

Boston University Medical Campus

The Many Facets of our Diversity *An Illustrated Overview*





“We firmly believe that in order for our society to be the strongest it can be, we need to have diversity in the broadest sense in all our institutions - not only diversity of culture, race, and gender, but also diversity of ideas, solutions, and perspectives.”

Diversity

Rafael A. Ortega, MD
Associate Dean
Office of Diversity and
Multicultural Affairs

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The Boston University School of Medicine Office of Diversity and Multicultural Affairs seeks to foster diversity and cultural competence among students, faculty and staff. We strive to make Boston University Medical Campus (BUMC) as inclusive as possible. Our Office is committed to unquestionable openness, promoting relations among all groups, and inspiring students and faculty to learn from each other while appreciating their differences. We embrace the full meaning of the term diversity, which extends beyond gender, race and ethnicity, to also encompassing age, religion, sexual orientation, culture, socio-economic status and many other distinguishing characteristics. In order for our society to be the strongest it can be, we need to have diversity in the broadest sense in all our institutions - including diversity of ideas, solutions and perspectives. Thus, our priority is to increase the presence and engagement of all aspects of diversity on the Medical Campus and to explore every alternative to attract and support a heterogeneous group of individuals.

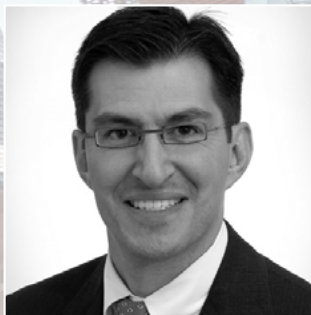
The following pages present a panoramic overview of the many facets of diversity on our Medical Campus, including its evolution, current state of affairs, challenges and future directions. In this publication, we present brief remarks related to our history of inclusion, statistical information portraying our diversity, programs celebrating inclusion and enhancing cultural competency, and individual members of our faculty and staff who exemplify the pluralism on campus.

We thank everyone who has graciously volunteered to appear and express their views in this publication. Please enjoy and appreciate this representative sampling of the richness and variety that exists at BUMC.

Office of Diversity and Multicultural Affairs



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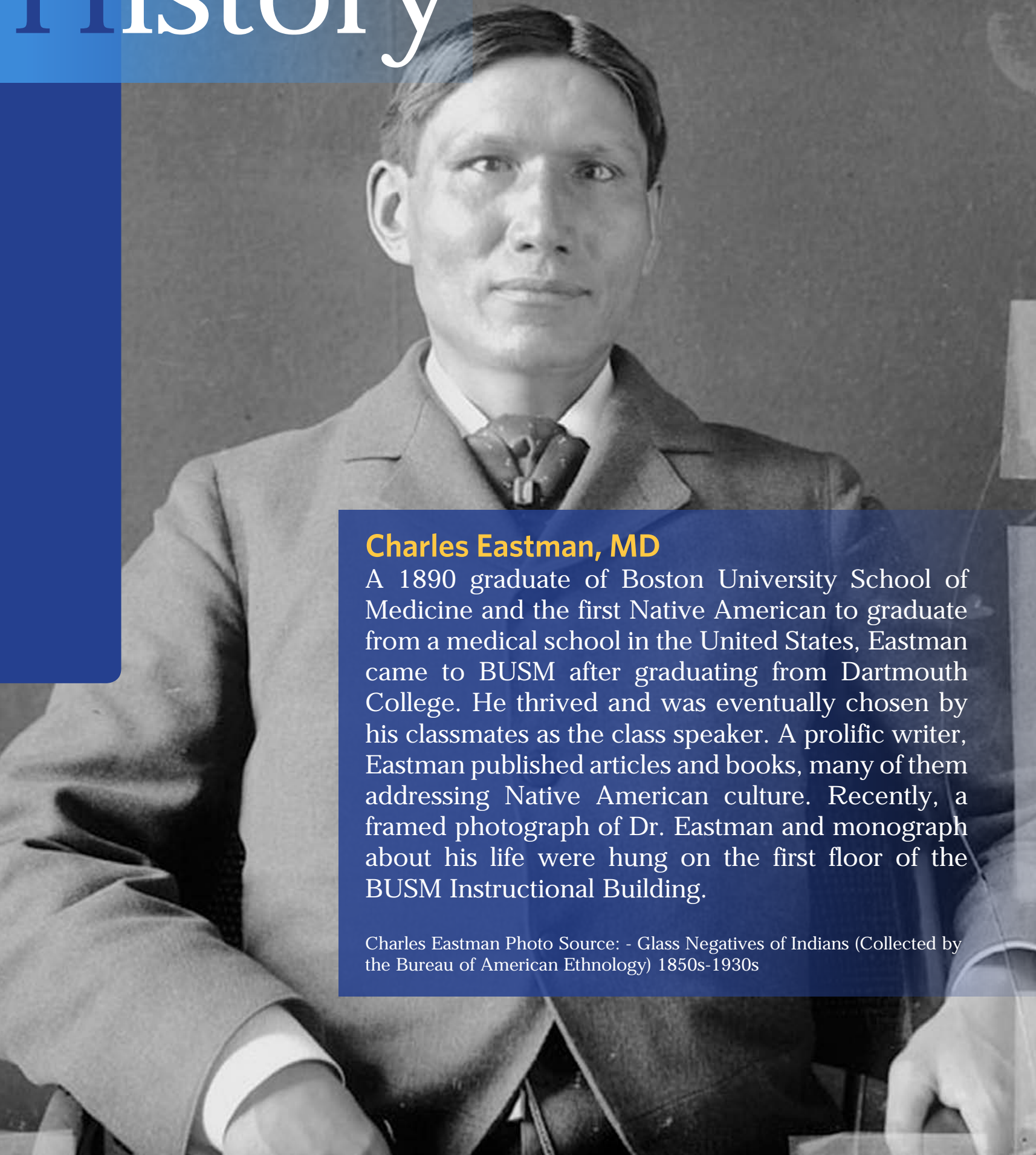
Mission

The Office of Diversity and Multicultural Affairs serves as the Provost's proponent for diversity and cultural competence among students, faculty, and staff on the Medical Campus. We accomplish this mission through collaboration with all departments to develop model recruitment and retention strategies and for curriculum and faculty development.

Vision

Our vision is to lead medical schools in diversity of faculty, students, staff and trainees by developing programs to educate, recruit, and retain a multicultural constituency. We foster an environment that demonstrates our belief that diversity adds value to intellectual development, academic discourse, patient care, and research. We believe that diversity is essential to the development of future leaders in healthcare and research to serve our community, nation, and world.

History



Charles Eastman, MD

A 1890 graduate of Boston University School of Medicine and the first Native American to graduate from a medical school in the United States, Eastman came to BUSM after graduating from Dartmouth College. He thrived and was eventually chosen by his classmates as the class speaker. A prolific writer, Eastman published articles and books, many of them addressing Native American culture. Recently, a framed photograph of Dr. Eastman and monograph about his life were hung on the first floor of the BUSM Instructional Building.

Charles Eastman Photo Source: - Glass Negatives of Indians (Collected by the Bureau of American Ethnology) 1850s-1930s



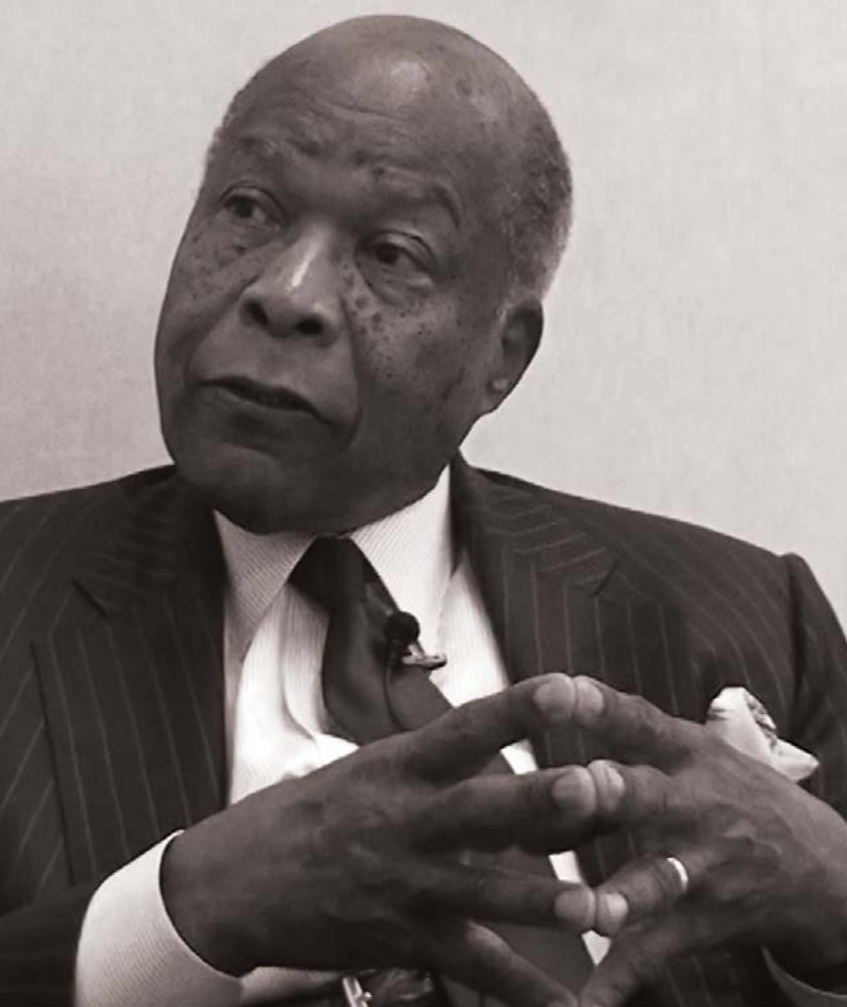
Dr. Rebecca Lee Crumpler

Boston University School of Medicine has a rich tradition of diversity and inclusion, having graduated Dr. Rebecca Lee Crumpler, the first African American woman to receive a medical degree in the United States in 1864. Dr. Crumpler devoted much of her life to treating freed slaves and others who had diminished access to health care. She published a book in 1883, "Book of Medical Discourses," which describes her career. Unfortunately, there are no reliable photographs of Dr. Crumpler. Image courtesy of Legacy Center Archives, Drexel University College of Medicine, Philadelphia.



David Harrison, MD

Looking at the picture of Charles Eastman, MD, and pondering Dr. Eastman's legacy as the first Native American to graduate as a physician from Boston University School of Medicine, Dr. David Harrison is the Medical Director of the Obstetrics and Gynecology Community Health Centers Program. He is an Assistant Professor of Obstetrics and Gynecology and long standing ally of the Office of Diversity and Multicultural Affairs.



Louis Sullivan, MD

Dr. Sullivan earned his medical degree, cum laude, from Boston University School of Medicine in 1958 and completed fellowships in pathology at Massachusetts General Hospital and in hematology at Thorndike Memorial Research Laboratories, Harvard Medical School, at Boston City Hospital. Dr. Sullivan joined BUSM in 1966, rising to the rank of Professor of Medicine. In 1975, he became the founding Dean of the Morehouse College Medical Education Program. He was later appointed to be Secretary of the US Department of Health and Human Services by President George H.W. Bush. Dr. Sullivan, who is member of the BUSM Dean's Advisory Board, recently published his autobiography, *Breaking Ground: My Life in Medicine*, in which he discusses, among other anecdotes, his experiences at Boston University School of Medicine. Dr. Sullivan gave advice to a new generation of physicians in an interview conducted by Rafael Ortega, MD, in October, 2012 (see: <http://www.bumc.bu.edu/oma/media-2/>).

