



AGENDA

Equity, Diversity and Inclusion Committee

Meeting Date

January 14, 2025

Time

4:00 P.M.

Location

50 Water Street, Room 1701

CALL TO ORDER

Patricia Marthone

ADOPTION OF MINUTES

Patricia Marthone

September 10, 2024

DIVERSITY & INCLUSION UPDATE

Ivelesse Mendez-Justiniano

EQUITY & ACCESS COUNCIL UPDATE

Natalia Cineas
Nichola Davis
Thea Belay
Mytri Singh

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

Equity, Diversity and Inclusion Committee Meeting - September 10, 2024

As Reported by: Patricia Marthone

Committee Members Present: Patricia Marthone, José Pagán, Jackie Rowe-Adams, Machelles Allen, Sally Hernandez-Piñero

CALL TO ORDER

The meeting of the Equity, Diversity and Inclusion Committee of the NYC Health + Hospitals' Board was called to order at 4:00 p.m.

Dr. Patricia Marthone noted for the record that Dr. Machelles Allen is representing Dr. Mitchell Katz in a voting capacity.

Upon motion made and duly second the minutes of the May 7, 2024 meeting was unanimously approved.

DIVERSITY AND INCLUSION UPDATE

Ivelesse Mendez-Justiniano, Vice President, Chief Diversity, Equity, & Inclusion Officer, provided an overview of the System's latest diversity and inclusion achievements and activities.

Ms. Mendez-Justiniano reported out on the top ten training completions from January - September 2024, some of which included: Identifying and Managing Unconscious Bias, Religion as a Social Determinant of Health, Juneteenth: Celebrating Freedom and Honoring Ancestry, Women's History Month: Women Mentors in the Workplace, and Black History Month: Keeping it Alive.

The next update she presented was in the Language Access category, regarding the RFP for interpretation services. The new interpretation services were approved by the Contracts Review Committee (CRC) on April 16th and the Board in July. The new contracts will cover the following: Over-the-Phone and Video-Remote Interpretation (OPI & VRI), On-Site Interpretation (OSI) for Spoken Languages, On-Site Interpretation (OSI) for Sign Languages, and Language Proficiency and Interpreter Skills Assessment. She also shared that there is a new Epic integration feature that will be rolled out as part of the new contracts which will further simplify the process in which a provider can request interpretation services while with a patient.

Ms. Mendez-Justiniano continued on to highlight updates regarding Veteran support. She shared that 162 participants engaged with Veteran pop ups from November 2023 to present day. The goal this year was to have a pop-up at each acute care facility, which the team is on track to achieve by the end of 2024. The pop-up sessions are open to employees, patients, and the community at large. Services offered at these pop ups include:

- Starting VA Claim
- Updating military records
- Copying of military records
- Appealing VA decision
- Sharing information about services available & more

Additional Veteran support includes: New ODEI website (launched 8/1/24) features a dedicated space for Veterans, Veterans Fair on 10/3/24 at Gouverneur, and a Veterans Day webinar in November 2024.

In the Disability Awareness area, there has been notable positive feedback reported in regards to the Let's Talk Disability training, which is held live virtually. There have also been several disability events included as a part of community outreach. Examples include:

- Participating and connecting with 100+ people at the Disability Unite Festival 7/14/24 in Central Park
- Participating in the NYC Disability Parade (10/20/24)
- Scheduling adaptive yoga online for disabled patients (December 2024)

Ms. Mendez-Justiniano went on to share that the community outreach work continued in the LGBTQ+ Equity category. In June the team attended 9 Pride events across all five boroughs. Staff members tabled at six festivals, engaging with over 2,500 community members. The team also marched in three parades (Queens Pride, Brooklyn Pride, and NYC Pride March). Other events included TRANSFest (7/13/24), TransLatinx Network Health Fair (8/22/24), and Mayoral events such as the LGBTQ+ Leadership roundtable (8/19/24). The LGBTQ+ Equity team also published multiple communications, collaborating with Corporate Marketing & Communications on various pieces published Systemwide.

Ms. Mendez-Justiniano was pleased to announce that the Office of Diversity, Equity and Inclusion launched its new, updated homepage on the Insider making it more user friendly. The updated website allows for easy access to the Essential Documents Resource Library, registering for education and capacity building sessions, accessing information on services offered, and much more.

Ms. Mendez-Justiniano went on to share the list of NYC H+H recipients of awards that PoliticsNY and am NY issued, including AAPI Power Players list, 2024 LGBTQ+ Power Players, and 2024 Power Players in Diversity, Equity, and Inclusion.

Returning the focus to community outreach, Ms. Mendez-Justiniano concluded her report by highlighting the team's participation in the National Dominican Day parade and hosting of seven (7) Back to School health festivals.

EQUITY AND ACCESS COUNCIL UPDATE

Nichola Davis, Chief Population Health Officer, and Co-Chair of the Equity and Access Council ("Council") initiated the presentation and introduced John-Conrad Buen and Winnie Wong, who are the Asian American and Pacific Islander (AAPI) Inclusion Group co-chairs.

