



*Institute for
Equity and Justice
in Health Sciences
Education*

The Anti-Racism Student Fellowship

Advancing student contributions to anti-racism work in Medical and Graduate Education

The 2024-2025 Anti-Racism Student Fellowship Projects

Anti-racism Student Fellows will work with students, staff, and faculty on projects that are aligned with strategic priorities or change targets (goals) identified by the Racism and Bias Initiative's Guiding Coalitions in the Department of Medical Education and the Graduate School of Biomedical Sciences.

**Two of the listed projects are a continuation from the 2023-2024 fellowship cohort and are therefore not available for new applicants.

Project Name:	Assessing Equity-Centered Approach to Graduation Awards Nomination and Selection Process**
Unit:	Office of Diversity and Inclusion/Center for Multicultural and Community Affairs and Student Affairs
Department:	Medical Education
Duration:	October 2024 – May 2025
Project Description:	Graduation and departmental awards have long been a tradition in medical schools and play a role in shaping the academic careers of medical students. Based on the project aims achieved in the first year (2023-2024), this year's project aims to assess the adoption of the equity-centered approaches and best practices and identify recommendations for all relevant medical student award categories.
Project Responsibilities:	<ul style="list-style-type: none"> • Conduct a post-award evaluation of the 2025 award results. • Assess the adoption of equity-centered approaches and best practices. • Disseminate equity-centered recommendations to administrators who oversee student nomination and selection processes.
Project Mentor:	Ann-Gel Palermo, DrPH, MPH

Project Name:	Coordinating Inclusion, Diversity, Equity, and Antiracism (IDEA) Efforts Across Student Groups
Unit:	Office for Diversity and Inclusion and The Institute for Equity and Justice in Health Sciences Education

Department:	Medical Education
Duration:	October 2024 – May 2025
Project Description:	As part of the Racism and Bias Initiative's guiding coalition change targets , the aim of this project is to provide a space for student group members to dialogue, dream, and design efforts to incorporate diversity, equity, inclusion, and anti-racism (DEIA) into their programming and across student groups.
Project Responsibilities:	<ul style="list-style-type: none"> • Spearhead two annual DEIA retreats for ISMMS student groups, in coordination with the Student Council URiSM Reps and other stakeholders. • Oversee administrative tasks such as scheduling and managing meetings with planning team, maintaining details notes, project managing, organizing materials, and co-facilitating the retreats. • Lead efforts to promote the retreats to affinity student groups. • Conduct retreat evaluations and report back themes and critical feedback to the Department of Medical Education guiding coalition.
Project Mentor:	Ashley Michelle Fowler, MEd

Project Name:	Planning for Challenging Norms Conference
Unit:	The Institute for Equity and Justice in Health Sciences Education
Department:	Medical Education
Duration:	January 2025 – October 2025
Project Description:	In 2023 we hosted our first Challenging Norms: Uplifting Anti-Racist Work to Transform the Landscape of Medical Education conference. Challenging Norms is a non-traditional virtual conference promoting community, coalition-building, and skill development through rigorous and preliminary research, presentations, shared stories and experiences, and the successes and challenges of efforts. This project aims to plan for the 2025 Challenging Norms conference.
Project Responsibilities:	<ul style="list-style-type: none"> • Assist in planning and implementing the 2025 Challenging Norms national virtual conference • Participate in regular team meetings with The Institute for Equity and Justice in Health Sciences Education team • Work with graphic designer and marketing to develop materials and communications related to the conference • Spearhead review committee process to identify conference presenters • Support presenters and keynote speakers leading up to the conference • Work with online conference platform representatives; and archive presentations and analyze feedback data.
Project Mentors:	Leona Hess PhD, MSW, Chloe Martin, MSW, David Muller, MD

Project Name:	Collaborating with the Structural Competency Working Group
Unit:	The Institute for Equity and Justice in Health Sciences Education and Structural Competency Working Group
Duration:	October 2024 – May 2025
Department:	Medical Education
Project Description:	This project is a partnership between the Icahn School and the Structural Competency Working Group , with the aim of developing, disseminating, and publishing structural competency cases for various institutions across the country.

