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What's Happening in Medicine



Issue
Two

A Monthly Insight on Diversity, Equity, Inclusion & Belonging within the Department of Medicine

The DEIB Journal

Here with you, Here for you!

STAY CONNECTED >>>



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Meet the Medicine DEIB Team



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*Women in Medicine
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Dr. Ricardo Lundi, DO
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Committee*



Dr. Monique Montia, MD
Co. Chair
*Academic & Health Equity
Committee*



Nitch Jones
Diversity, Equity, Inclusion & Belonging Officer
Department of Medicine

What is Diversity, Equity, Inclusion & Belonging >>>

“Real diversity and inclusion doesn’t mean that we will always agree. It means that even when we disagree, we can still respect each other.” – Justin Jones-Fosu

Diversity is defined as the presence and representation of people of differing races, religions, ages, disabilities, genders, sexual orientations, ethnicities, languages, nationalities, political parties, socioeconomic groups, and other characteristics that inform an individual’s worldview and experiences.

It is impossible to comprehend or foster equity and inclusion without diversity. People from every kind of demographic must be represented in any given arena of society (politics, healthcare, sports, higher education, art, technology, etc.) in order for their perspectives to be recognized, understood, and taken into account in making policy decisions. Such decisions are more just and effective when they are informed by more perspectives.

“Equality is leaving the door open for anyone who has the means to approach it; equity is ensuring there is a pathway to that door for those who need it.” -Caroline Belden

Equity is the act or process of implementing justice and the fair distribution of resources across programs and systems. It takes into account the historical disadvantages some groups have experienced and attempts to compensate for them in ways that produce equal results for everyone. This is different from the concept of equality, which means that everyone is treated in the same way without regard for their individual needs or disadvantages. Equality doesn’t account for the fact that those disadvantages lead to unequal results.

Inclusion is a state in which all groups of people have equal access to beneficial programs, systems, and power, and people don’t feel discouraged from accessing those things because of their personal characteristics. For example, you would be less likely to join a club in which you felt unwelcome or alone than one in which you felt accepted and fit in with others, even if there were more benefits to being a member of the first club.

When everyone feels welcome and uninhibited, it’s easier for diverse groups to access systemic resources. This is the point at which diversity, equity and inclusion have theoretically been achieved, although in reality, this is typically an ongoing process with milestones and setbacks.



Medicine DEIB Making Moves . . .

Breakfast with the Chair at the Fayetteville Towne Center Offices (Primary Care-Internal Medicine & Cardiology)



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MEDICAL UNIVERSITY

We're Wearing Jeans

2.2.24-5.3.24
A FUNDRAISER TO RAISE AWARENESS FOR HEART DISEASE

The Department of Medicine will be participating in the 2024 Syracuse Heart Walk. All proceeds raised from the Jean's Friday will be donated towards Team "Medicine for Hearts." Our goal is to raise \$5,000 as a team.

\$1 EVERY FRIDAY

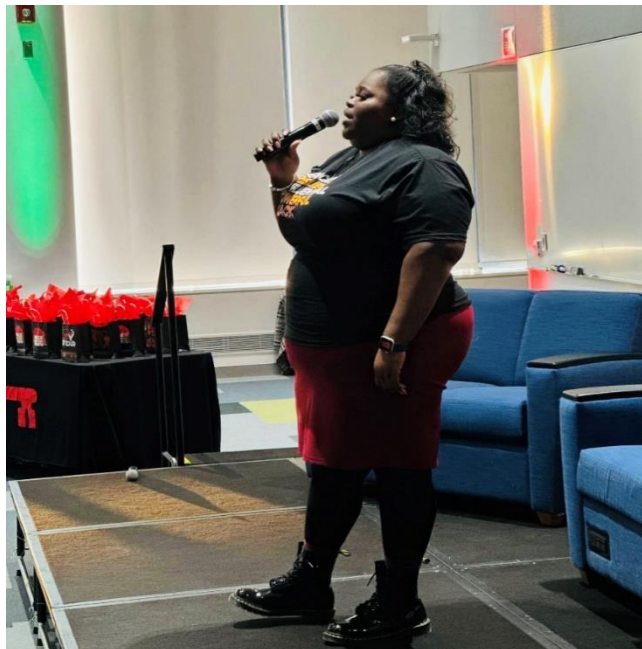
UPSTATE UPSTATE



We are looking for walker's/runner's! Want to join Team "Medicine for Hearts?" Sign up at <http://www2.heart.org/goto/dom4hearts>. All Upstate employee's who register for the walk & pay \$35 or more, get a cool FREE blue quarter zip shirt.

Medicine Celebrates Black History

The Department of Medicine in partnership with KeyBank sponsored a Black History Month Celebration. The event featured song, dance and spoken word performances and panel discussions on health disparities in the African American community and the history of the 15th ward. Among the presenters were Syracuse Deputy Mayor Sharon Owens, representatives of Blueprint 15 and various other organizations.





“Diversity: the art of thinking independently together.”
- *Malcom Forbes*

coming soon >>>

In The Next Issue

Celebrating Women’s History Month

A Deeper look in Diversity

February 1 – National Freedom Day

On this date in 1865, President Lincoln signed the 13th Amendment which abolished slavery. The day was first advocated for by Major Richard Robert Wright Sr. who was born into slavery and freed after the Civil War.

February 10 – Lunar New Year

This signifies the first new moon of the lunar calendar. It’s a time rich in traditions and cultural festivities, often featuring family gatherings, special foods and diverse cultural rituals that differ from country to country, including performances, special decorations, and the giving of good-luck gifts.

February 14 – Frederick Douglass’ Birthday (Observed)

This day honors the birth of abolitionist Frederick Douglass. After escaping slavery in Maryland, he became the face of the abolitionist movement in the North.

February 15 – Susan B. Anthony’s Birthday

This women’s suffrage leader advocated for equal pay and the right to vote for women. She also was an active member of the Abolitionist movement alongside Frederick Douglass.

What's Happening in Medicine, DEIB related?

FRIDAY
MARCH
01

UPSTATE
MEDICAL UNIVERSITY | Department
of Medicine

5:30 PM - 8:30 PM

MEDICINE

WOMEN IN



DR. CYNTHIA TAUB-MD, MBA
*Edward C. Reifenstein Professor of Medicine
Department of Medicine, Chair*



MRS. YOLANDA KING
*Department of Medicine
DEI(B) W.I.M Committee Chair*



KEYNOTE SPEAKER - DR. AMY TUCKER
*Upstate Hospital
Chief Medical Officer*



Dr. Leslie Kohman
THORACIC SURGERY
HOSPICE & PALLIATIVE
MEDICINE



Dr. Keshia Suhail
GASTROENTEROLOGY
FELLOW



Dr. Ruth Weinstock
ENDOCRINOLOGY,
DIABETES &
METABOLISM



Tara Mathews, MBA
HOSPITAL MEDICINE



Dr. Elizabeth Asiago-Reddy
INFECTIOUS DISEASE



Dr. Tanya Paul
OBSTETRICS AND
GYNECOLOGY



Dr. Dana Savici
PULMONARY SLEEP
& CRITICAL CARE

NEW ACADEMIC BUILDING 4414 A/B/C

ROUND TABLE DISCUSSIONS | KEYNOTE SPEAKER | NETWORKING | VENDOR'S | PANEL | FOOD AND MORE ...

Presented by the Department of Medicine Office of Diversity, Equity, Inclusion & Belonging