

MONTHLY NEWSLETTER

Office of IDEaS

Inclusion, Diversity, Equity, and Social Justice

Celebrating Black History Month, Black Excellence At IDEaS & More

Statement from the Office

Each February, the nation observes a month-long celebration of Black history in America. We honor this chance to remember the centuries of Black achievement this country has bore witness to. We take this month to remember the stories that have been lost, and to celebrate the stories that are presently being written. Black stories, Black history, Black people, and Black culture are integral to the history and creation of America as it stands today. We make up the countries leaders, inventors, professors and teachers, servicemen, laborers, mothers, fathers, sons and daughters, and treasured citizens. From the invention of Garrett Morgan's three light traffic signal to Mary Van Brittan Brown's co-creation of the home security system, to one of the greatest Tennis players in America's history, Serena Williams, Black history is American history.

Though February is 28 days long, we must consciously and actively work to undo and redress the disadvantaged centuries of oppression that Black people have faced. In doing so we must never forget to always look forward and take February to celebrate, honor, and acknowledge, while remembering that we, as a country and a culture, are currently climbing the uphill battle that is institutional and systemic oppression. It is up to us as individuals to be deeply committed to anti-racism to influence the greater collective. The call to action is one that can no longer be ignored as divides deepen, gaps widen, and lives are disrupted.

As we celebrate this month and rejoice in the excellence that is Black people and culture, take the time to look within. Ask yourself how you can celebrate Black history year-round. Ask yourself if you are doing all you can to address the social conditioning, we all face within ourselves. Read books by Black authors, buy art from Black artists, or join a local movement or organization to begin the long road towards subverting and disassembling America's deep and tangled past and present to create a better future.



Happy Black History Month BWH from the Office of IDEaS!
Use the flip tiles above to discover tangible ways to celebrate!



Writing In color – Workshop Opportunity for People Of Color

Hello BWH EM community,

Writing in Color, Course Directors Dr. Adaira Landry & Dr. Farah Dadabhoy are excited to introduce a free 5-week writing course, **Writing in Color**, that was designed to create a safe writing space for people of color.

The purpose of this course is to create a shared community and training environment for people of color who wish to write about current events, personal reflections, or patient encounters. We are very fortunate to have Pushcart Prize nominated essayist, [Theresa Okokon](#) leading the course.

Their mission is to provide support for and amplify the voices of writers of color who would like to start publishing in non-academic spaces, such as The New York Times, The Atlantic, The Boston Globe, Cognoscenti, among others. This course is not designed to support publications for traditional academic writing, such as research papers or case reports.

Course Information

- The class is 5 weeks long
- Participants are expected to attend all 5 workshops
- We are grant funded. Tuition has been fully covered by The Gender Equity in [Medicine Research Foundation \(GEMRF\)](#)
- The teacher is a Black woman writer from Grub Street, [Theresa Okokon](#)
- Class size capped at 10 (kept small for personal attention)
- Any BWH employee/trainee who identifies as a person of color is welcome to apply (please forward to your BWH network)
- Each participant is given a 1:1 30-minute workshop with just the teacher over the course of the class.
- The goal is to drive more writers to spaces like NYT, WaPo, NPR, Slate, etc.

Course Schedule

Fridays from 3-5pm EST

- March 18th
- March 25th
- April 1st
- April 8th
- April 15th

[Apply here >](#)

[Please sign up by March 1, 2022](#)



Publications & Media

“Kamali Thompson, Fencer and Olympic Athlete, Is Becoming a Surgeon”



Adaira Landry, MD, MEd

Between co-chairing the Diversity & Inclusion committee, juggling many other hats including being a doctor and mother of 3, Dr. Adaira Landry writes for Teen Vogue. Check out this recent interview she conducted with orthopedic resident, Olympic athlete and fencer Dr. Thompson. Thompson, who follows her passions and pursuits fiercely opened up about her drive, her philosophy surrounding selecting opportunities and much like Dr. Landry- how she manages to juggle it all. “You need to be comfortable with who you are and what you know. When I walk into the hospital as a resident, I need to be confident that I am a doctor. Humility is something that comes up in specific situations” Thompson replies when asked about the balance needed for her different role.

