

Community Health Equity, Diversity, and Inclusion

MASSACHUSETTS AND BOSTON ARE RICHLY DIVERSE

- Massachusetts' 6.8 million residents are primarily female (52%); age 19-64 (66%); and identify as White (73%), Hispanic or Latino (12%), Black or African American (9%), Asian (7%), of Two or More Races (2%), American Indian or Alaskan Native (0.5%), and Native Hawaiian or Other Pacific Islander (0.1%). Approximately 16% are foreign-born.
- Boston's 644,710 residents are primarily female (52%), age 19-64 (68%), and more racially diverse: White (47%), Black or African American (23%), Hispanic or Latino (18%), and Asian (9%). Foreign-born Bostonians (28%) represent over 100 countries, primarily: Dominican Republic, China, Haiti, El Salvador, Vietnam, Cape Verde, Colombia, Jamaica, Guatemala, and Trinidad and Tobago. Bostonians (36%) speak over 150 languages other than English, particularly: Spanish, French Creole, Cantonese, Mandarin, Vietnamese, and Portuguese or Portuguese Creole. Boston-Cambridge's Lesbian, Gay, Bisexual, and Transgender (LGBT, 6.8%) community is the 6th largest in the U.S.

OUR PATIENT POPULATION IS DIVERSE

- We care for patients from all over the world across the BWH and MGH main campuses, satellite clinics, community health centers, and via telehealth. Primarily serving Eastern Massachusetts, approximately 20% of our patients self-identify a race other than White, 10% as Hispanic or Latino, and 10% as preferring to speak a language other than English - representing more than 50 different languages.

WE EMBRACE COMMUNITY HEALTH EQUITY, DIVERSITY, AND INCLUSION

- Resources include the MGH Neurology Community Health Diversity and Inclusion Initiatives program that hosts events such as the annual Anne B. Young Diversity Scholar Award; Office for Women's Careers at BWH and MGH; BWH Center for Faculty Development and Diversity; MGH Center for Faculty Development; MGH Center for Diversity and Inclusion; MGH Center for Community Health Improvement; BWH Center for Community Health and Health Equity; HMS Office for Diversity Inclusion and Community Partnerships; and many different employee resource groups.
- MGB Neurology members have received the HMS Harold Amos Faculty Diversity Award, the Joseph B. Martin Dean's Leadership Award for the Advancement of Women, and the Ernesto Gonzalez Award for Outstanding Service to the Latino Community. Our hospital honors include the American Hospital Association Equity of Care Award, the Foster G. McGaw Prize for Excellence in Community Service, DiversityInc's Top 10 Hospital Systems for Diversity, and the LGBT Healthcare Equality Index.

For further information, visit www.massgeneral.org/neurology/about/diversity.aspx or contact Nicte I. Mejia, MD MPH at nmejia@partners.org.