Mr. Buen noted that the group worked together to establish what its goal is, which is to create an inclusive workspace that will make AAPI members feel heard and respected. He then outlined the group's objectives, which include:

- Stand in solidarity with other NYC H+H groups against structural racism, societal inequity, and work towards a non-judgmental safe space where everyone can fully show-up.
- Collaborate with all AAPI groups from NYC H+H facilities and increase awareness of current AAPI issues.
- Increase understanding of AAPI diversity.
- Advocate for all AAPI community members.

Mr. Buen then discussed how the group determined how it would create an engagement opportunity for members, and as such, the team developed a plan of what projects it would work on. The first workshop the group hosted was held on June 22, 2023 where participants did the following:

- Learned factors influencing AAPI identity in the U.S. (i.e. location, immigration history, family and cultural values).
- Learned to recognize the diverse characteristics among AAPI patients within NYC H+H that influence health outcomes and health care.
- Reflected on how AAPI identity impacts NYC H+H employees.

Ms. Wong continued the presentation and shared details regarding the second workshop the group hosted on May 21, 2024 during AAPI Heritage Month. The workshop was a virtual lunch and learn with Dr. Kevin Nadal regarding Microaggressions: How AAPI Communities Navigate Racism and Other Forms of Oppression. During the session participants:

- Learned to articulate how their multiple identities have influenced their values, biases, attitudes, assumptions, behaviors and general experience of the world.
- Learned to describe the types of microaggressions that people experience, as well as the negative impacts that microaggressions have on people, groups, and institutions.
- Discussed culturally competent and effective intervention strategies in working with others of diverse backgrounds.

Ms. Wong then highlighted that the group had the opportunity to join the Mayor's Gracie Mansion AAPI Heritage Month celebration two years in a row now which they have all enjoyed. The group has also had several networking events offsite, allowing members to enjoy food tastings together as food is a rich part of the cultural experience.

Ms. Wong lastly touched upon a future event that is being planned, a Healing Workshop. They are still in a preliminary brainstorming stage for the event, however, they are considering covering a variety of AAPI rooted healing modalities such as:

- **Education and Awareness:** To educate participants about different aspects of healing, such as emotional, mental, physical, and spiritual dimensions.
- **Empowerment:** To empower participants by providing them with knowledge and tools to take control of their healing journey and improve their overall well-being.
- **Transformation:** To inspire personal growth and transformation, encouraging participants to move towards a state of greater balance, harmony, and health.

Ms. Wong concluded the presentation by indicating that the group is in the process of creating a logo which they will look to utilize to make themselves more visible at community events but also something to provide the group with a sense of representation.

Dr. Marthone asked if there was any old business or new business.

A member of the public addressed the Committee. The Chair of the Committee Dr. Marthone referred the speaker to the Chief of Staff to provide the appropriate policy process for the Public to participate at Board and Committee Meetings.

Hearing no old or new business from the Committee members, the meeting was adjourned at 4:59 p.m.

