

MONTHLY NEWSLETTER

Office of IDEaS

Inclusion, Diversity, Equity, and Social Justice



Winter Recap

Black History Month

Cold weather could not stop the Office of IDEaS from putting on fantastic programming and initiatives this season!

In honor of Black History Month, the Office of IDEaS put together a social highlighting local black artists and community members. The night spotlighted Michael J. Bobbit, the Executive Director for the Mass Cultural Council becoming the state's highest-ranking cultural official. Andrew Marshall, MD interviewed Mr. Bobbitt. Artwork from People's HeART was also a center piece of the event, where guests could speak directly to local artists. *Shades of Us* was full of great conversation, captivating local artwork and delicious food.



Andrew Marshall, MD (Left) interviews Michael J. Bobbitt, Executive Director of the Mass Cultural Council (Right) during the Shades of Us event



The Office of IDEaS administrative team: Cass Georges (left), Kiina Morton (center) and Jaye Hall (right)



Community art by the People's heart Project



Imoigele Aisiku MD, Vice-Chair of the Office of IDEaS gives opening remarks during the Shades of Us event









Cass Georges, Program Manager for the Office of IDEaS (left), Jaye Hall (center) acting Director for the Office of IDEaS and Cindy Diggs, Director of Cultural engagement for the People's heART Program (right)



Brendan Russell MD, Vice President of Emergency Medicine (left) and Michael VanRooyen MD, MPH, Chair of Emergency Medicine (right) at the Shades of Us Event



Andrew Marshall MD (left), Michael J. Bobbitt (center) and Imoigele Aisiku (right) pose for a picture at the Shades of Us social event.



Local People'sheART artists pose with their artwork at the Shades of Us event



Program for the Shades of Us event and the Office of IDEaS pamphlet.



Local People's HeART artists pose for pictures at the Shades of US event.



Congratulations Newly Appointed Associate Directors: Drs. Regan Marsh & Andrew Marshall

In the face of social and political challenges, the need for Diversity, Equity and Inclusion work has become even more paramount and imperative to the future of healthcare. DEI work has faced significant challenges internally due to MGB system-wide financial constraints and externally from political and increasing anti-DEI public sentiment. For our department, we continue to see increased activity and engagement with multiple groups and clinical areas. To position our office to grow with our local EM department and prepare for an enterprise role that is yet to be determined necessitates expanding our resources and capabilities.

As our office grows, engages political institutions, other departments, and the hospital directly, a major mission is to engage with our residents and fellow trainees. The office has always believed in an inclusive culture that promotes engaging our clinical and non-clinical staff. Our housestaff, in particular has been a goal for the past year to develop mechanisms to engage them more directly with the mission of IDEaS in a bi-directional manner. To position ourselves to continue to be innovative, strategic, and impactful within EM and influential outside of EM, MVR and I have collaborated to appoint 2 Associate Directors for the Office of IDEaS.

The Office of IDEaS would like to recognize two of our co-chairs, who have been appointed as the Office of IDEaS, new Associate Directors. In this role, the directors will continue to advocate for intentional, community-involved programing, research, and initiatives that will benefit patients, staff, and faculty who are at the Emergency Medicine Department at Brigham and Women's Hospital.

Dr. Regan Marsh, current co-chair of the Health Equity committee is an innovative, dynamic health equity leader, who is always ready to lend her time and support to causes dear to







Andrew Marshall, MD

her heart from quality and safety, leading a plethora of health equity initiatives including increasing access to post discharge services for our direct patient populations to making heart failure care more equitable within our institution. Dr. Andrew Marshall, current co-chair of the Social Justice committee who will be coming from the Social Justice committee, combines his commitment to the community and access to healthcare. Under his leadership the Social Justice committee is heavily involved in college prep programming, giving internet access to low-income families, and community engagement. He will bring that same dedication and drive to the Health Equity Program.