Marcelle Willock, MD, MBA

Former Professor and Chair, Department of Anesthesiology, BUSM, and former Dean, Charles Drew University of Medicine and Science, Dr. Willock was the first woman of color to chair an academic clinical department in the United States. She also was the first woman and first minority president of the medical staff at University Hospital. (Sitting on the right accompanied by the Anesthesiology Residency Program graduating class of 1984)

Dr. Willock dreamed of pursuing medicine from an early age. She attended the College of New Rochelle just outside of New York City, where she was informed that getting into medical school would be especially difficult because of her gender and the color of her skin. She was accepted into medical school at Howard University in Washington D.C., a city fraught with segregation and racism at the time.

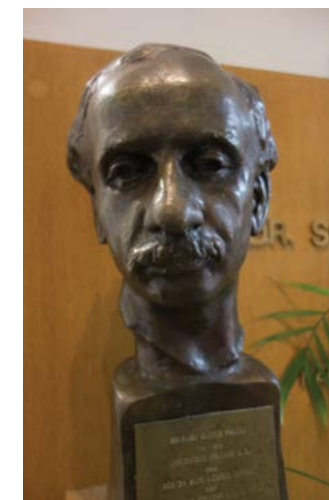
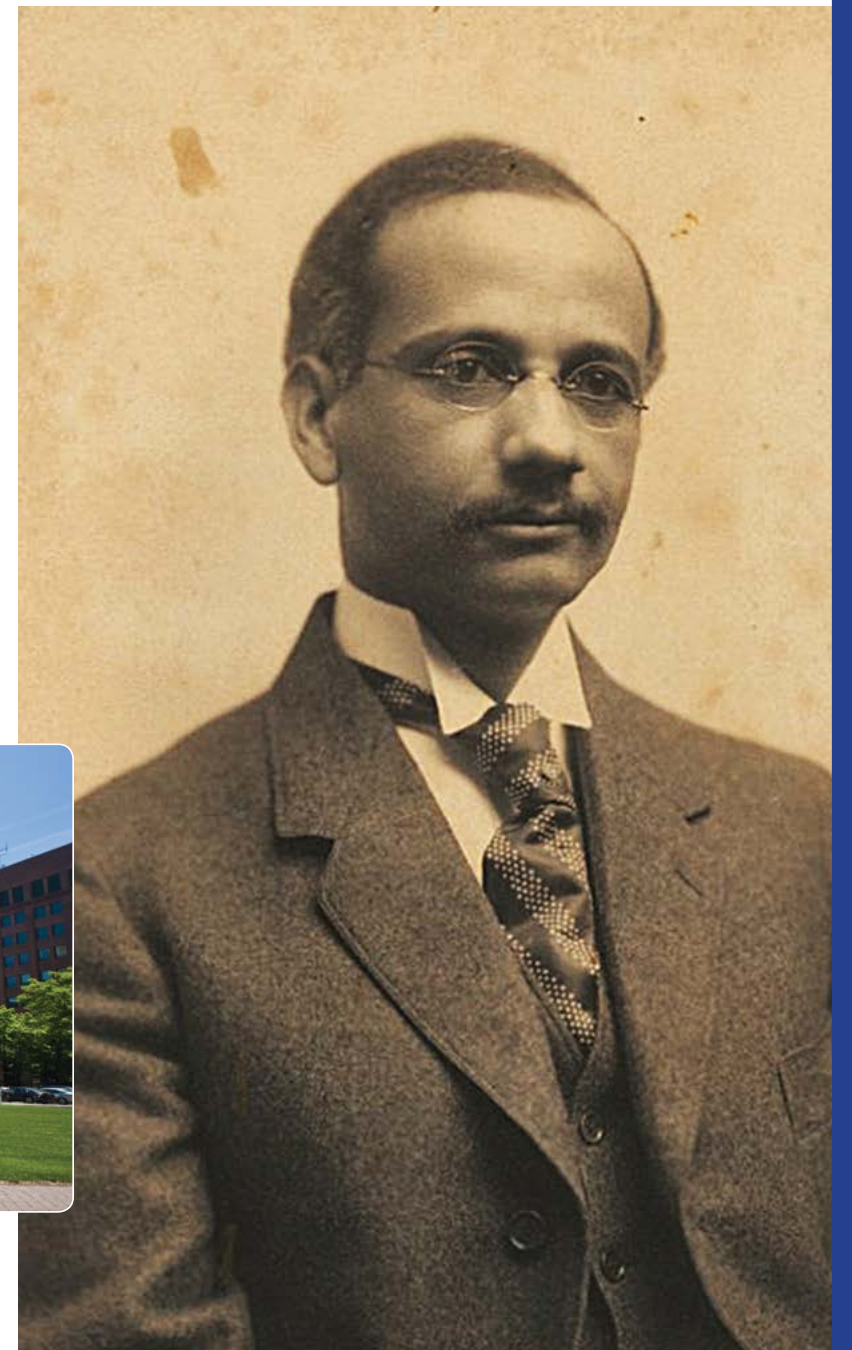


Dr. Solomon Carter Fuller

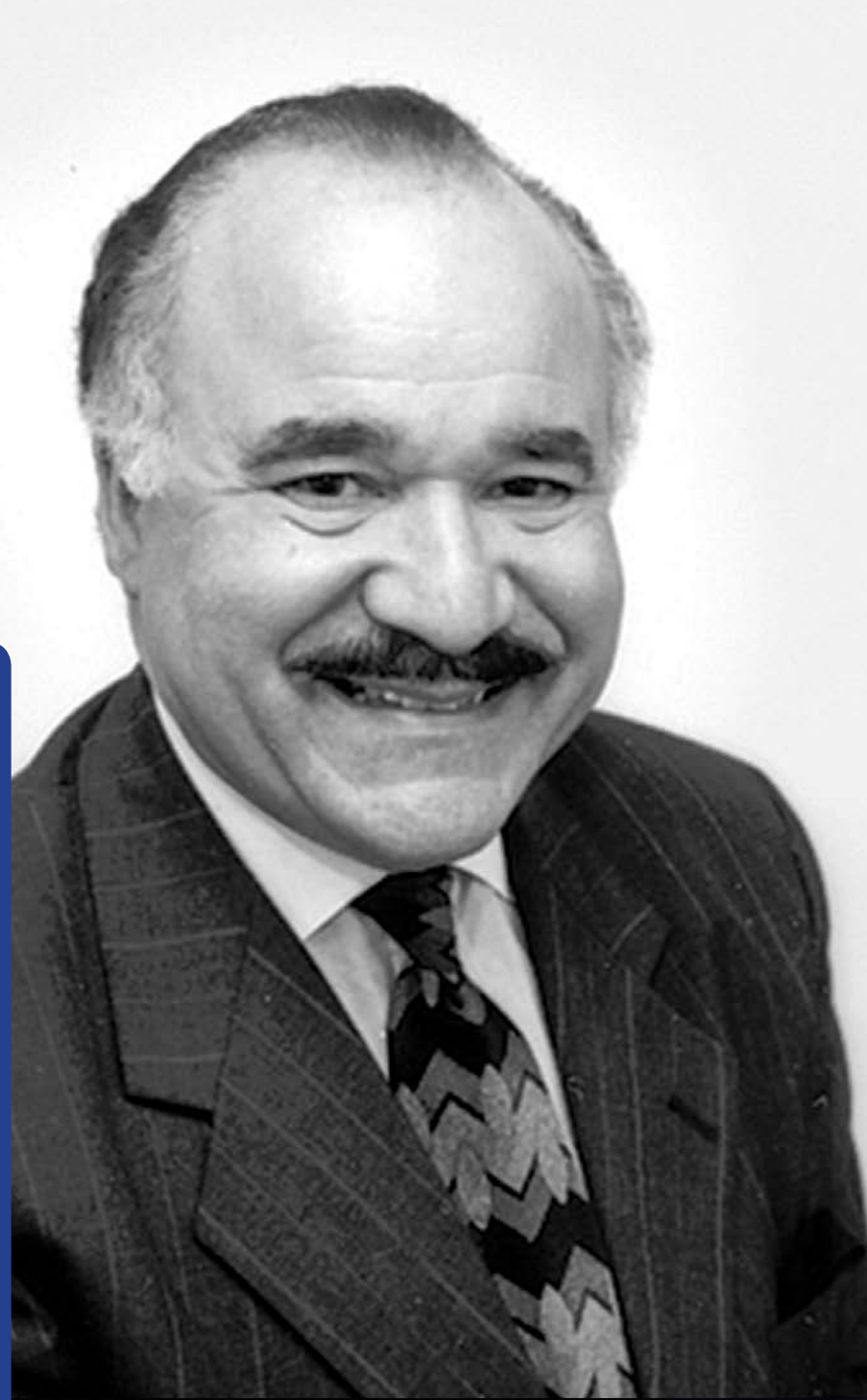
(1872–1953) graduated from Boston University School of Medicine in 1897 and became the first African-American psychiatrist. Boston University School of Medicine has led the way accepting students regardless of race, ethnicity, or gender. The son of a freed slave, Dr. Fuller made important contributions to the study of Alzheimer's disease and in 1912, published the first comprehensive clinical review of the eight Alzheimer's cases that had been reported to date.



The Solomon Carter Fuller Mental Health Center on our Medical Campus is named after him.



Solomon Carter Fuller's bust in the lobby of the building that bears his name.



Kenneth Edelin, MD

Chairman of the BUSM Department of Obstetrics and Gynecology from 1978 to 1989, Dr. Edelin was also Associate Dean for Student and Minority Affairs. He was instrumental in the development and assessment of the Early Medical School Selection Program. Dr. Edelin was the first African American chief resident in Obstetrics and Gynecology at Boston City Hospital (now Boston Medical Center) in 1973. Dr. Edelin passed away at 74 on December 30, 2013.



In the background - a modern laparoscopic procedure in progress at Boston Medical Center. Laparoscopic surgery, an operative technique frequently performed by Dr. Edelin, was introduced and popularized by gynecologists.



Karen Antman, MD

Dean of Boston University School of Medicine and Provost of the Boston University Medical Campus, Dr. Antman is the first female dean of the School of Medicine.

“From its origins, Boston University was committed to diversity. Boston University admitted both genders, all races, all religions, and had an international program. The Medical School’s mission statement specifically talks about diversity. Our admissions committee is totally committed to a diverse class and you can see diversity in our students. Diversity includes race, ethnicity, life expectancies, gender, sexual orientation, physical abilities, spiritual beliefs, intellectual approach and more. We track very carefully the diversity of faculty, students, and staff to insure that we are walking the walk and not just talking the talk. The institutional learning objectives encourage students to become comfortable taking care of people from other cultures. Our students care for patients from many different cultures in our clinics. Therefore, its not a surprise that on the national graduate questionnaire, our students, compared to all MD graduates nationally, are significantly more likely to agree that they feel comfortable taking care of patients from cultures different than their own.”

A photograph of Kate Walsh, President and CEO of Boston Medical Center, speaking at a podium. She is wearing a dark blue blazer, a purple patterned scarf, and glasses. The podium has the Boston Medical Center logo on it. In the background, there is a blue banner with the text "BOSTON MEDICAL CENTER" and "EXCEPTIONAL CARE. WITHOUT EXCEPTION." and an American flag.