Equity, Diversity & Inclusion Committee

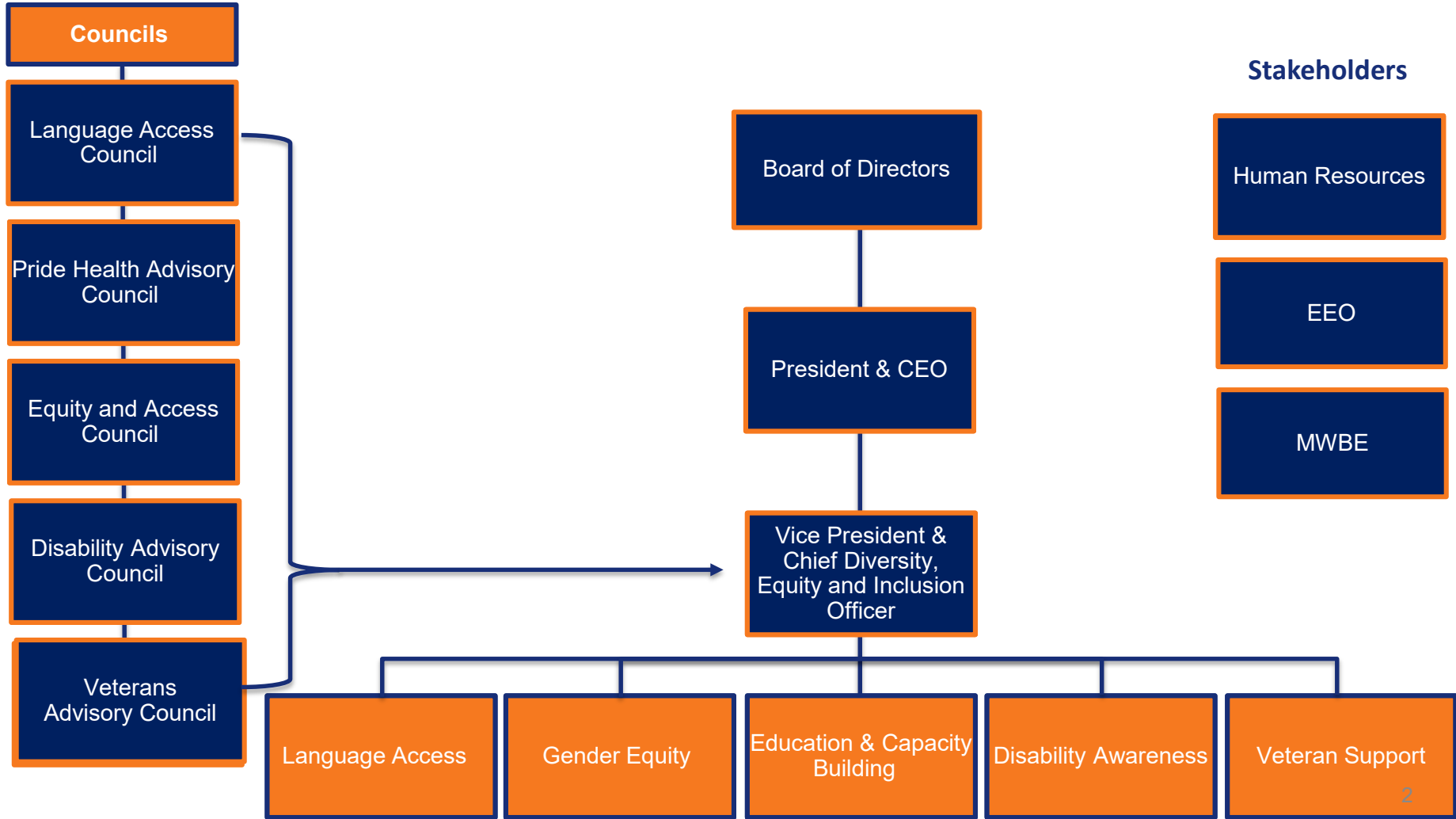
Diversity, Equity & Inclusion Office Updates
January 14, 2025

Ivelesse Mendez-Justiniano

Vice President & Chief Diversity, Equity & Inclusion Officer

Pronouns: she, her, hers

ODEI ORGANIZATIONAL CHART



EDUCATION AND CAPACITY BUILDING

Top Training Breakdown (1/1/24 – Current)

Training	Modality	Total Completions*
Sexual Harassment Prevention Training^	e-learning	59,409
Identifying and Managing Unconscious Bias	e-learning	25,644
Religion as a Social Determinant of Health	Workshop	268
Diversity and Inclusion in a Healthcare Setting (NRP)	Workshop	231
Juneteenth: Celebrating Freedom, Honoring Ancestry	Workshop	213
Women History Month: Women Mentors in Workplace	Workshop	205
Black History Month: Keeping It Alive	Workshop	176
From Past to Present: Lessons from Native Communities	Workshop	175
Celebrate Caribbean American Heritage Month	Workshop	145
Celebrating Diversity: Managing Well in Today's World Lunch Theater	Workshop	100
Interreligious Awareness for Patients and Staff	Workshop	90
Building Psychological Safety	Workshop	87
TOTAL		86,743

* These are not unique employees as some may have engaged in more than one training.

^ SHP training cycle runs from September 1, 2023 – August 31, 2024

LANGUAGE ACCESS

RFP for Interpretation Services Update

- New interpretation contracts started November 1
 - Over-the-Phone and Video-Remote Interpretation (OPI & VRI)
 - On-Site Interpretation (OSI) for Spoken Languages
 - On-Site Interpretation (OSI) for Sign Languages
 - Language Proficiency and Interpreter Skills Assessment
- One primary vendor for OPI and VRI with iPad equipment delivered to all facilities

Medical Interpreter Skills Training Program

- Cohort began early December with 207 candidates in 28 facilities and 21 languages

Epic Integration

- New Epic integration feature coming in 2025 as part of the new interpretation contracts

Section 1557 / ACA's Civil Rights in Healthcare Regulation

- Updated notices on non-discrimination, language access, and effective communication for individuals with disabilities through on-site promotion and digital materials in 14 languages.
- Updated SNEO (Systemwide New Employee Orientation) training with Section 1557 content as required for employee awareness.



