



MASSACHUSETTS
GENERAL HOSPITAL

CENTER FOR DIVERSITY
AND INCLUSION

Advancing Physicians and Scientists

Monthly eNews: July 2020

In This Issue

[Announcements](#)

[RFC Corner](#)

[Anti-racism Tools and Resources](#)

[MGB Diversity, Equity and](#)

[Inclusion Offerings](#)

[In Case You Missed It](#)

[Awards and Funding](#)

[Congratulations](#)

[Happenings in Boston](#)

Quick Links

[Annual Message from Elena](#)

[Olson, JD, Executive Director](#)

[Visit our website](#)

[Center for Faculty Development](#)

[Calendar of Events](#)

[Learn about NIH Diversity](#)

[Supplements](#)

Keep up with us

 [Facebook](#)

 [Instagram](#)

 [Twitter](#)

Announcements

MGH Structural Equity 10-Point Plan

During Friday's [Virtual Town Hall meeting](#) and meetings with our CDI community and others, Joe Betancourt, VP and Chief Equity and Inclusion Officer, introduced a draft of the "MGH

Structural Equity 10-Point Plan,” which builds upon decades of diversity, equity and inclusion work by CDI and many others; the hospital’s 2017 Diversity Strategic Plan; and the recent candid feedback, integral questions and insightful critiques received from our colleagues and community. The draft plan is aimed at addressing structural and overt racism within and outside of the MGH, and it provides a broad portfolio of initiatives – along with tactical and operational components – including:

Policy and Practice Review to Identify and Reconcile Structural Racism

Reporting and Reconciliation Plan for Incidents of Discrimination/Racism

Developing a Training Pathway on Racism and Associated Factors

Assure Equity in Access to and Delivery of Clinical Care

Eliminate Racialized Science and Medicine

Assure a Living Wage, Educational Development, Access to Care

Commit to Diversity and Equal Representation

Assure an Environment of Safety, Equity, and Trust in Security

Deploy an Equity, Anti-Racism, and Inclusion Campaign

Engage and Invest in an Anti-Racism Advocacy Agenda

This plan will be further refined by Executive Committee on Diversity and Equity (ECODE) and our hospital boards in the coming weeks. Drs. Betancourt, Slavin and Ferris will work closely with our Mass General Brigham colleagues to coordinate these efforts.

We hope that you will continue to share your thoughts and feedback during this critical time in our nation’s, our state’s and our hospital’s history. Please review the details of this draft plan and provide comments on each initiative, as well as an assessment of the entire plan by taking the MGH Structural Equity Plan Survey, which can be found [here](#). The survey will take about 10 minutes to complete.

Resident and Fellow Committee (RFC) Corner

**Kick-off to Welcome New URiM Interns/ RFC Virtual
Social Wednesday - July 15**

Social Wednesdays



**BROUGHT TO YOU BY THE MGH
CENTER FOR DIVERSITY & INCLUSION
RESIDENT & FELLOW COMMITTEE (RFC)**

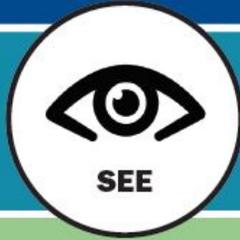
*Kick-off to Welcome New Interns
Wednesday - July 15
6:00 to 7:00 pm*

You will receive the invitation under a separate cover to RSVP.

Anti-racism Tools and Resources

A Tip Sheet for Productive Conversations on Race

Mass General Brigham



SEE

Prepare for conversations about race and racism through self-reflection and education



HEAR

Engage in conversations with others of different races — both one-on-one and in groups



ACT

Commit to anti-racist actions and continue to educate yourself about race and racism

Practice Cultural Humility

Think about your own racial and ethnic identity — how does it shape your perspective, beliefs and values? How does it affect how you view and interact with others?

Educate Yourself

The United States is a country founded on slavery and racism. Throughout its history, structural systems like healthcare, education, and housing have produced inequality based on race.

Understand Structural Racism

Structural Racism is defined as the normalization and legitimization of an array of dynamics — historical, cultural, institutional and interpersonal—over time, that routinely advantage whites, while producing cumulative and chronic adverse outcomes for people of color.

Self-Reflect

Acknowledge that it's difficult to truly understand the experiences of others. There is always more to learn.

