



The Massachusetts General Hospital (MGH) Department of Medicine (DOM) **embraces diversity** in all forms. The DOM Diversity and Inclusion Board (DIB) is charged with furthering the fundamental mission of supporting and expanding the representation of individuals regardless of gender, gender identity, race, ethnicity, sexual orientation, or disability within the Department.

**Gender equity is an important mission of the DOM.** The **Women in Medicine Trainees Council**, composed of DOM residents, fellows, and faculty, was established with the goal of supporting our female trainees' academic and personal growth. The Trainees Council brings together faculty and trainees across medical specialties to share ideas and experiences related to gender in academia; foster, mentor, and sponsor relationships; promote gender balance and equity in residency and fellowship programs within the DOM; and support activities aimed at academic and personal advancement of female DOM trainees. The Trainees council also increases trainees' awareness and access to initiatives undertaken by the **MGH Office of Women's Careers**, the **MGH Center for Faculty Development**, and other programming hosted at **Harvard Medical School (HMS)**. The **DOM Women in Medicine Faculty Group** has undertaken initiatives to support the professional advancement of women in the DOM and to insure the following: transparency and equity in the promotion process, salary and resource allocation; mentorship; bridge support; diversity in grand rounds speakers; formal parental leave policies; and part-time job flexibility and reentry. Residents and fellows interested in the Women in Medicine Trainees Council are encouraged to contact Nneka Ufere, MD [nufere@partners.org](mailto:nufere@partners.org).

**Physician diversity drives excellence in patient care, education, innovation, and research.** Since 1992, MGH's **Center for Diversity and Inclusion (CDI)** has supported programs that increase recruitment, retention, and advancement of students, physicians, and researchers who are underrepresented in medicine (URM). Over the interview season, CDI hosts receptions to bring together URM applicants, trainees, and faculty from across the MGH. The CDI Resident and Fellow Committee is an interdepartmental forum that brings trainees at MGH together for socializing, community outreach, and career development. CDI supports faculty development, promotes cultural competency, and more; to learn more, visit <http://www.massgeneral.org/mao/>. The **DIB URM Working Group** concentrates on issues central to trainee and faculty success, including: community; mentorship; bridge support; transparency and equity in the promotion process, salary and resource allocation; and other critical resources. Please contact Sherri-Ann Burnett-Bowie, MD, MPH [sburnett-bowie@mg.harvard.edu](mailto:sburnett-bowie@mg.harvard.edu) if you are interested in the URM Working Group.

**MGH is committed to the well-being of LGBTQ trainees, faculty, and staff.** The hospital and DOM have developed several resources for LGBTQ employees and their allies. The hospital's **LGBT Employee Resource Group (ERG)** brings together clinicians and staff to support the hospital's LGBTQ community and to foster an environment that welcomes and affirms all sexual orientations and gender identities. To learn more about the ERG's initiatives and events or to join the group, visit [www.massgeneral.org/lgbt](http://www.massgeneral.org/lgbt). In addition, the DOM's DIB hosts an **LGBT Working Group** focused on improving the experiences of DOM trainees and faculty. Residents interested in the Working Group are encouraged to contact Kevin Ard, MD, MPH [kard@mg.harvard.edu](mailto:kard@mg.harvard.edu). Each year, the DOM hosts a community reception for LGBTQ applicants, residents, fellows, and faculty; we look forward to seeing you at the Paul S. Russell, MD Museum on Thursday, January 4, 2018 from 6-8 pm. The residency curriculum also ensures that all residents learn about key issues in LGBTQ health.

**Any person can become a part of the disability community, at any time.** The MGH DOM is committed to the training of residents with disability (including vision, hearing, mobility, chronic health or mental health concerns) who meet the standards of the program, with or without reasonable accommodations. If you are an applicant with a disability who would like to engage in a confidential conversation about the process for requesting reasonable accommodations please contact Lisa Iezzoni, MD, MSc [Llezzoni@mg.harvard.edu](mailto:Llezzoni@mg.harvard.edu) or Andrea Stidsen, LICSW, CEAP, Director Partners Employee Assistance Program [ASTidsen@partners.org](mailto:ASTidsen@partners.org).