



MASSACHUSETTS  
GENERAL HOSPITAL

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EQUITY AND  
COMMUNITY HEALTH

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# MGH Mission and Vision

## Diversity, Equity, Inclusion and Community Health



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**Mass General's Mission Statement** includes Equity and Community Health as one of its four pillars: clinical care, education, research and *to improve the health and well-being of the diverse communities we serve.*

### MGH Diversity Statement

*Diversity is the richness of human differences. Inclusion is when everyone feels connected, valued and engaged. We believe that because of diversity we excel; through inclusion we respect; focused on equity we serve, heal, educate and innovate.*

### MGH Goal

We will have diverse talent across the organization, performing and excelling in a supportive environment, trained to deliver high-quality care to, engage, and conduct research in partnership with a diverse community that feels valued and respected

**MGB**  
**United Against Racism**

Aligned for Regional Action,  
Collaboration and Impact  
MGH is aligned with MGB, and positioned to help lead and collaborate with health care systems in the city of Boston, and across the region, to tackle the most challenging and pressing problems of the day

**MGH Equity and Community Health**  
*Joseph Betancourt, MD*

**MGH**  
**Equity & Community Health**

Local Innovation, National  
Leadership and Recognition  
MGH Equity and Community Health efforts have been recognized locally and nationally, and created a movement in partnership with over 150 hospitals across the country

**Strategy and Administration**  
*Leslie Aldrich, Natalie Johnson*

**Center for Diversity  
& Inclusion**

Diversity and Inclusion  
LGBTQIA+  
Disability Programs

**Center for Community  
Health Improvement**

Community  
Coalitions/Engagement  
Youth Education & Empowerment  
Community Health Worker  
Program

**Disparities Solutions Center**

Equitable access to and  
delivery of quality care  
Signature Clinical Initiatives

**Centers of Expertise**

**Kraft Center for  
Community Health**

**Center for Gun Violence  
Prevention**

**Center for Immigrant  
Health**

**Center for Global Health**

**Infrastructure Support Hubs**

# MGB UAR Priority Areas of Focus

## LEADERSHIP/EMPLOYEES/CULTURE

- Diversity of Governance, Leadership & Workforce: *Board, leadership, trainees/faculty & staff*
- Racism Training & Incident Reporting System
- Employee Compensation, Educational Opportunities & Health Care Access
- Administrative Policy Review

## PATIENTS

- Clinical Policy Review
- Access: *insurance & MGB locations*
- Disparities: *measurement and intervention, social determinants of health screening, interpreter services*

## COMMUNITY

- Anchor Strategy
- Advocacy
- City-wide coalition follow-up to health needs assessment

## INFRASTRUCTURE

- Communications: *campaign & multilingual communications to staff*
- Leadership/Coordination

# MGH Structural Equity 10-Point Plan

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**Initiative 1: Policy and Practice Review to Identify and Reconcile Structural Racism**

**Initiative 2: Reporting/Reconciliation Plan for Incidents of Discrimination/Racism**

**Initiative 3: Developing a Training Pathway on Racism and Associated Factors**

**Initiative 4: Assure Equity in Access to, and Delivery of Clinical Care**

**Initiative 5: Eliminate Racialized Science and Medicine**

**Initiative 6: Assure a Living Wage, Educational Development, Access to Care**

**Initiative 7: Commit to Diversity and Equal Representation**

**Initiative 8: Assure an Environment of Safety, Equity, and Trust in Security**

**Initiative 9: Deploy an Equity, Anti-Racism, and Inclusion Campaign**

**Initiative 10: Engage and Invest in an Anti-Racism Advocacy Agenda**

# Mass General Brigham Precision Community Health

## Guided by:

- 1) MGB Board Committee on Community Health
- 2) MGB Community Advisory Board & Other Community Input
- 3) System Community Health Leaders

## Executed in Partnership with:

- 1) MGB Communities and Community-Based Organizations
- 2) System Community Health Leaders
- 3) MGB Clinical, Research, and Training Leaders

### Community/Civic Engagement

Anchor Strategy

Community Based Coalitions and Partnerships

Policy and Advocacy

### Community Health Improvement

Addressing SDOH

Improving Access

Community-Based Care (CHCs and CHWs)

Innovations and Business Partnerships (Mobile Care)

### Core Activities

Data, Analytics and Reporting

Regulatory (DON)

Assessment and Planning (CHNA/CHIP)

Communications

Program Evaluation

### Research

Community-Based Participatory Research

Community and Diversity in Clinical Trials

Equity-Focused Health Services Research

Research Technical Assistance Network

### Training & Education

National Community Health Champions Program

High School/College Education & Career Mobility Programs

Residency Curriculum/ Elective Rotation/ Comm Health Track

Community Health Fellowship



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# MGH Strategy Map

Fully Aligned with MGB UAR and Precision Community Health

