

Department of Pathology & Laboratory Medicine Equity, Vitality & Inclusion, & Anti-Racism Vision and Goals

Goal, action plan, and process measures based on 2021 data

BMC & BUSM Internet site Vision Statement updated

The Department of Pathology & Laboratory Medicine at Boston Medical Center and Boston University School of Medicine strongly believes that the cultural and social diversity of our faculty, staff, residents and students is vitally important to the distinction and excellence of our clinical, research and academic programs. As a department and institution we embrace and champion justice, equity, diversity and inclusion. While our organization has a rich history of inclusion and diversity, we recognize that there is much work to be done to create a fair and just society. We are committed to the active pursuit of equity, education about social determinants of health, anti-racism and educational opportunity.

Education:

- Department has actively sought out and invited speakers for Grand Rounds to present on EVI topics (e.g. AustynEllese Mayfield, BMC) and circulated seminars and lectures offered by other departments (eg Heme-Onc).
- Contributing partner to the BUSM Recognition day (Feb 17, 2022) for **Dr Solomon Carter Fuller** (Dr Fuller's portrait will be framed and hung in the BMC and BUSM conference rooms with a precis of his history). Dr Fuller's contributions to pathology and Alzheimer's Disease research will be memorialized annually during Resident Orientation.
- Engaged with Drs Polk and Grundfast and team to pursue Professionalism training in department (Professional Resource Service, BUSM)
- **Implicit Bias Training** was recommended to all faculty and will be mandated for future hiring/recruitment committees for faculty, residents and graduate students
- Adopted **Glossary for Cultural Transformation**
- Adopted recommendation for medical , dental and graduate education in pathology from **Vertical Integration Group (VIG)**
- Department gave 10 contact hours in the **BEAMS- MSP** Program.

Boston Education, Advising & Mentoring in STEM (BEAMS) Maura Kelley, MD & Hee-Young Park, MD

BEAMS is a pipeline program created by the Department of Medical Sciences & Education (MSE) at BUSM and focuses on three inter-related student levels: high-school level, undergraduate level, and post-graduate level. BEAMS provides career exploration and mentoring for high-school students. Since 2017, BEAMS has partnered with Boston Area Health Education Center (BAHEC), a division of the Boston Public Health Commission (BPHC), to provide healthcare exposure and career exploration for BAHEC students through programming taught by BUSM faculty in a hands-on, in-person format.

Due to the COVID-19 pandemic, we changed to a virtual format with medical students as instructors and near-peer mentors. Through BEAMS, we implemented a virtual five-week Introduction to Careers in Medicine (ICM) program for BAHEC students in summer 2020. Based on the success of this program, it was expanded to ten weeks to include topics on biomedical research and renamed as BUSM-Med-Sci Program (MSP). The expanded program was made available to all Boston public high school students in 9th through 12th grade. We recently completed the inaugural rollout of virtual MSP, which ran from February through April in 2021 with medical students and graduate students as instructors. BUSM-MSP is now planning to continue to broaden its curriculum to include allied health fields, such as genetic counseling and other subspecialties in medicine and surgery.

BEAMS has also partnered with the Pre-Health Programs at BU College of Arts & Sciences and the College Access & Student Success Office at BU Wheelock College of Education & Human Development, in our efforts to create bridges between high-school students and undergraduate students as well as bridges between undergraduate students and post-graduate students.

<http://www.bumc.bu.edu/medsci/training/beams/>

Committee Work:

- Worked with EVI leadership. Department participated in pilot “Equitable Leadership Opportunities” initiative. Adopted game plan for formal preparation of leadership job descriptions and transparent hiring and appointment practices.
- Created standing Equity, Vitality & Inclusion, & Anti-Racism Committee.
- Elected Reggie Thomasson, MD as Equity Advocate. Dr Thomasson serves on all faculty & leadership recruitment committees at his request.
- Department representatives serve on the **DEI Committee in the division of GMS, BUSM.**
- Department representatives serve on the **Racial Equity Champions group, BMC.**

Recruitment:

- Met goal of hiring a faculty member from an underrepresented group. Dr Aisha Aloma will be the first woman of African descent to serve as clinical faculty in our department, effective July 1st 2022.
- EVI survey feedback was to increase and stabilize the number of clinical faculty and this was accomplished.
- Hires for July 1st, 2023. Two male and two female faculty, 25% underrepresented in STEM.
- Resident Training Program, four residents recruited 25% underrepresented in STEM (2021/2022).
- Master of Science in Pathology Laboratory Sciences. The committee work resulted in recruiting 10 incoming Masters’ program students representing 6 different countries –

20% are US-based students who are underrepresented in science, technology, engineering and mathematics (STEM), 50% are women.