An excellent and motivating read, click below to read more of this interview, we are proud of you Dr. Landry and so inspired by Dr. Kamila Thompson. This article is a testament to the patience and perseverance of Black women everywhere, we can do it all and we can have it all.

A big shoutout to these two ladies for championing the way for continued success without limits for Black women worldwide.

www.teenvogue.com/story/kamali-thompson-fencing-olympics-surgeon

“Increasing diversity in medicine through mentorship”



Aline Sniетка, PA-C

Consistently at the forefront of innovation our Spark Grants allow BWH physicians, faculty and staff to explore creative methods to bring about equitable change in healthcare be it in areas of mentoring, community education, patient facing projects and more. Aline Sniетка, two time recipient of the Diversity & Inclusion Spark Grant for the PA Mentorship Program recently did a live radio segment with WBUR's Tiziana Dearing.

“Health care systems have become increasingly focused on solving that problem, including by increasing the diversity of health care providers. Research shows a correlation between having providers who look like you, and who understand your lived experience, and having better health outcomes.” - T. Dearing

You can listen to the discussion on increasing diversity in medicine through mentorship here:
www.wbur.org/radioboston/2022/01/12/diversity-medicine-mentorship

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Publications & Media, continued

“Refugees & Migrants Must Be Prioritized in COVID 19 Vaccination Programs”



Catalina Gonzalez
Marques, MD, MPH

As healthcare professionals we keep a close eye on humanitarian crises, the past two decades alone we’ve seen ongoing humanitarian issues unfortunately grow unparalleled threatening the health and safety of vulnerable populations. As we still grapple with Covid-19, the most feasible way of protecting everyone is by providing access to the vaccine, however refugee and migrant populations are consistently underserved. Despite pleas from various healthcare workers, these populations have yet to be prioritized in global Covid 19 vaccination programs. Diversity & Inclusion co-chair Dr. Catalina Gonzalez Marques was featured alongside Dr. Kampalath, Children’s Hospital of Philadelphia, Dr. Abid & Dr. Garben of Alpert Medical School in Februarys issue of Society for Academic Emergency Medicine. Together the four discuss the main challenges for vaccine access in relation to refugee & migrant health. Read the article here:

https://issuu.com/saemonline/docs/saem_pulse_jan-feb_2022/s/14529707



Office Spotlight

“Melting snow melds with ice to up orthopedic risk: Hospital EDs report ice fall injuries on the rise”



Dr. Andrew Eyre was interviewed on Fox25 to remind us how the melting snow increases fall-related injuries.

Melting snow melds with ice to up orthopedic risk – Boston 25 News
www.boston25news.com/news/local/middlesex-county/melting-snow-melds-with-ice-up-orthopedic-risk/SKP3ZH6CDRG7FIR47AMHFSIG7E

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Office Spotlight, continued

Please join us in congratulating the winners of the 2021 Pillars of Excellence Awards:

Jaye Hall
Optimizing Collaboration

Gloria Brand
Advancing Innovation & Progress

Valerie Dobiesz
Optimizing Collaboration

Jeremy Faust
Advancing Innovation & Progress

Dana Im
Commitment to an Exceptional Patient Experience

Regan Marsh
Integrating Diversity, Equity & Inclusion

Home Monoclonal treatment Team
Commitment to Exceptional Patient Experience

Scott Goldberg, BWH	Karen Host, Unk
Lorejna Qoshja Kujofsa, PHS	Kirk Larsen, PHS
Courtney Begnoche, PHS	Inga Lennes, MGH
Lynda Brown, PHS	Laura MacLean, BWH
Melanie Cassamas, MGH	Eden Mark, PHS
Lisa Dutton, BWH	Mary Moore, PHS
Jessica Evans, MGH	Lindsey Reilly, MGH
Giavanna Gaskin, MGH	Clyde Sauls, PHS
Robert Hallisey, PHS	Sandra Skinner, SH
Dan Hoffenberg, Unk	Kristine Trites, MGH
Bridgit Holemo, MGH	Nancy Wei, MGH

An important feature of the Pillars of Excellence Awards program is that nominations come from colleagues who recognize that peers go “above and beyond” in their daily work as they collaborate with colleagues, lead by example and embrace the Mass General Brigham mission.