Kate Walsh

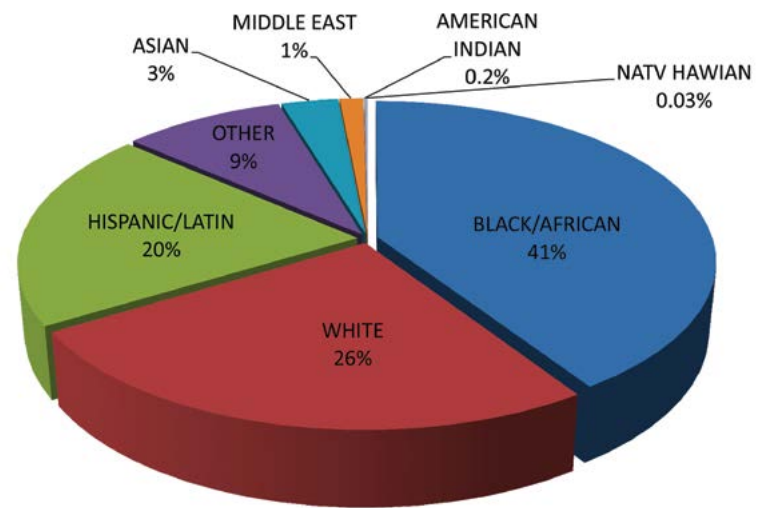
President and CEO of Boston Medical Center, the primary teaching affiliate of Boston University School of Medicine.

“Boston Medical Center is proud of our incredibly diverse staff, patients and culture. As we continue to grow and develop as an organization, the differences of our patients, people, and our hospital will remain important in shaping who we are and the way we think and operate. Celebrating our numerous cultures and accepting different points of view is a strength, and ensures that diversity is at the forefront and a foundation to providing Exceptional Care without Exception.”

Statistics

Boston Medical Center

Boston Medical Center Patient Visits FY 2013



Total: 1,012,931

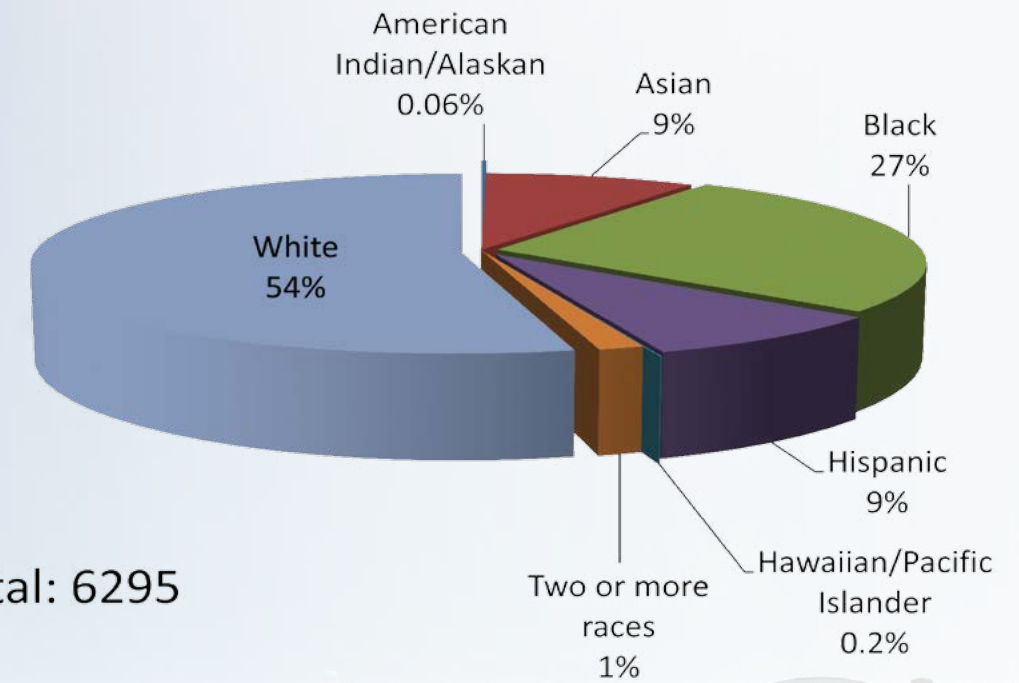
Boston Medical Center is the primary teaching affiliate of Boston University School of Medicine (BUSM). The hospital also maintains close relations with the Boston University School of Public Health, the Goldman School of Dental Medicine and the Boston University Division of Graduate Medical Sciences, all located on the Medical Campus. Approximately 75% of Boston Medical Center's patients are ethnic minorities, the majority of which are black and Hispanic.

Ethnicity	BMC Visits FY 2013
AMERICAN	327,023
AFRICAN AMERICAN	155,006
HAITIAN	76,427
NOT SPECIFIED	58,874
PUERTO RICAN	55,826
DOMINICAN	37,219
CAPE VERDIAN	33,688
AFRICAN	26,753
SALVADORAN	18,771
JAMAICAN	14,254
COLOMBIAN	10,839
BRAZILIAN	10,489
HONDURAN	9,821
VIETNAMESE	9,557
GUATEMALAN	9,527
TRINIDADIAN	9,344
ETHIOPIAN	8,031
ENGLISH	7,985
OTHER	133,497
TOTAL	1,012,931

Ethnicity BMC Visits 2013 Table

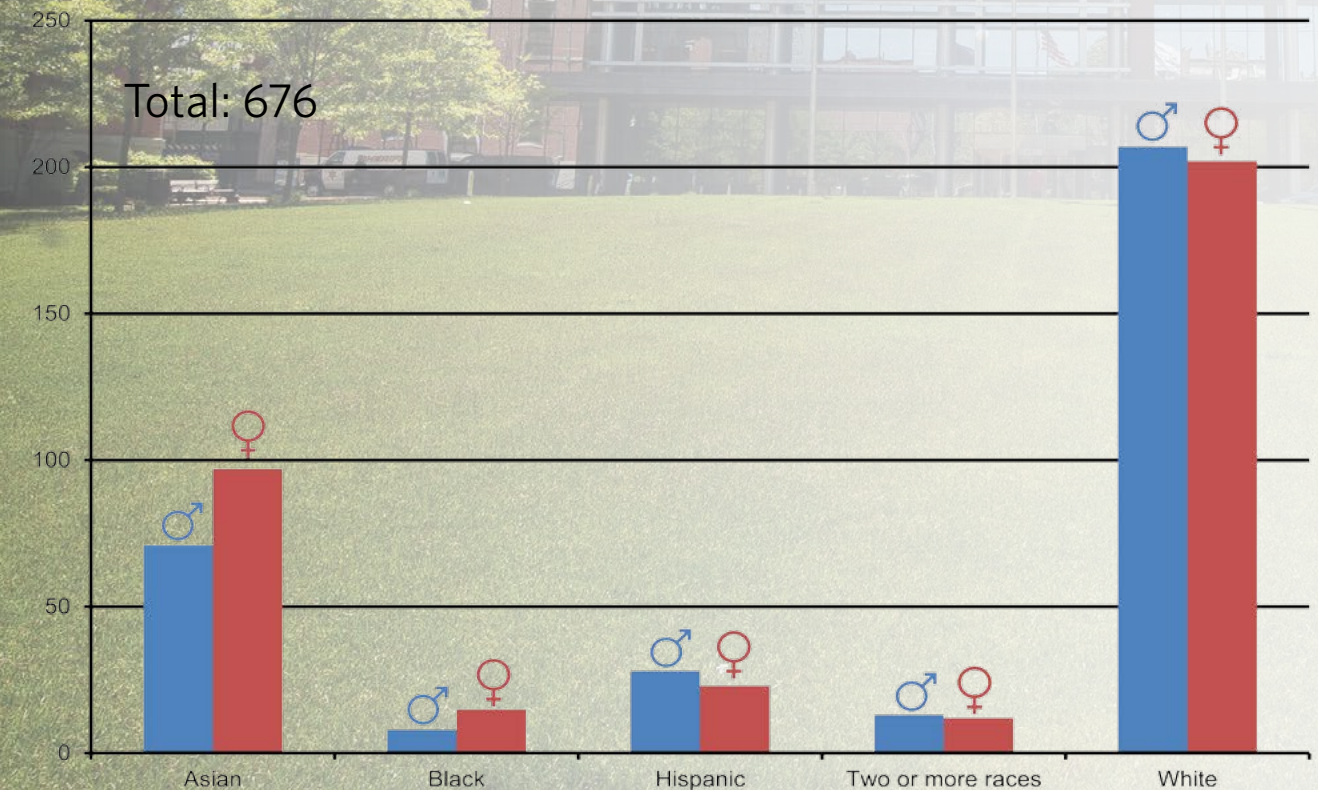
The ethnicities of the patients seen at BMC in greatest numbers, after accounting for those registered under "American" and "African American," are those from the Caribbean, namely Haitians, Puerto Ricans and Dominicans.

Boston Medical Center Employees 2014



Total: 6295

Boston Medical Center Residents 2014

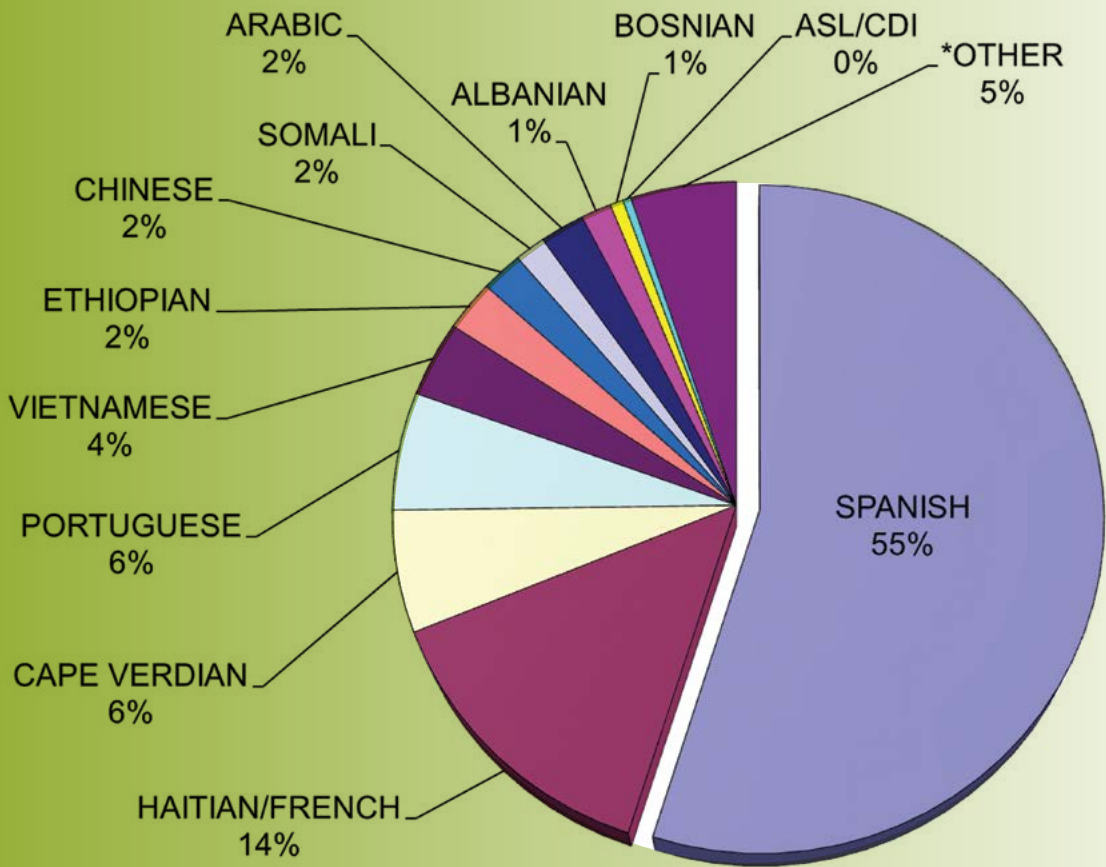


Data from BMC Human Resources

Boston Medical Center Interpreting/Translating Encounters FY 2000-2013



From the left: Nadjoua Habib (Algeria/French and Arabic), Michael Berhe (Ethiopia/Amharic and Tigrinya), Jorge Jaramillo (Colombia/Spanish), Francisco Moura (Brazil/Spanish and Portuguese), Leda Muñoz-Orians (Costa Rica/Spanish), Yina Chen (China/Mandarin, Cantonese and Toisanese) Nefa Borogovac (Bosnia/Bosnian/Croatian), Natacha Fortune (Haiti/Haitian/French), Judith Elliott (Venezuela/Spanish), Thanh Nguyen (Vietnam/Vietnamese), Miloud Milinazzo (Algeria/Arabic and French). Left back row Mohamed Warfa (Somalia/Somali), Alegna Zavatti (Venezuela/Spanish) and Elida Acuña-Martinez (Mexico/Spanish)



