Massachusetts General Hospital
Founding Member, Mass General Brigham

Department of Anesthesia, Critical Care, and Pain Medicine (DACCPM)

2022 Report

Diversity, Equity, and Inclusion

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We believe in prioritizing diversity, equity, and inclusion to cultivate a safe and supportive environment. We emphasize the importance of continuous education on disparities in health care and addressing the unconscious biases that can harm both quality of care and workplace culture. We celebrate the diverse perspectives and identities of every individual, creating equitable access to opportunities.

Our Commitment to a Diverse and Inclusive Community

We are committed to the advancement of a culturally competent and diverse faculty, staff, and trainee community. We welcome individuals from all backgrounds inclusive of all genders and gender identities, races, ethnicities, abilities, and sexual orientations.

Our [DEI committee](#) aims to cultivate a welcoming environment where all can experience a true sense of belonging. Our department holds as a core belief that everyone is respected and valued—it doesn't matter where they're from, how they identify, what color their skin is, who they love or how they experience faith.

Our Team

Rafael Vazquez, MD

Julia Rosenbloom, MD

Gabriel Washington, MD

Max Samimi, MD

Sarah Low, MD

David Hao, MD

Anne Que, CRNA

Amy Du, MD, MS

DEI Accomplishments & Initiatives

1.

Advance equitable and inclusive hiring, recruitment, and career development strategies. The director of DEI has direct input on hiring and resident recruitment.

2.

Organize training and research efforts to further our collective understanding of implicit bias, racism, and disparities in health care. In FY22, we:

- Hosted a Grand Rounds on the lessons learned using race to diagnose and manage kidney disease with Dr. Nwamaka Eneanya, MD, MPH, FASN
- Hosted a Grand Rounds on how communication fosters belonging and brought to light subtle acts of exclusion in common use with Dr. Scott Markowitz
- Hosted a Unity Forum as part of our Grand Rounds where we celebrated our diverse clinicians
- Provided our intern anesthesia class with microaggression training

3.

Implemented mentoring pathways for URiM medical students, trainees, and junior faculty. Dinners are hosted by our underrepresented physician staff to discuss mentorship and career paths.

4.

Arranged DEI committee-run social events with the purpose of bringing people of all backgrounds together outside of work:

- Hosted a Latino/Hispanic mixer, Black History Month event, and an Asian American Pacific Islander luncheon
- Collaborated with the Harvard anesthesia programs to host the 2nd annual Harvard Anesthesia Pride Picnic
- Hosted our first annual Celebrating Diversity Picnic

5.

Hosted a virtual URiM open house to introduce URiM medical students to the Mass General Anesthesia Residency Program.

6.

Launched community outreach efforts with support from [Mass General Brigham's United Against Racism](#) campaign to bridge health care inequities in subspecialty areas of medicine across the enterprise:

- Identified disparities in the way labor analgesia education is delivered to vulnerable populations
- Implemented an electronic checkbox to track labor analgesia education at prenatal care
- Hired a dedicated labor analgesia educator to render education to the health centers at Chelsea and Revere
- Tracked labor analgesia education efforts with the goal of ensuring 80% of our patient population receives education