

Surgical Residency Program

Diversity, Inclusion, and Equity at Mass General 2022-2023

At Massachusetts General Hospital, we train the future leaders in surgery. We take pride in graduating physicians who are not only excellent surgeons but also scientists, academicians, and clinicians. We want our surgeons to reflect our communities, cities, and country. Equal treatment of all patients regardless of race, gender, or socio-economic status has been a goal of health care systems across the country for many years. At Mass General, this goal is explicitly stated in our longstanding credo: "...issues of equity and justice are not separate but rather intertwined with patient care, education, research and community health. Targeting inequality enhances the quality of care for all. We believe in treating our patients and each other with the dignity that every human being deserves." For this reason, we are committed to diversity, equity, and inclusion in the field of surgery.

The pandemic afforded us the opportunity to enact the Mass General structural equity 10-point plan, and we have seen some early results from [these initiatives](#). Please see the [Center for Diversity and Inclusion's \(CDI\) Annual Report](#), which highlights some of the accomplishments of this important group.

The Department of Surgery has started many new and exciting initiatives centered around diversity and inclusion. Recent examples include:

- **Established workgroups to focus on:** LGBTQ+ issues, Women/Gender issues, Surgeons with Chronic Conditions and URiM/Race Disparities
- **Created a new speaker series called, "The Fabric of MGH Surgery...Celebrating our stories":** This is a platform to highlight the voices of those who make our department special and diverse
- **Worked with the CDI to create and implement a Patient Code of Conduct Policy:** While we can't always control the thoughts and beliefs of our patients, their family members, or visitors, we **can** demand respectful and nondiscriminatory behavior. This new policy outlines the steps to take if you experience discrimination by a patient or their family. The new policy can be viewed [here](#) (Mass General login required to view)
- **Resident DEI Champion Award:** This year, Dr. Numa Perez was the inaugural recipient of the Resident DEI Champion Award. This award was created to recognize the resident who regularly goes above and beyond to create a more inclusive, just, and welcoming environment. This resident demonstrates commitment to the Mass General Department of Surgery's goals of diversity, equity, and inclusion through departmental activities, hospital activities, community building, recruitment, scholarship, teaching, and patient care. This resident serves as a role model in building a supportive educational and professional community that promotes inclusion and fosters success, especially for the underrepresented and underserved groups
- **M&Ms dedicated to social determinants of health (SDOH):** These M&Ms give our department an opportunity to use the expertise of invited speakers to use a more holistic approach to clinical decision-making and how SDOH are affecting our surgical patients. We hope these rounds will help us devise new ways to recognize the impact of SDOH on patient outcomes and to devise ways to mitigate them in an effort to help future patients
- **Cost-of-living stipend for economically disadvantaged residents:** Those residents who qualified for the AAMC's Fee Assistance Program or who were eligible for Pell grants as students can confidentially attest to continued financial circumstances and will be given \$10,000 per year for three years to provide financial assistance to offset the high cost of living in Boston
- **Implicit bias training for all surgeons:** With discussions about how these biases impact the delivery of care to surgical patients

- **PROMISE Coalition:** A program comprised of leaders in the surgical arena like Mass General that seeks to develop and promote best practices in surgery, including diversifying the profession at all levels
- **Novel curricula:** Last academic year, we launched the Provider Awareness and Cultural Dexterity Toolkit for Surgeons (PACTS) curriculum, and this fall we plan to roll out a three-part Anti-Racism curriculum for our residents
- **Active research program and publications in health care disparities:** Including more than 20 publications by our faculty and residents. A few of these are listed below:

Title	Link
The Current Status of the Diversity Pipeline in Surgical Training	https://pubmed.ncbi.nlm.nih.gov/34776239/
"Women as Deficit": Re-evaluating Interventions to Establish Gender Equity	https://pubmed.ncbi.nlm.nih.gov/34387210/
The Other Global Pandemic: Scientific Racism and the Normality Bias	https://pubmed.ncbi.nlm.nih.gov/34387208/
The Paradoxical Protective Effect of Immigration on Colorectal Cancer Survivals	https://pubmed.ncbi.nlm.nih.gov/34265602/
Racial Trauma Perpetuated by Academic Medicine to Those in its Ranks	https://pubmed.ncbi.nlm.nih.gov/34237227/
Should All Patients Receive the Same Prophylaxis? Racial Variation in the Risk of Venous Thromboembolism After Major Abdominal Operations	https://pubmed.ncbi.nlm.nih.gov/34144805/
Residential Segregation and Health Care Segregation: Separate But Not Equal	https://pubmed.ncbi.nlm.nih.gov/33914459/
Contribution of Unequal New Patient Referrals to Female Surgeons Under-employment	https://pubmed.ncbi.nlm.nih.gov/33685718/
Let's Get Uncomfortable	https://pubmed.ncbi.nlm.nih.gov/33214450/
Racially Conscious Cancer Screening Guidelines: A Path Towards Culturally Competent Science	https://pubmed.ncbi.nlm.nih.gov/33064394/
Underemployment of Female Surgeons?	https://pubmed.ncbi.nlm.nih.gov/32941284/
The Impact of Race on Choice of Location for Elective Surgical Care in New York City	https://pubmed.ncbi.nlm.nih.gov/32007235/
Beyond Insurance: Race-based Disparities in the Use of Metabolic and Bariatric Surgery for the Management of Severe Pediatric Obesity	https://pubmed.ncbi.nlm.nih.gov/31917198/
Race/Ethnicity and Age Distribution of Breast Cancer Diagnosis in the United States	https://pubmed.ncbi.nlm.nih.gov/29516087/
Association of Nativity Status with Quality of Breast Cancer Care for Hispanic Women and Non-Hispanic White Women in the United States	https://pubmed.ncbi.nlm.nih.gov/28196180/
Impact of Income Inequality on the Nation's Health	https://pubmed.ncbi.nlm.nih.gov/27457253/
Surgical Quality and Equity: Revisiting the Class of 1895	https://pubmed.ncbi.nlm.nih.gov/27058945/

Our primary goal as a surgery training program is to ensure that you are a well-trained surgeon, but of equal importance to us is that you bring your individual experiences and unique perspectives to the field of surgery. As you look through our [Surgical Residency Program website](#), please watch some of the videos posted under the "Video" section including an interview with Professor Carlos Fernandez-Del Castillo and the five "I am MGH Surgery" videos, which include heartfelt messages from many of our residents. Additionally, [this video](#) from Harvard Medical School may be helpful to some.

We very much look forward to receiving your application, and we promise to review it in a thoughtful and holistic manner.