Project Responsibilities:	<ul style="list-style-type: none"> Collaborate with the Structural Competency Working Group to break down institutional silos and build interprofessional community focused on structural competency. Develop and finalize the arrow diagram structural competency cases and contribute to design of cases in additional areas. Disseminate materials to institutions to meet the Liaison Committee on Medical Education (LCME) requirement Element 7.6: Structural Competence, Cultural Competence, and Health Inequities.
Project Mentors:	Leona Hess PhD; Structural Competency Working Group point person

Project Name:	Designing the Advocacy, Social Justice, and Anti-oppression Thread in the Curriculum Redesign
Unit:	Curricular Affairs and The Institute for Equity and Justice in Health Sciences Education
Department:	Medical Education
Duration:	October 2024 – May 2025
Project Description:	In November 2021, the Office of Curricular Affairs began the process of curriculum redesign for the MD program. As part of the new curriculum, the Advocacy, Social Justice, and Anti-Oppression (ASA) thread is designed to equip all students with the knowledge and skills they need to address social determinants of health and promote health equity for all patients, with a particular focus on the impact of racism as a social determinant of health. This project aims to continue the ASA thread integration into the ASCEND curriculum.
Project Responsibilities:	<ul style="list-style-type: none"> Serve as an advisor to the ASA workgroup. Partner with content experts and the instructional designer consultant to continue to develop relevant ASA thread learning activities. Assist in planning and overseeing curriculum hackathons for ASA content experts (faculty, staff, and students) to update existing cases and lecture material to include thread content.
Project Mentors:	Leona Hess PhD, MSW and Ravishankar (Ravi) Ramaswamy, MD

Project Name:	Disseminating Equity Audit Protocol
Unit:	The Institute for Equity and Justice in Health Sciences Education
Department:	Medical Education
Duration:	October 2024 – May 2025
Project Description:	As part of the Racism and Bias Initiative's guiding coalition change targets , a protocol was developed and implemented to conduct an equity audit of select student facing policies and to track policies over time to determine if there is inequity. This project aims to design materials and capacity development opportunities to disseminate the equity audit protocol nationally.
Project Responsibilities:	<ul style="list-style-type: none"> Assess existing status of equity audit process and identify best practices to update protocol Identify and design materials and capacity development opportunities Create a dissemination and communication plan Disseminate equity audit protocol nationally
Project Mentor:	Leona Hess PhD, MSW

Project Name:	GSBS Anti-racist Change Strategy Implementation
Unit:	The Institute for Equity and Justice in Health Sciences Education
Department:	Graduate Education
Duration:	October 2024 – May 2025
Project Description:	The Graduate School for Biomedical Sciences is committed to implementing strategic transformational change through the formation of the Graduate School Racism and Bias Initiative (gRBI) Guiding Coalition and partnership with The Institute for Equity and Justice in Health Sciences Education. Building on the work of the previous cohort, this project aims to implement and track results of 2023-2024 Change Targets and participate in 2024-2025 target development and implementation.
Project Responsibilities:	<ul style="list-style-type: none"> • Participate in existing 2024 change target implementation and course correction process • Assist in tracking 2024 change target outcomes using results-based accountability • Partner with members of the gRBI guiding coalition to develop new 2025 change targets • Participate in 2025 change target implementation teams to develop tactical plan and execute tasks
Project Mentors:	Leona Hess PhD, MSW; Jay Johnson; Members of the GSBS Guiding Coalition

