

MONTHLY NEWSLETTER

Office of IDEaS

Inclusion, Diversity, Equity, and Social Justice



Happy Father's Day!

The Office of Ideas wants to recognize this celebratory day for dads all around. To the fathers in our office, our network, and partners all around we are wishing you a Happy Fathers Day! Thank you for all you do to keep us going!



June is Pride Month!

The IDEaS office is committed to the advancement and empowerment of all marginalized groups. We recognize the bravery, courage, and strength the month of June represents for our LGBTQ+ community. As an office we hope to fight for inclusivity with the same tenacity the leaders of the Stonewall Uprising did that led us to this historic month. Lesbian and trans women of color were some of the key leaders in the uprising, to spotlight a few: Marsha P. Johnson, Storme DeLarverie & Sylvia Rivera. We take pride in how far we have come today, and as we proactively look back on all that we've accomplished in the fight for equality, we know that much work is still left to be done.

www.brighamandwomens.org/about-bwh/human-resources/diversity-and-inclusion/brigham-health-lgbt-and-allies-employee-resource-group

We Need Your IDEaS !
Submissions for Our Spark Grants
are opening soon!
Start Brainstorming Today !

Get You IDEaS Ready!

The IDEaS team will be taking submissions soon for our annual Spark Grants! The purpose of the Brigham and Women's Hospital Department of Emergency Medicine Office of IDEaS Diversity Grants is to "spark" the collective creative minds in our department. Diversity, Inclusion, and Health Equity are important in every aspect of our lives and work. The responsibility of creating a cross cultural workplace and clinical environment falls to all of us. The spark grants are intended to provide financial and technical assistance as well as support to faculty, clinical, and non-clinical staff in fostering ideas of Diversity, Health Equity, and Social Justice.

Take a look at our website for last year's winners:
www.bwh-em-ideas.org/spark-grants/spark-grant-applications

Spark Grant Updates



HEALTH EQUITY

Reducing Bias in De-escalation of Emergency Department Patients

This month our 2020 Spark Grant Recipients were able to lead their first ED Restraints Training. The use of physical and chemical restraints remains common in emergency settings, despite significant risk of harm. Preliminary data across over a dozen Massachusetts hospital settings suggests that Black and Hispanic patients are physically restrained significantly more often in emergency departments compared to white or non-Hispanic patients. Motivated by the disproportionate use of physical and chemical restraints on Black and Brown communities, they developed this training to address the disparity and administered it to over 30 clinical Mass General Brigham Staff!



DIVERSITY & INCLUSION

Increasing Diversity Amongst Future Physician Assistants

Earlier this month SPARK Grant recipients Jessica Britnell and Aline Snietka hosted the SPARK Mentorship Panel: Clinicians In Medicine. The BWH Emergency Services Assistants and mentees of the SPARK Mentorship program were able to listen to clinicians describe a variety of topics ranging from gathering work experience, financial planning, and the inclusion of diversity work in their field of practice!



Project Lead
Farah Z. Dadabhoy, MD



Project Co-Lead
Anita Chary, MD



Project Co-Lead
Melanie Molina, MD

Collaborators

Jossie Carreras Tartak; Vanni Rodriguez; Alex Zirulnik; Katie Dickerson; Andrew Eyre; Regan Marsh; Mike Wilson; Candice Jones; Aline Snietka; Zeyu Li (Statistician)



Project Co-Lead
Aline Snietka, MS, PA-C



Project Co-Lead
Jessica Britnell, MS, PA-C
(EM PA Director)

Collaborators

Andrew Dundin, MSN, RN, CEN; Anna Meyer, DNP, RN (Nurse Director); Antonina Theroux (BWH Recruitment, PA Services Diversity Committee)

Spark Grant Updates (continued)



SOCIAL JUSTICE

Hard Candy & Fruit Snacks

Carrie Clifford shares the most surprising things she learned about Gloria Harrison over the course of unpacking their different realities on their podcast “Hard Candy and Fruit Snacks” This is a direct quote from the Doctors TV Show where two recipients of our Social Justice Spark Grants were featured and interviewed. You can watch the interview here:

www.thedoctorstv.com/videos/big-differences-and-common-ground-connect-friends-to-create-change?fbclid=IwAR0GXpCH0A1g_dYdBaiR5jCdmzrJ5eeEV4lEm2jtpEey6fmUJiG57dyswe0

