of Brooklyn. Of the 2.6 million residents in Brooklyn over 50% are from racial and ethnic minority backgrounds and approximately 50% are immigrants. This brings the unique opportunity to connect with community partners and provide care for a large immigrant and culturally rich population. As the only academic medical center in Brooklyn, SUNY Downstate is uniquely positioned to make a difference.

The Health Equity Advocacy and Leadership Pathway (HEAL) is designed for students who are passionate about tackling social determinants of health, addressing health inequities, eliminating social injustices, and reducing disparities. According to the Centers for Disease Control and Prevention, social determinants of health are the complex, integrated, and overlapping social structures and economic systems that contribute to health disparities. Social determinants of health are shaped by the inequitable distribution of money, power, and resources throughout local communities and nationally. There is a need to develop future physicians who are socially aware and who want to be agents of change in the community.

Mission

The mission of HEAL is to increase the number of physicians who are equipped with the skills, knowledge, and tools that are needed in order to effectively address social determinants of health. Students in HEAL will develop skills that will enable them to create innovative, community-driven and evidence-based solutions to health disparities through collaborative community partnerships.

Goals

- Empower medical students to be more socially aware and to understand the consequences of inequities on health outcomes
- Enable students to identify and intervene on social determinants through outreach, research, policy, and clinical initiatives
- Equip physicians to be advocates for their patients and leaders in their communities
- Foster community-academic partnerships and enhance community capacity for change
Pathway Components

**Journal clubs:**
Students have an opportunity to discuss in ‘world cafe’ style forums how factors such as food insecurity, access to care, violence, health literacy, discrimination, and stress contribute to poor health outcomes.

**Community engagement and service learning activities:**
Students apply principles of community engagement to developing community-academic partnerships

**Research and scholarship:**
Students work with faculty in the College of Medicine, the College of Nursing, School of Public Health, College of Health Related Professions, School of Graduate Studies, and the Brooklyn Health Disparities Center to develop scholarly projects.

The HEAL pathway was developed by 2 second-year medical students, Rebeka (Begum) Ahmed and Alexandra Diggs with assistance from Dr. Christopher Roman, an associate professor in the Department of Cell Biology. In 2017, we enrolled 25 students in HEAL.
In November of 2017, Downstate’s PRIDE club hosted a Queer Peer Panel discussion during the annual Sex In Medicine Week. Four students of different identities on the gender and sexuality spectra answered questions that were submitted anonymously from those attending the event. Topics included the individual instances of subjective, conscious LGBT experience and how these identities impact healthcare professions.

PRIDE club has also been working with their faculty advisor, Dr. Merlino, to plan a Lavender graduation ceremony in the Spring of 2018 as well as the continuation of Dr. Merlino's LGBT mentoring group—which is open to the entire Downstate community. The PRIDE club continues to work with faculty to create an environment of support and open celebration of diversity of identity. Just recently, an initiative was started to create gender neutral restrooms throughout the medical center.

**Dr. Marilyn Fraser**, the CEO of the Arthur Ashe Institute for Urban Health and the PI of the Brooklyn Health Disparities Center co-sponsored a talk with the Office of Diversity Education and Research on health disparities during Otolaryngology Grand Rounds.

Dr. Fraser provided a brief overview of health disparities and social determinants of health with examples of conditions facing a high prevalence of disparities. She also discussed the measurement of disparities and tangible solutions for decreasing disparities through community engagement, research, and education.
CULTURE, MICROAGGRESSIONS AND STRESS: AN INTERSECTIONALITY PERSPECTIVE

The Office of Diversity Education and Research collaborated with the Office of Diversity and Inclusion and the Office of Student Counseling Services to conduct a lecture series on microaggressions, burnout and stress during Wellness Week in October of 2017. The event was sponsored by the Office of Academic Affairs. A representative from each office discussed the available resources on campus to assist faculty, staff and students in learning how to cope with these situations and several others in order to be healthy, happy and productive.

