

# Surgical Residency Program

## Diversity, Inclusion, and Equity at Mass General 2023-2024

At Massachusetts General Hospital, we train the future leaders in surgery. We take pride in graduating physicians who are not only excellent surgeons but also scientists, academicians, and clinicians. We want our surgeons to reflect our communities, cities, and country. Equal treatment of all patients regardless of race, gender, or socio-economic status has been a goal of health care systems across the country for many years. At Mass General, this goal is explicitly stated in our longstanding credo: "...issues of equity and justice are not separate but rather intertwined with patient care, education, research and community health. Targeting inequality enhances the quality of care for all. We believe in treating our patients and each other with the dignity that every human being deserves." For this reason, we are committed to diversity, equity, and inclusion in the field of surgery.

The pandemic afforded us the opportunity to enact the Mass General structural equity 10-point plan, and we have seen some early results from [these initiatives](#). Please see the [Center for Diversity and Inclusion's \(CDI\) Annual Report](#), which highlights some of the accomplishments of this important group.

The Department of Surgery has started many new and exciting initiatives centered around diversity and inclusion. Recent examples include:

- **Established workgroups:** LGBTQ+, Women/Gender, Surgeons with Chronic Conditions, and URiM/Race Disparities.
- **The Fabric of MGH Surgery...Celebrating Our Stories!** We created a new speaker series to highlight the voices of those who make our department special and diverse. The next one is happening on May 23, 2024.
- **Grand Rounds:** In November 2022, we invited Dr. Michaela West, trauma research chair at North Memorial Health and trusted voice in the conversation of diversity in surgery, to present a Grand Rounds lecture on "Trans-forming Surgical Care."
- **Created and implemented a Patient Code of Conduct Policy.** While we can't always control the thoughts and beliefs of our patients, their family members, or visitors, we can demand respectful and nondiscriminatory behavior. We worked with MGH Center for Diversity and Inclusion to implement [a new policy](#) that outlines the steps our staff should take if they experience discrimination by a patient or their family.
- **Resident DEI Champion Award.** We established this award in 2022 to recognize the resident who regularly goes above and beyond to create a more inclusive, just, and welcoming environment. This resident demonstrates commitment to the MGH Department of Surgery's goals of diversity, equity, and inclusion through departmental activities, hospital activities, community building, recruitment, scholarship, teaching, and patient care. This resident serves as a role model in building a supportive educational and professional community that promotes inclusion and fosters success, especially for underrepresented and underserved groups. The 2022 and 2023 honorees were Numa Perez, MD, and Imani McElroy, MD, respectively.
- **M&Ms dedicated to social determinants of health (SDOH):** These M&Ms give our department an opportunity to learn from invited speakers to achieve a more holistic approach to clinical decision-making and considering SDOHs when caring for surgical patients. We hope these rounds will help us devise new ways to recognize the impact of SDOHs on patient outcomes and to devise ways to mitigate them.
- **Cost-of-living stipend for economically disadvantaged residents:** Residents who qualified for the AAMC's Fee Assistance Program or who were eligible for Pell Grants as students can confidentially attest to continued financial circumstances and receive \$10,000 per year for three years. This program aims to offset the high cost of living in Boston.

