



MASSACHUSETTS
GENERAL HOSPITAL

CENTER FOR DIVERSITY
AND INCLUSION

Advancing Physicians and Scientists

Monthly eNews: November 2020

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Announcements



A note of gratitude:

Gratitude has been shown to lower depression and anxiety; it allows us to feel more positive emotions, and helps us deal with adversity and build emotional resilience. We need gratitude now as much as ever.

In this unique Thanksgiving season - when many of us are unable to be with family and friends as we may typically do each year - we at CDI reflect on gratitude.

We are grateful for you and our amazing community of diverse professionals who are working with us to do what is right - and best - during the COVID pandemic and beyond. Thank you for being kind, taking care of each other, helping build a diverse and inclusive community, and addressing inequities in health and health care in the communities that Mass General serves.

Please show your gratitude in any way you can. One way could be to support local Boston area minority owned businesses, who continue to struggle financially during these challenging times. Consider taking out your next meal from one of these **Black-owned** or **Latinx-owned** Boston area restaurants.

Wishing you and yours a grateful, happy, healthy and safe Thanksgiving season!

The CDI team

Massachusetts General Hospital Structural Equity 10-Point Plan

We hope you have been able to review the **Mass General Brigham United Against Racism initiative**, and the **MGH Structural Equity 10-Point Plan** announced a few weeks ago. This exciting MGH plan will bring unprecedented resources and a new and higher level of leadership and accountability to address and eliminate racism and achieve equity and social justice. CDI looks forward to working with the Office of Equity and Inclusion and all of you to move this plan forward in the months to come. Please continue to stay tuned for updates.

Resident and Fellow Committee (RFC) Corner

Make a difference during the residency recruitment season: Attend the virtual CDI applicant receptions!

Our first two CDI virtual applicant receptions - one co-hosted with BWH CDI for joint program applicants - were a huge success! Thanks to all who were able to attend. We hope that you will continue to join us. The CDI receptions are an excellent way for applicants to meet our community and learn about what we do. A detailed schedule with reception dates is below. Official invitations to RSVP have been sent under separate cover.

2020-21 CDI Applicant Reception Dates – 6:00pm to 7:00 pm	
Thursday, December 3, 2020	Tuesday, January 5, 2021
Wednesday, December 9, 2020 (MGH/BWH CDI reception for Joint Programs)	Thursday, January 7, 2021
Thursday, December 10, 2020	Tuesday, January 12, 2021
Tuesday, December 15, 2020	Thursday, January 14, 2021
Thursday, December 17, 2020	Thursday, January 21, 2021

Volunteer Opportunities



The Power of Know Club at Revere High School promotes learning opportunities for 10th, 11th and 12th-grade students so they can develop their skills and be prepared for postsecondary education and professional life. The group meets virtually on Thursdays from 4pm to 5pm, from October until May 2021.

Our Activities Include:

- Career exploration through professional speakers
- Social and emotional skill development
- Community service opportunities
- Hands-on activities
- One-on-one mentorship for college applications
- Opportunities to enjoy themselves and have fun!

Help Our Students!

We are looking for MGH employees and other professionals who are willing to share the story of their career path. For example: How did you know you wanted to be in your profession? What education or support did you need? What obstacles did you have to overcome, and how did you manage? What is it like to do your job? Our students want to know all these details about your professions. If you are interested in giving back by sharing your experience with our students please, contact:

Debora Guimaraes, L.I.C.S.W.
Youth Coordinator
dguimaraes@partners.org
857-251-2676

Anti-racism Tools and Resources

New center for cognitive assessment of multicultural patients

The MGH Psychiatry Department is launching a new center, the Multicultural Assessment and Research Center, which offers culturally and linguistically appropriate neuropsychological services to diverse adult patients with cognitive difficulties (e.g., mild cognitive impairment, dementia, epilepsy, brain tumors, learning disabilities, etc). The Center is directed by Yakeel T. Quiroz PhD and Paula Aduen PhD, two of our bilingual (English/Spanish) neuropsychologists. The new center is located in Charlestown, MA (CNY 39, [100 1st Avenue, Suite 101](#)). The location is very close to the MGH Navy Yard stop on the free shuttle. Referrals can be placed via EPIC after mid-December. For more information, please call [617-643-5883](tel:617-643-5883) or email yquiroz@mgh.harvard.edu.



The Wellman Anti-Racism Effort (WARE) is a grassroots working group within the Wellman Center for Photomedicine at Massachusetts General Hospital. Their mission is to eradicate racism, and by extension other forms of oppression, in STEM communities, starting with their own research and Center.

