



MASSACHUSETTS
GENERAL HOSPITAL

CENTER FOR DIVERSITY
AND INCLUSION

Advancing Physicians and Scientists

Monthly eNews: December 2019

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HAPPY
HOLIDAYS

Announcements

2020 Summer Research Trainee Program: Call for Student Applications - Deadline January 17, 2020

Help us spread the word to eligible students! The MGH Center for Diversity and Inclusion is now accepting applications for the 2020 Summer Research Trainee Program (SRTP), which will be held from June 15 to August 8.

Each summer, 20 students are selected from a nationwide competition to join SRTP. Students are assigned to specific MGH laboratory, clinical sites, health policy, or health services research areas where they undertake an original research project under the mentorship and guidance of an MGH investigator. Assignments are carefully considered with the student's research and career interests in mind. Students are also exposed to group mentorship, career workshops, research seminars, and networking and social events with the CDI community. The program culminates with student presentations of their research projects to the MGH research community, and students receive feedback from a panel of research faculty.

[Click here](#) for more information about the program and to apply. **The application deadline is Friday, January 17, 2020.**

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

CDI hosts a number of receptions for applicants from all 20 MGH and integrated residency programs to provide an opportunity to meet our community of URiM trainees and faculty and learn about CDI (see dates below). Official invitations to RSVP have been sent under separate cover. Please join us!

CDI Applicant Reception Dates

Tuesday, December 17, 2019	Thursday, January 9, 2020
Tuesday, January 7, 2020	Tuesday, January 14, 2020



Coffee With Joe

Thursday December 19th, 2019

8:30am – 9:30am

North Garden Room (across from Eat Street Café)

Join Joseph Betancourt, MD, MPH, Vice President and Chief Equity and Inclusion Officer, as he hosts a series of coffee chats that aim to engage the MGH community in lively discussions on diversity, equity and inclusion. Stop by to ask your questions, share ideas, and network with others. Dr. Betancourt can answer questions in English and Spanish. Your input will help shape this important work in the years ahead.



Please RSVP at <https://www.surveymonkey.com/r/XHJWRN5>.

Resident and Fellow Committee (RFC) Corner

Volunteer to mentor and help empower students in our community

1. Career Fair Day for Health Professions and Recruitment and Explore Program

(HPREP) at Harvard Medical School on **Saturday, January 25, 2020**. CDI residents and attendings have always played a huge part in this program, including participating in mentorship and career panels. This is also a great opportunity to connect with other MGH trainees. For more information about this program and to sign up, please contact Sepideh Ashrafzadeh: Sepideh_Ashrafzadeh@hms.harvard.edu and Stanley Gill: spgill@g.harvard.edu

2. MGH/Timilty partnership: The MGH Center for Community Health Improvement's Youth Programs team is seeking volunteers to mentor select students from the James P. Timilty Middle School with their science fair projects for the 2019-2020 school year. Mentors meet with their assigned students at the MGH on two Friday mornings a month from October through January. No prior experience needed; the MGH/Timilty partnership, now in its 30th year, provides mentors with ongoing training and support. To learn more about this program, please contact Tracy Stanley at tstanley2@partners.org or 617-724-6424.

Seminars and Events

Join us in Celebrating a Decade of the *Annual Report on Equity in Health Care Quality*

Hosted by the Edward P. Lawrence Center for Quality & Safety,
The Disparities Solutions Center, & MGH Equity & Inclusion

Thursday, December 19, 2019

4:00-5:30 pm

Simches Research Center, Room 3.110

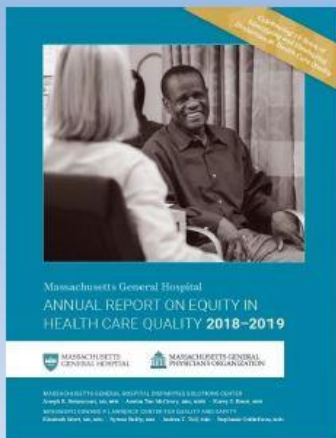
185 Cambridge St., Boston, MA 02114

Light appetizers will be served.

Please RSVP at: <https://www.surveymonkey.com/r/2QS5CNT>

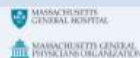


This year Mass General produced the 10th edition of the Annual Report on Equity in Health Care Quality. The report identifies disparities in care and reports on the progress of initiatives to eliminate disparities at Mass General. Please join us in celebrating a decade of this work and learning about Mass General's ongoing efforts to ensure equitable care for all patients. **Dr. Liz Mort, Senior Vice President of Quality and Safety** and **Dr. Joe Betancourt, Vice President and Chief Equity and Inclusion Officer** will present and discuss findings from the 10th edition of the report with a panel of collaborators.



The first of its kind in the nation, this report established Mass General as a national leader in monitoring and addressing disparities and promoting high quality care for all patients, regardless of race, ethnicity, culture, and language. This work was integral to Mass General being awarded the American Hospital Association's inaugural Equity of Care Award in 2014. The report is available for download [here](#).

