

Diversity, Inclusion, and Advocacy (DIA) in OBGYN

Beth Israel Deaconess Medical Center (BIDMC) was forged by the merger of New England Deaconess Hospital, founded by a group of women dedicated to caring for the sick and poor, and Beth Israel Hospital, founded by Boston's Jewish community to meet the needs of a growing immigrant population. Our history drives us to always be at the forefront of representation for all persons regardless of race, ethnicity, sexual orientation, gender identity, socioeconomic status, immigration status, religion, disability, or any other social characteristic.

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

Some of the recent work by our OBGYN DIA committees includes:

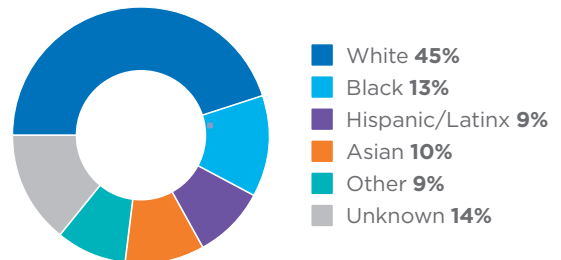
- Implementing an anti-racism training module in new employee orientation as a mandatory requirement
- Offering transgender health educational in-services for all staff
- Participating in local events such as MA's ACOG Advocacy Day, Juneteenth celebration, community health center road races, congressional leadership conferences, and more
- Hosting internal engagement events such as the HMS Bioethics Lader Lecture, Hutchins Center for African and African American Research art exhibit tour and collective reflection, Department solidarity event, and community health center field trips
- Conducting quality improvement and research projects, including a new racial justice assessment tool in Labor and Delivery
- Creating inclusivity signage that welcomes patients, staff and visitors to our units
- Providing wellness programs for the mental health and wellbeing of our staff
- Conducting asylum evaluations
- Ensuring diversity, inclusion, equity, and advocacy are interwoven in the Department's five-year strategic plan



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PATIENT DIVERSITY IN OBGYN

(Data as of Sept. 2023)



Resident Field Trips for Collective Reflection



Advocacy for Health Equity



White Coats for Black Lives