



Norman Kim, Ph.D.

*Diversity, Equity, and Inclusion Officer
Center for Practice Innovation, Columbia Psychiatry, NY State
Psychiatric Institute*

*Co-Founder
Institute for Antiracism and Equity*

Norman is the Diversity, Equity, and Inclusion Officer for the Center for Practice Innovation at Columbia Psychiatry, NY State Psychiatric Institute, and the co-founder of the Institute for Antiracism and Equity, a social justice focused consultancy. He completed his B.A. at Yale and his Ph.D. in Psychology at UCLA. He has developed an expertise in psychiatrically complex populations, and his primary areas of interest are the application of a transdiagnostic framework for eating disorders, evolutionary approaches to shame and anxiety, and minority mental health. He is a regular national and international speaker, educator, and passionate advocate with a particular focus on minority status and barriers to mental health care in marginalized communities. He was the founding co-chair of the BIPOC Committee of IAEDP, on the inaugural Behavioral Health Taskforce for the Gay and Lesbian Medical Association, and serves on numerous advisory boards. Most recently, Norman was the Deputy Director of Ayana Therapy, a tech startup focused on providing culturally intelligent, adapted, and accessible care to marginalized communities.

LinkedIn: <http://www.linkedin.com/in/normankim>