Muhammad Ali

Heavy weight champion Muhammad Ali photographed being discharged from Boston City Hospital on November 27, 1964 after a hernia operation which forced a delay in the championship fight with Sonny Liston.



Ali, a symbol of religious freedom and racial justice, chose Boston City Hospital, a public institution dedicated to caring for the disadvantaged, for his surgical procedure. (United Press International Photo)

Statistics

Boston University School of Medicine

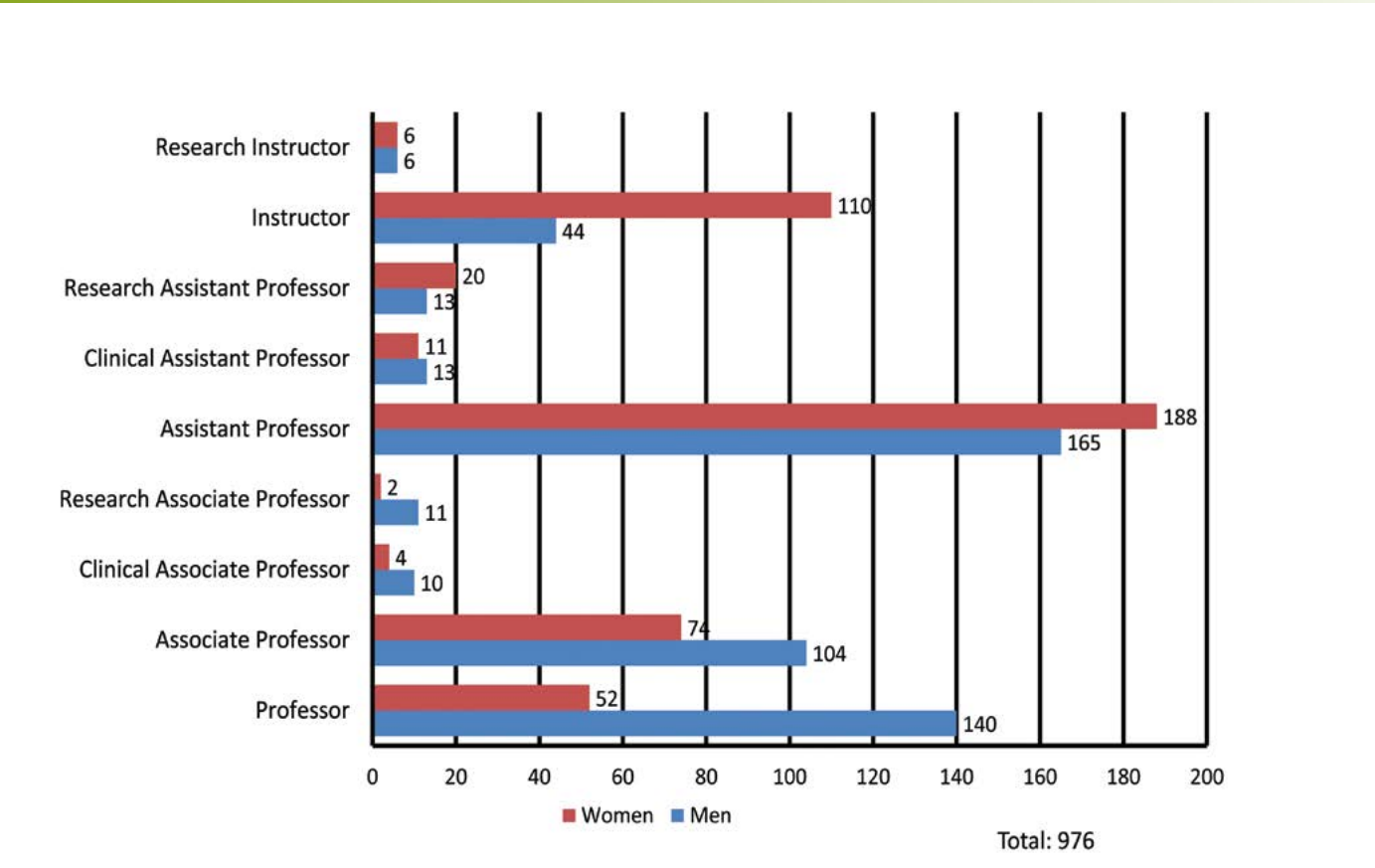
BUSM URM Full-Time Faculty Academic Rank 2014

This table lists the the approximately 90 full-time faculty at BUSM who have self-identified as belonging to an underrepresented minority group in medicine. The table includes their ethnicity, academic rank and department. Some faculty members prefer not to identify themselves as belonging to an underrepresented minority. Thus, our data may underestimate the actual number of such individuals on our faculty.

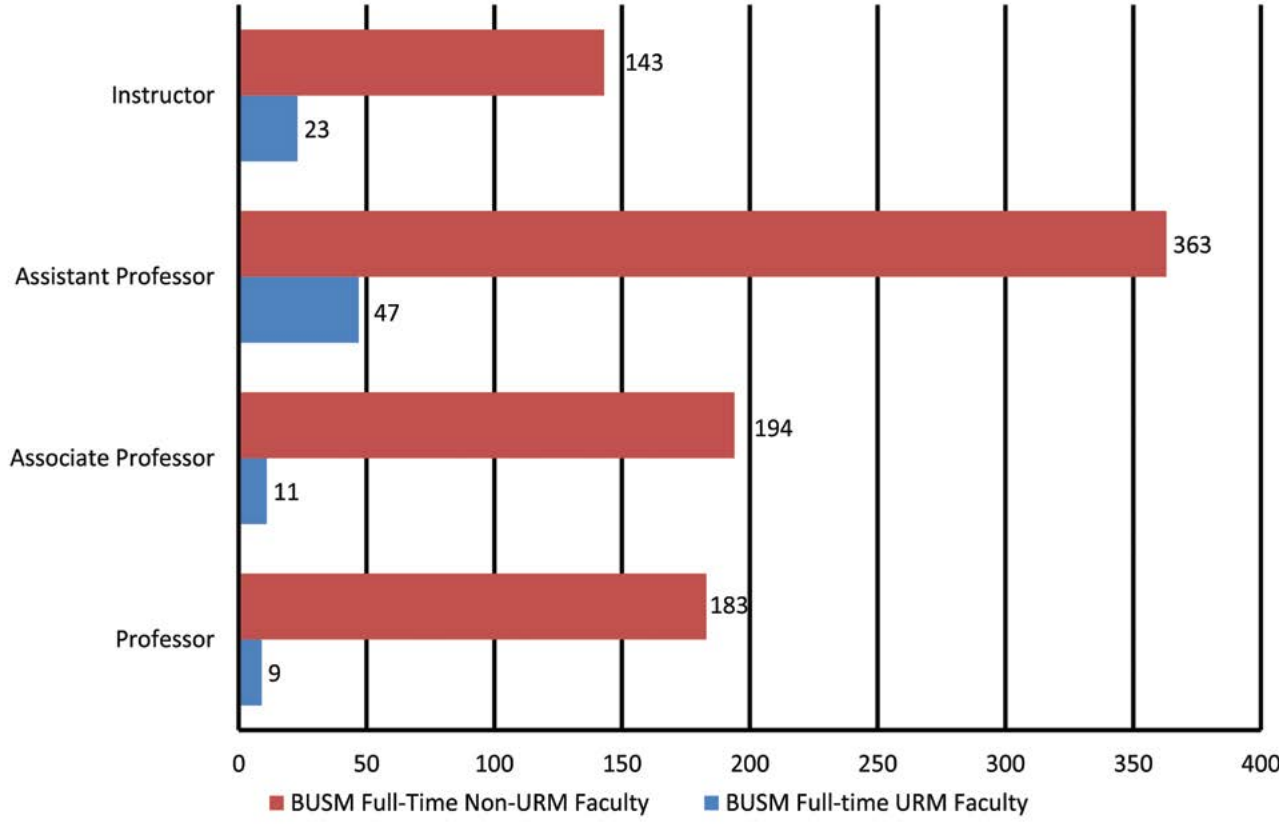
Last Name	First Name	Ethnicity	Rank	Department	Degree
Abbensetts	John	Black	Assistant Professor	Surgery	MD
Adjei-Poku	Yaw	Black	Instructor	Family Medicine	MD
Adolphe	Soukaina	Black	Clinical Assistant Professor	Pediatrics	MD
Aliphas	Avner	Latino	Assistant Professor	General Otolaryngology	MD
Baptiste	Janelle	Black	Instructor	Medicine	MD
Betances	Jose Alberto	Latino	Assistant Professor	Pediatrics	MD
Bernier	Angelina	Latino	Assistant Professor	Pediatric Subspecialties	MD
Bouchet	Valerie	Latino	Instructor	Pediatrics	PhD
Boynton-Jarrett	Renee	Black	Associate Professor	Pediatrics	MD/PhD
Cacicedo	Jose	Latino	Instructor	Medicine	PhD
Castro-Aragon	Ilse	Latino	Assistant Professor	Radiology	MD
Cervantes-Arslanian	Anna	Latino	Assistant Professor	Neurology	MD
Chapman	Sheila	Black	Assistant Professor	Medicine	MD
Charlot	Marjory	Black	Assistant Professor	Medicine	MD
Chiakpo	Evelyne	Black	Assistant Professor	Family Medicine	MD
Claude	Kimberly	Black	Instructor	Medicine	Master
Crawford	Kermit	Black	Clinical Associate Professor	General Psychiatry	PhD
Crevecoeur	Thamarah	Black	Instructor	Obstetrics & Gynecology	Master
Crittenden	Stanley	Black	Assistant Professor	Medicine	MD
Dabady	Gertha	Black	Instructor	Medicine	Master
de las Morenas	Antonio	Latino	Professor	Pathology & Lab Medicine	MD
Dedier	Julien	Black	Assistant Professor	Medicine	MD
Delva	Jean Marie	Black	Instructor	Surgery	Master
Eleonu	Benjamin	Black	Clinical Assistant Professor	Obstetrics & Gynecology	MD
Fernandez	William	Latino	Assistant Professor	Emergency Medicine	MD
Figueira	Marisol	Latino	Assistant Professor	Pediatrics	MD
Fleurant	Marshall	Black	Assistant Professor	Medicine	MD
Freundlich	Charise	Black	Instructor	Pediatrics	MD
Garcia-Diaz	Jesus	Latino	Associate Professor	Physiology & Biophysics	PhD
Garcia-Marcos	Mikel	Latino	Assistant Professor	Biochemistry	PhD
Georgian-Smith	Dianne	Latino	Adjunct Assistant Professor	Radiology	MD
Girard	Cecilia	Latino	Clinical Assistant Professor	Obstetrics & Gynecology	CNM
Golja	Anna	Latino	Assistant Professor	Radiology	MD
Green	Alysia	Black	Assistant Professor	Family Medicine	MD
Gutierrez	Camilo	Latino	Assistant Professor	Pediatrics	MD
Gutierrez McCarty	Jennifer	Latino	Instructor	Medicine	MD