Together these two individuals will continue elevating the Office of IDEaS towards new accomplishments and push us towards our shared mission of inclusive, accessible, and just healthcare for all through education, innovation, mentorship and more. Stay tuned for all that we have in store and join us in congratulating our two well deserved and newly appointed Associate Directors, Regan & Drew!





Congratulations to our 2022 Spark Award recipients!





Project Legacy

Leads: Patricia Hernandez, MD, Jossie A. Carreras Tartak, MD, MBA

Collaborators: Thiago M. Oliveira, MD, MPH (Faculty Advisor), Taneyri De Jesus, Leadership Development Consultant

Through this project, the aim is to provide intentional space and energy for young leaders to feel safe, to be vulnerable, feel seen and heard while simultaneously providing education around mental health topics. The program design consists of a combination of educational workshops. Sessions will occur twice weekly over the course of six months and will be led by leadership consultant Taneyri De Jesus. Taneyri has vast experience working as a program coordinator and program director for youth leadership development programs. In addition, the program will feature monthly physician-led sessions to provide education on mental illness. Participants will be recruited by reaching out to 3-4 high schools and having them refer students of color to our program. After being referred to the program, participants will then be interviewed to gauge their interest and commitment to attending all sessions. Participants will receive a \$250 stipend scholarship for attending all sessions over 6 months.



Creating an Enabling and Empowering Environment for Women in Leadership: Triple E Leadership Pilot Program

Lead: Erica Nelson

Collaborators: Phuong Pham, Resident Collaborator

Establishing a coached lecture series for female healthcare professionals to cultivate their engagement with BWH faculty, staff and patients. Pre and post surveys would be conducted in order to measure the progress of participants. This intentional space would empower care teams which would facilitate better communication with patients.

(continue)





Improving Health Equity across Emergency Medicine & Orthopedic Training Techniques

Lead: Nellie Darling, Resident

Collaborators: Valerie Dobiesz, MD- BWH EM Faculty Lead/ Project Advisor, Andrew Eyre MD, STRATUS Medical Director, Derek Monette MD, HAEMR APD/Advisor

The Improving Health Equity across Emergency Medicine and Orthopedic Training is a initiative designed to provide training for healthcare providers who may not fit the default body type to be able to safely support their patients. Many reduction and casting techniques cater to providers with significant upper body strength, a high center of gravity, and often larger sized hands. There is a noted perception that Orthopedics is too physically demanding thus women are less likely to join the Orthopedic field.

This project aims to improve health equity across our diverse training environment to ensure Emergency Medicine providers that identify as a woman, or who identify as having a differently abled body type not consistent with most Orthopedic providers, are able to learn techniques to be successful in conducting Orthopedic maneuvers.



Writing in Color

Lead: Farah Dadahboy, MD

Collaborator: Adaira Landry, MD

Through reading, writing and meaningful discussion, the workshops will impact the cultural and personal domains of well-being by facilitating collective and individual reflection, promoting personal and professional understanding, and encouraging compassion for ourselves, our colleagues, and our patients. While publication is not the primary endpoint we set writers up with the tools to understand the approach for publishing. Data looking at gender alone has shown that women publish less commentary articles than their male counterparts in academic medicine. Our goal is to widen the landscape of authors by focusing on teaching people of color in need of writing support and community. Over the last 6 months we have felt a need to expand our course to communities outside of medicine. We are now working with local schools in Boston, specifically Dearborn STEM Academy to design a workshop for their Black and Hispanic college-bound students. Farah Dadabhoy, MD Brigham and Women's Faculty member and Project Lead for the Writing in Color initiative will be working closely with the Diversity and Inclusion Co-Chairs Adaira Landry, MD and Catalina Gonzalez-Marques, MD.



