



Montefiore



From the OFFICE OF THE DEAN

Dear Dr. Qadeer:

I appreciate your taking the time to write to me and numerous others within the Einstein Montefiore community regarding your and your colleagues deep concerns about the impact of racism, healthcare disparities, and socioeconomic inequalities in our Bronx community.

As you rightly point out, much needs to be done to address these issues. In [our response](#) last month to the Einstein Chapter of White Coats 4 Black Lives about these same concerns, our senior leadership acknowledged this, along with our pledge to institute meaningful change. That promise is based both on our history and our current mission and values.

As you note, both Einstein and Montefiore have long been at the forefront of combatting racism and social injustice. Just as important is your recognition that we are committed and willing to meet this moment and produce positive change.

How is this going to happen?

Let me take this opportunity to share the most relevant aspects of our response to the students (immediately below), since they touch directly on many of the issues that you've raised. Our letter describes actions that the College of Medicine has pledged to take:

- Update and further strengthen our anti-racism policy.
- Build on current reporting processes to enhance the effectiveness of and availability for reporting misogynistic, racist, homophobic, or off-hand derogatory comments about the Bronx and its population that may occur during classes, in laboratories, or at clinical training sites.
- Include the Council for Diversity and Inclusion in the reporting of the demographics of applicants and people who are offered interviews, are accepted, and matriculate into the MSTP, M.D. and Ph.D programs.
- Develop plans for cultural awareness training for the admissions committees of the M.D., Ph.D., and MSTP programs.
- Work with the office of grant support to develop a database of grants and fellowship applications for women and URM trainees. Develop a process for disseminating this information in a regular and timely manner to Ph.D. and MSTP students.

- Create an online dashboard that will list all current anti-racism initiatives at Einstein and progress that is being made. We will start building the platform now and believe it will be fully operational within the next three to six months.
- Support the work of our graduate school task force (Cultural Awareness and Research Curriculum Working Group) that is developing approaches to incorporate anti-racism and social justice into the Ph.D. curriculum.
- Strengthen our pipelines programs to include undergraduate MARC (NIH-funded Minority Access to Research Careers) Programs and partner with the BUILD program (NIH-funded Building Infrastructure Leading to Diversity Initiative) to facilitate recruitment of underrepresented students to the graduate school.
- Refine our guidelines and policies for faculty recruitments to align with the Einstein Diversity and Inclusion Strategic Plan for Excellence.
- Create spaces reserved for participants from HBCUs to participate in our summer pipeline program (Diversity Student Summer Research Opportunity Program)
- Continue to support Diversity Second Look and Real Talks and enhance recruitment efforts of URM students to the MSTP and M.D. programs at Einstein.
- Provide ongoing online training on implicit bias for the entire Einstein community.

In addition, our letter notes a number of significant recent appointments, including naming Dr. Nerys Benfield as senior associate dean for diversity and inclusion.

While this single response does not cover all of the issues you mentioned, I have asked Dr. Benfield—who is taking the lead on these issues—to reach out to you to continue the conversation on how they can best be addressed.

Ultimately, however, these are not just student issues, or ones confined to those who work in our clinics, hospitals, labs, or classrooms. Moving forward, we must involve *everyone* in the Einstein and Montefiore community. With your insights and assistance—and those of others in your group and throughout our greater academic and healthcare community—we are determined to work together toward the common goal of eradicating systemic racism in the communities where we live and work.

Sincerely,

Gordon F. Tomaselli, M.D.
The Marilyn and Stanley M. Katz Dean

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