Last Name	First Name	Ethnicity	Rank	Department	Degree
Harrison	David	Black	Clinical Assistant Professor	Obstetrics & Gynecology	MD
Herrera	Victoria	Latino	Professor	Medicine	MD
leong	Michael	Latino	Assistant Professor	Medicine	MD
James	Thea	Black	Associate Professor	Emergency Medicine	MD
Jara	Hernan	Black	Professor	Radiology	PhD
Jones	Jerrilyn	Black	Instructor	Emergency Medicine	MD
Jones Lopez	Edward	Latino	Assistant Professor	Medicine	MD
Joseph	Natalie	Black	Assistant Professor	Pediatrics	MD
Kaplan	Samantha	Black	Assistant Professor	Obstetrics & Gynecology	MD
Kase	Carlos	Latino	Professor	Neurology	MD
Kourtelidis	Marie	Latino	Instructor	Obstetrics & Gynecology	Master
Larrieux	Jean-Robert	Black	Clinical Associate Professor	Obstetrics & Gynecology	MD
Lightfoot	Orlando	Black	Professor	General Psychiatry	MD
Looby-Gordon	Sandra	Black	Clinical Assistant Professor	Medicine	MD
Lopez	Gina	Latino	Instructor	Emergency Medicine	MD
Madico	Guillermo	Latino	Research Associate Professor	Medicine	MD/PhD
Mazul	Julio	Latino	Instructor	Obstetrics & Gynecology	MD
Medina	Nilton	Black	Assistant Professor	Surgery	MD
Mendez	Jane	Latino	Associate Professor	Surgery	MD
Mercier	Gustavo	Latino	Assistant Professor	Radiology	MD/PhD
Miller	Monica	Black	Assistant Professor	Surgery	MD
Montano	Monty	Latino	Research Assistant Professor	Medicine	PhD
Moore	Thomas	Black	Assistant Professor	Medicine	MD
Mostoslavsky	Gustavo	Latino	Assistant Professor	Medicine	MD/PhD
Mustafa-Kutana	Suleiman	Black	Assistant Professor	Pediatrics	MD
Ngoh	Gladys	Black	Research Instructor	Medicine	PhD
Ogbonna	Justin	Black	Instructor	Surgery	MD
Oleng	Nicolette	Black	Instructor	Medicine	MD
Ortega	Rafael	Latino	Professor	Anesthesiology	MD
Ortiz	Fausto	Latino	Instructor	Medicine	MD
Pierre	Cassandra	Black	Instructor	Medicine	MD
Polk	John	Black	Instructor	Surgery	MD
Prudent	Nicole	Black	Assistant Professor	Pediatrics	MD
Ramirez	Maria	Latino	Associate Professor	Medicine	PhD
Richardson	Mark	Black	Clinical Associate Professor	General Psychiatry	PhD
Richardson	Sabrina	Black	Instructor	Medicine	MD
Rodrigues	Dona	Black	Instructor	Obstetrics & Gynecology	Master
Romero	Jose	Latino	Assistant Professor	Neurology	MD
Ruiz-Opazo	Nelson	Latino	Professor	Medicine	PhD
Sabino	Valentina	Latino	Assistant Professor	Pharmacology	PhD
Sarita-Reyes	Carmen	Latino	Assistant Professor	Pathology & Lab Medicine	MD
Silvagnoli	Louis	Latino	Instructor	Medicine	MD
Smith	Lauren	Black	Associate Professor	Pediatrics	MD
Soto	Jorge	Latino	Professor	Radiology	MD
St. Louis	Gemima	Black	Assistant Professor	General Psychiatry	PhD
Tagne	Jean-Bosco	Black	Assistant Professor	Medicine	PhD
Tecele	Tesfaldet	Black	Research Assistant Professor	Medicine	PhD
Torres	Alcy	Latino	Assistant Professor	Pediatrics	MD
Uzogara	Eugene	Black	Assistant Professor	General Psychiatry	MD
Warner	Mary	Latino	Assistant Professor	Medicine	Master
Woodson	Jonathan	Black	Professor	Surgery	MD

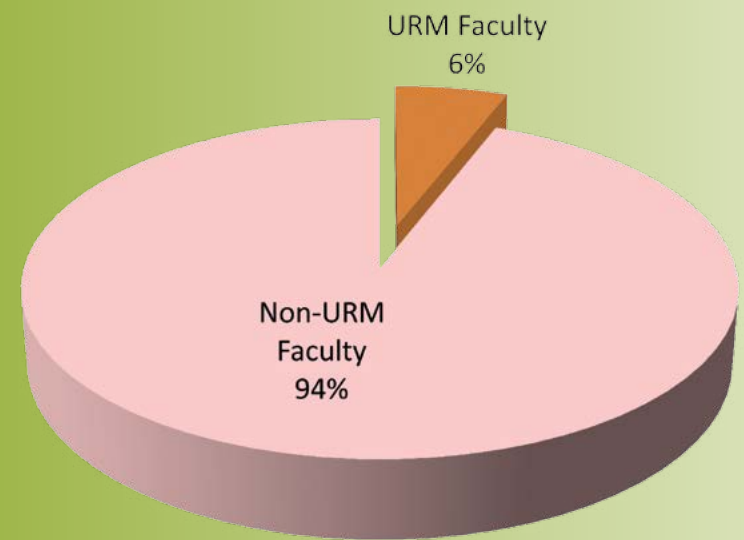
BUSM Full-Time Faculty Academic Rank by Gender 2014



BUSM Non-URM and URM Full-Time Faculty Academic Rank 2014

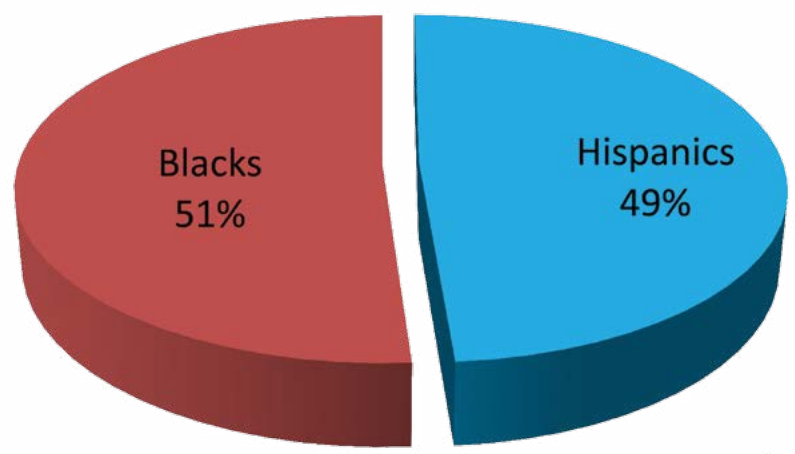


BUSM URM Full-Time Faculty 2014



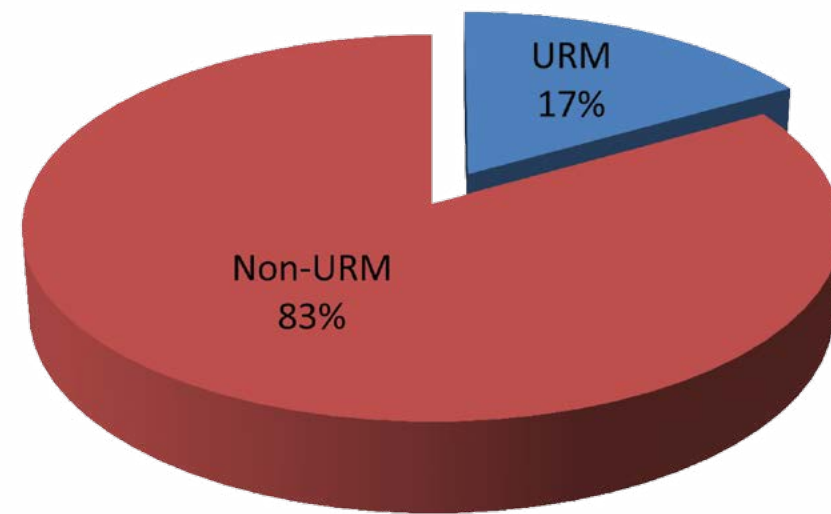
Overall URM Faculty USA = 7% (AAMC data 2012) 90/1434

BUSM URM Full-Time Faculty Blacks and Hispanics 2014



Total 90

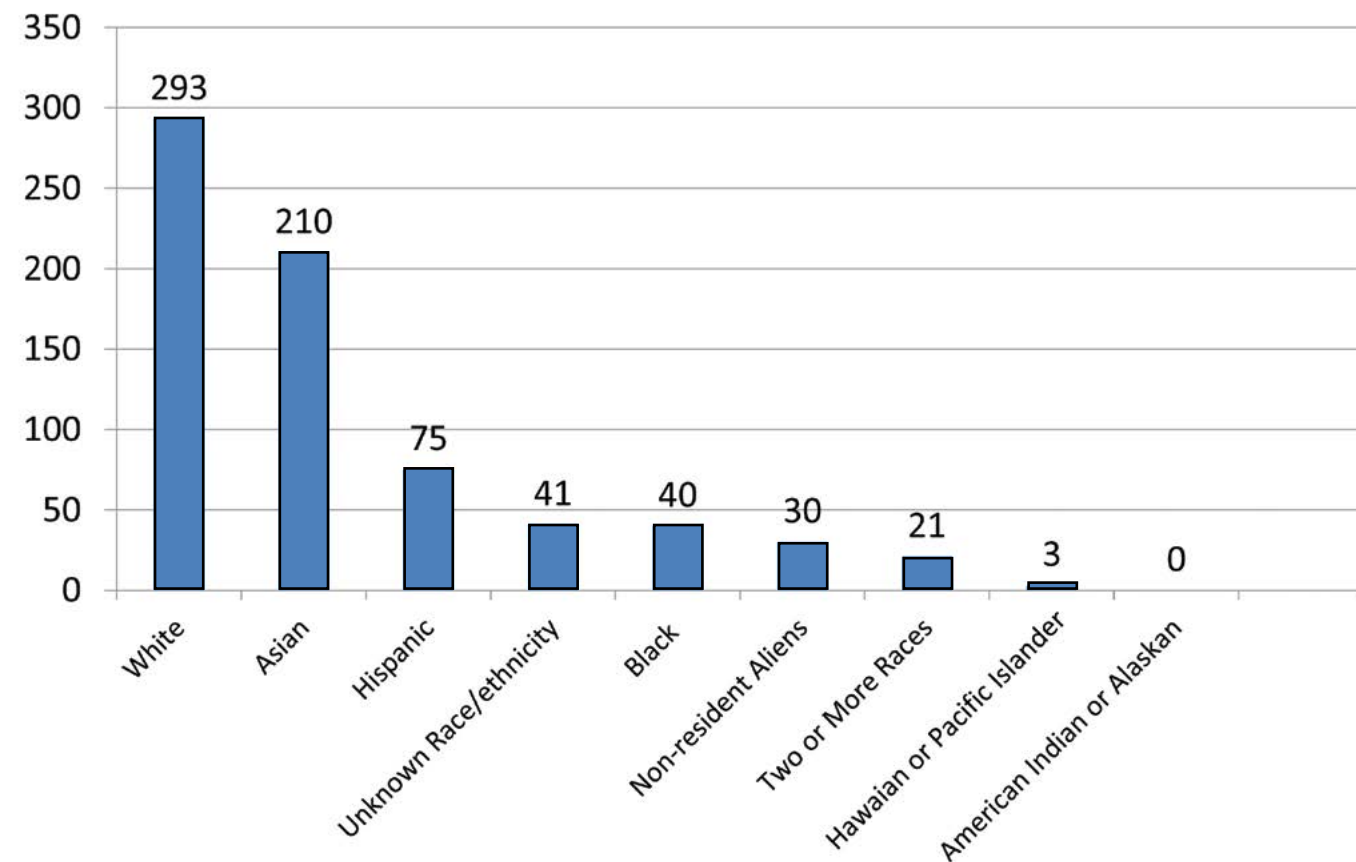
BUSM Student URM and Non-URM Breakdown 2013-2014



