




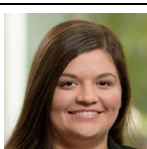
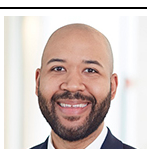
Diversity, Equity, Inclusion, and Outreach Programs







Our Diversity is Our Strength. TPCB and the Weill Cornell and David Rockefeller graduate schools are strongly committed to promoting diversity, equity, and inclusion at all levels in science. We recognize that outstanding students come from all walks of life, regardless of racial, ethnic, cultural, or socioeconomic background; sex, gender identity, or sexual orientation; or disabilities, be they visible or invisible. The program has zero tolerance for racism and discrimination in any form, and works actively to combat unconscious bias in our admissions, recruiting, and curricular activities. We also ensure representation of scientists from diverse backgrounds in our scientific events and advocate for diversity in faculty hiring at the three institutions.

Scientific outreach activities to underserved communities represent a critical avenue to promoting diversity in STEM in the long term. TPCB has an outstanding culture of science outreach in our program and strongly encourages all students and faculty to participate in outreach programs on a regular basis in order to maximize their impacts.

For more information, see: <https://chembio.triiprograms.org/about-tpcb/diversity-inclusion/>

Students with any questions, concerns, or suggestions regarding diversity, equity, inclusion, and outreach are encouraged to contact the Program Director and may also contact the professional staff listed below directly. Information is also provided below on how to request disability support services, and how to report bias, discrimination, harassment, mistreatment, or misconduct.

	<p>Derek S. Tan, PhD TPCB Program Director tand@mskcc.org 646-888-2234 (o) 646-228-1777 (m)</p>	Provides academic oversight for all TPCB students and coordinates diversity and inclusion efforts, and disability services with the graduate schools
	<p>Yazmin Carrasco, PhD Assistant Dean, Diversity & Student Life Weill Cornell Graduate School ypc4001@med.cornell.edu 212-746-6122 (o)</p>	Coordinates diversity, equity, inclusion, and outreach programs at WCM (also for students in MSK labs)
	<p>Roxana Mesías, PhD Diversity Program Manager Weill Cornell Graduate School rem4008@med.cornell.edu 212-746-1060 (o)</p>	Coordinates IMSD Program and Esprit de Corps Program in Office of Student Diversity at WCM (also for students in MSK labs)
	<p>Yaihara Fortis Santiago, PhD Associate Director, Postdoctoral Affairs & Trainee Diversity Initiatives, MSK fortissy@mskcc.org 646-888-3705 (o)</p>	Coordinates diversity, equity, inclusion, and outreach programs at MSK
	<p>Ashton Murray, PhD Chief Diversity Officer The Rockefeller University odei@rockefeller.edu 212-327-8502 (main)</p>	Coordinates diversity, equity, and inclusion programs at RU

	Jeanne Garbarino, PhD Director, Science Outreach The Rockefeller University jgarbarino@rockefeller.edu 212-327-7418 (o)	Coordinates outreach programs at RU
	Randi B. Silver, PhD Associate Dean, Academic Affairs Weill Cornell Graduate School rbsilve@med.cornell.edu 212-746-5006 (o)	Provides academic oversight for TPCB students in WCM and MSK labs and can also coordinate support services
	Emily Harms, PhD Senior Associate Dean David Rockefeller Graduate School emily.harms@rockefeller.edu 212-327-8090 (o)	Provides academic oversight for TPCB students in RU labs and can also coordinate support services, disability services, and ADA accommodations
	Henry W. Murray, MD Student Ombudsperson Weill Cornell Graduate School hwmurray@med.cornell.edu (to sched appts) 212-746-6330 (o)	Offers safe place where all students in WCM and MSK labs may discuss problems or issues confidentially and assess options to resolve situation
	Brittney Blakeney, JD Title IX Coordinator, Weill Cornell Grad. Sch. nosexualmisconduct@med.cornell.edu bsb4002@med.cornell.edu 212-746-9915 (o)	Addresses reports of sexual misconduct and Title IX violations for students in WCM and MSK labs
	Virginia Huffman Vice President, Human Resources and Title IX Coordinator, Rockefeller University huffman@rockefeller.edu 212-327-7261 (o)	Addresses reports of bias, discrimination, harassment, and sexual and related misconduct, including Title IX violations, for students in RU labs