Art, Activism, and You: Growing Your Roots

This auction was a dynamic program put together by the People's HeART organization that was designed to bring together local artists and lovers of art in the Greater Boston area. People's HeART (Health Equity and Art) is an organization based out of Massachusetts General Hospital motivated to expand what healthcare is and does for its patients and community. People's HeART partners with local art organizations to put art installations into hospital and clinical settings. Participants at the auction had the opportunity to bid on artworks with all proceeds went to community organizations.











(continue)













Upcoming Events





2023 IDEaS Scholarship

The Office of IDEaS and Summer SpringBoard are collaborating to award two Boston Public Highschool students who are interested in the STEM field with scholarships to a Summer STEM workshop at Simmons University. This workshop is taught by leading faculty and experts in their respective fields and students will get an interactive, immersive experience that will introduce them to ever expanding careers in STEM.

Writing in Color

Writing in Color is organizing a workshop for college bound students at the Dearborn STEM academy in Roxbury, Massachusetts. This is an effort to hone the skill of writing and how to write personal statements.



Diversity, Equity & Inclusion Opportunities

Mass General Brigham's Office of Diversity, Equity, & Inclusion is offering several educational courses available for employees to participate in. Many have numerous slots available. Please feel free to review and register for them below as we work to create a more diverse, equitable and inclusive workforce.

Leading with DE&I in Healthcare

A senior level training experience offered by The Office of DE&I for the Mass General Brigham system. This class was designed to align with the diversity, equity and inclusion strategy of Academic Medical Institutions and community/specialty hospitals to support leaders as they engage in and guide this strategic work across the system.

Learn more >

Understanding LGBTQ+ Identities

This interactive course covers the core competencies regarding the current experiences, needs, and identities of LGBTQ+ people and communities. The course reviews essential LGBTQ+ topics, such as gender identity, gender expression, sexual orientation, and assigned sex at birth in addition to fundamental social justice theories such as intersectionality and cultural humility.

<u>Learn more ></u>

Inclusive Leadership for Managers

An introductory diversity, equity and inclusion course for mid-level managers. The interactive course is designed to create space for participants to reflect on the importance of diversity in building teams and developing inclusive management practices in their daily work.

<u>Learn more ></u>

We Are Upstanders

This course provides employees with greater understanding and confidence to address racism and other acts of discrimination in the work environment, whether from patients, their visitors/family members, or other staff in a live, virtual session with a facilitator and colleagues. Through discussions of techniques, case studies, and policy, participants will develop skills for recognizing when to intervene, disrupt, or respond to racism/discrimination, assessing their options for how to act, and enacting next steps.

<u>Learn more ></u>



Committee Updates



SOCIAL JUSTICE

The Social Justice Committee hosted on March 12th a tennis night at the Sportmen's Tennis and Enrichment Center in Dorchester, Massachusetts. It brought together both novice and longtime players to support community health. Guests also took a tour of the BWH Center for Community Wellness. It was hosted by Andrew Marshall MD of BWH Emergency Medicine, Dan Solomon MD of Rheumatology, and Paul Ridker, MD of Cardiology and Preventive Medicine.

HEALTH EQUITY

The Health Equity Committee has created three subcommittees- Patient Experience, Hallway Care/Left Without Being Seen(LWBS), and Hypertension in order to focus on these issues inside the Emergency Department. The Patient Experience Subcommittee is tasked with how to make sure patients' are heard and advocated for. The mission of the Hallway Care/LWBS subcommittee is ensuring how patients who receive care in the hallway maintain the same care and access as those who are in rooms. Hallway care patients are more likely to be people of color and Limited English Proficiency (LEP). Hypertension subcommittee's objective is how to best support the care of patients who come into the Emergency Department with one condition but who also have elevated Blood Pressure. Often these patients might have repeat visits.



DIVERSITY AND INCLUSION

Diversity and Inclusion committee hosted moonlight dinner with Black Women in Our ED being the focus. It was held at Café Savuage, a black-owned restaurant located in Back Bay. It was a chance to further build a sense of community, networking, and good food. Also a dinner celebrating Underrepresented in Medicine faculty was held at LaFabrica in Cambridge.