Overall URM = 15% (AAMC data 2012)

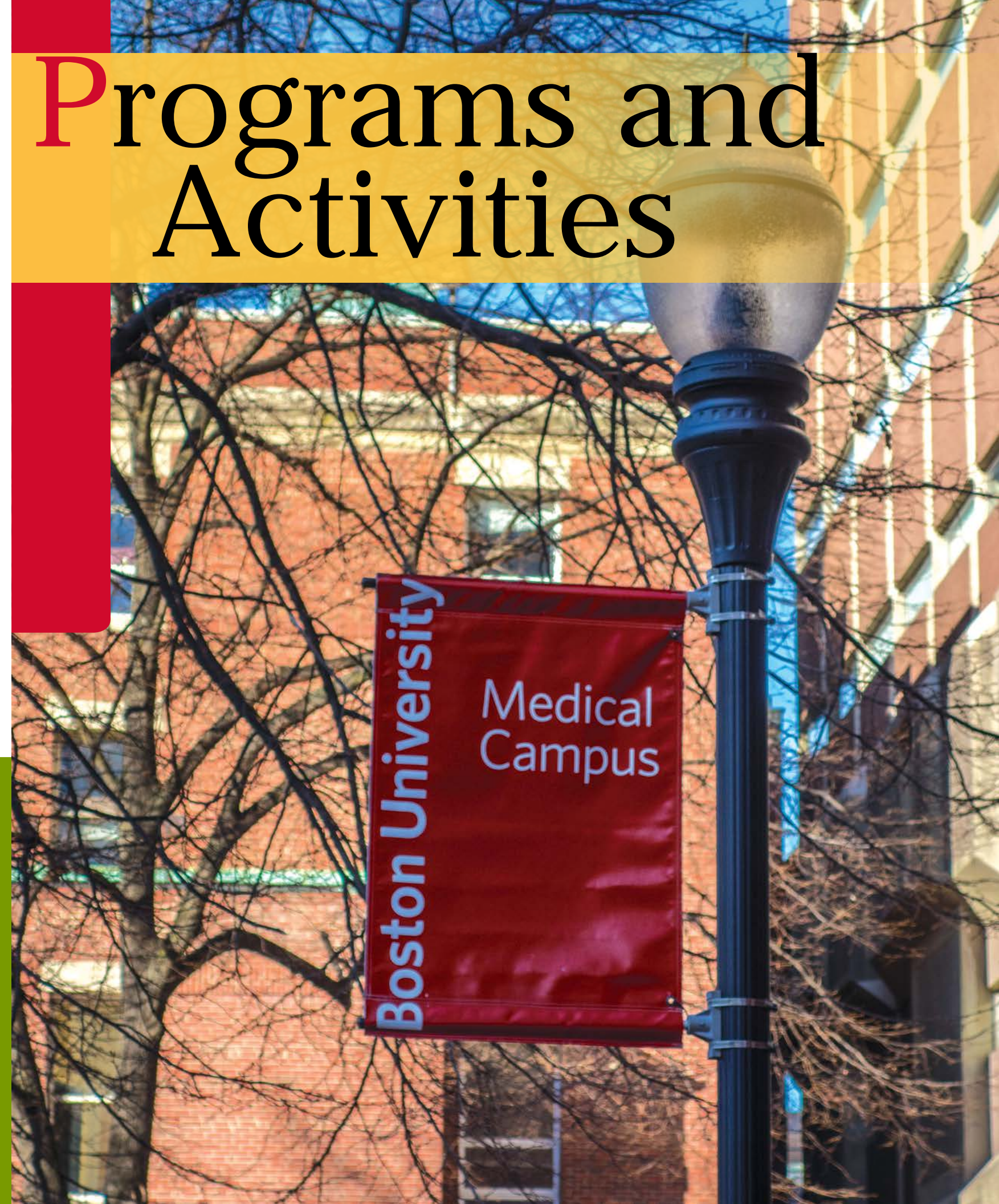
Total: 713

BUSM Student Ethnic Breakdown 2013-2014



Total: 713

Programs and Activities



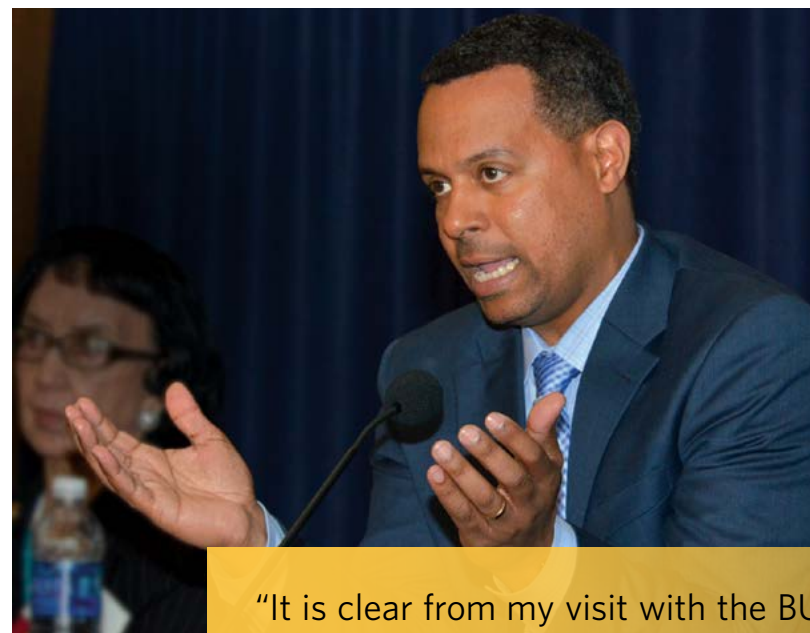
The Department of Medicine's Office of Faculty Development & Diversity

The Department of Medicine's Office of Faculty Development and Diversity, spearheaded by Emeila Benjamin, MD, fosters an inclusive environment that supports its faculty to reach their full potential, and works in close collaboration with the Office of Diversity and Multicultural Affairs. It contributes to cultivating excellence in the educational, research, clinical and service missions of the Department of Medicine (DOM). This Office offers various programs and resources to the Department of Medicine and faculty across the BU Medical Campus, including the following:

- **Faculty Development Seminar Series** – lunch-time seminars open to faculty across BUMC that focus on leadership, education, research, quality improvement, wellness, and academic promotion.
- **Academy for Faculty Advancement** – longitudinal early career faculty development program for instructors and assistant professors from across BUMC that includes peer and senior mentoring, career development seminars and the completion of an academic project.
- **Grant Writing Workshop** – five-month long grant writing course for faculty in the DOM to develop and improve their grant writing skills. Senior faculty provide didactic content and personalized advice, and peer learning teams share in-progress drafts of their grants throughout the program.
- **Academic Writing Workshop** – a five-session workshop for faculty in the DOM leading to a completed writing project through didactic sessions and senior and peer mentoring.
- **Faculty Development and Diversity Grants** provide support for faculty in the DOM seeking to advance their professional development through seminars, conferences, and programs outside of BU.
- **Education Pilot Grants** for educators in the DOM exploring educational innovations.
- **Faculty Dinners** – hosting informal dinners for faculty groups throughout the year. These dinners seek to foster networking, collaboration, and community in the department, and to better meet the needs of diverse faculty groups.



From left to right: Thea James, Mark Nivet, Rebecca Perkins, Rafael Ortega, Barbara Catchings, Sheila Chapman, and Samantha Kaplan at the home of Emeila Benjamin during a faculty dinner with Dr. Nivet, Chief Diversity Officer of the American Association of Medical Colleges on May 19, 2014.



Dr. Mark Nivet

Chief Diversity Officer of the American Association of Medical Colleges (AAMC) visited BUMC on May 19, 2014. The AAMC defines Dr. Nivet's role as "providing strategic vision for all the AAMC's diversity and inclusion activities" and "leading the association's diversity policy and programs department, which focuses on programs designed to increase diversity in medical education and advance health care equity."

"It is clear from my visit with the BU faculty development and diversity team that BUSM is ready to take their diversity efforts to higher heights."



Emelia Benjamin, MD, ScM

Professor of Medicine and Epidemiology, she is an associate editor for the journal *Circulation* and co-director of the Framingham Heart Study. Few physicians are as committed to equity and inclusion as Dr. Benjamin, who is the Department of Medicine's Vice Chair for Faculty Development and Diversity. As an accomplished clinician and investigator, she understands the challenges women and minorities face, and has served as a mentor to many individuals.



Robina M. Bhasin, EdM

Director of Faculty Development and Diversity in the Department of Medicine, Ms. Bhasin is the daughter of immigrants from different countries and religions. She has had a lifelong passion for cross-cultural exchange and the richness that emerges when people of diverse backgrounds connect. In her role at BUSM, she is committed to fostering a respectful, creative and collaborative environment for faculty of all backgrounds to develop their careers and contribute to the mission of the institution.



The Academy for Collaborative Innovation & Transformation is a longitudinal mid-career faculty development program for late assistant and all associate professors at BUSM, BUSPH and BUGSDM. It uses experiential and project-based learning to develop the strategic leadership skills and enhance the transformational education, clinical and research skills of participants.

Office of Diversity & Multicultural Affairs

Building Bridges



From left to right: Samantha Kaplan, Kenneth Elmore, Angela Jackson, Larry Dunham, Yvette Cozier, Rafael Ortega

Boston University Dean of Students, Kenneth Elmore, leaving the Office of Diversity and Multicultural Affairs on June 5th, 2014, after a meeting on fostering closer relations, particularly among underrepresented minorities, between the Charles River Campus and the Medical Campus.