Kevin Antoine, JD, Assistant Vice President (L)
Shaundelle Goldsmith, JD, Director (R)
Office of Diversity and Inclusion

LeConte J. Dill, DrPH, MPH
Assistant Professor
Department of Community Health Sciences
School of Public Health

Carla Boutin-Foster, MD, MS, Associate Dean, (L)
Diversity Education and Research
Stanley Tam, PsyD, Director, (R)
Student Counseling Services

Tyler DeFriece,
Medical Student
During Women’s History month, we celebrated the legacy of the late Dr. Dale Blackstock, a former faculty member in the Department of Medicine, by honoring women who passionately serve the Downstate community. The keynote address on *Women in Leadership* was conducted by Dr. Pamela Straker. The award recipients were:

**Dr. Dale Blackstock Award for Excellence in Teaching and Service**
Teresa Smith, MD, MSEd
Clinical Assistant Professor & Residency Program Director
Department of Emergency Medicine

**Diversity Champions Award**
Daisy Cruz-Richman, PhD, RN
Dean
College of Nursing

Ann Marie Cullen
Administrator
Office of Faculty Affairs & Professional Development

Lotus Jones
Assistant Director
Office of Academic Development

Betty Jung, RN
Patient Educator

Margaret Kaplan, PhD, OTR/L
Associate Professor
College of Health Related Professions

**Outstanding Service Award**
Margaret Johnson
Cleaner
Facilities Management & Development
For our 2017 lecture, Dr. Torian Easterling, the Assistant Commissioner at the Department of Mental Health and Hygiene conducted a lecture on the state of Black Men’s Health in Brooklyn. The lecture was followed by a panel of Black male faculty, staff and students who discussed programs and interventions that will help improve the health of Black men throughout Brooklyn.

The panel included:

- Emmanuel Adomfeh, 4th year medical student
- Professor Joseph Jennes, Clinical Assistant Professor and Director, Nurse Anesthesia Program
- Dr. Michael Joseph, Associate Professor, Department of Epidemiology and Biostatistics, School of Public Health
- Dr. Allen Lewis, Dean, College of Health Related Professions

In honor of the late Dr. Samuel L. Kountz, Jr., we sponsored an annual lecture in his name.

Dr. Kountz, Jr., was the first African-American transplant surgeon in the United States. He was most distinguished for his pioneering work in the field of kidney transplantations, research discoveries, and inventions in renal science. Dr. Kountz, Jr. established the SUNY Downstate Transplant Program in 1965 and was appointed Chairman of the Department of Surgery at SUNY Downstate.
RESEARCH:

RESEARCH EXPERIENCE IN AUTISM FOR COLLEGE AND HIGH SCHOOL STUDENTS (REACH)

The Research Experience in Autism for College and High School students (REACH), sponsored by the Department of Pathology, is a short (2.5 week), intensive, pipeline program for underrepresented minority (URM) students interested in learning more about careers in Neuroscience, Medicine, and Health Related Professions.

REACH was developed in 2017 by Dr. Jenny Libien and Dr. Juan Marcos Alarcon in collaboration with Dr. Mary Valmont from the Arthur Ashe Institute for Urban Health (AAIUH), Ms. Denise Sheares from the School of Graduate Studies and Dr. Anika Daniels-Osaze from the Office of Diversity and Research. The program engaged students in learning about the brain and Autism Spectrum Disorders and immersed students in a research experience in which they gained the skills necessary for future scientific inquiry in college, graduate or medical school. They also participated in clinical shadowing experiences.

The inaugural cohort had a total of 9 students in the program, including 4 students from the Undergraduate Summer Research Program. The students were split into 3 groups and presented their research projects during our summer symposium.