The Edward P. Lawrence
Center for Quality & Safety



Awards, Fellowships and Funding

AAMC GDI Exemplary Leadership Award - Nomination Deadline December 16, 2019

To increase recognition of diversity and inclusion leaders and teams, the GDI Steering Committee established the **GDI Exemplary Leadership Award**. This award recognizes innovative leadership and impact from an individual or team responsible for developing and implementing an outstanding and highly effective program that demonstrates evidenced-based best practices for enhancing diversity and inclusion in academic medicine and biomedical sciences. The **nomination deadline** is **Monday, December 16, 2019**.

2020 AAMC GDI Professional Development Conference - Deadline December 16, 2019

The **AAMC Group on Diversity and Inclusion** Program Planning Committee invites proposals for breakout sessions and posters for the Group on Diversity and Inclusion Professional Development Conference scheduled for May 1-4, 2020, JW Marriott Marquis, Miami, Florida. **Submit a proposal** by **Monday, December 16, 2019**.

Academic Medicine Call for Volunteer Assistant Editors - Deadline January 10, 2020



Academic Medicine is seeking applications for volunteer assistant editors. The assistant editor role is characterized by

- Working closely with the editor-in-chief, associate editors, and editorial staff on matters related to manuscript review and decision-making.
- Participating in regular teleconferences with the editorial team
- Strengthening experience and skills related to writing, reviewing, and editing content for scholarly publication
- Attending annual *Academic Medicine* editorial board meetings

Successful candidates will demonstrate a strong interest in medical education and scholarly publishing. Priority will be given to those who have expertise in qualitative or quantitative research methodologies. The assistant editor role is a two-year appointment. To apply, please submit a CV and a 1-2 page letter of interest to academicmedicine@aamc.org (Attn: Mary Beth DeVilbiss, Managing Editor) by January 10, 2020.

Postdoctoral Enrichment Program - Deadline January 15, 2020

The application deadline for the **Burroughs Wellcome Fund (BWF) Postdoctoral Enrichment Program (PDEP)** is quickly approaching (Jan. 15, 2020).

The PDEP provides a total of \$60,000 over three years to support the career development activities of underrepresented minority postdoctoral fellows in a degree-granting institution in the United States or Canada whose training and professional development are guided by mentors committed to helping them advance to stellar careers in biomedical or medical research.

For more information please visit: <https://www.bwfund.org/grant-programs/diversity-science/postdoctoral-enrichment-program>

Please complete the linked survey if you would like to receive future e-mails regarding

other funding and career development opportunities for URM postdoctoral fellows: <https://harvardml.typeform.com/to/MnU1yy>

Call for Applications: 2020 PFDD Faculty Fellowship - Deadline January 27, 2020

Harvard Catalyst Program for Faculty Development and Diversity Inclusion (PFDD) Faculty Fellowship (formerly PFDD Faculty Fellowship) is a two-year, non-degree Faculty Fellowship Program for Harvard junior faculty designed to address faculty need for additional support to conduct clinical and/or translational research and to free junior faculty from clinical and teaching demands at a key point in their career development. Each Faculty Fellow will receive \$100,000 over a two-year period to support their scholarly efforts. Faculty Fellows are required to devote appropriate time toward the development of their academic career, to meet regularly with their mentors, and to present at the annual Minority Health Policy Meeting.

Eligibility

Doctoral degree (e.g. MD, PhD, DO, DMD, DDS). Harvard appointment at the level of instructor or assistant professor. Applications will also be considered from clinical or research fellows who are in the process of appointment/promotion to instructor and/or assistant professor at Harvard. U.S. Citizenship or Permanent Residency.

For more information, please visit

https://mfdp.med.harvard.edu/pfdd_faculty_fellowship. Complete applications are due by January 27, 2020.

Congratulations

Margarita Alegria, Ph.D receives the Steve Banks Award for Mentoring



Margarita Alegria, PhD, chief of the Disparities Research Unit, has received the Steve Banks Award for Mentoring from the American Public Health Association for her outstanding work as a nationally recognized mentor. Banks helped mental health researchers improve the quality of their work, mentoring them in statistics, methodology and philosophy of science. This award honors his contributions by honoring generous and collegial mentorship.

Katia Canenguez, Ph.D, Ed.M at the National Multiple Sclerosis Society

Katia Canenguez, Ph.D., Ed.M, department of Child and Adolescent Psychiatry was invited to present (in Spanish) at the National Multiple Sclerosis Society - Hispanic Family Day which was held at Columbia University on Sunday, November 17. The title of her talk was "El Manejo de la Ansiedad en la EM". Click [here](#) for more details.



Nicte Mejia, MD is named the new Director of the HMS Intensive Medical Spanish



Nichte Mejia, MD, assistant professor of neurology is the new director of the Intensive Medical Spanish course and exchange program at HMS. This course is a full-time, four-week elective offered to third- or fourth-year students, providing them with language skills training important for clinical encounters with patients from other cultures, and also promotes awareness of barriers in achieving health equity.

