Diversity Matters

(BIDMC Office of Multicultural Affairs quarterly e-newsletter)

FALL 2010

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Events and Announcements

Diversity Round Table- December 7, 2010
Center for Education, ES 202; 5:30-6:30pm

Diversity Committee- December 3, 2010
Shapiro 247; 12:30pm-1:30pm

World AIDS Day- December 1, 2010
Mass College of Art and Design,
621 Huntington Ave, Boston; 6:00-7:30pm

American Medicine: The Great Challenges and Dilemmas- December 9, 2010
Minot Room, Countway Library; 4:30-5:30pm

OMA Open House- January 2011
(Details to follow)

A Word from the Director – Rafael Campo, MD

Greetings from the Office of Multicultural Affairs! I recently attended the Latino Heritage Month celebration, where the recipients of BIDMC's first Annual Latino Achiever Award were honored. The event, which was a spectacular success, underscored just how much BIDMC values diversity. After a warm welcome from BIDMC CEO Paul Levy, and a moving video presentation saluting the extraordinary accomplishments of honorees Ines de la Cruz, Dr. Leonor Fernandez, and Dr. Alvaro Pascual-Leon, the festivities concluded with a dramatic performance of Spanish guitar music, followed by a lively salsa dance demonstration. I felt so proud to work for an institution such as BIDMC, which recognizes the contributions of all who work in this special place! So it seems an opportune time to share with you all the news and events relating to diversity at BIDMC.

In this edition of our e-newsletter, you will find a summary of the OMA's first Annual Report, which was submitted to BIDMC CEO Paul Levy and the Diversity Executive Council. You can also find out more about the Diversity Executive Council itself, and its accomplished members, all committed to BIDMC's longstanding effort to cultivate an inclusive multicultural community. You'll also find updates from the Office for Academic Careers and Faculty Development and the Diversity Committee, and plans for the 2010-11 recruitment season. And don't miss our listings of events and announcements!

If this is your first contact with the Office of Multicultural Affairs, we hope this e-newsletter will help to familiarize you with our programs and offerings; if you already know about us, we hope you it will help you to feel more connected to us and our efforts to promote diversity at BIDMC. We hope that this e-newsletter will continue to grow to become a virtual community for all of us who celebrate and value diversity, where ideas can be exchanged, events publicized, and BIDMC's longstanding commitment, as expressed in our mission statement, to "a covenant to care for the underserved, to work to change disparities in access to care," can be honored and celebrated! The Office of Multicultural Affairs is housed in the Center for Education, in the East Building. You can also find us on the web at http://www.bidmc.org/MedicalEducation/MulticulturalAffairs.aspx. We welcome your feedback on this e-newsletter, and on our work more generally in the areas of

recruitment, retention, education, outreach and outcomes. We also encourage you to get involved! Please send your comments, thoughts, and suggestions to our e-mail address: multiculturalaffairs@bidmc.harvard.edu

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Office for Academic Careers and Faculty Development

The Office of Multicultural Affairs partners with the new Office for Academic Careers and Faculty Development at BIDMC, headed by Dr. Terry Maratos-Flier, Professor of Medicine at Harvard Medical School, on programs and activities designed to help advance the careers of diverse faculty and trainees at BIDMC and Harvard Medical School. Most recently, OMA and OACFD co-sponsored a reception welcoming new faculty. Please consult this e-newsletter frequently for announcements pertaining to future co-sponsored events, including our Holiday season Open House!

Below is a message from Dr. Maratos-Flier:

> "OACFD has been very active with the hosting and planning of multiple courses for faculty and post-docs at BIDMC. Most recently, the course "Assembling your Mentored Award: NIH K Series" targeted Fellows and Instructors working on NIH K series type grant proposals. Woodrow Weiss, MD, Professor of Medicine at HMS, spoke about negotiating with your mentor/division chief. Maria Kontaridis, PhD, Assistant Professor of Medicine at HMS, led the group in discussing the importance of the (oft-neglected) career development plan. Aristidis Veves, MD, Associate Professor of Surgery at HMS, addressed the participants about the review process and what the NIH is looking for.
>
> "November is an eventful month. Academic Careers and Faculty Development hosted the Junior Faculty Leadership Development Course on November 9th. This is an introductory course for those interested in learning the basic principles of leadership in the academic environment, and designed specifically for BIDMC faculty at the instructor or assistant professor levels who have no current leadership role, or have started a new leadership role. We are also co-hosting with the Consortium of Harvard Affiliated Offices for Faculty Development & Diversity (CHADD), a session on "New Paradigms for Effective Mentoring" on November 19th. Our office hosts a monthly meeting, "Making it to the Next Step: for Post-Docs." Led by Terry Maratos-Flier, MD, it is geared for post- docs who are getting ready to start the job application process. Among other topics, Dr. Maratos-Flier will briefly review setting up a CV in Harvard format and will provide hints for a good interview. Please visit http://bidmc.org/MedicalEducation/AcademicCareersandFacultyDevelopment.aspx for more details on up coming events!"