From left to right: Rafael Ortega, Cassandra Pierre, J.R. Larrieux, Samantha Kaplan, Carlos Kase

The Office of Diversity and Multicultural Affairs holds periodic lunches on Mondays for faculty with diversity-related interests. These encounters serve to establish new connections and foster discussion in a more intimate setting.



From left to right: Justin McCummings, Sheila Chapman, Toyin Ajayi, Alysia Greene, Rafael Ortega



Karen Antman, MD, Provost, Boston University Medical Campus and Dean, School of Medicine; Rafael Ortega, MD, Associate Dean for Diversity and Multicultural Affairs; Larry Dunham, DMD, School of Dental Medicine Director of Diversity & Multicultural Affairs; and Yvette C. Cozier, DSc, Chair of the Faculty Council Committee on Equity and Inclusion, during a meeting on April 22, 2014, addressing how to best coordinate all diversity-related activities and programs on the Medical Campus.



Karen Antman, MD

Provost, Boston University Medical Campus and Dean, School of Medicine, Dr. Antman explains her vision of how the Medical Campus website should address diversity to Larry Dunham, DMD, and to Yvette Cozier, DSc.



Students relax in spring time next to magnolias in bloom. Boston University Medical Campus is considered by BestMedicalDegrees.com among the top three most beautiful medical campuses in the United States, with abundant availability of study space, student lounge and relaxation areas. Our Medical Campus is fertile ground to nurture diversity and conducive to human interaction.

Early Medical School Selection Program (EMSSP)

The EMSSP was created in 1983 to increase the representation of students traditionally under-represented in medicine. The program is a partnership between Boston University, Boston University School of Medicine (BUSM) and the institutions listed below, representing 10 historically black institutions, two schools with significant Mexican American enrollment, and one institution with a large Native Hawaiian and Pacific Islander enrollment.

1. Chaminade University
2. Clark Atlanta University
3. Dillard University
4. Hampton University
5. Morehouse College
6. Morgan State University
7. North Carolina Central University
8. Spelman College
9. Tougaloo College
10. University of Texas at El Paso
11. University of the Incarnate Word
12. University of the Virgin Islands
13. Virginia Union University



Above: Early Medical School Selection Program (EMSSP) - A partial view of the EMSSP Admission Committee deliberating who is to be accepted to the program. Dr. Samantha Kaplan explains the merits of a student while the committee listens attentively. At the head of the table is Dr. Robert Witzburg, Associate Dean and Director of Admissions.

The program spans two summers and the senior year of college. Time spent living and learning together through the two years in the program builds a supportive, cohesive community amongst a population under-represented and often isolated in medical school. During the summers, the students take undergraduate courses for credit toward their bachelor's degrees, participate in seminars in time management, study skills, test-taking skills, medical terminology, health disparities and MCAT preparation, and have opportunities to shadow clinicians working at a safety net hospital. During their senior year, they attend Boston University, complete their undergraduate requirements and gain uniform and high-quality foundational knowledge in the pillars of the first-year medical curriculum through undergraduate and graduate level coursework. This curriculum provides academic enrichment and an early and more gradual academic transition into the medical school curriculum. At the completion of the senior year, students who have been able to successfully complete their coursework and the MCAT are promoted to Boston University School of Medicine.



The primary mission of the EMSSP is to prepare diverse, culturally competent, clinically excellent physicians to meet the health care needs of an increasingly diverse population. This program has been hailed by the AAMC as an example of the kind of effort medical schools should make to increase the enrollment of those under-represented in medicine. It was cited by the Liaison Committee on Medical Education (LCME) as a “best practices” program during their last accreditation of BUSM. Currently, one-half of the underrepresented minority students entering the first year class at BUSM come from this program.



EMSSP BBQ 2011

There is an annual tradition of the incoming EMSSP students coming together with the current students for a summer BBQ, typically hosted at the home of one of the Deans of Diversity and Multicultural Affairs. The event is seen by many students as an informal induction into the program and provides a relaxed and fun atmosphere making this a memorable yearly event. Standing on the far right is Rafael Ortega, MD, Associate Dean, fourth from the right is Malissia Evans, Administrative Coordinator, and kneeling first from the left is Samantha Kaplan, MD, MPH, Assistant Dean and EMSSP Director, all from the Office of Diversity and Multicultural Affairs.



EMSSP at Wilkins Board Room

EMSSP students pose for a group picture in the Wilkins Board Room after a conversation on the challenges and successes of minority medical students at Boston University School of Medicine – From left to right: Fred Powell, Elisha Jno-Baptiste, Caresse Spencer, Osamede Obanor, David Rodriguez, Kari-Claudia Allen, Carolee Estelle.



In 2014, the Department of Anesthesiology had the highest number of residents who entered BUSM through the Early Medical School Selection Program (EMSSP). Shown here from left to right are Tim Delsol, MD, Caresse Spencer, MD, and Fred Powell, MD, PhD, who recently was appointed chief resident in the anesthesiology training program.

Dr. Mauricio Gonzalez (left) and Dr. Wissam Mustafa (right). Mauricio Gonzalez, MD, is currently Assistant Professor of Anesthesiology and BMC vice chairman of Clinical Affairs. Dr. Mustafa, MD, is a CA-1 Anesthesiology Resident at BMC who entered BUSM via the EMSSP pathway.



Patricia Jeudin, MD

Currently a Obstetrics and Gynecology Resident at BMC, Dr. Jeudin is a former EMSSP graduate from BUSM.



Christopher Luke and Samantha Kaplan during BUSM graduation 2014.

Medical Campus Arts Outreach Program

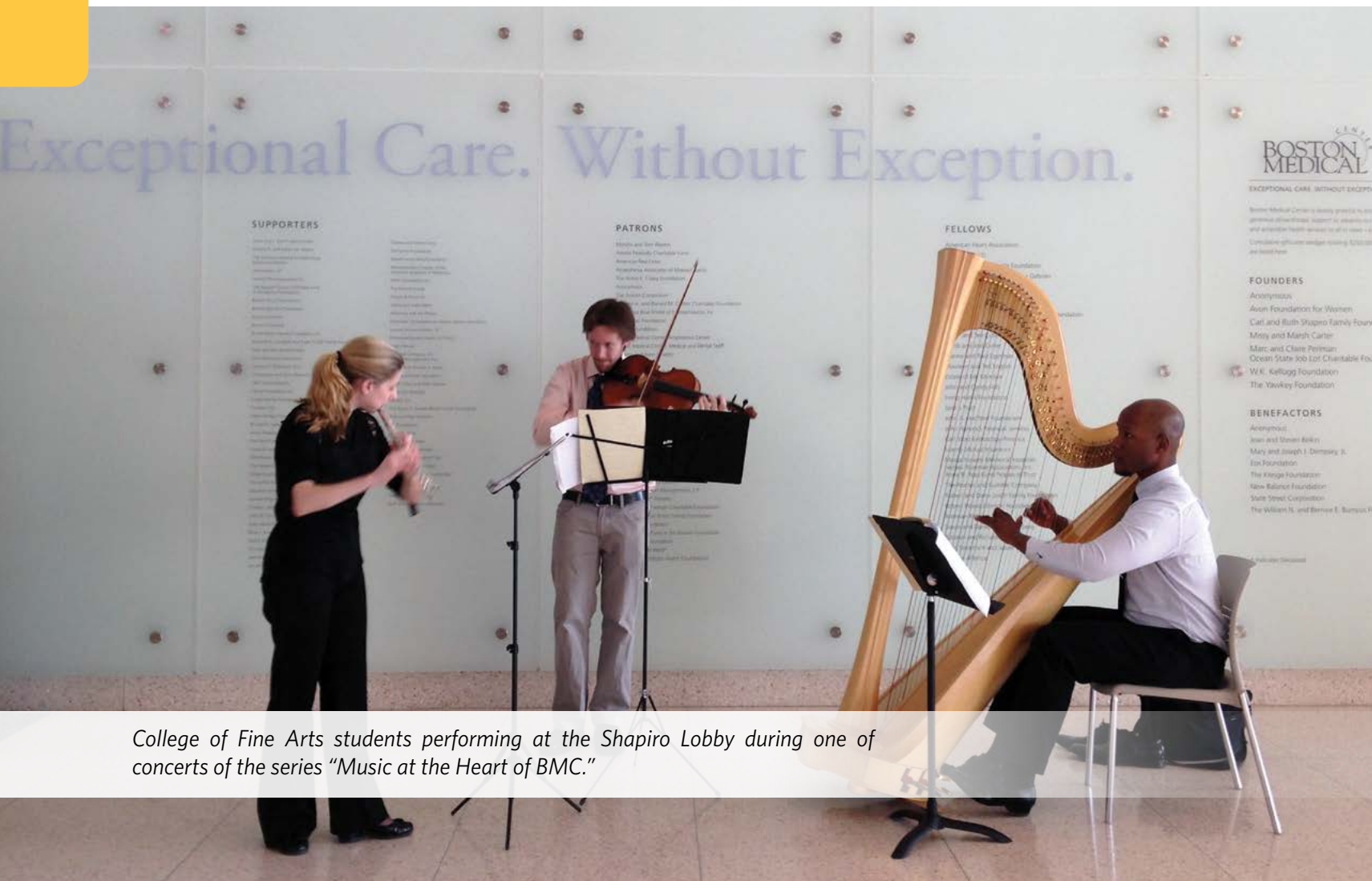
The Medical Campus Arts Outreach Program is an extension of Boston University Arts Initiative consisting of a partnership between the Medical Campus and the College of Fine Arts. This program resides in the Office of Diversity and Multicultural Affairs. Its mission:

- **Promote** interdisciplinary dialogue, building productive relationships between the Arts and Health Care.
- **Support** an active presence of the Arts on the Medical Campus.
- **Provide** a meaningful artistic outlet for vulnerable populations.
- **Raise awareness** and celebrate multiculturalism on the Medical Campus.



Benjamin Juarez

Dean, College of Fine Arts, visited the Medical Campus in June 2014. Dean Juarez, who is Mexican, comes to the Medical School periodically to review and evaluate opportunities for collaboration among students and faculty to express their artistic creativity in the context of a diverse urban medical center. He is known as “a true renaissance man of the arts” with a vast experience as an accomplished conductor and as a leader with international acclaim in the visual and performing arts. Dean Juarez attends many of the musical events on the Medical Campus and lends his support to activities that reinforce the importance of diversity in the arts and in medicine.



College of Fine Arts students performing at the Shapiro Lobby during one of concerts of the series “Music at the Heart of BMC.”

Moisès Fernández Via

runs the Medical Campus Arts Outreach Program in the Office of Diversity and Multicultural Affairs. Born in Barcelona, he is an internationally active concert pianist, as well as an advocate for the presence of the arts across society.



The Medical Campus Arts Outreach Program has gained media attention on multiple occasions and is an example of an unconventional approach to showcase the merits of diversity.

Summary of activities during the academic year 2013-2014:

	BMC	BUSM
Musical Performances	30	9
Theater and Visual Arts	18	2

These artistic activities included the participation of approximately 120 students from the College of Fine Arts, 10 BUSM students, 6 BUSM faculty, and 5 patients.



BU School of Music students "flash mob" performing in front of the Menino Pavilion entrance on April 15, 2014.



Violinist Ashley Ng (CFA '13) performing at a surgical unit at Boston Medical Center



The BUMC Band is a diverse ensemble comprising of medical students, faculty and staff whose mission is to foster interpersonal relations on the Medical Campus through the enjoyment of music from every tradition. The BUMC Band has performed on the Medical Campus and at the Berklee College of Music to raise funds for a variety of charitable causes. The BUMC Band has been featured in local newspapers and on television. A YouTube search of the term "BUMC Band" will reveal numerous memorable performances in a variety of settings.

