



MASSACHUSETTS  
GENERAL HOSPITAL

CENTER FOR DIVERSITY  
AND INCLUSION

Advancing Physicians and Scientists

## *Monthly eNews: October 2020*

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**Announcements**

## Recording of October 9, 2020 MGH Latina/o/x and Hispanic Heritage Month celebration is now available



CDI was honored to co-host the Latina/o/x and Hispanic Heritage Month celebration: ***A Celebration of Unity, Heritage and Latina/o/x Front Line Staff*** on October 9th. This was a unique opportunity to recognize the contributions of MGH's Latino/a/x front line and essential workforce during COVID, as well as to celebrate our history, heritage and culture.

For those who missed this full-day event, the program agenda and the recording for each session - including an MGH Latina/o/x employee video montage at the end - may be accessed via this [link](#).

This event was co-sponsored by the MGH Office of Equity and Inclusion, the Center for Diversity and Inclusion, Nutrition and Food Services, Patient Care Services, and service employees.

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**View 2020 PSDA and CTDA award recipient  
ceremony recording**



On September 23rd, the MGH Center for Diversity and Inclusion hosted a virtual Welcome and Recognition celebration to honor 5 award recipients and welcome newcomers. David Alagpulinsa, PhD; Ibiayi Dagogo-Jack, MD; Christian Lino Cardenas, PharmD, MSc, PhD; Nneka Ufere, MD, each received a 2020 Physician/Scientist Development Award - Sponsored by the Executive Committee on Research. Katia Canenguez, PhD, EdM, received a 2020 Clinician-Teacher Development Award - sponsored by MGPO. To view the recording of this event, click [here](#).

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**Election Day is Nov 3rd - Make your safe voting plan**



Public health authorities locally and nationally worry that we will see a resurgence of COVID-19 this fall, and with this, a heightened risk to voting in person. Given these concerns, we at MGH are doing all we can to ensure that both you as our staff and the patients we collectively serve can exercise their right to vote, without risking their health.

**CDI encourages you to make your safe voting plan today.**

1. Register to vote. October 24 is the last day to register to vote in Mass.
2. **Apply for a mail-in or absentee ballot here.** Mail or hand-deliver your ballot to your **local election office** before the November 3 Election Day.
3. Vote early, between October 17 and 30, when there are likely to be shorter lines at your local polling place. You must still register to vote early.

Use the QR code on the flyer above or visit [voterx.turbovote.org](https://voterx.turbovote.org) to check your registration, register to vote, apply for a mail-in or absentee ballot, and sign up for reminders about deadlines and your polling location -- both for Election Day and early voting in October.

If you choose to vote in person, either early or on Election Day, please make sure to:

1. Wear a face mask and eye goggles or other eye protection if you have it
2. Avoid touching your face
3. Use hand sanitizer, or wash your hands thoroughly, before and after you finish voting
4. Maintain safe physical distancing by at least 6 feet from the people around you.

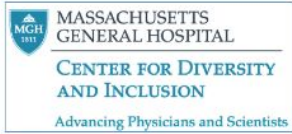
If you are in a patient-facing job and are interested in initiating conversations around safe voting with patients, consider referencing [these scripts](#) for sample language to guide your discussion.

Thank you for everything you do to care for our patients and fight for the health and well-being of the communities we serve.

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## **Resident and Fellow Committee (RFC) Corner**

**Virtual interview tips webinar  
Wednesday, October 28 @ 8-9 pm**



# VIRTUAL INTERVIEW TIPS WEBINAR



Are you a residency applicant looking for guidance during your virtual interview?

## WEBINAR OVERVIEW

A panel of MGH trainees and faculty underrepresented in medicine will share their experiences, suggestions and tips for a successful, informative, interactive, and enjoyable virtual interview experience.

**BRING YOUR QUESTIONS!**

## LEARNING OBJECTIVES

Residency applicants will learn to:

- Create the ideal interview space
- Prepare for common questions
- Expect the unexpected

Sponsored by the  
MGH Center for  
Diversity and Inclusion  
Resident and Fellows  
Committee



SCAN ME

**DATE:**  
**Wednesday,**  
**October 28, 2020**

**TIME:**  
**8 - 9 PM EST**

Webinar Zoom ID: <https://partners.zoom.us/j/84495463714>

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

CDI sponsors receptions during the interview season for all fellowship and MGH residency and combined program applicants who are underrepresented in medicine (URiM). Due to this year's virtual recruitment process, our receptions will also be virtual and will take place in the evening. The CDI receptions are an excellent way for applicants to meet our community and learn about what we do. We are also holding two joint receptions with our colleagues at BWH CDI for joint program applicants. A detailed schedule with reception dates is below. Official invitations to RSVP have been sent under separate cover.

