The MGH Pathology Diversity Committee strives to cultivate a diverse and inclusive Pathology community committed to equity, integrity, collaboration, and respect.

**MISSION**
To deliver the highest quality pathology services and to move the field of pathology forward (for all).

**VISION**
To make everyone feel they are an asset to the organization.

**STRATEGIC GOALS**

**1) REPRESENTATIONAL DIVERSITY**

**a. Recruit**
1. Pipeline Initiatives for URMs (Underrepresented in Medicine)
   - Summer Research Trainee Program (SRTP) - URM college and MS are matched with MGH preceptors for an 8-week research experience over the summer

2. Acquisition of URM Physicians
   - Residency/Fellowship Admission Committee (PTEC)
   - Faculty Search Committee

**b. Retain**
1. Lectureship
   - URM academic pathologist for Grand Rounds on annual basis

2. Mentorship
   - Provide mentoring to URM faculty re: career success, external opportunities
     - Within department as part of mentoring program
     - Work with Center for Faculty Development and Multicultural Affairs Office on URM faculty program across departments

**c. Advance**
1. Research Opportunities
   - URM Grants (CDI)

2. Leadership
   - Promotion (HMS)

3. Recognize
   - Nominate / Encourage
• Faculty who promote departmental diversity
• URM faculty for faculty development and other awards
• Encourage and support URM residents and fellows to be actively involved in the Organization of Minority Residents and Fellows

2) CURRICULAR TRANSFORMATION
   a. Increase awareness through Education
      1. Diversity Dialogue
      2. Curriculum Development
         • Pathology HUB
         • Pathology Intranet Site
      3. Training Sessions
         • Improve dissemination and understanding of MGH Harassment policy, via staff and resident meetings
         • MGH Cultural Competency Training
         • MGH Just Culture Training
         • MGH Creating a Welcoming Environment for LGBTQ Patients, Visitors and Staff Training
      4. Service to the Community
         • Knowledge sharing (e.g., dissemination of Harvard CME course lectures)
         • Telepathology (provide diagnostic support, infrastructure)
         • School visits
         • Job Shadow Programs
         • Programs in MGH labs

3) SUSTAINING A CLIMATE OF DIVERSITY
   a. Communicate our achievements to date and communicate our progress
   b. Workforce and Workplace Environment
      1. Maintain equity, integrity, collaboration, and respect
   c. Partnership
      1. Establish/maintain close relationships with:
         • Association of Multicultural Members of Partners (AMMP)
         • MGH Department of Psychiatry and Center for Diversity and Inclusion (CDI) (formerly Multicultural Affairs Office [MAO])
         • MGH Lesbian, Gay, Bisexual, and Transgender (LGBT) Employee Resource Group
         • MGH Center for Faculty Development (CFD), Office for Women’s Careers (OWC)
         • Harvard Medical School Office for Diversity Inclusion and Community Partnership (DICP)