

2023-24 Diversity, Equity, and Inclusion at Mass General

The [MGH Center for Diversity and Inclusion](#) (CDI) works to advance diversity, equity, and inclusion for trainees, physicians, and scientists. MGH is an incredible place to grow your career, and here are the top 5 reasons why:

1. **Supportive Work Environment.** Mass General is consistently ranked as a top hospital in America by *U.S. News & World Report*, *Modern Healthcare*, *DiversityInc*, *The Scientist*, *The Boston Globe*, *Forbes Magazine*, American Nursing Credentialing Center, and the Human Rights Campaign Foundation have named us a top workplace. Attendings are committed to education, are very approachable, and serve as mentors for trainees. MGH nursing and patient care staff are equally dedicated to our patients and working with trainees!

We help support, advance and connect trainees and faculty through many central resources, such as the [Center for Diversity and Inclusion](#), MGB Graduate Medical Education, the [Office for Women's Careers](#), and our [Lesbian, Gay, Bisexual, Transgender, and Queer Employee Resource Group](#). [Other employee resources and networking groups](#) (the Association of MGH Multicultural Professionals; the Committee for Latino Initiatives; the Chinese Scientists and Staff Association; and the Council on Disabilities Awareness) are also available to trainees.

2. **Varied Career Paths.** Whatever your career interests, there is a place for you at MGH! Vast opportunities exist in clinical practice; basic science, clinical trials, health services, disparities, and health policy research; and community health. Trainees may conduct research with a Nobel Laureate in Physiology or Medicine, care for a diverse community in one of our community health centers (CHC) in Chelsea, Charlestown, Revere, and the North End, or focus on global health initiatives in Africa, Asia, and Central and South America. The [Centers of Expertise](#) provide trainees with important cross-specialty resources for professional development and strategies for innovative healthcare delivery.
3. **Commitment to the Community.** At the core of the MGH mission is improving the health and well-being of the diverse communities we serve. We promote access to care and address the social determinants of health—factors such as food insecurity, housing instability, and workforce development—through innovative, award-winning programs. We also support local underserved youth from grades 3 through college with multi-faceted programming designed to help them thrive in school, in their careers, and in the world. Residents and fellows have many opportunities to work closely with the [Center for Community Health Improvement](#) and to serve as mentors for our young people. Our centers of excellence target urgent community health priorities and include the [Center for Gun Violence Prevention](#), the [Center for Immigrant Health](#), the [Kraft Center for Community Health](#), the [Center for Global Health](#), and the [Disabilities Program](#).
4. **Diverse Patient Population.** 17% of MGH's inpatients and 15% of outpatients and 28% of patients in the Emergency Department are Black/African American or Hispanic/Latino (2021-22 data). In 2022-23, MGH cared for patients from over 140 countries, and Medical Interpreter Services provided a total of 262,138 interpretations, for 26,276 patients, in 136 different languages, including American Sign Language (ASL). Our Chelsea, Charlestown, and Revere community health centers sit in under-resourced neighborhoods and serve a more diverse population. In Chelsea, 47% of the residents are foreign-born, in Revere 54% of residents speak a language other than English at home, and in Charlestown, 16% of children under 18 years live under the poverty level.
5. **Equity, Diversity, and Inclusion are Priorities.** These core values are reflected in [MGH's diversity statement](#) and [mission](#). Along with an expansive constellation of programs and initiatives, we have a Chief Diversity and Inclusion Officer, a longstanding [Center for Diversity and Inclusion](#), and hospital-wide Diversity Committee focused on the hospital's role as an employer, provider of care and member of the community. Guided by Mass General Brigham's system-wide [United Against Racism](#) initiative, MGH developed [a structural equity implementation plan](#) that contains actionable, measurable steps to address structural racism in and outside of our hospital, resulting in the establishment of the [Comprehensive Center for Sickle Cell Disease Treatment](#) and community-based transplant equity program, and the elimination of race-based lab corrections. Our [Disparities Solution Center](#), an international leader in promoting equitable care, monitors key components of quality by race, ethnicity, and language, and publishes these results in the MGH [Annual Report on Equity in Healthcare Quality](#). We are continuously raising awareness on bias, inequities, and racism through workshops, speaker series and as a participant in the [YW Stand Against Racism since 2012](#). MGH was awarded the American Hospital Association's inaugural *Equity of Care Award* in recognition of our work to reduce healthcare disparities and increase workforce diversity.