VETERAN SUPPORT

Veteran Pop-Ups with Department of Veterans' Services:

Facility	Self-Identified	Participants
BELLEVUE	65	8
ELMHURST	20	4
HARLEM	16	14
JACOBI	41	32
KINGS COUNTY	61	23
LINCOLN	30	58
METROPOLITAN	13	7
NORTH CENTRAL BRONX	1	32
QUEENS	18	n/a
SOUTH BROOKLYN HEALTH	4	10
WOODHULL	20	12
Total	289	200

Additional Veteran Support

- Veterans Fair on October 3rd at Gouverneur with 20 exhibitors and 100 participants
- Let's Talk Veterans Webinar on November 8th with 70 participants
- Launch of (internal) Veterans Website – 200+ Resources

2025- Continue Veteran Support Focused initiatives

2026- Earn Veteran Friendly Designation for NYC Health + Hospitals

DISABILITY AWARENESS



LET'S TALK DISABILITY

Increase your awareness about how your colleagues, patients, and all others with disabilities work or experience their daily lives—whether their conditions are apparent or non-apparent

Next Session: **SEPT. 18th**



Let's Talk Disability 2024:

Year	Sessions	Participants
2023	4	169
2024	7	312

[I learned] “not knowing that someone has a disability by their looks and also being more sympathetic and understanding of persons with disability”

Community Outreach – Disability Events

- Disability Unite Festival July 14th -120 participants
- CODA Movie Screening at Woodhull – 22 participants
- NYC Disability Parade on Oct 20th
- Adaptive Yoga online for disabled patients-Dec 3rd 9 participants

SYSTEM LEVEL ACHIEVEMENTS – LGBTQ+ EQUITY

LGBTQ+ Equity & HR Talent Acquisition collaboration

- In late 2024, the LGBTQ+ Equity team collaborated with HR Talent Acquisition to commence targeted recruitment efforts for members of the LGBTQ+ community.
- The teams jointly attended two events:
 - On October 9, 2024 both teams attended *Queer in Every Career*, an annual LGBTQ+ recruitment event hosted by The LGBT Center.
 - On November 12, 2024 both teams attended the first annual *Transgender, Gender Non-Conforming, and Non-Binary (TGNCNB) Job Fair* organized by the NYSDOL in conjunction with The LGBT Center and Governor Hochul’s Office.
- Activities are part of our Talent Acquisition strategy to increase recruitment of under represented groups and also addressed an opportunity for improvement highlighted in recent HEI and LEI surveys.



SYSTEM LEVEL ACHIEVEMENTS – LGBTQ+ EQUITY

Long-Term Care Equality Index (LEI) – Post-Acute/Long-Term Care Facilities

- November 2024, the LGBTQ+ Equity team submitted all evidence for the 2025 Long-Term Care Equality Index (LEI), a joint project of The Human Rights Campaign Foundation (HRCF) and SAGE.
- The LEI is the nation’s foremost benchmarking survey of residential long-term care and senior housing communities on policies and practices dedicated to the equitable treatment and inclusion of their LGBTQ+ residents, visitors and employees.
- A total of 2,861 staff out of 3,182 members completed the ‘Bill of Rights for Long-Term Care Facility Residents who are LGBTQ or Living with HIV’ training in two months
- All PAC/LTC facilities achieved over a **90% completion rate**.
- This training also meets the requirements for the new Public Health Law section 2803-c-2(7)(a).
- The designation will be announced in Spring/Summer 2025.

WORKER EQUITY

- As of December 12, 2024 we have saved employees \$9.5M via our educational assistance and loan forgiveness programs.

- Food & Nutrition Worker Education Fund – Provides funding for educational opportunities targeted staff in Food & Nutrition titles
 - In 2024, \$43.5K was funded across 48 employees Systemwide
 - Examples of educational program paths
 - Pharmacy Tech
 - Social Work
 - Nursing

COMMUNICATIONS & MARKETING

Holidays & Observances

October 2024

- Honored LGBTQ+ History Month through an educational systemwide poster campaign highlighting prominent activists in LGBTQ+ History
- Celebrated Italian, German, Hispanic, and Polish Heritage Month through a cultural art gallery event at Queens Hospital

November 2024

- Honored Native American Heritage Month with a system-wide email, digital screensaver, and webinar event titled “From Past to Present: Lessons from Native Communities”
- Transgender Awareness Month was an opportunity to honor those who have lost their lives due to gender-based violence through a system-wide digital screensaver and infographic

December 2024

- On December 3, 2024, the International Day of Persons with Disabilities was observed with an Adaptive Yoga session open to staff, patients, and community members of all abilities.
- Human Rights Day observed on December 10, 2024

January 2025

- 2025 Diversity Calendar digital launch and print distribution

NYC HEALTH+ HOSPITALS

James Baldwin 1924-1987

A writer and social critic, Baldwin is best known for his 1955 collection of essays, "Notes of a Native Son," and his groundbreaking 1956 novel, "Giovanni's Room," which depicts themes of homosexuality and bisexuality. The novel stood out among literary critics because it features all white characters, unlike the civil rights activist's other novels which center the experiences of Black people. Baldwin spent a majority of his literary and activist career educating others about Black and queer identity, as he did during his famous lecture titled "Race, Racism, and the Gay Community" at a meeting in New York.

Audre Lorde 1929-1992

A lesbian feminist writer, librarian, and civil rights activist who made important contributions to feminist theory, queer theory, and critical race theory. As a poet, she is known for both technical mastery and emotional expression, as well as her poems that express anger and outrage at civil and social injustice. Her poems and prose largely deal with issues related to civil rights, feminism, lesbianism, and the exploration of Black female identity. She has inspired millions of people through her writing, some examples being her works, "Coal" and "Dance: A New Spelling of My Name."