In the interview Gloria and Carrie talk about the birth of their podcast and how they used their differences as friends to create real, sustainable change for underrepresented students. They were featured again on **WCVB Channel 5** for their Social Justice Scholarship, created in partnership with the Office Of IDEaS. With a goal of \$60,000 the team has reached a total of \$57,000; you can donate by visiting:

<https://give.826boston.org/give/338625/?fbclid=IwAR0B-CiZk5oTvL3OMigeFhEqoYcGYDQltd0LjGiZcP4i41X65BMVEX-qLYAiA#!/donation/checkout>



Project Lead
Carrie Clifford, host



Project Lead
Gloria Harrison, host



Project Lead
Jayelani Hall

Faculty Support
Ilmoigele P. Aisiku, MD, MBA

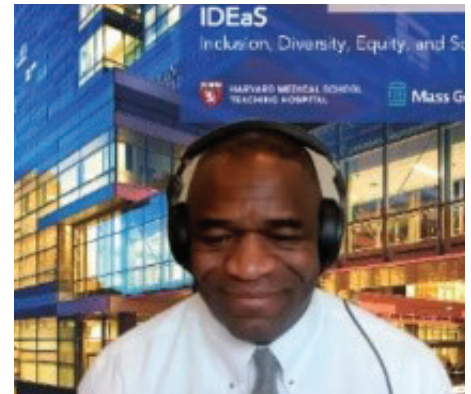


Events



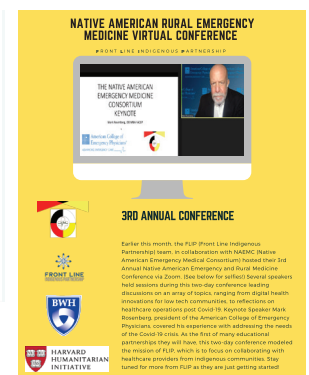
Coffee With Imo

In May, the Young Professionals Network hosted a coffee hour with Dr. Imoigele Aisiku, MD. Dr. Aisiku chatted with attendees about his role in the hospital, his career path, as well as his advice for young professionals. He touched on his clinical interests in Critical Care Medicine and Traumatic Brain Injury, as well as how he has merged his interests in research, scholarship, education, and clinical care. This was a wonderful opportunity for young minds to learn more about his career path, dedication to mentorship, and innovative endeavors at BWH. Several questions were asked of which included any encouraging words Dr. Aisiku had for the attendees, to which he responded: "As a young professional, going into this field, look to your neighbors, your friends— be as understanding and inclusive as you can. Think about 'How do I lift others around me?' And part of that is motivating yourself, remember that being complacent is the enemy of all things, though a little cheesy this is my approach, it doesn't matter what you do because how you do it is what matters, keep pushing yourself." Such wise words from an established and very accomplished doctor to the future champions of medicine. Thank you Dr. Aisiku!



Flip Recap

This past month, our FLIP (Front Line Indigenous Partnership Program) program in collaboration with the Native American Emergency Medicine Consortium hosted their first ever Virtual Native American & Rural Emergency Medicine Conference. Recordings of the conference will be uploaded soon. This educational partnership is the first of many to come!



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Events (continued)



