

# Surgical Residency Program

## Diversity, Inclusion, and Equity at Mass General 2024-2025

At the Massachusetts General Hospital, we train 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 our country. Equal treatment of all patients regardless of race, gender, or socio-economic status has been a goal of healthcare systems across the country for many years. At MGH 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 MGH structural equity 10-point plan, and we have seen some early results from these [initiatives](#). Please see the [Center for Diversity and Inclusion’s \(CDI\) 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:

- **We are proud members of the:**
  - Association of Out Surgeons & Allies
    - [Read our Spotlight interview with AOSA](#)
  - Latino Surgical Society
  - Society of Black Academic Surgeons
  - Association of Women Surgeons
- The MGH Surgery DEI Committee collaborates with Surgical Residency leadership to implement initiatives such as targeted outreach to URiM and Women candidates through specialized recruitment events (in collaboration with the MGH Center for Diversity and Inclusion), and revised interview processes, with the goal of increasing representation among interviewees and matched residents. **The MGH Surgery initiatives to increase representations in surgery surpass national averages**, with intern classes having a national average being 9% and 42% for URiM and Women surgeons, respectively. In 2024, the percentages for URiM and Women matched to the MGH Surgical Residency program were 30% and 50%, respectively.
- **Established Surgery DEI Committee workgroups** to focus on: LGBTQIA+ issues, Women/Gender issues, Surgeons with Chronic Conditions and URiM/Race Disparities.
- Created in 2022, with annual occurrences since then, a speaker series was formed titled – ***The Fabric of MGH Surgery...Celebrating our stories!*** A platform to highlight the voices of those who make our department special and diverse.
- We have invited several speakers to facilitate our Grand Rounds, including Dr. Michaela West in 2023 on ***‘Transforming Surgical Care,’*** and, in celebration of Women in Medicine Month in 2024, Matt Herbison on ***‘Moments in the Lives of Women Physicians: Stories from the Archives.’***

- Worked with the CDI to create and implement 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. This [new policy](#) outlines the steps to take if you experience discrimination by a patient or their family.
- Established in 2022, the annual **Resident DEI Champion Award** was created 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 2023 and 2024 honorees were Imani McElroy, MD, and Jasmine Khubchandani, MD, respectively.
- **M&Ms dedicated to social determinants of health (SDOH)**: These M&Ms give our department an opportunity to use the expertise of invited speakers to use a more holistic approach to clinical decision-making and how SDOH are affecting our surgical patients. We hope these rounds will help us devise new ways to recognize the impact of SDOH on patient outcomes and to devise ways to mitigate them in an effort to help future patients.
- **Cost-of-living stipend for economically disadvantaged residents**: Those 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 will be given \$10,000 per year for three years to provide financial assistance to offset the high cost of living in Boston.
- **Implicit bias training** for all surgeons, with discussions about how these biases impact the delivery of care to surgical patients.
- **PROMISE Coalition**: 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**: Last academic year, we launched the Provider Awareness and Cultural Dexterity Toolkit for Surgeons (PACTS) curriculum, and this fall, we rolled out a 3-part Anti-Racism curriculum for our residents.
- In February 2023 & 2024, the department collaborated with the **Youth Scholar's 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, and students were able to explore their interests in working within healthcare. Students asked questions, listened to medical career journeys from faculty and residents, and participated in a hands-on suturing simulation lab.
- During **Pride Month** in June 2023, we hosted our surgical faculty and staff to attend Sam Adam's Comedy on Draft, a Pride comedy show featuring an all-queer comedian lineup in celebration of Boston Pride Weekend. Since 2023, we have collaborated with MGB to walk in Boston's Pride Parade!
- **We encourage the display of pronouns buttons** with the intent that all patient-facing faculty, residents, and staff wear them. We can't think of a better symbolic gesture to let the LGBTQIA+ community know that they are welcome in the Department of Surgery!



- Active research program and publications in health care disparities, including more than 20 publications by our faculty and residents. A few of these are listed below:

## Publication Details

Fong ZV, Teinor J, Engineer L, Yeo TP, Rinaldi D, Greer JB, Lavu H, Qadan M, Johnston FM, Ferrone CR, Chang DC, Yeo CJ, Wolfgang CL, Warshaw AL, Lillemoe KD, Castillo CF, Weiss MJ, Wu AW, Wolff JL. **Caregiver-reported quality of communication in pancreatic and periampullary cancer.** *Cancer.* 2024 Jun 1;130(11):2051-2059.

Chen YH, Chen YW, Chang DC, Oseni TO. **Disparities in timely surgery among Asian American women with breast cancer.** *Am J Surg.* 2024 Aug 22;115928.

Mazur RD, Cron DC, Chang DC, Yeh H, Dageforde LAD. **Impact of Median MELD at Transplant Minus 3 National Policy on Quality of Transplanted Livers for Patients With and Without Hepatocellular Carcinoma.** *Transplantation.* 2024 Jan 1;108(1):204-214.

Chen YW, Kim TD, Molina RL, Chang DC, Oseni TO. **Minority-Serving Hospitals Are Associated With Low Within-Hospital Disparity.** *Am Surg.* 2024 Apr;90(4):567-574.

Chen YH, Handly N, Chang DC, Chen YW. **Racial difference in receiving computed tomography for head injury patients in emergency departments.** *Am J Emerg Med.* 2024 Sep;83:54-58.

Cron DC, Braun HJ, Ascher NL, Yeh H, Chang DC, Adler JT. **Sex-based Disparities in Access to Liver Transplantation for Waitlisted Patients With Model for End-stage Liver Disease Score of 40.** *Ann Surg.* 2024 Jan 1;279(1):112-118.

Chang YH, Handly N, Chen YH, Chang DC, Chen YW. **The effect of race on receiving chemical restraints among patients visiting emergency department.** *Eur J Emerg Med.* 2024 Jun 1;31(3):216-217.

Fong ZV, Teinor J, Yeo TP, Rinaldi D, Greer JB, Lavu H, Qadan M, Johnston FM, Ferrone CR, Chang DC, Yeo CJ, Wolfgang CL, Warshaw AL, Lillemoe KD, Fernandez-Del Castillo C, Wolff JL, Wu AW, Weiss MJ. **Profile of the Postoperative Care Provided for Patients with Pancreatic and Periampullary Cancers by Family and Unpaid Caregivers.** *JCO Oncol Pract.* 2023 Aug;19(8):551-559.

Powers AY, Chang DC, Stippler M, Papavassiliou E, Moses ZB. **Public health insurance, frailty, and lack of home support predict rehab discharge following elective anterior cervical discectomy and fusion.** *Spine J.* 2023 Dec;23(12):1830-1837.

Chen YW, Kim T, Specht MC, Gadd MA, Smith BL, Chang DC, Oseni TO. **Time to surgery: A health equity metric in breast cancer patients.** *Am J Surg.* 2023 Oct;226(4):432-437.

Chen YW, Orlas C, Kim T, Chang DC, Kelleher CM. **Workforce Attrition Among Male and Female Physicians Working in US Academic Hospitals, 2014-2019.** *JAMA Netw Open.* 2023 Jul 3;6(7):e2323872.

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 [DEI website](#) please watch some of the videos posted under the “*I Am Surgery*” section that features an interview with Professor Carlos Fernandez-Del Castillo as well as the five other videos, which include heartfelt messages from many of our residents, faculty, and alumni. 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.