REACH SUMMER 2017 RESEARCH PROJECTS

Group 1: Research Title: A study of high and low cognitive demand in FMRP KO mice to model ASD

Alexander Jackson, Bishop Loughlin High School/ Health Science Academy, Arthur Ashe Institute for Urban Health

Elizabeth Ogundare, Syracuse University/ Undergraduate Summer Research Program,

Alana Watt, CUNY City College/ Undergraduate Summer Research Program,

Mentors: Juan Marcos Alarcon, PhD, Department of Pathology

Natasha Bobrowski-Khoury, PhD Student, Neural and Behavioral Sciences program

Group 2: Research Title: Evaluation of synaptic function in the hippocampal circuit of an ASD mouse model

Ashley Jackman, Brooklyn College Academy/ Health Science Academy, Arthur Ashe Institute for Urban Health.

Marie Ceant, CUNY Brooklyn College/ Undergraduate Summer Research Program

Kwame Tannis, Collegiate School/ Prep for Prep Program, School of Graduate Studies

Mentors: Ifeoma Ezeoke, Medical Student

Rudolf Abdelmessih, Research Assistant, Department of Pathology

Group 3: Research Title: The effects of object play and social interaction on GluR1 levels in a mouse model of ASD

Marco Diaz Cordova, Graduate, Health Science Academy, Arthur Ashe Institute for Urban Health.

Athena Casey Stenor, Phillips Exeter Academy/ Prep for Prep Program, School of Graduate Studies.

J’Nique Williams, Robert Morris University/ Undergraduate Summer Research Program

Mentors: Rebekah Cesar, Medical Student

Joey Bukai, Research Assistant, Department of Pathology
Established in 1995, the Undergraduate Summer Research Program, sponsored by the Office of Diversity Education and Research, is designed for undergraduate students who have historically been underrepresented in biomedical and health professions. Over a period of 8 weeks, program participants attended seminars and conducted research under the direction of a faculty member with a focus on health disparities and social determinants of health. Students also attended admissions workshops, Kaplan Test prep seminars and participated in weekly journal club activities.

In 2017 we had 7 participants, including those who worked with the REACH program. All of the students presented their final projects during our annual symposium.

2017 Undergraduate Summer Research Projects

Colin Johnson, CUNY Brooklyn College
Title: Sickle cell disease and nailfold capillaroscopy (NFC)
Mentor: Jason Lazar, MD, MPH, Department of Cardiovascular Disease

Christina Marshall, Macaulay Honors College at CUNY Hunter College
Title: The role of functional barriers in breast cancer screening: A study of mammogram delivery in women with physical disabilities
Mentors: Carla Boutin-Foster, MD, MS, Department of Medicine/College of Medicine
         Arun Karpur, M.D., M.P.H, Cornell University, Industrial Labor Relations (ILR)
         Ana Martinez, Independent Care System
         Marilyn Saviola, Independent Care System

Ariana Otto, Cornell University
Title: Genetic Involvement in the Development of Preeclampsia
Mentor: Ming Zhang, M.D., Ph.D., Department of Anesthesiology
         Antonella Stanco, MD, Visiting Anesthesiologist
Empire Clinical Research Investigator Program (ECRIP) Grant

Through a partnership between the Office of Diversity Education and Research and the Arthur Ashe Institute for Urban Health, SUNY Downstate has received an ECRIP grant from the NYS Department of Health for nearly $700,000 for a two-year period. The theme of the grant is \textit{Reducing Obesity and Cancer Risks in a Diverse African American Population}. The project is a novel behavioral weight loss intervention for obesity in a diverse African-American population.

SUNY Grant for a Conference on Health Disparities and People Living with Disabilities

Dr. Margaret Kaplan, the Associate Dean in the College of Health Related Professions in collaboration with the Office of Diversity Education and Research, the Brooklyn Health Disparities Center and the Arthur Ashe Institute for Urban Health received a grant for close to $5000 to sponsor a conference on Health Disparities and People Living with Disabilities on SUNY Downstate’s campus.
Diversity in Medicine Scholarship recipients:
Akya Myrie, 1st year medical student
Catherina Lubin, 1st year medical student

Dr. Rao Scholarship in Pediatrics recipient:
Kelly Gilgeours, MD, 2017 graduate

Dr. Madu Rao is a pediatric pulmonologist who created this scholarship at SUNY Downstate for 4th year minority medical students interested in a pediatric residency program. Recipients of this scholarship not only excel academically, they participate in research, are involved in extracurricular activities and have a have a stellar Dean’s letter and strong work ethic.

