# Diversity Matters

*(BIDMC Office of Multicultural Affairs quarterly e-newsletter)*

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***Events and Announcements***

~**Diversity Round Table**- June 8, July 6, August 3, Sept 7, 2010
5:15-6:15pm
BIDMC- East, East Building-202, Institute Conf Room
~**Boston Pride Parade**- June12, 2010
12:01-3:00pm
Starts on Tremont St.
~**Diversity Committee**- July 7, 2010
12:30-1:30
BIDMC-West, Deaconess 205A

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## *A Word from the Director*

The Office of Multicultural Affairs is proud to share with you our inaugural e-newsletter! 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 it will help you to feel more connected to us and our efforts to promote diversity at BIDMC. As I have been meeting people across the institution who make up our incredibly vibrant community, one of the recurring themes in their concerns is how we can foster an even greater sense of belonging in what can sometimes feel like a very big place. We hope that this e-newsletter will 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 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

***Rafael Campo, MD, Director***

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## *Center for Academic Careers and Faculty Development*

The Office for Academic Careers and Faculty Development (ACFD) was established in order to foster and maximize the academic career potential of all BIDMC practicing physicians and researchers. We offer assistance to faculty with MD degrees focused on careers as physician scientists, as clinicians, and as clinician-teachers, as well as PhD faculty focused on research aimed at understanding and curing human diseases. In addition, the ACFD welcomes the opportunity to collaborate with departments and the BIDMC Office of Multicultural Affairs to support the recruitment and academic promotion of underrepresented minority faculty at the medical center.

***Terry Maratos-Flier, MD, Director***

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## *Diversity Round Table*

Did you know that each year BIDMC hosts approximately 60 Harvard Medical School third year students who are completing their "Principle Clinical Experience" clerkship? And that over the course of one year upwards of another 200 students from Harvard and other medical schools from across the globe join us to complete fourth year elective clerkships? Many of these visiting students are participants in the Visiting Clerkship Program sponsored by Dr. Joan Reede, Harvard's Dean for Diversity and Community Partnership; this program encourages underrepresented minority medical students to come to Boston for clinical experiences at Harvard hospitals (see the commentary below from Dr. Alden Landry). In keeping with BIDMC's commitment to supporting the development of a diverse physician workforce, the Office of Multicultural Affairs sponsors a "Diversity Round Table" led by Dr. Rafael Campo where these outstanding diverse medical students can explore issues relating to multiculturalism in medicine. Past discussion themes have ranged from language barriers to providing optimal care on the wards, to how to respond to homophobic comments made by a supervising physician. Students participating in the Diversity Round Table have found the experience invaluable; the discussions expand the scope of medical education necessary for all of us caring for our increasingly diverse patients. The Office of Multicultural Affairs joins the entire BIDMC community in welcoming our medical students, and we encourage participation in the Diversity Round Table. **The Diversity Round Table meets from 5:15PM to 6:15PM on the first Tuesday of each month (with the exception of June, when it will meet on the second Tuesday, June 8th)** in the Center for Education Conference Room, and pizza and soft drinks are served! Please join us in this thought-provoking and powerful effort to educate each other about cross cultural sensitivity in medicine.

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## *Diversity Committee*

The Office of Multicultural Affairs is thrilled to announce that Dr. Nancy Torres-Finnerty has agreed to lead the BIDMC Diversity Committee! The Diversity Committee was established several years ago by a group of diverse junior faculty, fellows, and house officers to serve as a forum to discuss topics ranging from Boston's rich multicultural social scene to Harvard's byzantine academic environment. Under Dr. Torres-Finnerty's new leadership, the Committee will be hosting monthly meetings with lunch or dinner provided to discuss an even broader agenda that will address not only these issues but others relevant to younger trainees. Participants can also serve as an informal resource to one another: whether you're looking for a reliable referral for child care, the best soul food restaurant in Boston, or advice on finding a research mentor, your peers on the Diversity Committee can help! Please see a message below from Dr. Torres-Finnerty regarding the Diversity Committee's first meeting:

*Hello everyone,*

*I am very excited about the opportunity to work with you on the BIDMC Diversity Committee toward a very important goal: to diversify our community of health care professionals to better serve our patients. This is a quality issue, and the mission of this committee is based on the premise that greater diversity in the healthcare workforce is essential to improve health outcomes of our diverse patient population. We plan to hold monthly meetings over lunch to discuss such topics as outreach to high school and college students, recruitment of senior medical students to BIDMC, and education of health care providers about problems faced by non-English speaking patients, and the impact of health care disparities.* ***ALL ARE WELCOME!*** *All that is required is an interest in diversity and medicine! I look forward to meeting you at our first meeting of the new academic year:* ***WEDNESDAY, JULY 7, 12:30-1:30pm in the West Campus, Deaconess 205A.*** *Please RSVP to me at ntorresf@bidmc.harvard.ed. Thank you!*