Profile in Diversity Series

The Office of IDEaS is launching our Profile in Diversity Series. This series will span an annual calendar in recognition of cultural heritage months and is an intentional effort towards celebrating our diverse groups unabashedly in real-time. The Profile in Diversity Series aims to connect more authentically with the Boston area community. This series is intended to promote secondary education, social awareness, and exposure for cultural groups.

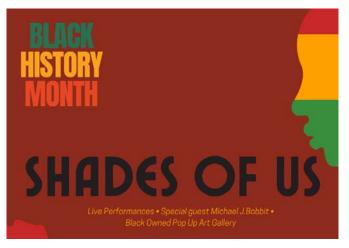
During each cultural heritage month, two figures will be profiled both on the national and local levels. This is to highlight each community's impactful and influential members while making space to recognize the local and quiet contributors to our city.

February

Being that the launch of our profile in Diversity Series was in February, to honor Black History Month, our first selected figures for the Profiles in Diversity Series were Michael J. Bobbitt, Executive Director of the Mass Cultural Council, and James Welden Johnson writer of the Black National Anthem "Lift Every Voice and Sing".

March

As part of our Profile in Diversity Series, the Office of IDEaS is recognizing two remarkably influential figures for Women's History Month. March notably is Women's History Month, our local profile this year is, Dr. Marjorie Janvier of Beth Israel Medical Deaconess Center and our national profile Mae Jemison, former NASA astronaut and an American engineer & physician. To recognize these women and their contributions to our communities, the Office of IDEaS and EM Women's Group hosted a Women in Leadership interview and social on Tuesday, March 28th. Dr. Onyekachi Otugo interviewed Dr. Vonzella Bryant. Dr. Bryant discussed a plethora of topics including youth and peer mentorship, how to handle imposter syndrome, microaggressions and the importance of women in healthcare leadership.





Michael J Bobbitt, Executive Director of Mass Cultural Council

Interview:

www.dropbox.com/s/m36e24hr2l43slt/Interview.mp4?dl=0

Promo:

www.dropbox.com/s/0otui0cb1kso8y2/ShadesofUs3.mp4?dl=0



DEPARMTENT OF EMERGENCY MEDICINE

PROFILE IN DIVERSITY SERIES

Continuing our Profile in Diversity Series, the Office of IDeAS is recognizing two remarkably influential figures for Women's History Month. Spanning an annual calendar this series aims to highlight local and national figures during each cultural heritage month. The Profile In Diversity Series is an effort to connect more authentically with the Boston area community and propel forward the many underrepresented figures during each heritage month. March, notably is Women's History Month, our local profile this year is, Dr. Marjorie Janvier of Beth Israel Medical Deaconess Center and and our national profile Mae Jernison, former NASA astronaut and an American engineer & physician. To recognize these women and their contributions to our communities, the Office of IDEaS and the EM Women's Group is hosting the International Women's Day Social leadership panel, with Dr.Marjorie Janvier, Dr.Vonzella Bryant, Caitlin Milone and Anita Holbrook, this Wednesday, March 8th from 12-1pm in Neville.

DR.MARJORIE JANVIER

Marjorie Janvier, MD, MPH is a proud community physician. In 2015, she joined the Adult Medicine staff at The Dimock Community Health Center and Internal Medicine staff at Beth Israel Deaconess Medical Center (BIDMC). At Dimock, she was the Clinical Director of Adult Medicine where she also provided primary care and HIV speciality care. Her prior leadership roles at The Dimock Center include: 1) Director of Care Management where she was responsible for a systems-level approach to care management, with the goal of providing high quality, multidisciplinary, integrated care for the clinic's most complex patients. 2) Medical Residency Director, overseeing the professional, clinical and ethical development of Beth Israel Deaconess Medical Center residents during their outpatient longitudinal clinic. In recognition of her community dedication and leadership she was named a Roxbury Hometown Hero in 2021. Dr. Marjorie Janvier holds a Bachelor's degree in healthcare management from the University of Pennsylvania's The Wharton School. She obtained her Medical and Master of Public Health degrees from Tufts University School of Medicine. She completed her Internal Medicine residency and chief residency at Caritas St. Elizabeth's Hospital. She then went on to complete her Infectious Diseases Fellowship at The Miriam Hospital/ Brown University. Dr. Janvier lives in Roxbury, MA with her family.



