



MASSACHUSETTS
GENERAL HOSPITAL

CENTER FOR DIVERSITY
AND INCLUSION

Advancing Physicians and Scientists

Monthly eNews: April 2020

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**Message from the Center for Diversity
and Inclusion**

Dear CDI community,

It is with a heavy heart that we write to you today. The CDI team wants to let you know that you are in our thoughts each day and how much we appreciate all you are doing to care for and address the critical needs of the diverse community and patients we are serving during this challenging time. We realize many of you may be anxious and tired, interested in addressing equity issues, becoming directly involved with serving our diverse and limited-English speaking community, and wanting to connect with each other during this health crisis.

The CDI team has prepared this special edition of the CDI eNews to include relevant information on COVID related efforts that we thought would be of interest to our diverse community of physicians and scientists.

Due to the uncertainty in this challenging time, we have decided to cancel the Summer Research Trainee Program and CDI's Gala and Graduation this year. We plan to conduct a virtual graduation honoring all our graduates and Sandra Ordonez will be sending more details in the weeks to follow.

If you have any questions, concerns or just want to chat, we are here for you virtually! Please stay in touch via email at cdi@mgh.harvard.edu, [twitter](#), [FB](#) and [Instagram](#).

Please take care of yourselves, stay well and be safe!

My very best,
Elena Olson
CDI Executive Director

Virtual Meeting and Recorded Event

MGH Equity and Community Health COVID Task Force

CDI staff is a part of the MGH and Partners COVID Equity and Community Health Response Teams led by Dr. Joe Betancourt, VP and Chief Equity and Inclusion Officer. We have created an MGH Equity and Community Health COVID Task Force and invite you to join our meeting tomorrow:

MGH Equity and Community Health COVID Task Force

Join Zoom Meeting

Tuesday, April 14 at 12 noon

<https://partners.zoom.us/j/998724887>

Meeting ID: 998 724 887

One tap mobile

+16468769923,,998724887# US (New York)

+13126266799,,998724887# US (Chicago)

To view a video recording of last week's meeting: <https://youtu.be/4laRix8R4H0>

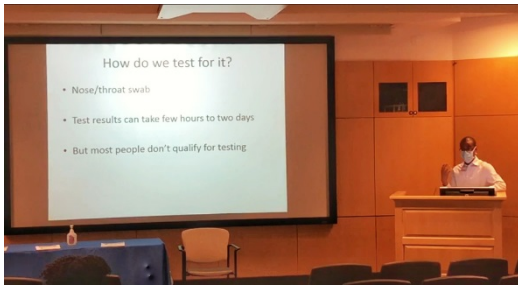
Learn more about the MGH Equity and Community COVID Response Team efforts on the [Staff Resources page on Apollo](#).

"Confronting Xenophobia & Supporting Our Asian Community During COVID-19" Recorded Zoom Event

With recent attacks against Asians and Asian-Americans, the Radiology Diversity, Equity and Inclusion Committee, the Center for Diversity and Inclusion, and the Office for Equity and Inclusion hosted a virtual panel entitled "Confronting Xenophobia and Supporting Our Asian Community During COVID-19" on Thursday, April 9 from 12 - 1 PM EST. The event provided a historical, national and local perspective on xenophobia in the context of COVID-19 and provided a recommendation on how to advance an environment of dignity

and respect within Boston and beyond. This event included over 340 virtual participants. If you missed the event, click [here](#) to view the recording.

Join the Multilingual Staff Registry



In the photos: Drs. Claude Alabre and Joe Betancourt conduct educational sessions in Spanish and Haitian Creole for LEP employees.

History has shown us that in crises situations, vulnerable and disadvantaged populations suffer the worst. Given the difficult global health crisis we are currently experiencing, we have convened the MGH Equity and Community Health COVID Response Team to ensure that our many efforts to respond to the pandemic have equity and community health as the foundation.

CDI is creating a registry of multilingual staff and trainees (clinical and non-clinical) to support COVID patient-facing operations and employees. Examples of how this registry has been used include labor pool redeployment, conducting employee educational sessions, mask attestations, and staffing the new Spanish Language Care Group. If you speak a language other than English and are interested in being part of this effort, please complete one of these two brief surveys as soon as possible.

- Clinical and non-research workforce (physicians, clinical trainees, nurses, staff

affiliated with PCS, etc): [Clinical and non-Research Workforce Languages Survey](#)

- Research workforce (if you haven't filled out already): [Research Workforce Languages Survey](#).