HONORING LGBTQ+ HISTORY MONTH

NYC Health + Hospitals is committed to empowering lesbian, gay, bisexual, transgender, queer/questioning (LGBTQ) New Yorkers to live their healthiest lives possible.

Visit our website to learn more.



CELEBRATE NATIVE AMERICAN HERITAGE MONTH

NYC HEALTH+ HOSPITALS

NYC Health + Hospitals is committed to empowering lesbian, gay, bisexual, transgender, queer/questioning (LGBTQ) New Yorkers to live their healthiest lives possible.

Visit our website to learn more.

NYC HEALTH+ HOSPITALS

ADAPTIVE YOGA
MADE FOR ALL ABILITIES

MELANIE WEIDMAN

ALWAYS WELCOME! REGISTER TODAY.

TUESDAY DEC 3, 2024 4:30pm

Who is this class best Approp? Whether you are a beginner or an experienced yogi, you are able to customize the adaptive yoga program to match your goal.

#adaptingyoga

HONORING TRANSGENDER AWARENESS MONTH & DAY OF REMEMBRANCE
NOVEMBER 20

NYC HEALTH+ HOSPITALS

COMMUNICATIONS & MARKETING

Partnerships

- NYC Care partnered with the Consulate General of Mexico in New York, Met Council, and Multi-ethnic Alliance of New York on health care access presentations
- The partnership allows New Yorkers seeking consular services in neighborhoods across the city to be connected to services, including SNAP enrollment (formerly known as food stamps), health insurance (e.g., Medicaid), crisis intervention (e.g., eviction prevention), in addition to NYC Care.



Awards

NYC Health + Hospitals leaders recognized by Crain's New York Business as among the '2024 notable black leaders'

- **Seun Ajibade**, Director of Nursing for Behavioral Health Services, South Brooklyn Health
- **Georges Leconte**, CEO, NYC Health + Hospitals/Harlem
- **Cedric Olivera**, Director of Urogynecology and Reconstructive Pelvic Surgery, South Brooklyn Health



COMMUNICATIONS & MARKETING

- NYC Health + Hospitals was awarded **Silver recognition** in the **American Heart Association's 2024 Well-being Works Better™** Scorecard, representing a commitment to ensuring an equitable work environment for all staff.
- Organizations can earn a recognition level of Bronze, Silver, Gold or Platinum based on their adherence to the Association's science-backed recommended practices in areas such as health equity, burnout prevention, compensation and benefits, and more.



The American Heart Association has defined best practices for employers to use to build a culture of health and well-being for their workforce. The American Heart Association's Workforce Well-being Scorecard measures the extent to which the company has implemented those best practices. Companies recognized at the Silver level have achieved a score of 137 - 182 out of a maximum 230 points.

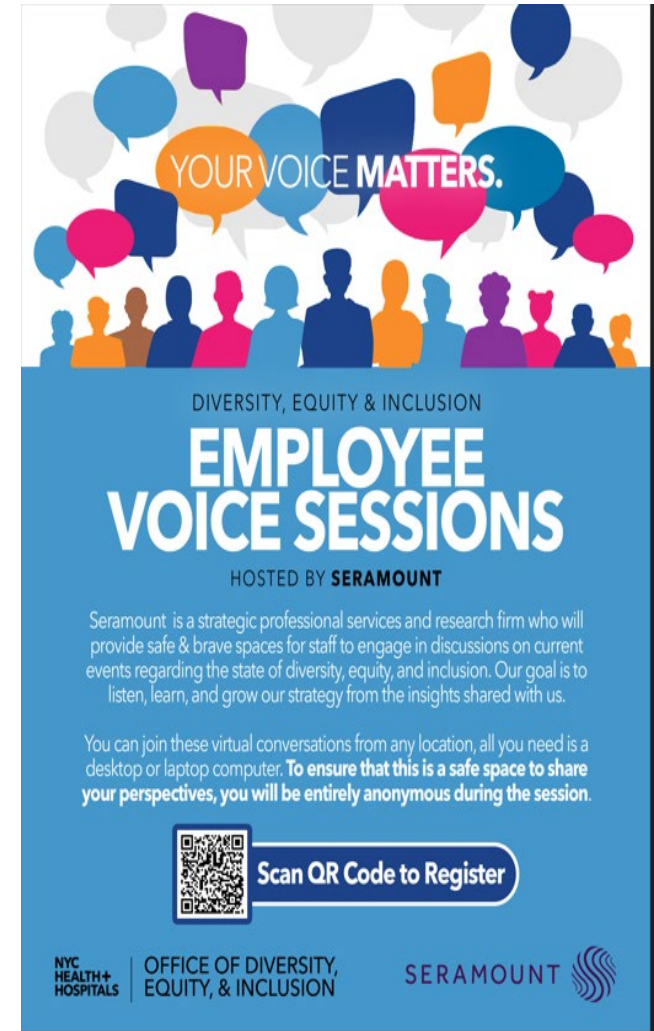
2025 – The year ahead..