Identify Barriers

Conversations about racism are often unproductive because we put up barriers that stop discourse. For example, "Just work harder" or "Pull yourself up by your bootstraps" are statements that reflect dismissing a person's circumstances. Having a conversation that is "either/or" or "good/bad" doesn't allow for more than one person's reality to be present and valid. What barriers do you put up when you get into an uncomfortable conversation about race?

Engage with Discomfort

Truly hearing someone means listening with empathy, courage, humility, and honesty. Being uncomfortable means growth. Racial dialogue should stretch conversations.

Practice Self-Care

Acknowledge that such discussions are difficult. Be conscious of your physical state and take deep breaths. Quiet the inner voice of shame and blame, use positive self-talk, and stay present.

Stand Up

Conversations are a start, but action and continued education are just as important.

Speak Out

Speak out against racism. Demand accountability from leaders in your workplace and community. Look for resources on how to be a good ally in uniting with others to dismantle racism.

Resources

Reach out to the MGB Office of Diversity, Equity & Inclusion for additional resources, education, and opportunities to promote change.



To learn more, check out MGB's ["A Toolkit for Productive Conversations on Race"](#)

The Center for Physician Well-being Resources

The Center for Physician Well-being had created [resources to learn, connect and advocate](#). Racism, violence, injustice, and hate can leave us feeling lost, helpless, angry, scared, and alone. We want to help. The Center for Physician Well-being has compiled the following resources to help you maintain your emotional health, educate yourself and your families, find the language to support others, advocate on social media, and donate and direct spending toward organizations and businesses supporting people of color. We also want to create space for people to come together to process, reflect, share and connect. We know this list is not exhaustive, and we'd love to hear if you have suggestions for us to add to it!

Mass General Brigham Diversity, Equity and Inclusion Offerings

OFFICE OF DIVERSITY, EQUITY & INCLUSION

SAVE THE DATE!

Continuing the Conversation: Diversity Dialogue Series

Session 2: Caring for Vulnerable Patients: Survivors of Interpersonal Violence and People Who Are Homeless

**THURSDAY, JULY 9, 2020
12:30-1:45 PM**

Registration information and details will follow.

*This event is intended for Mass General Brigham employees only;
please do not share with any external colleagues.*

For more information, email: diversityinclusion@partners.org

Upcoming Sessions:

SESSION 2: JULY 9th 12:30 - 1:30 PM

Caring for Vulnerable Patients: Survivors of Interpersonal Violence and People Who Are Homeless

SESSION 3: AUGUST 6th 12:30 - 1:30 PM

Accessibility to Care Is Crucial: Supporting People of All Abilities

SESSION 4: SEPTEMBER 10th 12:30 - 1:30 PM

Lessons Learned From COVID-19: Planning for a Better Tomorrow

In Case You Missed It

Medical Grand Rounds by Dr. Camara Jones

"Achieving Health Equity: Tools for Naming and Addressing Racism" by Camara Phyllis Jones, MD, MPH, PhD Thursday, June 25, 2020 [Video Recording Available Here](#)

A Celebration of Joy, Empowerment and Healing

On June 18-19, the MGH marked Juneteenth with "A Celebration of Joy, Empowerment and Healing." The two-day event co-sponsored by CDI, the Office for Equity and Inclusion and the Radiology Diversity, Equity and Inclusion committee featured several talks, poetry, art and music presentations, and historical overviews. The event was livestreamed and is available for [viewing here](#).

A few highlights:

1. Virtual Black heritage tail tour (Thursday).
2. Welcome, including a historical overview by Win Williams, MD. This presentation

includes select slides of “first” Black physicians at MGH from the URiM Physician Pioneers project established by CDI. (Friday)

3. The keynote at 12 noon by author, Professor and NY Times contributor Dr. Hasan Jeffries, followed by a conversation with Andre Green, Somerville School Committee Member (Friday). This duo provide a historical perspective of Juneteenth and slavery in America, and including a discussion on systemic racism in the educational system in MA

4. Talk by Lash Nolen, first Black female HMS student Class President - “ The Case for Anti-racism Training in Medical Education.” (Friday)

[Visit Apollo](#) for helpful resources, including lists of suggested reading materials and Black-owned restaurants and businesses in and around Boston.

Ensuring Equity in the Response to COVID-19

Mass General Brigham launched a system-wide COVID-19 effort to ensure that all patient, employee and community-related efforts have equity as a foundational component. Convened in early March, the Equity and Community Health COVID Response Team developed multiple workstreams focused on ensuring:

communications to patients and employees are in multiple languages and accessible to patients with disabilities;

interactions have the capacity to meet the needs of diverse and multilingual population;

multilingual caregivers are deployed across the system to meet the needs of limited-English proficient patients and employees; and

working in partnership with local communities, developing clinical and community responses to the disparities and social determinants of health that have led to and are exacerbated by COVID-19.

