

The Center for Diversity and Inclusion (CDI) aims to enhance workforce diversity by increasing recruitment and retention among all diverse faculty, trainees, and students. The CDI's mission is to promote a vibrant, diverse, and inclusive professional community where every person thrives. Housed within the CDI, the Office for Women's Careers (OWC) serves to support women faculty and trainees with professional and leadership development as well as advance the work of gender equity in our institution and in academic medicine.

### CDI LEADERSHIP

- We welcomed our new Chief Diversity and Inclusion Officer for Faculty, Trainees, and Students, Dr. Galen Henderson, pictured to the right.
- Galen Henderson also serves as the Director of the Division of Neurocritical Care and is an Assistant Professor of Neurology at Harvard Medical School.
- CDI also wishes to congratulate Dr. Nawal Nour, former Chief Diversity & Inclusion Officer for her promotion to Chair of the Department of Obstetrics and Gynecology at Brigham and Women's Hospital.



### XENOPHOBIA TOWN HALL

- As anti-Asian sentiment increased during the first wave of the pandemic, we teamed up with esteemed Asian and Asian American colleagues Drs. Emily Lau, John Ko, Hyewon Hyun and Mr. Yilu Ma to for a community discussion on how to be allies and best combat racism and xenophobia in the U.S.

### REFLECTION ROUNDS

- Every first Tuesday and Thursday of each month, CDI holds a reflection rounds for faculty members who are underrepresented in medicine (UIM). These provided a safe space for faculty to speak about their experiences and find solidarity in community.
- After George Floyd's murder, CDI held a special reflection round aimed to help UIM faculty members, especially Black faculty members, find a safe place to grieve and process the national events.
- Reflection Rounds were subsequently held after the shootings in Georgia and attacks on members of the AAPI community and after the violent attack on the Capitol.

### 2021 RESIDENCY MATCH

- CDI hosted (5) Residency Recruitment receptions for prospective applicants.
- CDI hosted 11 Best Practices for Residency Interview Workshops.
- 2021 match resulted in increase of UIM interns from 10% in 2020 to 27% in 2021.

### WOMEN'S LEADERSHIP PROGRAM (WLP)

- In 2021, OWC accepted 59 women faculty members into two back-to-back cohorts of the Women's Leadership Program, with 13 departments represented.
- WLP is a 6-month-long personal and career development-oriented curriculum with monthly interactive sessions featuring guest speakers from across the Brigham.

### MINORITY FACULTY CAREER DEVELOPMENT AWARD (MFCDA)

- In 2021, two faculty members received the MFCDA: Drs. and Margee Louisias (Department of Medicine) and George Molina (Department of Surgery), pictured.



### HARVARD MEDICAL SCHOOL DIVERSITY, INCLUSION AND COMMUNITY PARTNERSHIP FACULTY FELLOWSHIPS

- In 2021, two faculty members received the Faculty Fellowships: Drs. Monik Jimenez (Department of Medicine) and Carmen Monthe-Dreze (Department of Newborn Medicine).

### SUMMER PROGRAMS

- CDI received a record number of STARS applications this year, over 170 applications.
- The Four Directions program has 8 students that represent the following indigenous tribes: Jemez Pueblo; Zuni Pueblo, Rosebud Sioux Tribe (Lakota Sioux), Navajo, Round Valley Indian Tribes of Northern California, Cherokee Nation, and the Lumbee Tribe.
- We converted our in-person program to a virtual format to engage the students in utilizing virtual labs and clinical shadowing experiences.

### PAST PROGRAM HIGHLIGHTS

- Co-hosted Diversity, Equity and Inclusion Residents Forum
- UIM Residents Dialogue with Dr. Quinn Capers: Health Equity and Racial Justice Summit
- Presenting Your Science with Melissa Marshall
- Women in Medicine & Science Symposium 2020
- Virtual Ceremony to support the COVID-19 crisis in India
- Planning for your Academic Future: A roadmap for Residents presented by Dr. Kathryn Rexrode
- Grand Rounds: Surgery and Neurosurgery
  - A path forward: Understanding Implicit bias and microaggressions in Medicine