LOCAL **PROFILE**







NATIONAL PROFILE

DR.MAE JEMISON

Dr. Mae Jemison, the first African-American woman in space, is one of those rare individuals who excels at everything she does. Jemison was born in Decatur, Ala., in 1956 and was raised on the southside of Chicago. She entered Stanford University in 1973 on a scholarship at the ripe old age of 16. She earned a bachelor of science degree in chemical engineering in 1977, while also fulfilling the requirements for a bachelor's degree in African-American studies. Jemison graduated from Cornell University medical school in 1981. After medical school, Jemison spent two and a half years as a Peace Corps medical officer in Sierra Leone and Liberia in West Africa. When she returned to the states in 1985, she went to work as a general practitioner in Los Angeles. She also took graduate classes in engineering in hopes of fulfilling her lifelong dream of traveling in space. Jemison became one of 15 astronaut candidates chosen by the National Aeronautics and Space Administration out of 2,000 applicants. Jemison finished her training as a NASA mission specialist in 1988. She became the first woman of color in space in 1992, when she blasted into orbit aboard the space shuttle Endeavor. In March 1993, Jemison would resign from NASA, but soon after leaving the space program, she formed The Jemison Group Inc., which focuses on the beneficial integration of science and technology into everyday life. To learn more about Jemison's story check out her TEDx page here.

WWW.BWH-EM-IDEAS.ORG

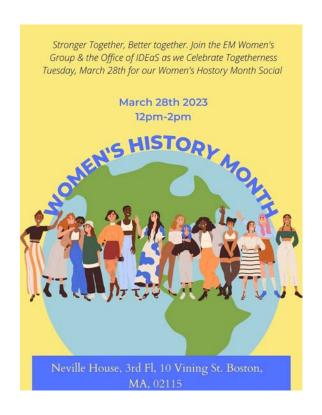


Vonzella Bryant, MD is an Assistant Professor of Emergency Medicine and Assistant Dean of Student Affairs at the Boston University Chobanian & Avedisian School of Medicine. She has over 20 years as an Attending Physician. She is the clerkship director of medical students rotating in the emergency department at Boston Medical Center. Vonzella has presented on increasing diversity in emergency medicine at multiple national conferences. Because of her work being on the frontlines of the coronavirus pandemic, she earned a spot on the US News & World Report list of "Hospital Heros" with Drs. Fauci and Gupta and selected to be a Celtics "Hero Among Us" and "Hero of the Match" for the New England Revolution. She is Vice President of Operations of New England Medical Association (NEMA) which serves as the collective voice of black physicians in the New

VONZELLA BRYANT, MD



Stonger Together, Better Together







Vonzella Bryant, MD and Onyekachi Otugo, MD



The Women's History Social event was well attended with everyone enjoying themselves.







Onyekachi Otugo, MD interviews Vonzella Bryant MD at the Women's History Month Social.











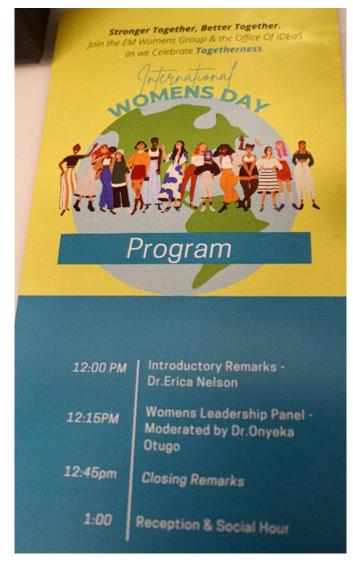














Gender Equity - An Art Piece

The Stronger Together, Better Together event was also host to the collaborative work, Gender Equity: An Art Piece. Several colors were chosen to represent values of inclusivity, diversity, safety, economic opportunity, respect, fairness, community, and empathy.









