

MONTHLY NEWSLETTER

Office of IDEaS

Inclusion, Diversity, Equity, and Social Justice

New Faces in the Office of IDEaS

CO-CHAIR OF SOCIAL JUSTICE COMMITTEE

Da'Marcus Baymon, MD



Dr. Da'Marcus Baymon is from Houston, TX and went to the University of Texas – Austin for his undergraduate education. He graduated with a Bachelor of Science in Neurobiology. For medical school, he attended the University of Texas Medical Branch in Galveston, Texas. In 2021, he completed his four-

year residency in Emergency Medicine at the Harvard Affiliated Emergency Medicine Program Brigham and Women's Hospital and Massachusetts General Hospital. Dr. Baymon graduated with the additional distinction of serving as a chief resident in his senior year. We are pleased Dr. Baymon will be joining the emergency medicine faculty at Brigham and Women's Hospital with his areas of interest include administration, quality, diversity and equity. He will serve as the Director of Quality Assurance at the Brigham and Women's Faulkner Hospital where he will work with the Faulkner emergency department leadership to review cases referred for quality of clinical care and patient and systematically review cases meeting high-risk criteria. Dr. Baymon will bring his extensive background in social justice and community service to the Office of IDEaS as a co-chair of the social justice committee. We welcome Dr. Baymon to our ED faculty and core member of the Office of IDEaS.

IDEAS RESEARCH DIRECTOR

Onyekachi Tochi Otugo, MD, MPH



Dr. Otugo grew up in the Washington, DC Metropolitan area and is a child of first-generation, Nigerian immigrants. She attended the University of Maryland where she majored in Biology and Art Studio. Dr. Otugo's interest in women's health care began prior to attending medical school, where

she worked at the Office of Women's Health and conducted research on the inclusion of women in clinical trials. She then went onto Northwestern Feinberg School of Medicine where she obtained her MD and MPH. She completed her emergency medicine residency at Cleveland Clinic Akron General. She furthered her training in women's health and health policy by pursuing a Health Policy Research and Translation fellowship in our Department of Emergency Medicine. Dr. Otugo is passionate about addressing health equity and policy in understanding how patients interact with the emergency department. Dr. Otugo will be joining the emergency medicine faculty at Brigham and Women's. Dr. Otugo joins the office of IDEaS and will be taking a leadership role as the Director of Research for the office. We look forward to her bringing her expertise to the department and the office.

Congratulations!

MEDICAL DIRECTOR, BWH QUALITY, SAFETY AND EQUITY

Nadia Huancahuari, MD



Nadia Huancahuari, MD, is a Brigham Health Medical Director of Quality, Safety, and Equity. In this role, she promotes a culturally competent health care system capable of delivering the highest-quality and safest care available to every patient regardless of race, ethnicity, social class, culture,

ability to pay, or language proficiency. She leads equity-focused patient safety initiatives and delivers equity-based education for providers and staff.

Previously, she served as the Director of Quality and Safety in the Department of Emergency Medicine at Brigham Health. During her tenure, she led a comprehensive quality assurance and performance improvement team that continuously monitored, evaluated and improved the quality and safety of care provided to patients at three clinical sites—BWH ED, BWFH ED and Foxborough Urgent Care. She has designed, implemented and sustained numerous process improvement programs both within the Emergency Department and in collaboration with other departments at Brigham Health. Her work has always focused on improving healthcare disparities in emergency care and beyond.

Nadia is also the recipient of the 2021 Distinguished Clinician Award, being granted this prestigious award for her recognition as an outstanding clinician, established reputation as a physician's physician, and contributions in the areas of education, scholarship, administration, and service.

MEDICAL DIRECTOR, BWH QUALITY, SAFETY AND EQUITY

Regan Marsh, MD MPH



Dr. Marsh is an Assistant Professor of Emergency Medicine at Harvard Medical School. Dr. Marsh was recently appointed the Brigham and Women's Hospital Medical Director of Quality, Safety and Equity in the Department of Quality and Safety. Her work focuses on advancing health equity at the hospital level

and we congratulate her in this new role. Dr. Marsh co-founded and co-chairs the health equity committee for the Office of IDEaS. Dr. Marsh has had a long interest in global health. Since 2008, Dr. Marsh has worked with Partners In Health in Malawi, Haiti, Sierra Leone and Liberia to strengthen health systems after emergencies, ranging from the earthquake in Haiti to Ebola in West Africa. During the COVID-19 pandemic, she has served as the senior technical lead for PIH's domestic work, centering equity and justice as part of the community-based response.