Advancement and Awards:

- Two women faculty were promoted to Clinical Associate Professor, Drs Qing Grace Zhao and Carmen Sarita-Reyes.
- Reggie Thomasson, MD participated in the Pathology Leadership Fellows Program, Association for Pathology Chairs. Enrollment was a competitive process.
- Dennis Jones, PhD recipient of the 2022 Breast Cancer Research Foundation-AACR Career Development Award to Promote Diversity and Inclusion. A two-year, \$150,000 grant with a term of 07/1/2022-06/30/2024

Other:

Diversity, Equity, and Inclusion Year in Review Together @ BMCHS | 2021 DEI Year in Review
by BMC - Flipsnack Editor Chand Jiwani

Pathology and Laboratory Medicine worked together on a foundational effort to grow the base of faculty, trainee physicians and graduate students who are under-represented in medicine and particularly in Pathology. The department has an historic and active mission to promote diversity, equity and inclusion (DEI). This recent effort was implemented under the leadership of Christopher Andry, Ph.D., Chief and Chair, Department of Pathology & Laboratory Medicine, Reggie Thomasson, MD, Medical Director of Blood Bank and Transfusion Medicine and Yachana Kataria, PhD, Medical Director of Clinical Chemistry. Other key members of the department DEI team included Dennis Jones, PhD and Elizabeth R. Duffy, MA, both Assistant Professors of Pathology & Laboratory Medicine, Charline Mack HT(ASCP) and Graziella Haddad MT(ASCP).

Although Dr. Thomasson is newer to the organization, he is actively engaged with Pathology & Laboratory Medicine leadership to ensure that there is focused awareness around the recruiting and promotion process for underrepresented groups. Dr. Thomasson is also the Pathology Residency Training Program Associate Director, Diversity Advocate and has a strong voice in the recruitment and mentoring of pathology trainees. In 2021, half of the entering Pathology residents came from underrepresented minority (URM) groups.

Dr Kataria's work as Clinical Chemistry Director places her in a position of responsibility for the quality of all Chemistry tests performed on BMC patients. As a women clinician of East Asian heritage, she also embraces BMC's mission to promote diversity. She serves as the Principle Investigator on an important grant assessing serological response to COVID-19 in a longitudinal cohort at BMC. She also serves as the Laboratory Director and accreditation license holder (CLIA) for the Codman Square Community Health Centre and Dorchester House Multi-Services Center, working closely with these organizations to ensure quality laboratory services in the Boston community.

Elizabeth R. Duffy, MA led the department Recruitment and Steering committee for the Masters of Science in Pathology Laboratory Sciences (GMS, BUSM), along working along with Drs Jones and Kataria. The committee work resulted in recruiting 10 incoming Masters' program students representing 6 different countries – 20% are US-based students who are underrepresented in science, technology, engineering and mathematics (STEM), 50% are women, and one student from Cameroon was awarded a department scholarship named for Adrienne E. Rogers, MD. Dr Rogers, Emeritus Professor of Pathology & Laboratory Medicine was a co-founder of the Master's program and an active supporter of women and URM students interested in science and medicine.

These activities only scratch the surface of an already inclusive, diverse-focused department that is ready to continue growing their team and supporting each other in a mission-focused direction.

PATHOLOGY & LABORATORY MEDICINE

Increased and first-time DEI representation through science and educational opportunities

Pathology and Laboratory Medicine worked together on a **foundational effort to grow** the base of faculty, trainee physicians, and graduate students who are under-

represented in medicine, particularly in Pathology. Beginning with two women as clinical leaders in the department, one of them is the **first woman leader in Anatomic Pathology since 1864.**

Reggie Thomasson, MD, Medical Director of Blood Bank and Transfusion Medicine, focused awareness around the recruiting and promotion process of underrepresented groups. In both 2020 and 2021, **25% of the entering Pathology residents came from underrepresented minority (URM) groups.**

Yachana Kataria, PhD, Medical Director of Clinical Chemistry, serves as the Principle Investigator on an important grant assessing serological (examining blood serum and the immune system's response related to pathogens) response to COVID-19 in a longitudinal cohort at BMC. She is the Laboratory Director and accreditation license holder (CLIA) for the Codman Square Community Health Center and Dorchester House Multi-Services Center, working closely with these organizations to ensure the quality of laboratory services in the Boston community.

Elizabeth R. Duffy, MA led the department Recruitment and Steering committee for the Masters of Science in Pathology Laboratory Sciences (GMS, BUSM), working with Drs. Jones and Kataria. **The committee's efforts resulted in recruiting 10 incoming Masters' program students:**

- 6 Countries represented**
- 20% US-based students underrepresented in STEM**
- 50% Female**

One student from Cameroon was awarded a department scholarship named for Adrienne E. Rogers, MD who was a co-founder of the Master's program and an active supporter of women and URM students interested in science and medicine.

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Goals for 2022-2023

- Academic promotion for women and faculty underrepresented in STEM. At least 1 Professorship and 1 Associate Professorship
- Recruit two residents, 50% underrepresented in STEM
- Recruit 25% of the entering Master's class underrepresented in STEM
- Offer > 10 contact hours to BEAMS – MSP program
- Include 5 contact hours on topics pertaining to DEI and Anti-Racism in Grand Rounds and didactic curriculum.
- Require Implicit Bias Training for all recruitment committee members

