



Massachusetts General Hospital
Founding Member, Mass General Brigham

Diversity, Equity, and Inclusion

Wendy Macias-Konstantopoulos, MD, MPH, MBA

Vice President, Chief Diversity and Inclusion Officer for Faculty, Scientists, Trainees, and Students

Massachusetts General Hospital / Mass General Physician Organization

Associate Professor of Emergency Medicine, Harvard Medical School

Mass General Hospital: Statement on Diversity 2023

“Diversity is the richness of human differences. Inclusion is when we feel connected, valued, and engaged. We believe that because of diversity we excel; through inclusion we respect; and focused on equity we serve, heal, educate, and innovate.”



Chief Diversity and Inclusion Officer for Faculty, Scientists, Trainees, and Students

- Presidents of the MGH and MGPO
- Strategic execution of efforts to achieve diversity, equity, inclusion, and belonging among our medical and scientific workforce
- Executive oversight of several institutional entities as well as specialized departmental health equity initiatives



Center for Diversity and Inclusion (CDI): Mission

Celebrating 31 years!

The Center for Diversity and Inclusion promotes the recruitment and advancement of physicians and scientists underrepresented in medicine (UiM); and seeks to develop an inclusive and engaged workforce at Mass General where all can experience a true sense of belonging.



2022-23 Underrepresented in Medicine (UiM) demographics: National, Boston, and MGH

Race/Ethnicity	US Census* 2022	Boston Population** 2022	AAMC Medical School Graduates*** 2022	AAMC Medical Faculty*** 2022	MGH Faculty^ 2022	MGH Clinical Fellows^ 2023	MGH Residents^^ 2023	MGH Match 2023
UiM	34.1%	48.3%	13.3%	10%	9.2%	15.6%	23.6%	22.8%

UiM = Black, Latino/a/x, Native American, Alaska Native

*<https://www.census.gov/quickfacts/US>

**<https://worldpopulationreview.com/us-cities/boston-ma-population>

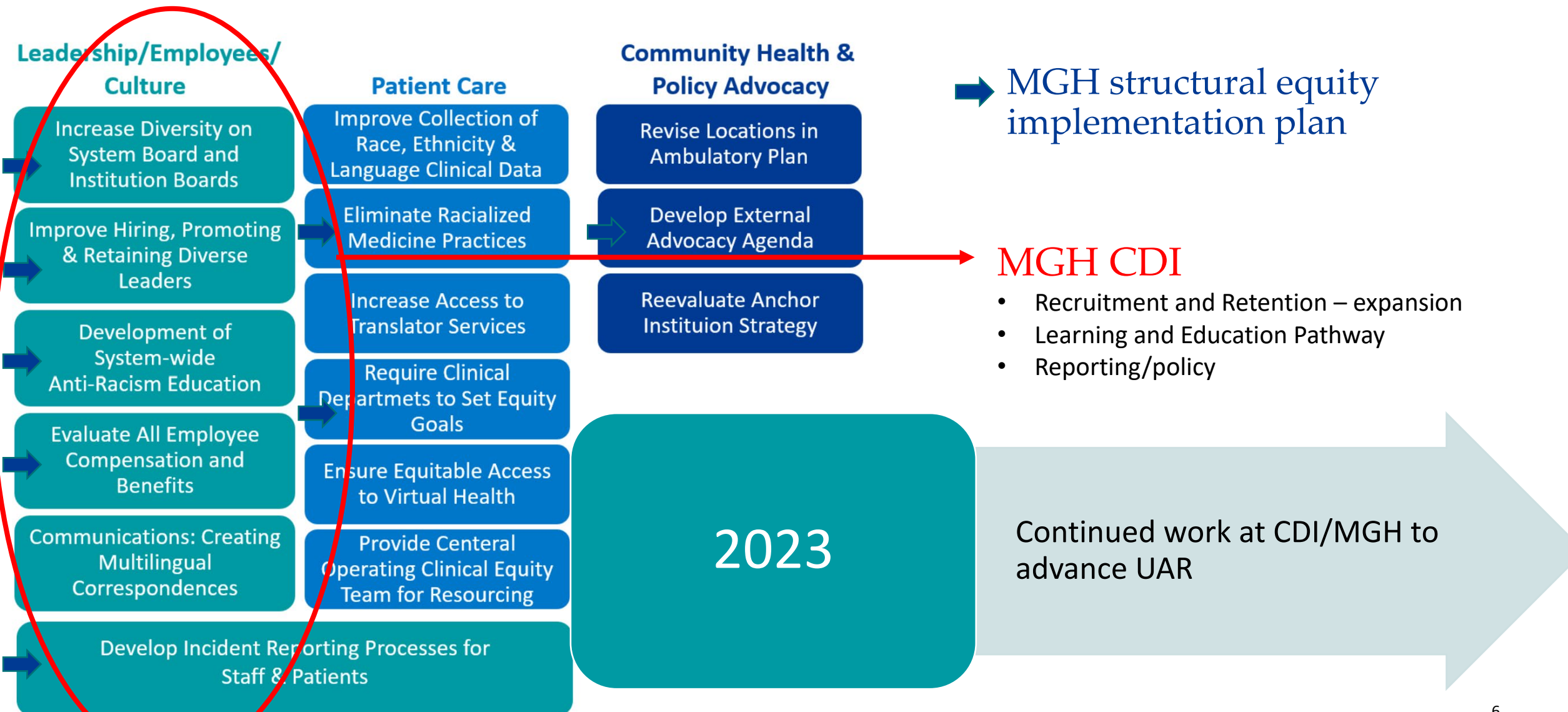
***<https://www.aamc.org/data-reports/students-residents/data/2022-facts-enrollment-graduates-and-md-phd-data>

