

Center for Diversity & Inclusion

To learn more, visit <https://cdi.brighamandwomens.org/>

Mission

To promote a vibrant, diverse, and inclusive professional community where every person thrives.

Priorities and Goals

- Recruit and retain a diverse faculty and trainee community
- Create a welcoming and engaging environment/networking opportunities
- Provide professional development/leadership/advancement/career support for diverse faculty and trainees



Center for Diversity & Inclusion Annual Report 2022

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.

Faculty Search Guidelines

- Implementation and tracking of Search Guidelines for departments
- Assessment of Unconscious Bias Training, Diversity of Committee, Transparent Postings, Diverse Candidate Pools

New Funding Women Faculty Career Development

- AAMC Group on Women in Medicine Early and Mid-Career Conferences (2 Awards)
- Harvard Medical School's Women Leadership Course (5 Awards)
- Faculty Career Development Award (1 Award)

Women's Leadership Program (WLP)

- OWC hosted 59 women faculty for the WLP Program
- WLP is a 6-month-long personal and career development-oriented curriculum with monthly interactive sessions featuring guest speakers from across Brigham.
- Analysis underway for an academic paper on the effectiveness of the program

2022 OWC Spring Lecture

- Featuring keynote speaker Dr. Amy Gottlieb "Closing the Gender Pay Gap"

Reflection Rounds

- Every first Tuesday and Thursday of each month, CDI holds reflection rounds for faculty and training members who are underrepresented in medicine (UIM). These provided a safe space for faculty to speak about their experiences and find solidarity in the community.

Science Communications Series feat. Melissa Marshall

Co-sponsored by the Brigham Research Institute and Office for Research Careers

- Telling a Clear Technical Story
- Transforming Slide Design
- Dynamic Virtual Delivery
- Short Storytelling Elevator Pitches



2022 Residency Match/Initiatives

- CDI hosted (8) Residency Recruitment receptions for prospective applicants, including an LGBTQ+ Applicant Reception with 100+ applicants attending.
- CDI hosted 11 Best Practices for Residency Interview Workshops.
- 2022 match resulted in 24% UIM interns and 48% Women
- Sponsored 8 residents to attend the Student National Medical Association conference (*pictured right*) and Latino Student Medical Association conference

Minority Faculty Career Development Award (MFCDA)

- In 2022, we increased funding from 2 to 5 MFCDA award recipients:
 - Dr. Ayobami Akenroye (Medicine)
 - Dr. Idalid “Ivy” Franco (Radiation Oncology)
 - Dr. Luis Gonzalez Castro (Neurology)
 - Dr. Shaina Lipa (Orthopedic Surgery)
 - Dr. Gezzar Ortega (Surgery)



Meharry Medical College HBCyou Mentoring Program

- Anesthesia and Emergency Medicine Department Faculty hosted two-panel discussions for medical students at Meharry Medical College to address career approaches in each prospective field
- Paired 20 MMC students this year for mentoring opportunities with BWH faculty

Summer Research Programs (STARS and FDSRP)

- Hosted 16 students for our two summer pathways programs
 - 15 Undergraduate Students
 - 3 Medical Students
- CDI received 170+ applications for STARS and 50+ for the FDSRP Program
- The FDSRP program hosted 8 students that represent the following indigenous nations:
 - Gabrieleno Band of Mission Indians of Southern California
 - Nome Eskimo Community (Iñupiaq)
 - Navajo Nation
 - Occaneechi Band of the Saponi Nation
 - Fort William First Nation
 - Standing Rock Sioux Tribe

Visiting Clerkship Program

- Hosted 24 4th-year medical students through CDI's collaborative partnership with Harvard Medical School

Launched!

- LGBTQ+ Faculty Group
- Resident and Fellow Community Group

Past Program Highlights

- Native American Health Equity Symposium (Co-Sponsor and speaker)
- Discover Brigham "Where Are They Now" panel (Co-Sponsor)
- Black History Month Lecture featuring Dr. Hasan Jeffries (Sponsor)
- Women in Medicine & Science Symposium 2021 featuring keynote speaker Dr. Elena Aikawa (Sponsor)
- OBGYN Grand Rounds: A Path Forward: Understanding Implicit bias and microaggressions in Medicine (Speaker)