In Q1- The DEI Office will be hosting:

- DEI Employee Voice Sessions
- Facilitated Leader Interviews

Purpose:

- Obtain current state information on DEI topics at NYC Health + Hospitals
- Develop strategic plan to address areas of opportunities identified



YOUR VOICE MATTERS.


DIVERSITY, EQUITY & INCLUSION


EMPLOYEE VOICE SESSIONS

HOSTED BY **SERAMOUNT**

Seramount is a strategic professional services and research firm who will provide safe & brave spaces for staff to engage in discussions on current events regarding the state of diversity, equity, and inclusion. Our goal is to listen, learn, and grow our strategy from the insights shared with us.

You can join these virtual conversations from any location, all you need is a desktop or laptop computer. **To ensure that this is a safe space to share your perspectives, you will be entirely anonymous during the session.**

 Scan QR Code to Register

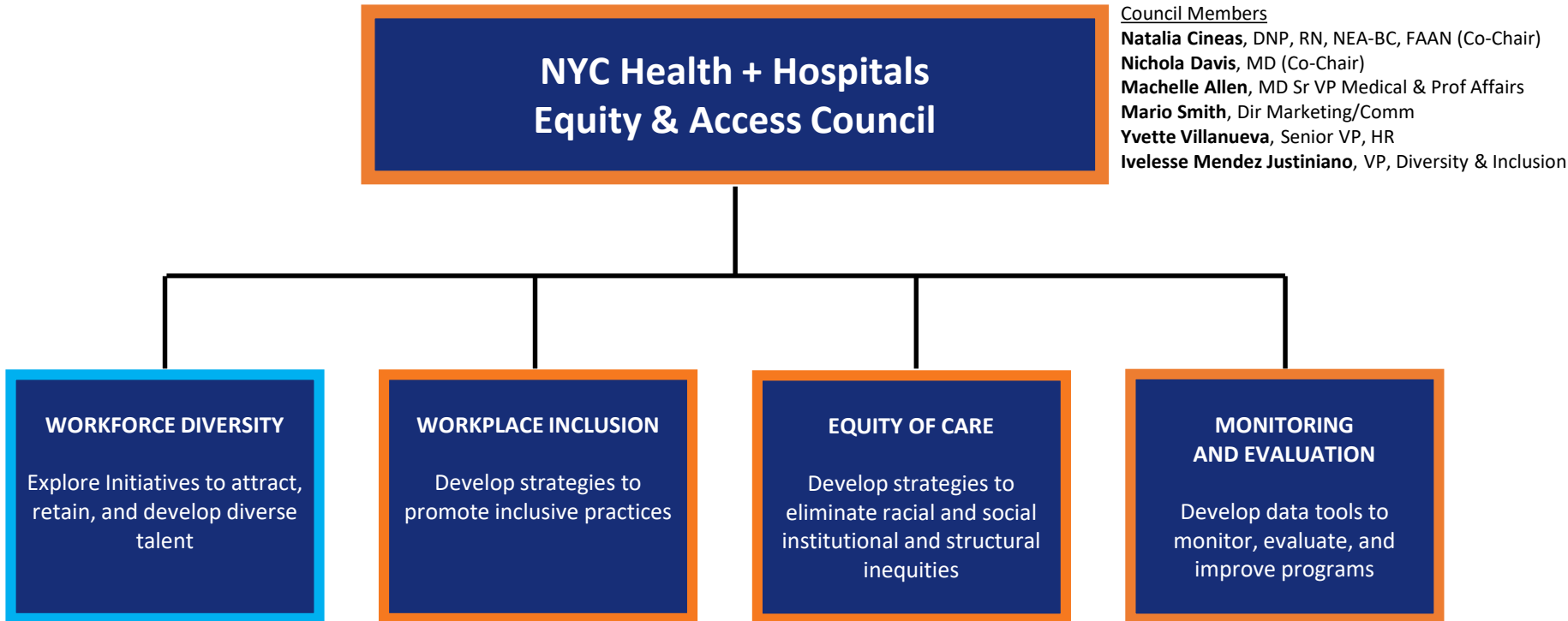
NYC HEALTH+ HOSPITALS | OFFICE OF DIVERSITY, EQUITY, & INCLUSION | SERAMOUNT 

Equity & Access Council Update

Natalia Cineas, DNP, RN, NEA-BC
Sr. Vice President, Chief Nurse Executive

Nichola Davis, M.D.
Vice President, Chief of Population Officer

Equity and Access Council Governance Structure



Workforce Diversity Workgroup



Presented by: Nichola Davis MD, MS
Vice President, Chief Population Health Officer, Co-Chair Equity & Access Council

Project Leads

(MOSAIC) – Visiting Scholars Program

Thea Belay, MD Director of Health Equity and Clinical Operations
Office of Medical & Professional Affairs

Mytri Singh, MPH, Senior Director, Finance Administration

The MOSAIC Program

MOSAIC (Medical Opportunities for Students and Aspiring Inclusive Clinicians) is a suite of interventions that help students and trainees from underrepresented backgrounds succeed in medical school and beyond.