^ PeopleSoft data tabulated by CDI

^^ERAS

MGB United Against Racism (UAR) Priorities

<https://www.massgeneralbrigham.org/who-we-are/united-against-racism>



2023 CDI Strategic Priorities and Partners

PARTNERS & COLLABORATORS

MGH:

All clinical & research departments/centers/training programs
 Center Community Health Improvement
 Center for Faculty Development (Office for Women's Careers, Research Careers, Clinical Careers, etc)
 Disparities Solutions Center
 ECODE
 ECOR/Research Institute
 ECOTE
 Human Resources/Prof Staff Benefits
 MGPO
 Medical Policy Committee/CRPC
 Nursing & Patient Care Services
 President's Office
 Post doc & Post bacc Associations

Mass General Brigham:

Equity and Community Health
 United Against Racism
 ERGs (LGBTQ, Latinx, Black, etc)
 Graduate Medical Education
 Office of Diversity, Equity & Inclusion

HMS/affiliates:

Black Post Doc Association
 CHADD
 Faculty Affairs
 Office for Diversity Inclusion Community
 Office Recruitment & Multicultural Affairs

National:

AAMC
 NIH
 SNMA
 NHMA
 LMSA
 HBCUs (eg, Morehouse)



Executive Sponsor

VP and Chief Diversity and Inclusion Officer

Administrative and Faculty Staff/ RFC Leaders

See CDI Team slide

Strategic Priorities

Expose UiM students to academic medicine

SRTP, VCP, HMS

Advance careers and build community

UiM faculty and trainees (clinical and research)

Champion Inclusion

*DEI learning pathway
 Policy and Reporting*

Drive organizational change

National, regional & MGH/MGB/HMS leadership

Center for Diversity and Inclusion: The Team

Executive Leadership



Wendy Macias Konstantopoulos, MD, MPH, MBA
VP/CDIO, Executive Sponsor

Clinical and Research Faculty



Sherri-Ann Burnett-Bowie, MD, MPH
Associate Director



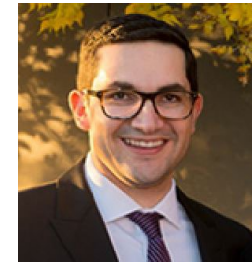
Cesar Castro, MD, MMSc
Faculty co-Director for Research



Jocelyn Carter, MD, MPH
Associate Director of Trainee Affairs



Julie Price, PhD
Faculty co-Director for Research



Carlos Torres, MD
Associate Director for Learning and Education



Winfred Williams, MD
CDI Founding Director

Administrative Staff



Elena Olson, JD
Executive Director



Esteban Barreto, PhD
Director of Education



Patrice Charlot, MS
Communications Specialist



Sandra Ordoñez, BS
Program Manager



Karen Osborne Greene, BS
Admin. Director for Research



Bebina Shrestha
Program Coordinator



CDI Collaborative Resources for Faculty (clinical and research)

Professional Development/Mentorship

- CDI Faculty development awards (PSDA/CTDA)
- 1:1 Career Consultations with CDI
- Mentorship and Career programs/workshops/partnership with CFD
- Chester Pierce Research Society
- CDI K-Initiative
- External Funding
 - Diversity Supplements
 - Supporting DEI/UiM funding opportunities
 - T32 Principal Investigator Subcommittee – UiM trainees

Financial

- Recruitment and Retention Fund
- PSDA/CTDA

DEI Education/Training

- CDI Learning and Education Pathway

Networking/Community

- Recognition events, eg, graduation and welcome
- Networking: Gala, Research Recharge
- PSDA/CTDA/Fund Collaborative

Collaborations

- MGB United Against Racism
- MGB DEI Office: Learning and Education
- Center for Faculty Development
- ECOR/Research Institute
- HMS ODCP, eg, annual leadership program

Metrics/Evaluation/Publication, eg, UiM Trainee and Faculty Survey



Stay Connected with CDI!

email: cdi@mgh.harvard.edu

Watch our episodes of **Front and Centered** where we discuss who we are, what we do, and our growth, including our expansion into the research workforce.



Stay in the loop by subscribing to (and reading) our **monthly eNews!** Each month we provide resources and updates on what's happening in our community, both in and out of the hospital.



Be sure to connect with us online at massgeneral.org/cdi and **social media channels!**



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