

Health Equity Committee

What is our mission?

The Health Equity Committee is a resident-led task force dedicated to strengthening, coordinating, and sustaining the work within the MGH Internal Medicine Residency to eliminate health inequities along multiple axes—including but not limited to race, ethnicity, primary language, gender identity, sexual orientation, disability, socioeconomic status—which are rooted in historical and ongoing injustices and discrimination. We aim to do this by integrating issues and solutions related to health equity into **clinical care, curriculum development, teaching, and direct advocacy**, both at MGH and in shared work with community partners.

Why have this group?

Education and training around the knowledge and skills to help address health inequities is an essential component of medical training. This education empowers residents to center the needs of our patients and provide outstanding care to populations we serve, both during residency and beyond.

Who is involved?

Our current structure includes 4 resident co-chairs, a chief resident liaison, a program administrator, and the APD for Health Equity Education. We also aim to connect to the many additional residents, faculty, staff, and other community members who are actively involved in work to address health disparities and promote health justice.

Examples of our work include:

- Developing **community walking tours** for incoming interns in many of the neighborhoods served by MGH (Charlestown, Revere, Chelsea, among others).
- Highlighting the scope and importance of health equity work at key moments in **resident training** (orientation, recruitment).
- Partnering with the **Department of Medicine Anti-Racism and Equity (DARE) Initiative** to improve teaching materials around inclusivity, anti-racism, and more.
- Designing the **Social Determinants of Health Elective** for residents wishing to learn more about structural aspects of health and community partnerships.
- Organizing a **Fireside Chat with the Sickle Cell Disease Treatment Center Team** to foster open dialogue between this multidisciplinary team and residents on the impact of implicit bias, interpersonal discrimination, and structural racism on the care of patients with sickle cell disease/trait, as well as a discussion on frameworks for initiating change.