For information on Diversity, Equity, and Inclusion programs at the Weill Cornell Graduate School for TPCB students at **WCM and **MSK**, see:**

<https://gradschool.weill.cornell.edu/diversity-and-inclusion>

These programs include:

- **Breaking Bread** - dinner and open conversations exploring belief systems, stereotypes
- **Coffee Hours** - connect with fellow students, postdocs, faculty, staff to foster community
- **Esprit de Corps** - mentorship program for 1st-year PhD students from diverse bkgds
<https://gradschool.weill.cornell.edu/student-experience/diversity-and-inclusion/esprit-de-corps>
- **Orientation Diversity Mixer** - brings together incoming and current students from underrepresented groups
- **LGBTQ Groups** - foster supportive, inclusive community for LGBTQ+ students
LGBTQ+: <https://diversity.weill.cornell.edu/diverse-communities/lgbt>
Q!: lad2027@med.cornell.edu

- Social Justice and Anti-Racism Task Force (SJAR) - promotes success and proportional representation of researchers from underrepresented minorities at every level
<https://gradschool.weill.cornell.edu/social-justice-antiracism-task-force>
- Watering My Garden - provides a safe space for self-identified minority women in STEM to share, explore, learn, and grow together
https://www.instagram.com/wateringmygarden_nyc/
- WCGS Office of Student Diversity Single Event Funding - provides funds for non-recurring events hosted by student organizations
wcgdiversity&outreach@med.cornell.edu
- Tri-Institutional Minority Society (TIMS) - open to all, Tri-I campus students, postdocs, technicians, faculty, and staff to build community and support for minorities in science
https://www.instagram.com/tims_nyc/
<https://gradschool.weill.cornell.edu/diversity-and-inclusion>

For information on Diversity, Equity, and Inclusion programs at The Rockefeller University for TPCB students at RU, see:

<https://www.rockefeller.edu/odei/>

These programs include:

- DEI Microgrants - funds innovative projects that promote diversity and equity and/or foster a culture of inclusion on and off campus
<https://www.rockefeller.edu/odei/programs-initiatives/dei-microgrants/>
- BIOGROW Program - a year-long supportive community for first-year graduate students that centers on building an inclusive community in the biosciences
<https://www.rockefeller.edu/odei/programs-initiatives/biogrow/>

Student groups include:

- Rockefeller Inclusive Science Initiative (RISI) - empowers graduate students from underrepresented backgrounds to participate in and increase representation in science
- Rockefeller International Group of Scholars (RIGS) - fosters collaboration and exchange of knowledge across borders and cultures to benefit our scientific community
<https://www.rockefellerinternationalgroupofscholars.com/>
- RockOut (formerly People at Rockefeller Identifying as Sexual Minorities, PRISM) - fosters community by supporting and affirming experiences of LGBTQ+ colleagues
<http://rockoutrockefeller.org/>
- Women in Science at Rockefeller (WISer) - promotes institutional equality and success of women scientists, serves as platform for professional devt. and community advocacy
<https://www.wiseratrockefeller.com/>
- Tri-Institutional Minority Society (TIMS) - open to all Tri-I community members to build community and support for scientists from underrepresented backgrounds
https://www.instagram.com/tims_nyc/
<https://gradschool.weill.cornell.edu/diversity-and-inclusion>

For information on Outreach programs organized by TPCB and other students, see:

<https://www.trioutreach.com/>

- Tri-I Mentorship Initiative (TIMI) - provides peer mentorship to students primarily from underserved groups who are applying to biomedical graduate programs
<https://www.trioutreach.com/>
- Tri-I Outreach Fair - annual event featuring presentations by local outreach organizations and opportunities for Tri-I community members to participate

For information on Outreach programs at the Weill Cornell Graduate School, see:

- Weill Cornell High School Catalyst Program - offers hands-on research exposure to NYC high school students from diverse communities
<https://diversity.weill.cornell.edu/opportunities/high-school-catalyst-program>