- **Implicit bias training for all surgeons:** The training includes discussions about how these biases impact the delivery of care to surgical patients.
- **PROMISE Coalition:** This is a program comprised of leaders in the surgical arena like MGH that seeks to develop and promote best practices in surgery, including diversifying the profession at all levels.
- **Novel curricula:** During the last academic year, we launched the Provider Awareness and Cultural Dexterity Toolkit for Surgeons (PACTS) curriculum. This fall, we plan to roll out a Three-part Anti-Racism curriculum for our residents.
- **Youth Scholars Program:** In February 2023, the department collaborated with the Youth Scholars Program to invite high school students to observe and connect with faculty and residents. The program works with the following high schools: Revere, Chelsea, East Boston, Dearborn, and Edward M. Kennedy Academy. Students were able to explore their interests in health care, ask questions, hear insights from faculty and residents, and participate in a hands-on suturing simulation lab.
- **Boston's Pride Parade:** During Pride Month 2023, we collaborated with Mass General Brigham to walk in Boston's Pride Parade. We also hosted a Sam Adam's Comedy on Draft and Pride comedy show featuring an all-queer comedian lineup in celebration of Boston Pride Weekend for our faculty and staff.
- **Pronoun buttons:** All patient-facing faculty, residents, and staff were given pronoun buttons to wear as they please. We can't think of a better symbolic gesture to let the LGBTQIA+ community know that they are welcome in the Department of Surgery.

We are proud to be home to an active research program with numerous publications in health care disparities, including more than 20 publications by our faculty and residents.

A few of our most recent publications are listed below:

Title	Link
Equal Work for Equal Pay	<a href="https://doi.org/10.1097/SLA.0000000000005734">https://doi.org/10.1097/SLA.0000000000005734</a>
Gender Homophily in Interphysician Referrals to Surgeons	<a href="https://doi.org/10.1016/j.jss.2022.10.021">https://doi.org/10.1016/j.jss.2022.10.021</a>
Racial and Ethnic Disparities in Operative Experience Among General Surgery Residents: A Multi-Institutional Study from the US ROPE Consortium	<a href="https://doi.org/10.1097/SLA.0000000000005848">https://doi.org/10.1097/SLA.0000000000005848</a>
Sex-based Disparities in Access to Liver Transplantation for Waitlisted Patients with Model for End-stage Liver Disease Score of 40	<a href="https://doi.org/10.1097/SLA.0000000000005933">https://doi.org/10.1097/SLA.0000000000005933</a>
The Effect of Language on Access to Timely COVID-19 Vaccination of Solid Abdominal Organ Transplant Recipients.	<a href="https://doi.org/10.3389/ti.2023.10888">https://doi.org/10.3389/ti.2023.10888</a>
Time to Surgery: A Health Equity Metric in Breast Cancer Patients	<a href="https://doi.org/10.1016/j.amjsurg.2023.05.024">https://doi.org/10.1016/j.amjsurg.2023.05.024</a>
Workforce Attrition Among Male and Female Physicians Working in U.S. Academic Hospitals	<a href="https://doi.org/10.1001/jamanetworkopen.2023.23872">https://doi.org/10.1001/jamanetworkopen.2023.23872</a>
Diversity Efforts in Surgery: Are We There Yet?	<a href="https://doi.org/10.1016/j.amjsurg.2022.01.014">https://doi.org/10.1016/j.amjsurg.2022.01.014</a>
Racially Conscious Cancer Screening Guidelines: A Path Towards Culturally Competent Science	<a href="https://doi.org/10.1097/SLA.0000000000003983">https://doi.org/10.1097/SLA.0000000000003983</a>
The Current Status of the Diversity Pipeline in Surgical Training	<a href="https://doi.org/10.1016/j.amjsurg.2021.11.006">https://doi.org/10.1016/j.amjsurg.2021.11.006</a>
"Women as Deficit": Re-evaluating Interventions to Establish Gender Equity	<a href="https://doi.org/10.1097/SLA.0000000000005170">https://doi.org/10.1097/SLA.0000000000005170</a>

Our primary goal as a surgery training program is to ensure that you are a well-trained surgeon, but of equal importance to us is that you bring your individual experiences and unique perspectives to the field of surgery.

As you look through our [Surgical Residency Program website](#), please watch some of the videos posted under the “Video” section including an interview with Professor Carlos Fernandez-Del Castillo and the five “I am MGH Surgery” videos, which include heartfelt messages from many of our residents. Additionally, [this video](#) from Harvard Medical School may be helpful to some.

We very much look forward to receiving your application, and we promise to review it in a thoughtful and holistic manner.