READ

"**White Privilege: Unpacking the Invisible Knapsack**" Article by Peggy McIntosh

"**Science Under the Scope - putting science in perspective**" Comic by Sophie Wang

"**Ten simple rules for building an anti-racist lab**" Article by V. Bala Chaudhary and Asmeret Asefaw Berhe

"**Asian Americans Are Still Caught in the Trap of the 'Model Minority' Stereotype. And It Creates Inequality for All**" Article by Viet Thanh Nguyen

"**The Race Gap: How U.S. systemic racism plays out in Black lives**" Interactive article presentation by Travis Hartman, Sam Hart, Jonnele Marte and Howard Schneider via Reuters Graphics

"**How to Be An Antiracist**" Book by Ibram X. Kendi

WATCH

"**The problem with race based medicine**"

15 minute TED talk by Dorothy Roberts

"**How to Overcome Our Biases? Walk Boldly Towards Them**"

18 Minute TED Talk by Verena Myers

"**13th**"

Full Length film directed by Ava DuVernay

LISTEN

"**1619**" A New York Times Podcast, 6 30-40 minute episodes

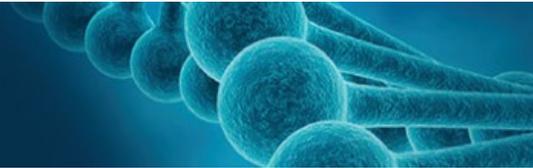
"**Seeing White**" A podcast series on Season 2 of "Scene On Radio," 14 30-40- minute episodes

"**Code Switch**" An on-going NPR Podcast

Awards and Funding



MASSACHUSETTS
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RESEARCH INSTITUTE



Claflin Distinguished Scholar Awards 2021 Application Deadline - Tuesday, Dec 8 @ 5pm

Provides funding for junior faculty women investigators to sustain research productivity during their child-rearing years

Application Deadline: Tuesday, December 8, 2020 - 5:00 PM

Faculty Type: Instructors, Assistant Professors who are within 10 years of first faculty appointment at the time the award is initiated.

Award Amount: \$50,000 per year in direct costs for two years, plus 15% for indirect costs

Award Start: July 1, 2021

Supported by the [Office for Women's Careers](#)

[Learn more and apply](#)



NIH-funded research supplements to promote diversity in health-related research

The Nutrition Obesity Center at Harvard is seeking to match eligible scholars from backgrounds underrepresented in academia (URiA) to research mentors at Harvard and our affiliate organizations to apply for [NIH-funded Research Supplements to Promote Diversity in Health-Related Research](#). We encourage applications from undergraduates, post-baccalaureates, graduate students, and faculty seeking a career in

health-related research.

To find out more about this program and to indicate your interest in being matched with a Harvard principal investigator, [please click here](#).

Questions can be directed to HarvardNORC@mgh.harvard.edu

MGH and MGB Events

Addressing racism and enhancing through United Against Racism initiatives Monday, December 2 @ 12-1 pm



Inequities in care are one of the most pressing and deep rooted challenges facing health systems and society. Please join us to hear Tom Sequist, MD, Chief Patient Experience and Equity Officer at Mass General Brigham, describe what our system has committed to in order to address racism and enhance equity through the United Against Racism clinical and community initiatives. Tom will also touch upon the types of roles, experiences, and skills that are needed to help build an antiracist health system. This is a great opportunity for members to learn what they can do to effectively support health care equity, no matter what their role is.

Mon, December 7 from noon – 1 p.m.
Join virtually via [Zoom](#)

MGH Migration is Beautiful Campaign, December 14-18; Call for photos and survey

The MGH Immigrant Health Coalition's annual Migration is Beautiful campaign will be held December 14-18, culminating on [International Migrants Day](#). The event has "gone virtual" this year, and we would love your help in celebrating and honoring diversity in our workplace and communities.

Please help us celebrate the beauty in diversity at MGH by sending us one or both of the following photos!

1. *For the Humans of MGHfC Instagram:* Send a photo of yourself holding a picture of your ancestors/loved ones who immigrated to the U.S., or something else that is meaningful to you. Please include a brief caption. Send to Iman Moawad at imoawad@mgh.harvard.edu or (412)-951-1715.

AND/OR

2. *For a poster:* Send us a photo of yourself or a small group of people facing the camera holding a piece of paper with one phrase filling in the blank "I believe *MIGRATION IS BEAUTIFUL* because..." Please make sure the writing is clear, large, and legible. Send to Ammu Dinesh at adinesh@mgh.harvard.edu by Friday, 12/4.