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Diversity Committee

The BIDMC Diversity Committee is charged for an exciting year! With students, housestaff, fellows, and faculty from all walks of life, our first few meetings focused on defining the mission of the committee and planning various activities through which we hope to achieve our mission. Our mission statement captures the breadth of our aspirations:
The BIDMC Diversity Committee is a multidisciplinary group whose mission is to improve healthcare quality delivered in our hospital by increasing and supporting diversity of our healthcare staff. To this end, we will work to:

- *diversify our workforce*
- *provide cultural sensitivity resources for BIDMC's healthcare team*
- *provide mentorship and leadership opportunities for underrepresented members of BIDMC's healthcare workforce*
- *engage students from diverse communities who are interested in healthcare careers, especially those from underrepresented communities.*

At our last meeting, as residency recruitment season is underway, we discussed strategies to attract students from underrepresented communities to strengthen and diversify our residency programs. In the department of Medicine, we are planning to cluster interviews on particular dates on which faculty and housestaff will be available to interview, guide tours, and meet with candidates over lunch. In a multidisciplinary endeavor, we are planning informal mixers at the end of various interview days for student candidates to socialize with chief residents and housestaff from multiple departments while waiting to catch a flight at Logan or fill a gap in their schedules. Once recruitment is over, we plan to have guest speakers on topics such as cultural competence and health disparities. We also plan to continue the DC tradition of visiting local high school students interested in health care careers and having them shadow us in our workplace.
Anyone interested in diversity and health care is welcome to join us!
The last two meetings of 2010 are on:
Wed 11/10: Deaconess 205A
Fri 12/3: Shapiro 247
All meetings are from 12:30-1:30 and include lunch.
Also, please check out our website, a work in progress:
https://portal.bidmc.org/Education/Multicultural-Affairs/Diversity-Committee.aspx
Please contact Nancy Torres-Finnerty, MD (ntorresf@bidmc.harvard.edu) with any ideas, suggestions, or concerns.

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Diversity Executive Council

Who oversees the work of the Office of Multicultural Affairs? We are fortunate to have the guidance and support of the Diversity Executive Council. The Council, convened by Paul Levy, consists of senior hospital leadership and many of our distinguished diverse faculty. The membership of the Council includes Eric Beuhrens, COO, BIDMC ; Dr. Stuart Rosenberg, President and CEO of Harvard Medical Faculty Physicians; Dr. Rich Schwartzstein, Vice President for Education, BIDMC; Dr. David Hackney, Professor of Radiology, BIDMC; Dr. Gus White, Professor Emeritus of Orthopaedic Surgery, HMS; Dr. Leonor Fernandez, Assistant Clinical Professor of Medicine, HMS; Ediss Gandelman, Director of Community Benefits, BIDMC; Dr. Jennifer Potter, Associate Professor of Medicine, HMS ;Dr. DeWayne Pursley, Chief of

Neonatology, BIDMC; Dr. Vikas Sukhatme, Chief Academic Officer, BIDMC; and Dr. Rafael Campo, Director of the Office of Multicultural Affairs, BIDMC. The Council meets quarterly to review the work of the OMA, and each year will approve the Annual Report prepared and submitted by OMA Director Dr. Campo. In addition to helping to set the goals and agenda for the OMA, the Council also provides invaluable practical advice, and plays a key role in implementing many of the OMA's recommendations.