Our Goals:

- Create a pool of competitive candidates going into medicine
- Build necessary skills and training, beginning early
- Recruit these students into medical school and beyond
- Expand NYC Health + Hospitals' physician workforce
- Expose middle school and high school students to careers in medicine (through partnership with Mentoring in Medicine)

Visiting Scholars Program (VSP)

Eligibility

- Medical students must be attending a US accredited allopathic medical school
- Students from underrepresented backgrounds are encouraged to apply

Program Details

- VSP students attend a 4-week program and receive a \$2,000 stipend for the rotation and an additional \$2,000 housing stipend if based outside the NYC metro area
- The training provides clinical shadowing, didactic sessions, practical learnings, simulation and experiential training

Process

- Students must submit an application, CV/resume, official transcripts, personal statement and letter of recommendation were due by April 2024
- Decisions are made within a month and students are matched with H+H facility based on elective request

Key Accomplishments 2024/25

MOSAIC – VSP

The MOSAIC team has received applicants from CUNY, Morehouse, Oregon Health & Science University for rotations at H+H and **20** medical students were accepted for 2024/25 academic year

- These students were placed in the following:
 - Rotations: Dermatology, ER, Family Medicine, GI, General Surgery, OB/GYN, Ophthalmology, Pediatrics, Pathology, Psychiatry and Radiology
 - Hospitals: Bellevue, Elmhurst, Jacobi, Lincoln, Metropolitan, Queens and South Brooklyn

- **Eleven** medical students participated in VSP in 2023/24, and of those, **two** students from CUNY Medical School were accepted into H+H Residency programs at Lincoln Hospital and SUNY Downstate/Kings County

MOSAIC Health Equity Curriculum

- Weekly didactic series with Dr. Thea Belay
- Guest speakers presenting on health equity topics
 - Social Determinants of Health with Dr. Julie Hyppolite
 - Population Health at NYC H+H with Dr. Leo Eisenstein
 - Racial Bias & Healthcare Inequity: The History of Healthcare Disparities with Dr. Joan Culpepper-Morgan
- Final week is student presentations on an AMA Health Equity module supplementing their clinical experience

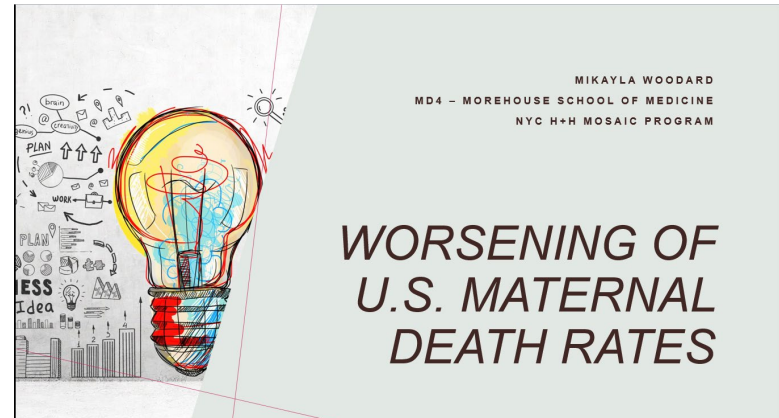
Examples of Student Presentations



Sociocultural Risk and Resilience in the Context of Adverse Childhood Experiences

Interview with Cristiane S. Duarte, PhD, MPH

Natalie Santana | M4 | The MOSAIC Program



MIKAYLA WOODARD
MD4 - MOREHOUSE SCHOOL OF MEDICINE
NYC H+H MOSAIC PROGRAM

WORSENING OF U.S. MATERNAL DEATH RATES



How Assumptions About Social Determinants of Health Can Mask Sources of Inequity

Tim Hoff and Dr John Chenault

October 2024

Mental Health in the Hispanic and Latinx Communities



Claudia Serna
CUNY School of Medicine | Metropolitan NYCHH

MOSAIC VSP 2024 Survey Results

- “I am motivated to learn more about health equity and committed to addressing disparities in my future career after my experience at NYC H+H”
 - 100% of respondents Strongly Agree or Agree.
- “Overall, how satisfied are you with your elective rotation experience?”
 - 90% responded Very Satisfied or Satisfied.
- Most (90%) would recommend this elective to their peers.

Spotlight on our Rotators



"It was a pleasure being able to have an away elective at the Emergency Medicine Department at SUNY Downstate/Kings County. As a fourth-year medical student, and an aspiring ER doc, this away rotation allowed me to further develop my clinical reasoning and procedural skills."



