

Diversity, Inclusion & Advocacy (DIA) Committee



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Director of
Diversity,
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Welcome

Evidence proves that the most successful care comes when patients see themselves in their health care team. As such, we recruit, develop, and advance a diverse workforce that will receive outstanding training in a safe, welcoming, and inclusive environment. Through these efforts, we can ensure the best care for the people we serve and brighten the future of health care.

In the Department of Obstetrics & Gynecology at Beth Israel Deaconess Medical Center (BIDMC), we are proud to present our Diversity, Inclusion & Advocacy (DIA) Committee. Visit our [website](#) for an overview of our program and initiatives.

Our vision: To work in a diverse and inclusive department that **1)** represents the spectrum of identities of the patients we serve, **2)** promotes a sense of belonging, **3)** is activated to speak out about what matters to our patients and our profession.

What is the OBGYN DIA Committee?

The principal values that underlie diversity, inclusion, and advocacy are equity, justice, respect, and dignity for all. While **diversity** and **inclusion** focus on who we are and how we work together in our workplace, **advocacy** is how we apply our values to take a stand on policy issues that affect our patients and professions.

Who Can Join

All OBGYN trainees, faculty, and staff are welcome to join our DIA Committee in advancing equity-focused priorities within the department and the institution. The OBGYN DIA Committee meets quarterly and we encourage anyone with interest in this work to reach out and get involved. We're also proud to note that several OBGYN residents and fellows are engaged in BIDMC's Graduate Medical Education (GME) Diversity, Inclusion, & Advocacy Committee, which was established to provide a voice and resources for trainees who are underrepresented in medicine (UIM).

Opportunities to Get Involved

We have fantastic work happening in the OBGYN DIA Committee but we need your energy, ideas, and passion to keep these crucial initiatives moving forward. Below are the subcommittees and working groups:

Administrative Staff and Nursing Sub-committees

- **Administrative Staff Subcommittee:**
Co-leaders: Riki MacKillop and Margie Stuppard
- **Nursing Subcommittee:**
Leader: Anny Garcia, RN

Working Groups

- Medical Education and Advocacy
- Equity for Patients and Communities
- Workforce Diversity, Inclusion, and Retention

These subcommittees and working groups meet monthly to bi-monthly and develop one or two goals to advance each year.

We Support Resident Recruitment and Pipeline Programs

- Our OBGYN DIA portal website showcases departmental activities, publications, photos
- We do a holistic review of residency applications with added objectivity and close review of applicants who are underrepresented in medicine to reduce bias
- We actively participate in HMS UIM activities, including the HMS Residency Showcase and HMS Visiting Clerkship Program
- We reach out through BIDMC-sponsored events at local high schools, Student National Medical Association, and Latino Medical Student Association

If you are interested in joining the OBGYN DIA Committee, please contact Kelsi Lally at klally2@bidmc.harvard.edu. We have several opportunities!



Diversity, inclusion, and advocacy are at the heart of who we are and what we do.

We Enhance Faculty and Trainee Development

- Grand Rounds on topics related to unconscious bias, upstander training, and health equity
- Mentorship program for residents and faculty
- Dissemination of Harvard Medical School Office of Diversity, Inclusion and Community Partnership events
- GME Diversity, Inclusion, & Advocacy Council members and faculty sponsors
- Advocacy Chief Resident who serves as a liaison between the DIA committee and the residents.
 - Dr. David Toffey is the current Advocacy Chief. Drs. Eva Luo and Rachel Blake, current faculty, were prior Advocacy Chiefs in their fourth year.

We Foster Inclusion and Community

- Department-wide outdoor summer gathering
- DIA Committee outdoor summer gathering
- Nametags for badges with role identification and gender pronouns
- Trainee and faculty meet-and-greet breakfast around shared advocacy interests
- Department-wide Solidarity events with Black Lives Matter
- Dimock Center Road to Wellness volunteer opportunities

Cross-Departmental Equity-Focused Quality Improvement Initiatives

- Patient-facing information about COVID-19 vaccine in pregnancy in multiple languages
- Patient experience survey and welcome signs



Resources

Visit the [BIDMC Center for Diversity, Equity and Inclusion](#), and [Diversity, Inclusion & Advocacy in OBGYN](#) websites for helpful resources if you are interested in becoming involved in initiatives around diversity, inclusion, and advocacy; or if you would like to further your education in these areas through articles, literature, documentaries, or podcasts.



Advocacy Events

- American College of Obstetricians and Gynecologists Congressional Leadership Conference
- Local fundraising events
 - Planned Parenthood League of Massachusetts
 - Community Health Centers: Dimock, Bowdoin, Fenway
 - Greater Boston Food Bank
- Documentary screenings and discussions
- Asylum evaluations
- MA ACOG Advocacy Day
- **Op-ed on PFML Act**

While we have accomplished so much to advance diversity, inclusion, and advocacy, there are always more opportunities to improve! Please reach out to us with any questions. We look forward to connecting with you!

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