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Recruitment Update

The Office of Multicultural Affairs continues to work with BIDMC's GME Program Directors to enhance our efforts to recruit the diverse house staff which our patients feel can provide effective, culturally sensitive care. A central part of this effort is to identify a "recruitment liaison" in each residency program. Last year, the OMA set as a short term goal having at least three GME Programs officially create this position. We are happy to report that this year Dr. Rafael Campo will again serve in this capacity for the Internal Medicine Residency Program; he will be joined by Dr. Alden Landry, in the Department of Emergency Medicine, and Dr. Anjelica Garza, in the Department of Obstetrics and Gynecology. Together they will conduct more extensive outreach to interested applicants, provide informational materials on BIDMC's and Boston's diversity, involve more diverse faculty and house staff in interviews and tours, and host "second look" visits for top applicants, among other efforts. OMA also ensured BIDMC was well–represented at this year's SNMA Regional Conference on November 13 at Tuft Medical School. Ediss Gandelman and Nancy Torres-Finnerty shared information about BIDMC's outstanding community health center network and other aspects of BIDMC that make us such an appealing place to train for those interested in diversity. Want to see your Program appoint a URM Recruitment Liaison? Want to get involved with outreach to SNMA and other diversity-oriented organizations? Please contact the OMA if you are interested in serving in your residency program yourself, as an interviewer, tour guide, or conference delegate. We can work with you to help define your role with your residency program leadership! We can also share our resources and experience in structuring a recruitment initiative.

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BIDMC @SNMA!

Beth Israel Deaconess Medical Center was well-represented at the November 13th regional meeting of the Student National Medical Association at Tufts Medical School. Attended by scores of students from high school through medical school, the event offered targeted workshops for each audience as well as a resource fair to introduce attendees to residency and volunteer opportunities within area healthcare settings.

Capping off the morning session was a scintillating panel discussion featuring BIDMC's new video, *BIDMC in the Community*, highlighting BIDMC's seven affiliated health centers and our joint effort in caring for medically underserved communities. Community Benefits Director Ediss Gandelman provided background on the community health center movement which began in Boston in 1965 and described the landscape today for medical practice in a community health center (CHC). Myechia Minter-Jordan, MD, Chief Medical Officer of The Dimock Center, provided further description of her health center ("once you've seen one health center, you've seen one health center") and offered testimony about job satisfaction in working in a community-based health setting. Bianca Pullen, Program Coordinator of the Grow Clinic at Boston Medical Center rounded

out the panel with some illustrations of how a tertiary care center works collaboratively with CHC providers to provide seamless care for patients.

In the afternoon, Nancy Torres-Finnerty, MD was joined by members of the Diversity Committee in representing BIDMC at the Resource Fair. Armed with brochures, literature about BIDMC's numerous residency programs, and (of course) promotional giveaways, Torres-Finnerty fielded questions from hundreds of interested students eager to learn more about opportunities to train at BIDMC.

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Annual Report

The OMA is finalizing its 2010 Annual Report, which will soon be available for the entire BIDMC community on the OMA website. The report details the work of the OMA in its inaugural year; it also provides in-depth statistics describing BIDMC's diversity as it compares to the city of Boston and BIDMC's specific patient population, as well as to our sister medical institutions in the Harvard system. The report also shows diversity among BIDMC faculty physicians according to academic rank. The data confirms that we indeed work in and provide care for an amazingly multicultural community, and documents the ongoing need for the many diversity initiatives put forth by the OMA.

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Directory of Resources

Please find below a short list of resources relating to diversity at BIDMC and Harvard, and in Boston and beyond, that we hope you will find useful. Please let us know of any additional resources you would like to see included.

BIDMC Office of Multicultural Affairs-
http://www.bidmc.org/MedicalEducation/MulticulturalAffairs.aspx
BIDMC Office of Academic Careers and Faculty Development-
http://www.bidmc.org/MedicalEducation/AcademicCareersandFacultyDevelopment.aspx
Harvard Medical School Office for Diversity and Community Partnership-
http://www.hms.harvard.edu/dcp/
Harvard Medical School Office for Recruitment and Multicultural Affairs-
http://www.hms.harvard.edu/orma/index.html
Harvard Medical School Office of Faculty Affairs-http://www.hms.harvard.edu/fa/
The Partnership-http://www.thepartnershipinc.org/
Student National Medical Association-http://www.snma.org/
Latino National Medical Association-http://nnlams.org/
Gay and Lesbian Medical Association-http://www.glma.org/

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