Dr. Marsh received her undergraduate degree from Princeton University and her medical degree from the University of Pennsylvania's School of Medicine. She completed emergency medicine training at the Harvard-Affiliated Emergency Medicine Residency at Brigham and Women's and Massachusetts General hospitals and received a Master of Public Health from Harvard School of Public Health.

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Congratulations (continued)

DIRECTOR OF QUALITY AND SAFETY,
DEPARTMENT OF EMERGENCY MEDICINE

Dana Im, MD, MPP, MPhil



Dr. Im joined the faculty at Brigham and Women's department of emergency medicine in July 2020 and was the inaugural Director of Behavioral Health in the BWH ED. Congratulations to Dr. Im for recently being appointed to the role of Director of Quality and Safety for BWH DEM in July 2021. Dr. Im's

academic interest lies at the intersection of quality improvement and behavioral health emergencies. Dr. Im is a member of the Office of IDEaS and collaborates across our MGB campuses as a recipient of an MGB United Against Racism Program award. Her work has focused on standardizing the process for agitation detection and management to minimize bias and to provide trauma-informed behavioral health care in the ED. She was a recipient of a CRICO award to continue her work in this area. She is thrilled to be serving as an advocate for her patients in the DEM in her roles. Congratulations to Dana on her recent appointment and her awards from the MGB UAR program and CRICO.

BWPO BOARD OF TRUSTEES;
BRIGHAM DISTINGUISHED CHAIR
OF DIVERSITY AND HEALTH EQUITY

Imoigele P. Aisiku, MD, MBA



Dr. Imo Aisiku is the Vice-Chair for Diversity and Health Equity in the department of emergency medicine and the inaugural Director of the office of IDEaS. Dr. Aisiku through the office of IDEaS works with a dedicated and extraordinary team in their mission to rapidly advance our work in diversity and health

equity. From his arrival at the Brigham, Dr. Aisiku has been creating, innovating, and building and has a commitment and dedication to mentorship and investment in building diversity in medicine. He founded and endowed the Aisiku STEM Center at Worcester State University, promoting the interdisciplinary study of the sciences and inspiring many to pursue careers in health professions. For his work he was honored as a Brigham Distinguished Chair for Diversity and Health. Recently, Dr. Aisiku was elected to the BWPO Board of Trustees for a two-year term. Congratulations Dr. Aisiku for your recent selection and honors. rapidly built the Office of IDEaS, which, with an extraordinary team, is rapidly advancing our work in diversity and health equity. Congratulations Dr. Aisiku, we are so proud of you and all the work you are championing!



Championing our mission

The Office of IDEaS is proud to be able to expand our reach in services through the dedicated physicians that champion our mission and commitment to advancing inclusion, diversity, health equity and social justice within healthcare. Every step forward for the members of our team is an overall message to the Brigham & Women's community that our vision for the future of healthcare from an equitable lense is an attainable one, through the various ongoing projects, initiatives and partnerships they bring to the hospital.



Final Update for the 2020 Spark Grants

In July, the recipients of the 2020 Spark Grants held their end-of-year presentations to showcase the results of all their projects. Watch here as awardees explain their findings in depth while also addressing the challenges they faced and the next steps they'll take!

DIVERSITY & INCLUSION

Increasing Diversity Amongst Future Physician Assistants



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



Project Co-Lead
Jessica Britnell, MS, PA-C

Collaborators

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



HEALTH EQUITY

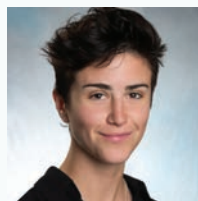
Reducing Bias in the De-escalation of ER Department Patients



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 Sniетка;
Zeyu Li (Statistician)



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Spark Grant Updates (continued)

SOCIAL JUSTICE

Patient Education and Community Engagement around Cerebral Vascular Accident in Roxbury and Dorchester

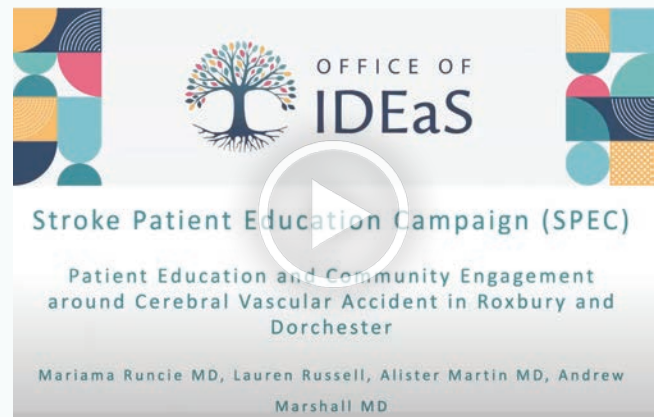


Project Lead

Mariama Runcie MD

Collaborators

Alister Martin MD, MPP; Lauren Russell: PhD candidate;
Benjamin Goldman: PhD candidate