Please also complete this 1 word survey, answering the question: What makes migration beautiful? Answers from this survey will be used to create a "Wordcloud" that will also be featured on a poster.

The Migration is Beautiful Campaign events will include:

A screening of [The Last Dream](#), a documentary by Boston area children about Temporary Protected Status (TPS), featuring Q&A with the directors and actors

A Know Your Rights training by Lawyers for Civil Rights

An Anti-Racism Book Club discussion of Jose Antonio Vargas's *Dear America: Notes of an Undocumented Citizen*

An UndocuAlly Training and presentation by [Pre-Health Dreamers](#)

Expert presentations on effective advocacy and best practices in caring for immigrant patients

More details coming soon!

HMS and Other Awards and Webinars



HARVARD
MEDICAL SCHOOL



OFFICE FOR DIVERSITY INCLUSION & COMMUNITY PARTNERSHIP

Nomination Deadline Extended for 2021 Harold Amos Faculty Diversity Award Extended Deadline: Friday, December 4

The Harold Amos Faculty Diversity Award recognizes HMS/HSDM faculty (clinical, pre-clinical, research, administrative) who have made significant achievements in moving HMS/HSDM toward being a diverse and inclusive community. Contributions might include: developing models to advance diversity, achieving outcomes, increasing employment, supporting promotion, providing career development, identifying funding, assisting in producing scholarly work, addressing issues of recruitment and retention related to diversity, etc.

Eligibility: Faculty (Instructor through Professor), who are based at HMS/HSDM or an HMS-affiliated hospital or institution.

[Learn more and submit a nomination](#)

BETTER TOGETHER

DIALOGUE

“ADVANCING DIVERSITY, INCLUSION, AND EQUITY IN CLINICAL RESEARCH”

featuring



Barbara Bierer, MD

Faculty Director
Multi-Regional Clinical Trials Center,
Brigham & Women’s Hospital

Professor of Medicine,
Harvard Medical School

Tuesday, December 1, 2020

2:30pm - 4:00pm (EDT)

Webinar Registration [LINK](#)

Live closed-captioning available

Questions? Email Susan Legere at susan_legere@hms.harvard.edu
or visit dicp.hms.harvard.edu



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THE
JOSIAH MACY JR.
FOUNDATION



Save the date: Taking action on harmful bias and discrimination in clinical learning environments December 3rd @ 1 pm

On Thursday, December 3rd at 1:00 p.m. Eastern, the Josiah Macy Jr. Foundation will host a webinar to discuss the 2020 Macy Conference recommendations on addressing bias and eliminating discrimination in the clinical learning environment.

Harmful bias and discrimination continue to be pervasive in health care, fueling inadequate treatment of patients. And it's not just patients who suffer. Health care professionals and students also experience prejudice and discrimination that cause harm and limit their career opportunities.

To accelerate efforts to address harmful bias and eliminate discrimination within health professions learning environments, the Josiah Macy Jr. Foundation convened more than 40 health professions education leaders, faculty, and students to map a path forward. The recommendations provide a roadmap to help health professions schools and clinical practice sites take action on equity, diversity, and inclusion to ensure a better future for our patients and for the next generation of health care providers.

Join us for an in-depth discussion of the recommendations and action steps that health professions educators, health system leaders, regulators, policymakers, students, and patients can take to address this crucial issue.

Confirmed Speakers include:

Holly Humphrey, MD, MACP, President, Josiah Macy Jr. Foundation

Camila Mateo, MD, MPH, Associate Director, Anti-Racism Curriculum and Faculty Development and Instructor in Pediatrics, Harvard Medical School; Attending Physician, Boston Children's Hospital

Fidencio Saldaña, MD, MPH, Dean for Students, Harvard Medical School

[Register Here](#)

[External Volunteer Opportunities](#)



ISO: Bilingual English+Spanish Speakers to
Help Us Keep Local Families Housed This Winter!

CONNECT is a partnership of five organizations delivering economic mobility supports under one roof at The Neighborhood Developers in Chelsea. After the COVID shutdown, we established a hotline to help struggling community members access various forms of financial assistance, including unemployment, SNAP, rental assistance, and economic impact payments. We have helped over 2,300 people apply correctly for these programs, fix errors that put their applications in limbo, track down missing checks, and navigate complicated bureaucracies.

Currently the greatest need is for rental assistance. Hotline staff and volunteers help people apply for the State-funded Residential Assistance for Families in Transition (RAFT) program, which provides eligible households up to \$10,000 per 12-month period to pay off rent owed, make upcoming rent payments, or obtain new housing. We also connect callers to other forms of aid when available, and legal assistance where necessary.