Their accomplishments and the combined efforts of so many people across our entire system enable us to join forces to care for our patients and the communities we serve locally, nationally and around the world. Congratulations to our Pillars for consistently being Excellent!

“7 ways to promote yourself on social media without bragging”



Adaira Landry, MD, MEd

Are you interested in building your brand? Be it personal or professional, social media is probably going to be your best and most fruitful avenue. But how do you do that without humble bragging? How can you curate a page that uplifts your work and accomplishments in a positive light for browsers, friends and followers to see? How can you increase traction to your page in the most authentic way possible? Dr. Adaira Landry and Dr. Resa E. Lewiss share 7 ways to promote yourself on social media without bragging. Will you use all 7 to grow your brand during this new year?

www.fastcompany.com/90719543/7-ways-to-promote-yourself-on-social-media-without-bragging

ADIEM Candidate



Melanie F. Molina, MD

Our very own Dr. Melanie Molina is running for a national leadership position with the Academy for Diversity & Inclusion in Emergency Medicine (ADIEM). Please read her statement and consider voting for her:

www.saem.org/about-saem/leadership-opportunities/candidate-statements/adiem-candidate-statements

We're so proud of you Melanie!

I am currently a first-year fellow in the National Clinician Scholars Program (NSCP)—a program that trains clinicians as change agents to drive policy-relevant research, cultivate health equity, and eliminate health disparities. Prior to fellowship, I earned a bachelor of science and a bachelor of arts at the University of Texas at Austin, a doctor of medicine from Harvard Medical School, and completed residency at the four-year Harvard Affiliated Emergency Medicine Residency. As a queer Latina woman in medicine, I have witnessed firsthand the ways in which the experience of the underrepresented minority (URM) physician differs from that of their non-URM counterpart. My personal experiences as well as those of my colleagues have inspired my work advancing DEI. As a junior resident, I wrote a perspective piece highlighting microaggressions in medicine, their impact, and how they could be addressed. The article, "Addressing the Elephant in the Room: Microaggressions in Medicine," was published in Annals of Emergency Medicine, featured in the New York Times, won the 2021 AWAEM Outstanding Research Publication Award, and led to multiple national (ACEP, Kaiser, Columbia) and international (Alberta Health Services, Calgary Department of Emergency Medicine) presentations--enabling me to raise tremendous awareness of these issues. Locally, as co-chair of the Social Emergency Medicine Interest Academy during residency, I developed a longitudinal health equity curriculum for the residency, which consisted of didactics, journal clubs, and a 3-hour residency retreat focused on racism, implicit bias, and microaggressions. The didactics spanned topics from immigrant health to ageism to intersectionality. At the hospital and institutional level, I lent a voice to the needs and concerns of URM residents and staff as a representative on Harvard Medical School's LGBTQ Dean's Advisory Committee, the Brigham and Women's ED Health Equity Committee, and the Massachusetts Medical Society's Minority Affairs Section.

I am running for this position because I stand at the intersection of three different flavors of underrepresentation as a queer Latina woman. I am not only able to understand and voice the concerns of members within each of these groups, but I also recognize the ways in which these identities are woven together. It is thus important to have voices like mine be heard and represented on this committee. It is also important to have people like me in leadership so that students, residents and other fellows who may wish to pursue leadership opportunities are able to see someone they identify with in this position. If elected, I hope to strengthen the network of residents, fellows, and faculty working on DEI initiatives across the nation. I also think it is important to create mentorship programs through ADIEM to connect students and residents with faculty who have similar interests. I think this would help establish a national pipeline to increase diversity not only in the EM workforce, but also in EM leadership.

Until Next Time! See you in March!

~ Office of IDEaS