<b>2020-21 CDI Applicant Reception Dates – 6:00pm to 7:00 pm</b>	
Thursday, November 19, 2020 (MGH/BWH CDI reception for Joint Programs)	Thursday, December 17, 2020
Tuesday, November 24, 2020	Tuesday, January 5, 2021
Thursday, December 3, 2020	Thursday, January 7, 2021
Wednesday, December 9, 2020 (MGH/BWH CDI reception for Joint Programs)	Tuesday, January 12, 2021
Thursday, December 10, 2020	Thursday, January 14, 2021
Tuesday, December 15, 2020	Thursday, January 21, 2021

## **Anti-racism Tools and Resources**

### **New episode of AAMC "Beyond the White Coat" podcast explores racism and medical education**

The history of medicine is filled with amazing scientific discoveries and remarkable innovation, but the profession is also haunted by a history of structural oppression and exclusionary practices that act as barriers for people of color. This history influences the policies, practices, and procedures that govern how physicians are trained in the United States today. In a new episode of "Beyond the White Coat," AAMC President and CEO

David J. Skorton, MD, speaks with AAMC Chief Diversity and Inclusion Officer David A. Acosta, MD, about the history of structural racism in U.S. medical education and how that history informs today's learning environment.

[Listen Now](#)

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## AAMC releases framework to address and eliminate racism in academic medicine

Racism impacts all aspects of academic medicine, from inequitable medical school admissions policies to inadequate care of patients of color. The AAMC has released [a framework](#) that outlines concrete steps the AAMC will take to address structural racism across all fronts. A [USA Today op-ed](#) authored by David J. Skorton, MD, AAMC president and CEO, further explores this important work.

[Read More](#)

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## Awards, Fellowships and Fundings

**Call for applications:**

**National Workshop on Spanish in Health Care  
Application Deadline - Wednesday, October 28**

Scholars from The Ohio State University, The University of Akron, Baylor University, the University of California, and Wichita State University have teamed up to offer the first **National Workshop on Spanish in Health Care: *Promoting Language Access During COVID-19 through a Patient-Centered Outcomes Research Framework***. Graduate students and junior faculty across disciplines are encouraged



to [apply](#). Learn more by clicking [here](#).

*Promoting Language Access During COVID-19 through a Patient-Centered Outcomes Research Framework* is a **3-day virtual workshop** for scholars interested in pursuing language access research in Spanish-speaking communities in the United States. Over the course of the webinar, participants **will develop a language access research topic and an engagement plan** to further explore the topic in their communities. Applicants must commit to 1) completing all pre-workshop reading assignments, 2) attending all sessions in their entirety, and 3) submitting a final product within two weeks of workshop completion. Participants who successfully complete the workshop and submit the final product will receive a **\$500 stipend**.

The workshop will take place virtually **January 4-6, 2021 from 12:00-4:30 PM**. Applications are due **October 28, 2020**. [Click here to begin your application](#).

If you have any questions, please reach out to [friedman.584@osu.edu](mailto:friedman.584@osu.edu).

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**Call for fellowship applications:  
Preparing tomorrow's leaders in health  
Application Deadline - Tuesday, December 1**



**The Commonwealth Fund Fellowship in Minority Health Policy at Harvard University (CFF)** is pleased to announce [the call for applications](#) for the 2021-2022 year. Applications are now being accepted for a one-year, degree-granting, full-time fellowship beginning July 2021.

[Click Here to Apply](#) Application deadline is **5:00 pm Eastern Time on December 1, 2020**. All application materials must be submitted in the online application system by the deadline.

*Sponsored by the Commonwealth Fund and based at Harvard Medical School, the CFF Fellowship prepares physicians, particularly physicians from groups underrepresented in*

*medicine, to become leaders who improve the health of disadvantaged and vulnerable populations through transforming healthcare delivery systems and promoting innovation in policies, practices and programs that address health equity and the social determinants of health.*

## MGH Events

### MGH Radiology mentoring event Monday, October 26 @ 7:30 - 9 pm

The Massachusetts General Hospital Radiology Diversity, Equity, and Inclusion Education Subcommittee, the Massachusetts Medical Society, and the Massachusetts Radiological Society are working with Williams College to mentor undergrads who are the first in their families to go to college who are interested in careers in Medicine. We will be holding a virtual panel and speed mentoring reception on **Monday, October 26 from 7:30 – 9:00 PM** to connect physician mentors with undergrads. Please join us if you are interested in mentoring and supporting these incredibly, bright and talented students in our virtual networking sessions.

When: **Monday, October 26 from 7:30 – 9:00 PM** EST (7:30 – 8:15 PM, panel discussion, 8:15 – 9:00 PM, speed mentoring reception)

Who: Attendings, fellows, residents, and medical students who are interested MGH

Details: Our event will start with a panel with a particular focus on highlighting the experiences of first generation physicians who have navigated these pathways successfully. After the panel, we have a speed mentoring session in which mentors from a wide variety of specialties will get a chance to interact with students for approximately 15 minute sessions each (3 small group sessions for a total of 45 minutes).

How: **Register here** for Zoom link:

<https://harvard.zoom.us/meeting/register/tJUpdOmurDorE9YL9fwfYBNE0-K6YUlaY9cp>

Please contact Anand Narayan ([aknarayan@mgh.harvard.edu](mailto:aknarayan@mgh.harvard.edu)) if any questions.