Project Name:	Establishing a Sustainable Connection between Undergraduate Pre-Health Student Affinity Groups and the ISMMS
Unit:	Admissions, MSTP
Department:	Medical Education/Graduate Education
Duration:	October 2024 – May 2025
Project Description:	This project aims to create a lasting and beneficial relationship between undergraduate pre-health student affinity groups and the Icahn School of Medicine. Based on project deliverables generated in the first year of the project (2023-2024 cohort), the fellow will build relationships, establish a mentorship program, organize campus visits and collaborative events, facilitate connections to enrich research and clinical experiences, conduct professional development workshops, and develop a long-term sustainability plan in partnership with Icahn Mount Sinai Student Affinity Groups. Through this project, the goal is to support undergraduate students from historically excluded groups interested in pursuing medical careers, promote diversity in healthcare, and create a nurturing environment that fosters success.
Project Responsibilities:	<ul style="list-style-type: none"> • Build relationships and establish a mentorship program between undergraduate pre-health student affinity groups and ISMMS affinity groups • Organize campus visits, collaborative events, and professional development workshops • Develop a long-term sustainability strategy
Project Mentors:	Valerie Parkas, MD; Talia Swartz, MD, PhD; Jessica Maysonet

Project Name:	Expanding Access and Mentorship to MD-PhD training**
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Unit:	MSTP, Admissions, Diversity Affairs, Office of Diversity and Inclusion/Center for Multicultural and Community Affairs
Departments:	Medical Education and Graduate Education
Duration:	October 2024 – May 2025
Project Description:	As part of ongoing efforts to diversify and strengthen the Medical Scientist Training Program (MSTP), this project aims to enhance access to MD-PhD training by implementing an early outreach and recruitment strategy. The focus will be on engaging participants from community partnership programs and pathway programs within the Mount Sinai community. By providing targeted information and guidance, this initiative seeks to inspire and prepare a diverse group of potential trainees for the challenges and opportunities of dual-degree training in the path to becoming a physician scientist.
Project Responsibilities:	<ul style="list-style-type: none"> • Building a Strategy: Formulate and implement a comprehensive strategy to expand the MSTP pathway by engaging early with prospective trainees. • Expand Awareness: Increase awareness of the MSTP among students in pathway and community partnership programs • Enhance Recruitment: Develop tailored recruitment strategies that address the unique needs and aspirations of diverse student populations • Provide Support: Offer guidance and preparatory resources to potential applicants, helping them navigate the application process and understand the demands and benefits of MD-PhD training
Project Mentors:	Talia Swartz, MD, PhD; Uraina Clark, PhD; Bianca Taylor, MEd; Valerie Parkas, MD; Ann-Gel Palermo, DrPH, MPH

Project Name:	Implementing a feedback loop mechanism
Unit:	The Institute for Equity and Justice in Health Sciences Education
Departments:	Medical Education and Graduate Education
Duration:	October 2024 – May 2025
Project Description:	As part of efforts to improve our work, this project aims to create a communication loop that will promote a culture of feedback by providing opportunities to listen, ask questions, test assumptions, and seek to understand the evolving social issues impacting our learning environment and identify ways to promote equity and justice.
Project Responsibilities:	<ul style="list-style-type: none"> • Collect and identify key issues and strengths related to equity and justice (e.g., stemming from social issues such as racism, unequal opportunity, gender inequality, polarization, ableism, etc.) in the Department of Medical Education and the Graduate School of Biomedical Sciences. • Identify action items from collected feedback and inform the guiding coalitions (medical education and GSBS) to integrate into 2025 change targets. • Track and document efforts and create report for Deans.
Project Mentors:	David Muller, MD; Leona Hess, PhD, MSW

Don't see something you want to work on? Propose your own project below! Projects should be within the scope of anti-racism/anti-oppressive work within medical or graduate education. We are looking for projects that are:

- Aligned with our mission to nurture a visionary community of students, staff, faculty and leaders who are committed to advancing exceptional clinical care and science that is free of racism and oppression in all its forms;
 - Designed to address a gap or concern related to our learning environment;
 - Achievable in 8 months (October – May); and
 - Innovative and doesn't duplicate or compete with the current Racism and Bias Initiative's [change targets](#). Include the following:
 - Project Name:
 - Potential project supervisors or department:
 - Brief description:
 - Outcomes/deliverables:
 - Responsibilities:

To learn more about The Anti-racism Student Fellowship, and apply for this year's cohort, click [here](#).