Art Therapy at the Women's Social!!!

Each guest was invited to paint a line on the canvas. Choosing from a variety of colors to create a design that embodies what Gender Equity means to them.



FLIP Corner

The Front-Line Indigenous Partnership Program (FLIP) is partnering with St. Michael's Indian School in Flagstaff, Arizona Xavier University in New Orleans, Louisiana, and dedicated Native American healthcare providers serving the Navajo Nation to pilot the St. Michael's Premedical Society. The Saint Michael Indian School Premedical Society is an elective course being offered beginning January 2023 until June 2023 to all Saint Michaels students. The goal is to introduce high school students to a range of healthcare careers including but not limited to medicine, nursing, pharmacy, advanced practice providers such as physician assistants, advanced practice nurses, certified midwives, laboratory, respiratory, and radiology technicians, nutritionists, and community and behavioral health specialists. The course objectives aim to increase student awareness of the diversity of healthcare careers, delineate the unique pathways for each of these career paths, provide resources to pursuing these paths, and to explore the historical context that has led to persistent and disproportionate health disparities for Native Americans and the critical need for Indigenous healthcare providers in providing culturally competent and quality care.





A photo of Saint Michaels Indian School in Flagstaff, Arizona.



This was the first session of the Saint Michaels Premedical Society on January 20th. It brought together healthcare providers from around the Flagstaff, Arizona area to present healthcare careers to the Saint Michaels students. It was an amazing first class!



Shout Outs in Healthcare

Congratulations to Dr. Jarone Lee for being recognized as one of Boston's Most Influential APPI! Dr. Jarone Lee is an attending physician in Critical Care and Emergency Medicine at MGH. It is a well-deserved award, that models the exemplary healthcare workers who serve the MGH community every day!





Visit us on Instagram @ flip_bwh and Twitter @ flip_bwh

FLIP Corner

The Saint Michael's Premedical Society has been featured in news articles!

Pre-med society at Navajo Catholic school creates future healing - Detroit Catholic

FLIP is proud to announce its now on Social Media!!!!





@flip_bwh

@flip_bwh



March 17th, the students were taught Wound Care and Introduction to Wilderness by Valerie Dobiesz, MD and Drew Birrenkott, MD. Suturing Bananas!



January 20th, 2023, First day of the Saint Michaels Premedical Society at the Saint Michaels Indian School in Flagstaff, Arizonal



IDEaS in the Know!

Ramadan is the ninth month of the Islamic calendar, it marks the revealing of the Quran, the sacred text in Islam to the Prophet Muhammad. During this month, Muslims will abstain from food and drink from dawn until sunset, increase in acts of charity, reflection, prayer, and strive to improve their character. The Office of IDEaS would like to wish all those who celebrate Ramadan-Ramadan Kareem!





Honoring Melvin H. King

The Office of IDEaS is honoring Melvin H. King, who was a civil rights activist, community organizer, developer, business owner, politician, author, and adjunct professor at Massachusetts Institute of Technology (MIT). This Boston giant passed away on March 28, 2023, at the age of 94. He will be truly missed, an individual who embodied values of advocacy, unwavering commitment to racial equity, selflessness, and courage. Mr. King catapulted to national fame in the early 1980s when he ran against Raymond Flynn for mayor. His candidacy was in the aftermath of the desegregation of Boston school buses, which caused racial strife in the large city. The race eased racial tensions and served as a model for racial equity. Melvin lost to Raymond Flynn, but helped to inspire a generation of civil rights activists, community leaders and youth to pursue their dreams.