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## **HMS and Other Offerings, Webinars and Events**

# BETTER TOGETHER

## DIVERSITY IN LEADERSHIP

### “OLIVER WENDELL HOLMES, RACISM, AND REMEMBRANCE”

a discussion about difficult leadership choices,  
and the legacy of poor decisions



featuring

### Scott Podolsky, MD

Professor of Global Health &  
Social Medicine  
Harvard Medical School

Thursday, October 29, 2020  
1:30pm—2:30pm (EDT)

*Rescheduled from Spring 2020*

Webinar Registration [LINK](#)

Questions? Email Susan Legere at [susan\\_legere@hms.harvard.edu](mailto:susan_legere@hms.harvard.edu)



**HARVARD**  
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For more information please visit our website:  
<https://dicp.hms.harvard.edu>

## **HMS teaching faculty survey to foster inclusion among diverse learners Survey Deadline - Saturday, October 31**

The HMS Program in Medical Education is actively working to create new zoom offerings to support your efforts to teach students from diverse backgrounds and identities, foster inclusion and belonging, and advance equity and anti-racism. The attached brief survey is designed to elicit specific topic areas that you think would be most helpful, as well as gauge how prepared you feel in your role teaching HMS MD students to promote an inclusive learning environment where students from diverse backgrounds feel seen, heard, and respected.

Please complete this brief **SURVEY** no later than **October 31**.

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## **The impact of skin color and ethnicity on clinical diagnosis and research A virtual series: October 28 - December 2**

Join clinical experts, thought leaders, and advocates for a collaborative discussion on the issues of health disparities, structural racism, and medicine as we examine specific dermatologic diseases in a series of four free and open educational webinars.

1. Structural Racism and Racial Bias in Medicine: **Wednesday, October 28, 1:00-2:15 PM ET**
2. Hair Disorders in People of Color: **Thursday, November 12, 1:00-2:15 PM ET**
3. Pigmentary Disorders and Keloids: **Wednesday, November 18, 1:00-2:15 PM ET**
4. Covid-19 Comorbidities and Cutaneous Manifestations of Systemic Diseases in Adults and Children: **Wednesday, December 2, 1:00-2:15 PM ET**

[\*\*Click here for more information and to register.\*\*](#)

*This event series is brought to you by the Skin of Color Society Foundation (a nonprofit, with a mission of education, mentoring, and research in skin of color), NEJM Group, and VisualDx (the leading visual clinical decision support system).*



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## **Virtual workshop on grant writing for education research**

**Friday, December 11**

The Society of Directors of Research in Medical Education will be hosting a FREE, interactive virtual workshop.

### **"Promoting Medical Education (& Yourself) Through Effective Grant Writing"**

Date: December 11, 2020

Time: 12:00-1:00 PM NYC/Eastern Time

*Furthering the field of education through research is challenging when funding sources are scarce and highly competitive. Founded on best practices, published literature and experience, this workshop by the Society of Directors of Research in Medical Education, will offer grant writing tactics as a means to promote educational research.*

Presenters include: Maria Blanco, EdD; Janet Hafler, EdD; Kari Nelson, PhD; Giulia Bonaminio, PhD; Paul Haidet, MD, MPH; & Gary Beck Dallaghan, PhD

Space is limited to 150 participants! RESERVE YOUR SPOT TODAY!

RSVP: [Click Here](#)

Questions? Email [Gary Beck Dallaghan](#)

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## Congratulations

### Dr. Carter receives Nathaniel Bowditch Prize



The Nathaniel Bowditch Prize is awarded each year to recognize the efforts of a team or individual who has improved the quality of care, while reducing the cost of that care. The 2020 award recipient is the Community Care Transitions Initiative led by **Jocelyn Carter, MD, of the Department of Medicine.** [Read the full story.](#)

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### Dr. Salas receives Early Career Leadership Award

Renee Salas, MD MPH, MS, is an attending physician in the Department of Emergency Medicine and an Assistant Professor of Emergency Medicine at HMS. She is one of the 2020 Alumni Award recipients, honored with the Early Career Leadership Award from Case Western Reserve University, School of Medicine.



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## Dr. Watkins joins the Clay Center for Young Healthy Minds as the new Associate Director



**Khadijah Booth Watkins, M.D., M.P.H.** is associate director of the Clay Center for Young Healthy Minds at Massachusetts General Hospital (MGH), and the Associate Director of the Child and Adolescent Psychiatry Residency Training Program of Massachusetts General Hospital and McLean Hospital. In addition, she provides clinical care to children, adolescents, and families in the Child Outpatient Clinic and continues to teach and supervise fellows, residents, and medical students. To read more about Khadijah, [visit her bio on the Clay Center website](#). You can also read her first blog post here: [10 Ways to Emotionally Support Your Teen in Responding to Racism](#).

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## In The News

**Initiative on legacy of slavery at Harvard picks up steam...** To read the full article by Colleen Walsh, Harvard Staff Writer, published in the *Harvard Gazette* on Oct 15, please click [here](#).

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**Promoting diversity in the medical school pipeline:** published in Academic Medicine.  
[Click here to read more.](#)

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**Announcements to share with the CDI community?**

**Please submit to [cdi@mgch.harvard.edu](mailto:cdi@mgch.harvard.edu).**