For information on Outreach programs at The Rockefeller University, see:

- RockEDU Science Outreach - organizes science outreach programs for K-12 students
<https://www.rockefeller.edu/outreach/>
- Rising Scholars Workshop - provides scientific training, mentorship, and leadership development opportunities to promising young scientists from underrepresented groups
<https://www.rockefeller.edu/odei/programs-initiatives/rising-scholars-workshop/>

For information on other NYC-area outreach programs led by TPCB students, see:

- Genspace – A community-based biology lab that provides opportunities for individuals of all ages and experience levels to get involved with hands on biological research
<https://www.genspace.org/>
- NYAS Afterschool STEM Mentoring Program – provides STEM mentorship to NYC elementary and middle school students in underserved areas
<https://www.nyas.org/learning/school-community-programs/after-school-stem-mentoring-program/>

For information on diversity-focused summer undergraduate and postbaccalaureate pipeline programs at the Weill Cornell Graduate School, see:

<https://diversity.weill.cornell.edu/student-diversity/enrichment-programs>

- ACCESS - for undergraduates from underrepresented and disadvantaged backgrounds interested in pursuing PhD
<https://gradschool.weill.cornell.edu/student-experience/diversity-and-inclusion/summer-undergraduate-research>
- ASPIRE - provides research education, professional development, academic coaching, and tiered mentorship to produce future scientists from underrepresented backgrounds
<https://pediatrics.weill.cornell.edu/education/aspire>

- Gateways to the Laboratory Program - for undergraduates from underrepresented and disadvantaged backgrounds interested in pursuing MD-PhD, organized by the Tri-I MD-PhD Program
<https://weill.cornell.edu/mdphd/summerprogram>

For other summer undergraduate pipeline programs that encourage applications for students from underrepresented and disadvantaged backgrounds, see:

- Tri-I ChBSP (chem bio) - <https://chembio.triiprograms.org/about-tpcb/summer-internship/>
- Tri-I CBSP (computational biology) - <https://compbio.triiprograms.org/cbsp/>
- GSK MBSP - <https://www.sloankettering.edu/gerstner/summer-undergraduate-research>
- RU SURE - <https://www.rockefeller.edu/education-and-training/surf/>

For information on Student Disability Services at the Weill Cornell Graduate School for TPCB students at **WCM and **MSK**, see:**

- Student Disability Services - for disability services and ADA accommodation requests
<https://studentservices.weill.cornell.edu/student-life/student-disability-services>

For information on Student Disability Services at The Rockefeller University for TPCB students at **RU, see:**

- Individuals with Disabilities - for disability services and ADA accommodation requests
<https://www.rockefeller.edu/human-resources/disabilities/>

For information on reporting bias, discrimination, harassment, mistreatment, and misconduct at the Weill Cornell Graduate School for TPCB students at **WCM and **MSK**, see:**

- Weill Cornell Trainer-Learner Committee - monitors, reviews, investigates, and aids in resolution of mistreatment issues (wcgstlc@med.cornell.edu)
<https://gradschool.weill.cornell.edu/WCGSTLC>
- Weill Cornell Student Ombudsperson - offers a safe place for confidential discussions of problems including academic issues, interpersonal conflicts, and harassment
<https://studentservices.weill.cornell.edu/student-life/student-ombudsperson>
- Sexual Misconduct & Campus Security - to report sexual misconduct & Title IX violations
<https://medicaleducation.weill.cornell.edu/student-resources/sexual-misconduct-campus-security>

For information on reporting bias, discrimination, harassment, mistreatment, and misconduct at The Rockefeller University for TPCB students at **RU, see:**

- Working at Rockefeller - for information on non-discrimination policy and to report issues
https://formspolicies.rockefeller.edu/getfile.php?type=Form&file=HR_NON-DISCRIMINATION_ANTI-HARASSMENT_AND_ANTI-RETALIATION_POLICY_pdf
- Title IX - to report sexual misconduct & Title IX violations
<https://www.rockefeller.edu/human-resources/title-ix/>