SOCIAL JUSTICE

Hard Candy & Fruit Snack



Project Lead

Carrie Clifford, host



Project Lead

Gloria Harrison, host



Project Lead

Jayelani Hall

Faculty Support

Ilmoigele P. Aisiku, MD, MBA



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Social Justice for Schools Scholarship



CONGRATULATIONS

Scholarship Awardees

Congratulations are in order! We recently reached our goal of \$60,000 for our Social Justice For Schools Scholarships and will be able to award several graduating seniors this year. The Office of IDEaS in collaboration with the Hard Candy & Fruit Snacks podcast wanted to take the time out to highlight the four grand winners, our inaugural cohort of recipients, for this award. Pictured right from top to bottom: our two Boston Public School recipients are Savannah Middleton and Mich Kurt Magny; our two Metco recipients are Raseed Parham and Cassandra Silva Cardoso! These students' applications blew us away, determination and persistence were an overall theme for this group of scholars. We can't wait to see them off on their college journeys and watch them flourish into the leaders of tomorrow. Congratulations Seniors we are SO proud of you!!



Recent Publications



DA'MARCUS BAYMON, MD

Staying Centered Through Music



Next Generation is a Brigham Clinical & Research News column penned by students, residents, fellows and postdocs. Last month's column was written by Da'Marcus Baymon, MD, our Co-Chair of the Social Justice committee. Check out this motivating read where he

details how he kept himself grounded & sane during the height of the pandemic through music. [Read article >](#)



ADAIRA LANDRY, MD, ET AL.

Networking & Negotiating



Co-chair of the Diversity & Inclusion committee Adaira Landry was featured in July's Harvard Business Review networking column. The topic? Alternative compensation for professional speaking gigs. Adaira covers what to do if your request for compensation

is denied, providing several unique fee alternatives. "We want to help you redefine what it means to get compensation" says Landry and her co-writer. [Read article >](#)



ANDREW MARSHALL, MD, ET AL.

Champions of Change



The Office of IDEaS prides itself on being champions of change, education and advocacy. Chair of the Social Justice committee Andrew Marshall and respective fellows, Onyinyechi F Eke, Alister Martin, Hazar Khidir, Onyekachi Otugo, Joanne C. Suarez, and Wendy L. Macias-Konstantopoulos, of the Health Policy Research and Translation program at Brigham & Women's in addition to lawyers, ethicists, and community advocates created the Massachusetts Coalition For Health Equity in response to the released Massachusetts Crisis Standards of Care (CSC) guidelines per the Covid-19 pandemic. The overarching goal of the coalition was to advocate for marginalized populations that would be adversely affected by CSC's original guidelines. Check out this article as they explain the successes, they were able to achieve through building this coalition. [Read article >](#)

Upcoming Events

IDEaS Birthday Celebration

The Office of IDEaS is turning 1! Please mark your calendar and join us in celebrating. Details forthcoming.

When:

Friday, August 27, 2021

Where:

TBD



Welcome and Recognition Celebration

Presented by Center for Diversity and Inclusion

The Center for Diversity and Inclusion is hosting a celebration to welcome new MGH UiM trainees, faculty and HMS students honor the 2021 recipients of the Clinician Teacher Development Award, including Oninyechi F. Eke from the Department of Emergency Medicine.

When:

Wednesday, September 22, 2021

Ceremony 6-7:00pm

Networking 7-7:30pm

Where: TBD

2021 CLINICIAN TEACHER DEVELOPMENT AWARDEE

Oninyechi F. Eke, MD

Department of Emergency Medicine, Division of Emergency Ultrasound
Director, Global Ultrasound



Dr. Eke is an emergency medicine physician and Director of Global Ultrasound in the Department of Emergency Medicine at Massachusetts General Hospital. She received her undergraduate degree from the University of Maryland, College Park and medical degree from Johns Hopkins School of Medicine, Baltimore. Dr Eke completed emergency medicine residency training at Cook County Hospital, Chicago and fellowship in

emergency ultrasound at Massachusetts General Hospital. Dr Eke is a national and international point-of-care ultrasound educator. In 2020, she received the Academy of Emergency Ultrasound Fellow Education Award by the Society for Academic Emergency Medicine. Her research focus is the development of point-of-care ultrasound education and training in resource-limited settings, particularly in Sub-Saharan Africa, and the efficient utilization of point-of-care ultrasound to facilitate patient care in the emergency department.

[Abstract: Implementation of Tele-ultrasound in an Academic Emergency Department: A Study of Feasibility, Acceptability and Clinical Impact](#)