

The [MGH Center for Diversity and Inclusion](#) (CDI) works closely with all departments and residency and fellowship training programs to advance diversity, equity and inclusion for trainees, physicians and scientists at Mass General. Here are 10 reasons that we believe MGH is an incredible place to grow your career.

- 1. Supportive Work Environment.** Mass General is consistently ranked as a top hospital in America by *U.S. News & World Report* and is the only hospital recognized in all 16 specialties assessed. *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 love to work 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, and Transgender Employee Resource Group](#). [Other employee resource and networking groups](#) (the Association of Multicultural Members of Partners; the Committee for Latino Initiatives; the Chinese Staff and Scientists Association; and the Employees Disabilities Resource Group) are also available to trainees.

- 2. Trainees have a life outside of MGH.** No matter where you end up, your time as a trainee will be filled with long days. However, to help promote work-life balance, at MGH we have the Center for Diversity and Inclusion (CDI) that sponsors many outings, providing trainees who are underrepresented in medicine (UiM) with an opportunity to network outside the hospital. With the support of CDI, the Resident and Fellow Committee (RFC) sponsors many virtual and in person social events for residents and fellows including:
 - *Social Wednesdays or Thursdays where we virtually connect with each other, as well as mingle with trainees from other programs.*
 - *The CDI Spring Gala and Graduation where UiM faculty and trainees relax and network, as well as celebrate the graduating residents and fellows. (virtual event during the COVID times)*
 - *Complimentary tickets to various sporting events such as Patriots games and NE Revolution at Gillette stadium.*
- 3. Varied Career Paths.** Whatever your career interests, there is a place for you at MGH! Vast opportunities exist in clinical practice; basic science, clinical, 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.

4. **MGH helps alleviate the economic burden of living in Boston.** Boston is bustling and lively community, rich in culture and history, and Mass General has several programs for trainees to ensure that living in Boston is an affordable experience. Among these are a new [Resident Stipend Pilot Program](#), a [Lease Guaranty Program](#) and discounts for apartments near the hospital. MGH also offers company discounts at area restaurants, cell phone service, fitness centers, and other area vendors. Onsite, MGH sells discounted passes to movie theaters, museums, amusement parks, and ski areas.
5. **MGH matches trainees with great mentors.** Mentorship is the cornerstone of success for MGH trainees. Training programs provide advisors, life coaches, and mentors within their respective programs. Additionally, CDI matches trainees with URM mentors across departments through the Career Development Liaison Program. CDI also provides trainees with connections and networks beyond MGH, including sponsorships to national conferences such as SNMA and LMSA.
6. **There is a strong community of UIM trainees and faculty at MGH.** CDI and its Resident and Fellow Committee (RFC) have built a strong community across departments over the years. We sponsor numerous programs including an annual gala, monthly networking events, career development series, alumni reunions, and community outreach efforts, and UIMs of past and present have often remarked that because of their involvement in the CDI and the programs we sponsor, they have been able to create and expand their social and career networks.
7. **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](#).
8. **MGH connects you and your family with diverse communities and resources in Boston.** Boston has many diverse communities including Chelsea, Dorchester, Revere, and Jamaica Plain and an increasingly diverse professional population. Boston is a town filled with multicultural events, festivals, and networking groups of young professionals. The RFC and CDI help connect residents to many of these resources through newsletters, our website, and email blasts. CDI also collaborates with leadership development organizations, such as the [Partnership, Inc.](#), to provide trainees and faculty an opportunity to network with other professionals of color in the Boston area. Additional resources available can be found in the [CDI website](#).
9. **Diverse Patient Population.** 14% of MGH's inpatients and 13% of outpatients and 25% of patients in the Emergency Department are Black/African American or Hispanic/Latino. For more details, see [Care Equity at Mass General](#). In 2020, MGH cared for patients from over 140 countries, and Medical Interpreter Services provided a total of 239,437 interpretations in 121 different languages, including American Sign Language (ASL). Our Chelsea, Charlestown and Revere community health centers care for a more diverse population where 20% of the residents have incomes below the poverty level, 30% are foreign born and 40% speak languages other than English at home.

10. 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 comprising Equity and Community Health, we have a longstanding [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, we developed [a structural equity plan](#) that contains actionable, measurable steps to address structural racism in and outside of our hospital, resulting in the recent establishment of the [Comprehensive Center for Sickle Cell Disease Treatment](#) and community-based transplant equity program. Our [Disparities Solutions Center](#) is an international leader in promoting equitable care; the MGH [Annual Report on Equity in Healthcare Quality](#) monitors key components of quality by race, ethnicity and language. 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.