This webinar offers listeners an opportunity to learn more about how these workstreams were created, key initiatives that were developed, and important lessons learned.

Click [here](#) to view the webinar recording and slides.

Awards and Funding

ANNE KLIBANSKI VISITING SCHOLARS AWARD

Applications Deadline: Monday, July 6



The Center for Faculty Development's [Anne Klibanski Visiting Scholars Award](#) will be presented to women faculty clinicians, educators, researchers and women postdocs **at MGH**, who have shown exceptional promise as leaders in their field and whose careers would specifically benefit from speaking, mentoring and networking opportunities at the national or international level. To apply, click [here](#).



CALL FOR NOMINATIONS

Accepting nominations for 2020 Exceptional Institutional Service Awards for Staff and Faculty

All nominations must be submitted online.

*****SELF NOMINATIONS ARE ACCEPTED*****

[Online submission form for Barbara J. McNeil Faculty Award for Exceptional Service to HMS/HSDM](#)

[Online submission form for Daniel D. Federman Staff Award for Exceptional Service to HMS/HSDM](#)

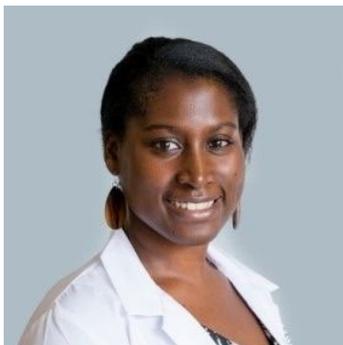
Deadline: Friday, July 10, 2020

Questions: 617- 432-1083 or dicp_serviceaward@hms.harvard.edu

To learn more about the awards, please click [here](#).

Congratulations

Dr. Boatin Awarded the Burke Global Health Fellowship



Adeline A. Boatin, MD, MPH, Assistant Professor of Obstetrics and Gynecology was awarded the **Burke Global Health Fellowship** from the Harvard Global Health Institute. This grant will be used to support my research project: "The Cesarean Delivery Triple Burden: Examining Underuse, Overuse, and Quality of Cesarean Delivery in Uganda" The Fellowship is a stepping stone for junior faculty at critical career junctures and represents HGHI's commitment to investing in innovative global health leaders. Established in 2009, the Fellowship is made possible through the generous support of Harvard alumna Katherine Burke, and her husband T. Robert Burke, who established the Burke Fund to help launch and advance the careers of promising junior faculty in global health.

Dr. Cody Stanford Voted Chair of the Minority Affairs Section for the American Medical Association

Fatima Cody Stanford, MD, MPH, MPA, FAAP, FACP, FAHA, FTOS, obesity medicine physician and scientist in the Departments of Medicine- Neuroendocrine Unit and Pediatrics- Endocrinology was elected to serve as Chair of the Minority Affairs Section (2020-2021) for the American Medical Association (AMA), the largest organized medical organization in the United States representing 270,000 physicians.



<https://www.ama-assn.org/member-groups-sections/minority-affairs/fatima-cody-stanford-md-mpa-mph>

Dr. Cody Stanford was interviewed in Forbes. To view, click [here](#).

Happenings in Boston

Boston HIV Research Advisory Board Celebrating Local Trans Artists

WERQING FROM HOME:

*CELEBRATING
GREATER BOSTON'S
TRANS ARTISTS*

A fun evening to relax, feel connected, and enjoy local art and performances!

WHEN: Saturday, July 11, 2020

WHERE: Zoom, from your favorite chair!

TIME: 7:00 pm EST

RSVP: tinyurl.com/WerqingFH

Hosted by the Boston HIV Research Advisory Board (BHRCAB)



~ Advancing Physicians and Scientists

*Copyright © * 2018 Center for Diversity and Inclusion* All rights reserved.*

Contact Us

Center for Diversity and Inclusion | Massachusetts General Hospital
55 Fruit Street, BUL 123 | Boston, MA 02114 | Tel: 617.724.3832 | Email: cdi@mg.harvard.edu
Website: <http://www.massgeneral.org/cdi>

Announcements to share with the CDI community?

Please submit to cdi@mg.harvard.edu.