

2020-21 Diversity and Inclusion at Mass General

The [MGH Center for Diversity and Inclusion](#) (CDI) works closely with all departments, and residency and fellowship training programs to advance diversity, equity and inclusion for trainees and physicians at Mass General. Below are 5 reasons that we believe MGH is an incredible place to grow your career. Should you have questions, please contact us.

1. MGH fosters a supportive work environment. Mass General is consistently ranked as a top hospital in America by *U.S. News & World Report* and is the only hospital recognized in all 16 specialties assessed. Organizations such as *Modern Healthcare*, *DiversityInc*, *The Scientist*, *The Boston Globe*, *Forbes Magazine*, American Nursing Credentialing Center and the Human Rights Campaign Foundation have named us a top workplace. Attendings are committed to education, are very approachable, and serve as mentors for trainees. Similarly, the Mass General nursing and ancillary staff are dedicated to our patients and love to work with trainees.

2. MGH supports varied career paths. Whatever your career interests, there is a place for you at MGH! Vast opportunities exist in clinical practice and basic science, clinical, health services, disparities and health policy research. Trainees may conduct research with a Nobel Laureate in Physiology or Medicine, care for a diverse community in one of our community health centers (CHC) in Chelsea, Charlestown, Revere and the North End, or focus on global health initiatives in Africa, Asia and Central and South America. The [Centers of Expertise](#) provide trainees with important cross-specialty resources for professional development and strategies for innovative healthcare delivery.

3. MGH is committed to the community. At the core of MGH's mission is improving the health and wellbeing of the diverse communities it serves. During the recent COVID-19 surge, MGH established an [Equity and Community Health COVID response team](#) co-led by [Dr. Joe Betancourt](#), Vice President and Chief Equity and Inclusion Officer. This team spearheaded many efforts, including a novel [Spanish Language Care Group](#) of native Spanish speaking attendings and trainees to support care for Spanish speaking patients with low English proficiency. MGH is working closely with local communities in promoting minority owned businesses and restaurants in projects such as the [Staycation](#) and [Bodega Makeover](#) in Roxbury and Chelsea. The hospital has been awarded esteemed community service honors in healthcare, including the 2015 *Foster G. McGaw Prize for Excellence in Community Service*. In 2017, Chelsea CHC received the *RWJF Culture of Health Prize* honoring communities for efforts to ensure all residents live healthier lives. Residents and fellows have many opportunities to work closely with the [Center for Community Health Improvement](#) and serve as mentors for underserved youth. Our [Disparities Solutions Center](#) is an international leader in promoting equitable care; the MGH [Annual Report on Equity in Healthcare Quality](#) monitors key components of quality by race, ethnicity and language.

4. MGH cares for a diverse patient population. 14% of MGH's inpatients and 13% of outpatients and 24% of patients in the Emergency Department are African American or Hispanic/Latino. For more details see [MGH Annual Report on Equity in Healthcare Quality](#). In 2019, MGH cared for patients from over 140 countries, and our Medical Interpreter Services provided a total of 185,825 interpretations in 121 different languages, including American Sign Language (ASL). Our Chelsea CHC patient population is very diverse: 50% of patients are Latino, 9% are Black, and 30% indicate Spanish as their preferred language. Our Chelsea, Charlestown and Revere CHCs support communities where 20% of the residents have incomes below the poverty level, 30% are foreign born and 40% speak languages other than English at home.

5. Equity, diversity and inclusion are priorities for MGH. These core values are reflected in [MGH's diversity statement](#) and our [credo and boundaries](#). In addition to a new [Equity and Inclusion Office](#), Mass General has a longstanding [hospital-wide Diversity Committee](#) focusing on the hospital's role as an employer, provider of care and member of the community. We recently developed [a structural equity plan](#) and are continuously raising awareness on bias, inequities and racism through workshops, speaker series and as a participant in the [YW Stand Against Racism since 2012](#). MGH was awarded the American Hospital Association's inaugural *Equity of Care Award* in recognition of our work to reduce healthcare disparities and increase workforce diversity. We support and help advance the diversity of trainees and faculty through many resources, such as the [Center for Diversity and Inclusion](#), the [Office for Women's Careers](#), and our [Lesbian, Gay, Bisexual, and Transgender Employee Resource Group](#). [Other employee resource and networking groups](#) (the Association of Multicultural Members of Partners; the Committee for Latino Initiatives; the Chinese Staff and Scientists Association; and the Employees Disabilities Resource Group) are also available to trainees. Hospital-sponsored celebrations of Black History Month, Juneteenth, Latino Heritage Month, Iftar, Diwali and Chanukah are held annually.