Charlene Kotei
CUNY School of Medicine
Doctor of Medicine Candidate || Class of 2023



"I believe that finding mentorship and guidance has always been a struggle whether it be through formal programs or trying to find guidance from those who have faced my similar challenges. The MOSAIC program afforded me the opportunity to explore my passions with the much needed assistance I have always looked for."



Dinesh G. Shiwlochan
Morehouse School of Medicine
Doctor of Medicine Candidate || Class of 2023



"During my rotation, we have discussed and learned about the history of social injustice in medicine and how it relates to medicine today. This experience has solidified my love for gastroenterology and further pushed me to pursue my career at a community hospital, such as a NYC Health + Hospitals, so that I may provide specialized care to vulnerable populations in the near future."



Rose Gedeon
CUNY School of Medicine
Doctor of Medicine Candidate || Class of 2023



Pre-Medical and Youth Programs



Mentoring in Medicine Leadership Team

Since 2008, Mentoring in Medicine (MIM) has empowered over 80,000 students, parents, and educators by introducing them to biomedical careers. Through its transformative programs, MIM has guided 580 underrepresented minority students to achieve their dreams of becoming physicians, addressing critical disparities in the healthcare workforce.



Lynne Holden, M.D.
President Emeritus



Andrew Morrison -
Chief Executive Officer



Yvette Calderon, M.D.
Co-Founder and
Director of Research



Raj K. Krishnan, M.D
Associate Director of
School Based
Programs

Medical Pathway Program (Pre-Med Students)

From November 2023 to April 2024, 58 recent college graduates attended a 20-week bootcamp that prepared them for the MCAT, reviewed their medical school application and improved their interview skills. As a result, 31 students are in the current application cycle with a typical 90% acceptance rate.



Albert Einstein College of Medicine



UPSTATE
MEDICAL UNIVERSITY



**Weill Cornell
Medicine**



Jacobs School of Medicine
and Biomedical Sciences
University at Buffalo



Boonshoft
School of Medicine
WRIGHT STATE UNIVERSITY



MOREHOUSE
SCHOOL OF MEDICINE



School of Medicine
TEMPLE UNIVERSITY®



1867
HOWARD
UNIVERSITY

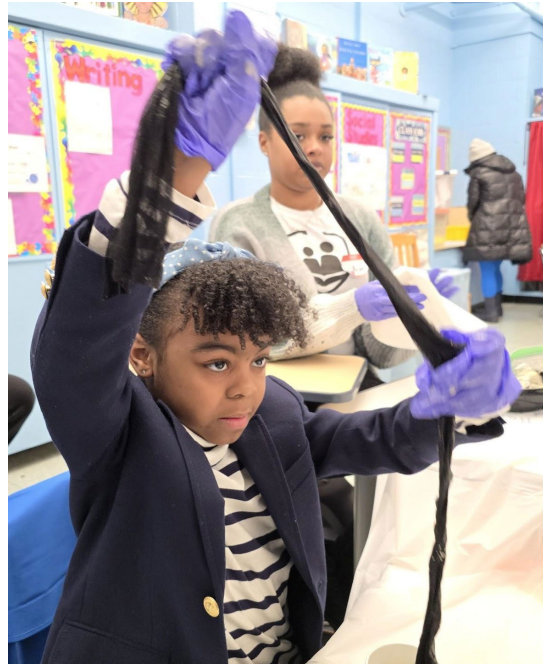
College of Medicine



TOURO COLLEGE
OF OSTEOPATHIC MEDICINE ²⁷

Hospital Youth Academy (Middle School Students)

On Saturday, March 23, in partnership with Harlem Hospital, 52 students, parents, and staff gathered at PS 197. The event featured students building a model of the digestive system, learning about the field of medicine through a health science career panel, and attending an interactive science fair.



Health Science Fairs (High School Students)

Reached 1,500 students by hosting a 3-hour health science fair across ten high schools. Students had the opportunity to learn how to use a stethoscope, suture wounds, examine animal organs, and simulate blood draws.



Online Biomedical Hackathon

With support from Einstein College of Medicine and LabCorp, 70 students from middle school to graduate school spent the weekend of October 25 reviewing scientific publications and developing public service campaigns.

Mentoring in Medicine

Calling All Middle School to Graduate School Students

FREE

WIN AN IPHONE 15 PRO

NETWORK
With Engineering, Health, and Science professionals

Virtual Biomedical RESEARCH HACKATHON

Join **Mentoring in Medicine** from the comfort of your home for a weekend of research and collaboration as we **create public service campaigns based on scientific publications.**

Friday, October 25th, 2024, 6-8 PM
 Saturday, October 26th, 2024, 9 AM - 5 PM
 Sunday, October 27th, 2024, 3-6 PM

REGISTER at
<https://tinyurl.com/mimhackathon>

zoom

Write Your Book About A Trip to the Hospital (Elementary to High School)

In collaboration with healthcare professionals, students are creating an illustrated children's book about a trip to the hospital.