Note: If you are a licensed physician/clinician who is also part of the research workforce, you can complete either survey.



Wellness and Mental Health Resources

The unprecedented circumstances surrounding the emergence of COVID-19 have created a great deal of stress and uncertainty for patients, families, communities and health care providers. Below are several MGH resources we hope will be helpful to you:

The Center for Faculty Development has created an **Office for Well Being**. Click [here](#) for more information.

With the help of the MGH COVID Equity Team and our RFC leaders, we have compiled below a list of resources.

I. Employee Assistance Program (EAP) is available to provide wellness resources and emotional supports

This is their website: <http://www.eap.partners.org/default.asp>

Staff can call 866-724-4327 to set up virtual counseling sessions

This page will take you to some resources for healthcare providers in particular:

http://eap.partners.org/WorkLife/HealthyLiving/Support_for_Coping_with_COVID-19.asp

II. MGH Spiritual Care

Spiritual Care Department (<https://www.massgeneral.org/spiritual-care/contact/>) is also available 24/7 to staff. They provide in person and telephonic support.

Contact by pager at pager #27302 or by phone 617-726-2220

III. Guide to Mental Health Resources for COVID-19

The Department of Psychiatry has curated resources for providers and those they serve. Click [here](#) to view this guide.

Resident and Fellow Committee (RFC) Corner

RFC SOCIAL THURSDAYS ARE GOING VIRTUAL - Thu, April 23, 6-8pm

This is an opportunity to connect virtually and share some time with your fellow URiM residents, fellows and faculty during this difficult time.

A Zoom invitation will be sent to you under separate cover.

Congratulations

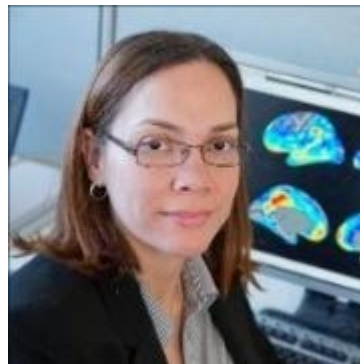
Drs. Marques and Quiroz receive 2020 Class of MGH Research Scholars

The MGH Research Scholars program is a philanthropic initiative that provides unrestricted funding for forward-thinking medical researchers at Massachusetts General Hospital. Drs. Marques and Quiroz are among two of four scholars who were selected from many outstanding applications submitted by investigators across the entire MGH research community.



Luana Marques, PhD

Associate Professor of Psychology
Department of Psychiatry



Yakeel T. Quiroz, PhD

Assistant Professor of Psychology
Department of Psychiatry and Neurology

COVID News by our Community

Joe Betancourt, MD, VP for Equity and Inclusion, featured in the news addressing COVID related disparities in the Latino and Black communities.

<https://www.facebook.com/CNNee/videos/coronavirus-y-condiciones-preexistentes/161754925056438/>

<https://www.wgbh.org/news/local-news/2020/04/09/massachusetts-covid-19-data-on-race-and-ethnicity-reveals-disparities-among-minorities>

<https://www.bostonglobe.com/2020/04/07/nation/coronavirus-may-be-hitting-hard-black-latino-communities/>

COVID-19 Treatment Guidance website in

Spanish: <https://www.massgeneral.org/es/coronavirus/guia-de-tratamiento/>

"On being an Asian physician in North America in the time of SARS and COVID-19" To view the full article, click [here](#).

I'm Protecting My Patients From The Coronavirus. Will You Do

Your Part To Protect Me? "Without reinforcements and a cohesive national response, we will lose this war. You can help change that. Otherwise, our blood will be on your hands." Click [here](#) to read the full article by Joshua Budhu, MD in *Huffpost Personal* published on March 26.

"Invited Commentary: On practicing teleneurology during the

COVID-19 pandemic" by Nichte Mejia, MD. Telehealth is in the process of exponentially expanding as clinicians aim to preserve patients' access to clinical care during the COVID-19 pandemic. Click [here](#) to read the full article.

COVID-19 Shows Us Why We Should Keep ICE Out of Hospitals by

Altaf Saadi. Click [here](#) to click the full article.

~ Advancing Physicians and Scientists

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Announcements to share with the CDI community?

Please submit to cdi@mgh.harvard.edu.