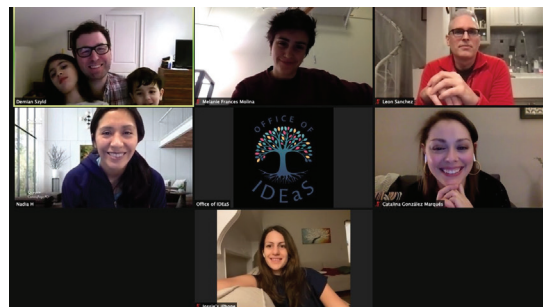
Diversity & Inclusion Moonlight Dinners

The Office of IDEaS Diversity and Inclusion Committee has a sincere commitment in working towards adequately recruiting, retaining, and advancing diverse faculty, residents, and staff within the Brigham and Women's Department of Emergency Medicine. Increased Underrepresented in Medicine (URiM) faculty in leadership roles in medical academia advance training and cultural awareness of the larger physician workforce. To foster a sense of community and belonging amongst the Black and LatinX faculty and residents at Brigham & Women's Hospital they aim to create a protected space where those communities can reflect, network, and collaborate with colleagues and guests. Co-chairs Adaira Landry, MD, MEd and Catalina González Marqués, MD, MPH created the Black & LatinX moonlight dinners, aimed at UiM staff to share, highlight and celebrate knowledge, experiences of different backgrounds, cultures, and world views.



Inaugural Black Moonlight Dinner

The inaugural Black Moonlight dinner hosted virtually last year, welcomed Dr. Andrew Marshall to the Emergency Medicine department. Throughout the course of Dr. Marshall's residency he noticed several areas for improvement in residency design, and EHR workflows and has since pursued a career in Clinical Informatics. Andrew's current research and entrepreneurial efforts are focused on using Health Technology to quantify and address health inequities, as well as promote patient engagement within the Emergency Department.



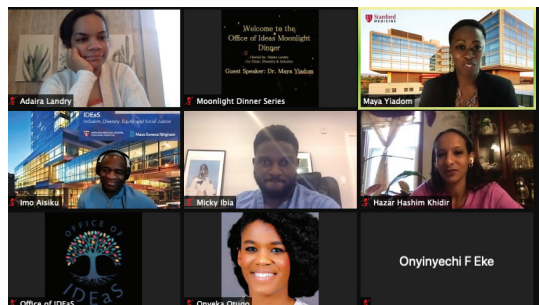
Inaugural LatinX Moonlight Dinner

The inaugural LatinX moonlight dinner welcomed Dr. Leon Sanchez, the current Chief of Emergency Medicine at Brigham and Women's Faulkner Hospital and associate professor at Harvard Medical School. Dr. Sanchez's introduction was followed by a participant roundtable where each reflected on their upbringing, their journey to emergency medicine and shared reflections on the 'new normals' of 2020.

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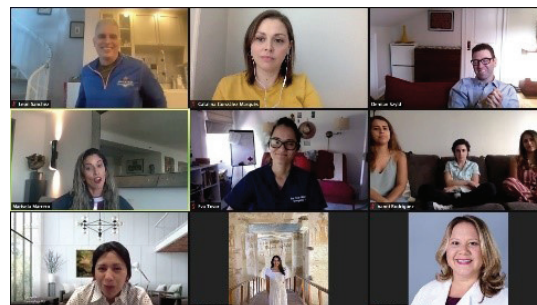
Events (continued)

Diversity & Inclusion Moonlight Dinners, continued



Black Networking Moonlight Dinner

The second Black networking moonlight dinner featured guest speaker Dr. Maya Yiadom, Vice Chair of Research at Stanford University. With her expertise in emergency care clinical operations and timely emergency care delivery, Dr. Yiadom recapped her experiences in residency as well as her junior/mid-career faculty. She went on to share her reflections surrounding academia followed by lessons learned throughout her journey. She ended the dinner reflecting on her year in 2020 and shared her hopes for 2021.



Latinx Networking Moonlight Dinner

Our fourth networking LatinX moonlight dinner with guest speaker Dr. Marisela Marrero. Dr. Marrero is a Harvard-trained Emergency Room physician with an interest in developing top-tier public healthcare knowledge within the Latino community and broadening the use of proper healthcare among Hispanic people. As a leader in a healthcare organization that dealt with a substantial number of patients who suffered from COVID-19, Marisela has a more profound understanding of what it takes to lead a team that has the ability to be innovative, provide extraordinary care, while remaining calm during the most perilous of times. She shared with attendees her reflections on this past year, her career, education and drive for health equity.

Congratulations!

The MGH Center for Diversity and Inclusion congratulates the 2021 URiM graduates from the Emergency Medicine Residency Program!



Da'Marcus Baymon



William Brown



Mariam Fofana



Hazar Khidir



Lucinda Lai



Melanie Molina