***Nancy Torres-Finnerty, MD***

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## *The Visiting Clerkship Program*

The Visiting Clerkship Program (VCP), sponsored by the Minority Faculty Development Program of the Harvard Medical School (HMS) Office for Diversity and Community Partnership, recently celebrated its 20th anniversary. Under the leadership of Dean Joan Reede, the program provides support for fourth-year and qualified third-year minority (African American, Native American, and Hispanic) medical students to participate in the HMS Exchange Clerkship Program. Students from across the country come to Harvard's teaching hospitals, including BIDMC, to learn medicine, experience Boston and hear about opportunities for residency and faculty careers at a Harvard affiliated teaching hospital. The short-term goal of the program is increase the numbers of underrepresented minorities in training, with the long-term goal of having these same individuals stay on as faculty. Since its inception, 867 students have participated in the program and about 16% of the participants have been matched to Harvard training programs (residency, internships, and fellowships). Students participating in the VCP are assigned a mentor during their stay in Boston and provided housing and travel support for the duration of their rotation. I am a product of the VCP as well as other pipeline programs. When considering residency programs, the VCP at HMS seemed to offer a new twist on clerkships as it focuses increasing diversity in teaching hospitals and promoting careers in academic medicine at Harvard. I rotated at BIDMC as a 4th year medical student and thoroughly enjoyed the opportunity. My experience as a medical student motivated me to apply and ultimately complete my residency here and I have since stayed on as faculty at BIDMC. The VCP has been a success story for HMS and

its affiliated teaching hospitals. The program continues to receive hundreds of applications each year and matches numerous students to rotations in the area. BIDMC is proud to help fund the program and will continue to support the VCP in its mission-critical work.
~***Alden Landry, MD***

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## *Recruitment Update*

The Office of Multicultural Affairs is working with GME Program Directors at BIDMC to enhance efforts to recruit the diverse house staff our diverse patients tell us they feel can provide the most effective, culturally sensitive care. A central part of this effort is to identify a "recruitment liaison" in each residency program. This year, Dr. Rafael Campo served in this capacity for the Internal Medicine Residency Program. Working closely with Dr. Eileen Reynolds, Dr. Buck Strewler, Dr. Mark Zeidel, and other Department of Medicine leadership committed to diversity, the Internal Medicine Residency Program conducted more extensive outreach to interested applicants, provided informational materials on BIDMC's and Boston's diversity, involved more diverse faculty and house staff in interviews and tours, and hosted a "second look" visit for top applicants, among other efforts. The results of this year's residency selection process were encouraging. Preliminary data reveal that the number of AAMC-defined underrepresented minority applicants offered an interview rose over the previous year's number, while those "ranked to match" also increased. The percentage of those ultimately matching at BIDMC, however, was unchanged as compared to last year. While these data show progress, we clearly have much work to do – and you can help! Please contact the Office of Multicultural Affairs if you are interested in serving as "recruitment liaison" for your residency program, or in other roles such as interviewer or tour guide; we can help to define your role with your residency program leadership. We can also share our resources and experience in structuring a recruitment initiative in your program.

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## *LGBT Annual Achievement Award*

On Monday, June 7, BIDMC gathered for the Lesbian, Gay, Bisexual, Transgender Achievement Award Ceremony at noon in the Rabkin Board Room, Shapiro Clinical Center 10. This year's awardees are BIDMC's Michael Wong, MD, Infectious Disease, and ***Bay Windows***, New England's Largest GLBT Newspaper. Congratulations to this year's outstanding honorees!

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## *Diversity Spotlight*

Are you doing research that furthers BIDMC's mission to ameliorate health disparities? Are you newly engaged or married, or becoming a parent? Are you giving an invited lecture at an outside institution? Is your recipe for *arroz con pollo* almost as good as the way your *abuela* made it? You may be the first person to be profiled in the Office of Multicultural Affairs e-newsletter's "Diversity Spotlight!" Send us your interesting stories, and a picture of you doing something interesting (OK – not *too* interesting), and we'll consider featuring you in a future e-newsletter.

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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
BIDMC Office for Community Initiatives- http://www.bidmc.org/CentersandDepartments/Departments/CommunityInitiatives.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/
Harvard University International Office- http://www.hio.harvard.edu/
The Partnership-http://www.thepartnershipinc.org/
Student National Medical Association-http://www.snma.org/
National Hispanic Medical Association- http://www.nhmamd.org/
Gay and Lesbian Medical Association- http://www.glma.org/

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