Inspiring Leaders in STEM Award recipient:
Anika Daniels-Osaze, Ed.D., Director, Diversity Education and Research

Insight into Diversity recognizes leaders from underrepresented groups who have successfully spearheaded STEM initiatives, engaged in community outreach, and made significant and lasting contributions to their fields as researchers, educators, and advocates. with the 2017 Inspiring Leaders in STEM Award.
We could not have accomplished all that we have without the dedication and support of two very important people. We would like to extend our gratitude to Dr. Constance Hill and Dr. Magda Alliancin for their many years of hard work and commitment to achieving diversity in the health professions.

Dr. Constance H. Hill, served as the Associate Dean for the Office of Minority Affairs prior to its transition to the Office of Diversity Education and Research. She founded many of the office programs including the Early Medical Education (EME) program and the Undergraduate Summer Research program. During her tenure, the Office received over $4,000,000 in federal and state grants to support office initiatives.

Dr. Magda Alliancin served as the Senior Program Coordinator for the Office of Diversity Education and Research during and prior to the office transition. Her focus was the success of students in the Early Medical Education (EME) program. She maintained the day to day operations of the program. As the new EAP coordinator, she continues to collaborate with us and support our office activities.
THANK YOU TO OUR PARTNERS

We would like to thank all of the offices and community partners for assisting us in actualizing our mission of diversity and inclusion.

**Downstate Partners**

- President’s Office
- College of Medicine Dean’s Office
- Office of Student Affairs
- Office of the Registrar
- Office of the Bursar
- Office of Financial Aid
- Office of Admissions
- Office of Academic Development
- Office of Medical Education
- Office of Diversity and Inclusion
- Office of Student Counseling
- Office of Institutional Advancement
- College of Medicine Alumni Association
- Research Foundation
- Purchasing and Accounts Payable
- Finance Division
- Biomedical Communications and Illustrations
- Student Center
- Sodexo
- Café’ 101
- Office of Graduate Medical Education
- Office of Policy and Planning
- Office of Residential Life and Services
- School of Graduate Studies
- College of Health Related Professions
- School of Public Health
- College of Nursing
- Campus Bookstore
- Classroom Services
- Facilities Management and Development
- Office of Academic Affairs
- Department of Human Resources
- Information Services and Technology
- Mail Services
- Central Receiving
- University Police
- ID Card Services
- Office of Volunteer Services
- Medical Research Library of Brooklyn
- University Hospital and Affiliates
- Gift Shop
- United University Professions (UUP)

**Community Partners**

- The Brooklyn Center for Health Disparities (BHDC)
- The Arthur Ashe Institute for Urban Health (AAIUH)
- The Brooklyn-Queens-Long Island Area Health Education Center (BQLI-AHEC)
- The National Association of Medical Minority Educators, Inc (NAMME)
- The Associated Medical Schools of New York (AMSNY)
- Association of American Medical Colleges (AAMC)
- City University of New York (CUNY)
- Kings County Hospital Center (KCHC)
- Alpha Phi Alpha Fraternity, Inc. —Gamma Iota Lambda Chapter
CONTACT US:

Address: 450 Clarkson Avenue, MSC 1186
        Brooklyn, New York 11203

Phone: 718-270-3033

Fax: 718-270-1929

Email: diversity.med@downstate.edu

Website: sls.downstate.edu/diversity_education/

OFFICE OF DIVERSITY EDUCATION AND RESEARCH
COLLEGE OF MEDICINE