Through our close partnership with Metro Housing Boston and La Colaborativa, we have so far secured over \$700,000 in RAFT assistance for local families. But with a backlog of over 2,000 families, we have much more work to do and we need your help!

As a volunteer for the RAFT hotline, you will learn how the RAFT program works and assist community members through the application process. All necessary training will be provided, along with direct access to our in-house RAFT experts and a regular group Q&A session. All services are virtual and you set your own schedule. Must pass a background check (CORI).

Minimum Time Commitment: 10 hrs/wk for 6 weeks
MUST BE BILINGUAL, i.e. FLUENT in both ENGLISH and SPANISH

Interested? Email volunteer@tndinc.org

Congratulations

Dr. Alegria receives the 2020 Rema Lapouse Award and Harry G. Lehnert, Jr. and Lucille F. Cyr Lehnert Endowed MGH Research Institute Chair



Margarita Alegria, PhD, chief of the MGH Disparities Research Unit, has received the **2020 Rema Lapouse Award** for Achievement in Epidemiology, Mental Health and Applied Public Health Statistics from the American Public Health Association (APHA). This award encourages the honoree to follow the example of Lapouse, who looked beyond contemporary explanations to understand and improve public mental health. Lapouse was a pioneer in her dedication to impacting public policy and the quality of care to promote public health and social justice. Dr. Alegria has also been named the Harry G. Lehnert, Jr. and Lucille F. Cyr Lehnert Endowed MGH Research Institute Chair. To read more about this prestigious chair, [click here](#).

Dr. Brown receives the 2020 Swartz Prize

Emery N. Brown, MD, PhD, director of the Neuroscience Statistic Research Laboratory in the Department of Anesthesia, Critical Care and Pain Medicine, has received the **2020 Swartz Prize** for Theoretical and Computational Neuroscience from the Society for Neuroscience. This honors an individual whose work has produced a significant cumulative contribution to theoretical models or computational methods in neuroscience or who has made a particularly noteworthy recent advance to the field. Brown's insights and approaches have been critical to the development of



some of the first models estimating functional connectivity among a group of simultaneously recorded neurons.

Dr. Del Carmen named one of the 30 Women Leaders in Healthcare by *Mujer Ejecutiva* magazine



Dra. Marcela Del Carmen
Directora del Hospital de Massachusetts
Hospital de Investigación y Atención Contra COVID-19
Por la igualdad desde la primera línea de batalla

Marcela Del Carmen, MD, chief medical officer of the MGPO, has been named one of the “**30 Women Leaders in Healthcare**” by *Mujer Ejecutiva* magazine. **Mujer Ejecutiva** is a business magazine covering topics of finance, motherhood, wellness and health, beauty, destinations and others.

Dr. Saadi named a 2020 STAT Wunderkind



Altaf Saadi, MD, MSc, from the Department of Neurology at Mass General, has been named a 2020 STAT Wunderkind for her work helping refugees and immigrants. Whether diagnosing trauma in refugees, exposing detainee mistreatment or making sure that clinics are welcoming to all, Dr. Saadi is devoted herself to making health care better for everyone. Click [here](#) to read more.

Dr. Warner receives a 2020 MGH Community Service Award

Erica Warner, ScD, MPH from the Department of Medicine is one of the recipients of the 2020 MGH Community Service Award, recognizing outstanding MGH employees who are actively engaged in their communities.



Dr. Williams named a deputy editor of *The New England Journal of Medicine*



Winfred W. Williams, MD, associate chief of the MGH Division of Nephrology, has been named a deputy editor of *The New England Journal of Medicine (NEJM)*. Williams, who is associate chief of the MGH Division of Nephrology, becomes the first African American to serve as an *NEJM* editor. Established more than 200 years ago by MGH cofounders John Collins Warren and James Jackson, *NEJM* is recognized as one of the world's most influential medical journals.

In The News

Disparities in Post-Intensive Care Syndrome During the COVID-19 Pandemic: Challenges and Solutions published on *NEJM Catalyst* on Nov 13, 2020. In the face of a growing pandemic, the Massachusetts General Hospital rapidly mobilized initiatives for accessing health care among vulnerable communities at all stages of the care continuum. Click [here](#) to read more.

Interviewed while Black published on *NEJM* in Nov 11, 2020. Inside a conference room with a long wooden table, a Black residency applicant sat next to 12 other applicants on interview day. None of their peers were Black. Across the table hung photos of faculty

members, including the program director, medical director, and department chair. None were Black. To read this article, click [here](#).

~ Advancing Physicians and Scientists

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Contact Us

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Announcements to share with the CDI community?
Please submit to cdi@mgh.harvard.edu.