Joan Reede, MD is elected to the American Association for the Advancement of Science 2019 Class of Fellows

Joan Reede, MD, HMS dean for diversity and community partnership and professor of medicine at Massachusetts General Hospital, for distinguished contributions to the fields of workforce, mentoring and leadership development in biomedical sciences and health policy.



Renee N. Salas, MD, MPH, MS publishes the 2019 Lancet Countdown on Health and Climate Policy Brief for the United States



Renee N. Salas, MD, MPH, MS, a 2018 CTDA recipient, was the first author on the 2019 Lancet Countdown on Health and Climate Policy Brief for the United States. This was presented at the U.S. Launch, one of numerous sites worldwide, at the Kennedy Caucus Room in the Russell Senate Building on November 18th. The release received widespread media coverage, and Dr. Salas was quoted in outlets like the **New York Times**, **Time magazine**, the **Associated Press**, and **National Public Radio**. More information can be found [here](#).

Dr. Salas, was promoted to Assistant Professor of Emergency Medicine at Harvard Medical School.

In the News

Abundant research shows gender disparities in medicine, but too few know about it. #NeedHerScience. Click [here](#) to read the full article in STAT.

'I Have a Ph.D. in Not Having Money' Medical school is expensive for everyone. But for low-income students, the hidden costs can be prohibitive. Click [here](#) to read this full *New York Times* article, which features HMS student David Velazquez.

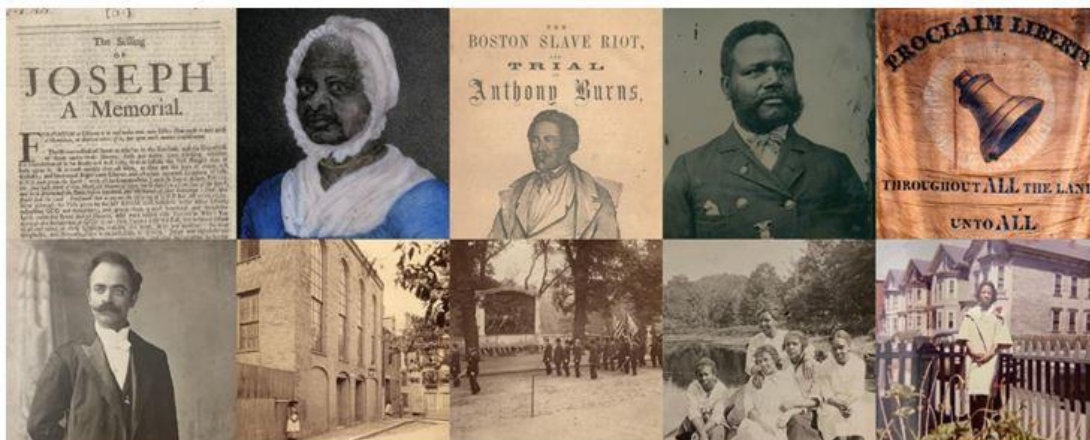
More women than men are enrolled in medical school, while underrepresented groups continue modest growth. Among 2019 applicants and matriculants: Applicants who identified as Hispanic, Latino, or of Spanish origin increased 5.1%, to 5,858; matriculants grew 6.3%, to 2,466. The number of black or African American applicants

rose 0.6%, to 5,193; and matriculants increased by 3.2%, to 1,916. American Indian or Alaska Native applicants grew by 4.8%, to 586; while matriculants rose 5.5%, to 230. "The steady gains in the medical school enrollment of women are a very positive trend. We are delighted to see this progress," said AAMC president and CEO David J. Skorton, MD. However, "the modest increases in enrollment among underrepresented groups are encouraging, but not enough," Skorton said. "We must do more to educate and train a more diverse physician workforce to care for a more diverse America." Read the full AAMC report [here](#).

Merriam-Webster declares "they" its 2019 word of the year. Click [here](#) to read the full article.

Happenings in Boston

Museum of African History features Legacies of 1619: Citizenship and Belonging



December 14, 2019, 4 - 5 pm

There will be a pre-talk reception at 3:30. Manisha Sinha, University of Connecticut; Elizabeth Herbin-Triant, University of Massachusetts—Lowell; Hasan Kwame Jeffries, Ohio State University; and moderator Marita Rivero, Museum of African American History, Boston.

For 400 years, Africans and African Americans carved out a distinctive culture for themselves even as they sought equal rights in American society. This program will consider how African Americans struggled to gain equal access to political and social rights, all the while making the American experience their own.

This program is part four of a four program series titled Legacies of 1619. The series is a production of the Massachusetts Historical Society and is co-sponsored by the Museum of African American History and the Roxbury Community College.

Registration Required. Click [here](#) to register.

~ Advancing Physicians and Scientists

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Contact Us

Center for Diversity and Inclusion | Massachusetts General Hospital

55 Fruit Street, BUL 123 | Boston, MA 02114 | Tel: 617.724.3832 | Email: cdi@mgh.harvard.edu

Website: <http://www.massgeneral.org/cdi>

Announcements to share with the CDI community?

Please submit to cdi@mgh.harvard.edu.