The benefits of playing music at Boston University School of Medicine and healthcare institutions are described in the publication "Is There a Place for Music in Medical School." Students, faculty and staff agree that this activity:

- **Supports** multiculturalism and quality of life,
- **Enhances** overall cultural competency,
- **Creates** communication channels,
- **Improves** conflict resolution and negotiation,
- **Facilitates** mentorship opportunities, and
- **Enhances** humanism and patient care.

2011; 33: 76-77

SHORT COMMUNICATION

Is there a place for music in medical school?

RAFAEL A. ORTEGA, MICHAEL T. ANDREOLI & RANJIT S. CHIMA
Boston University School of Medicine, USA

Abstract

Music permeates the medical literature regarding disease therapy. However, there are only few articles concerning music as a tool for development of cultural competency and interpersonal relations. We share our experience of forming a musical act of students and faculty at a medical school. We believe that this group has encouraged medical humanism and enhanced communication in the learning environment.

BUMC

GOES LATIN!!



Sunday APRIL 7, 2013 3-5PM
SCHOOL OF MEDICINE
Bakst Auditorium



Dr. Hernan Soto receives an award from the Office of Diversity and Multicultural Affairs during the BUMC Goes Latin event for his services to the institution.

On Sunday, April 7, 2013, the great variety and rhythmic wonders of Latin music were highlighted on the BU Medical Campus. This concert featured a select group of Berklee College of Music Latin artists, the BUMC Band and other guest musicians associated with the Medical Campus Arts Outreach Program. The event reviewed the origins of Latin music beginning with the music of Spain, traveling across Latin America and the Caribbean, until reaching the Latin influence in American music. The musicians demonstrated how diversity in music leads to excellence as a metaphor for how diversity in medicine leads to an enriched learning environment and better patient care.

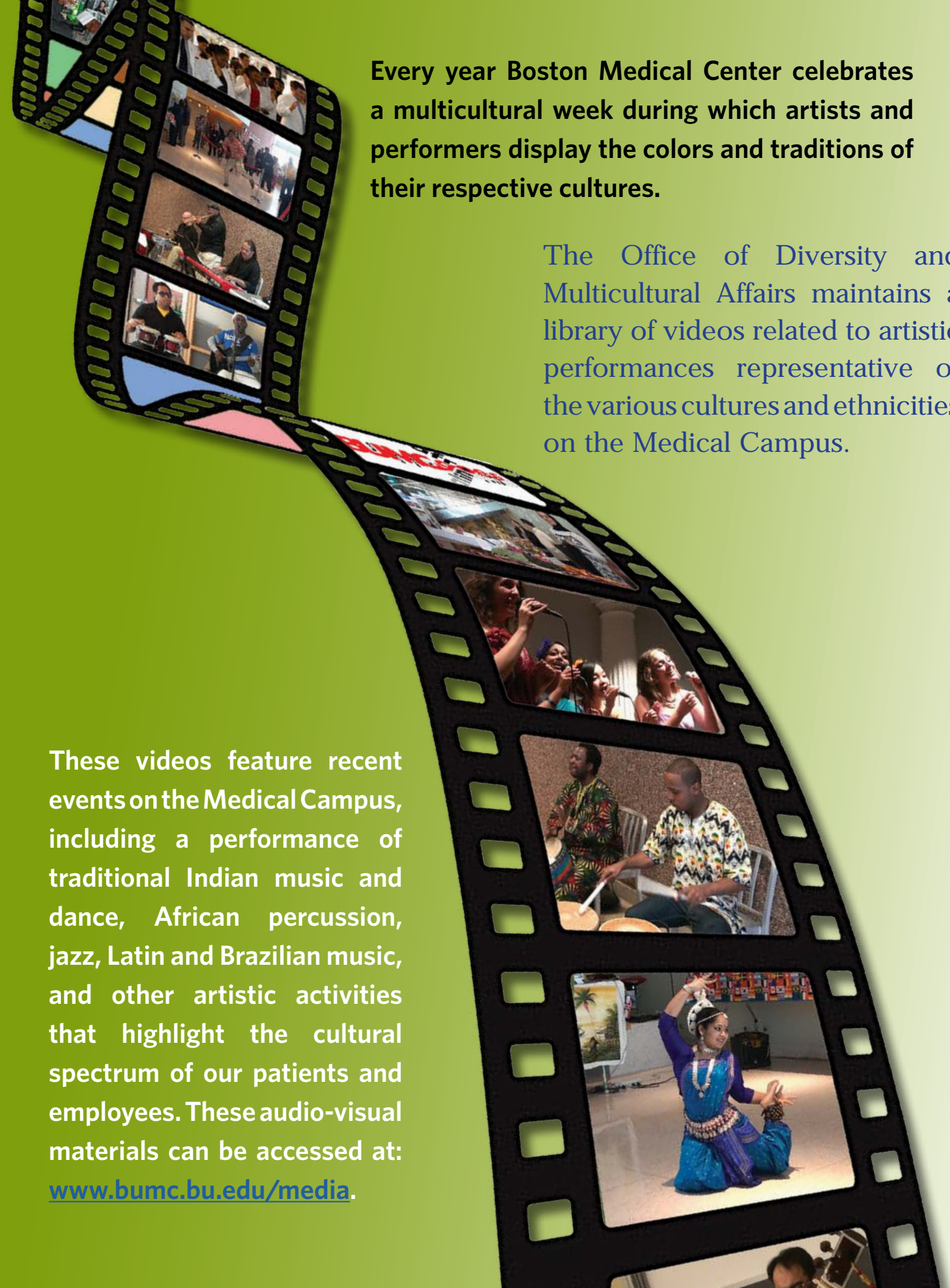


On September 14, 2014, BUMC goes Afro-Latino in a multicultural musical event highlighting the diversity of Latin music and honoring distinguished members of our faculty.

Every year Boston Medical Center celebrates a multicultural week during which artists and performers display the colors and traditions of their respective cultures.

The Office of Diversity and Multicultural Affairs maintains a library of videos related to artistic performances representative of the various cultures and ethnicities on the Medical Campus.

These videos feature recent events on the Medical Campus, including a performance of traditional Indian music and dance, African percussion, jazz, Latin and Brazilian music, and other artistic activities that highlight the cultural spectrum of our patients and employees. These audio-visual materials can be accessed at: www.bumc.bu.edu/media.





Ipad with Multilingual Program – This photo shows the program being presented in a digital tablet featuring EMSSP Medical Student Elisha Jno-Baptiste in bed portraying a pregnant patient.

Award for Best Scientific Exhibit for Clinical Application

In 2011, a group of medical students and faculty members produced a multilingual explanation of obstetrical analgesia and anesthesia in languages commonly encountered among Boston Medical Center patients, including Portuguese Creole, Haitian Creole, and Mandarin. This digital application, designed to run on portable media devices, addresses the under-treatment of pain among minority populations, an important healthcare disparity in our country. The program was presented at the 65th Post Graduate Anesthesia Assembly in New York and earned the prize for Best Scientific Exhibit for Clinical Application.



AAMC 2013 GROUP ON DIVERSITY AND INCLUSION PROFESSIONAL DEVELOPMENT CONFERENCE TORONTO, MAY 16-19, 2013

G. A National Perspective on Programs to Enhance Recruitment, Retention, Promotion and Advancement for Underrepresented Faculty in Academic Medicine (Senior Admin/Faculty Track)

Speaker(s):

Samantha Kaplan, M.D., M.P.H.

Assistant Dean for Diversity and Multicultural Affairs
Boston University School of Medicine

Presenters will discuss data on trends and models in minority faculty recruitment and advancement, based on qualitative interviews with leaders in Gender, Racial and Ethnic Diversity at a representative sample of twenty medical schools. The interviews focused on institutional programs and initiatives to improve the recruitment, retention, advancement, and promotion of underrepresented minority faculty. An exercise in small group evaluation, critique, and improvement of sample programs will follow.

AAMC 2013 GROUP ON DIVERSITY AND INCLUSION PROFESSIONAL DEVELOPMENT CONFERENCE TORONTO, MAY 16-19, 2013

K. The Intersection of the Arts, Diversity, and Inclusion (Mid-Level Admin/Faculty Track)

Speaker(s):

Rafael Ortega, M.D.

Associate Dean of Diversity and Multicultural Affairs
Boston University School of Medicine

Moises Fernandez Via

Arts Outreach Initiative Director
Boston University School of Medicine

Samantha Kaplan, M.D., M.P.H.

Assistant Dean for Student Affairs
Boston University School of Medicine

The Boston University Medical Campus Arts Outreach Initiative is a partnership between the School of Medicine and the College of Fine Arts. This Initiative provides students, faculty and patients with outlets for their artistic creativity while exposing Fine Arts students to the edifying reality found in a diverse medical campus. It illustrates how the arts can serve to enrich diversity and attract students and faculty that otherwise would not see themselves as diverse.

Inclusive Environments

In January 2014, during the Martin Luther King birthday celebration on the Medical Campus, Dr. Ravin Davidoff reflected on the life of Nelson Mandela, who like Martin Luther King, Jr., fought for the same ideals on a different continent. With unprecedented candor, Dr. Davidoff described his transformation from growing up as a blissfully unaware privileged white South African to being enlightened and inspired by King and Mandela.

Dr. Davidoff's presentation coincided with the passing of the former South African president. He reflected on being born, raised and educated in a South African society deeply divided by apartheid, and how those experiences molded his choices and especially his decision to devote his medical career to underserved patients, many of whom come to BMC. A video of Dr. Davidoff's presentation can be seen here: <http://www.youtube.com/watch?v=cRduPE0zemM>



Dr. Marcelle Willock (right) accompanied by Angela Jackson, MD, (left) and Rafael Ortega, MD, (center).

In January 2013, during the Martin Luther King birthday celebration, Dr. Marcelle Willock, the guest speaker, reflected on her experiences as an African-American woman pursuing a career in medicine during a tumultuous time in United States history.

“For so many of you, 50 years is something in the history books,” she said. “But for a few of us, myself included, we experienced discrimination and atrocities or knew people who had. We honor Dr. King’s vision for his unselfish commitment to improve the life of all Americans and his observation that our destiny and our freedom as Americans are inextricably bound to each other.”

Alexander Norbash, MD, MHCM

A first-generation immigrant son of Iranian parents, Dr. Norbash is Chairman and Professor of Radiology and Assistant Dean of Diversity and Multicultural Affairs. An erudite practicing Muslim, he is an invaluable resource on the Medical Campus, advising and teaching about Islamic affairs. Dr. Norbash is committed to not only promoting tolerance, which he believes is a defining feature of a civilized society, but also to promoting the richness of a pluralistic society and celebrating diversity. He exemplifies the abundance of perspective that can be gained in a heterogeneous environment and by considering all points of view. Dr. Norbash also is the advisor for the Iranian Health Care Students Association, which is dedicated to bringing together students on the medical campus with health care professionals, in order to address health care issues in Iranian communities. The Association also provides opportunities for students to learn about and participate in Iranian culture and society.



Muslims gather every Friday at 12:30 p.m. for Jumu'ah (congregational prayer every Friday) at the Carter Auditorium on the Medical Campus.



Farhana Sharmeen is shown about to receive her medical degree from Boston University School of Medicine.



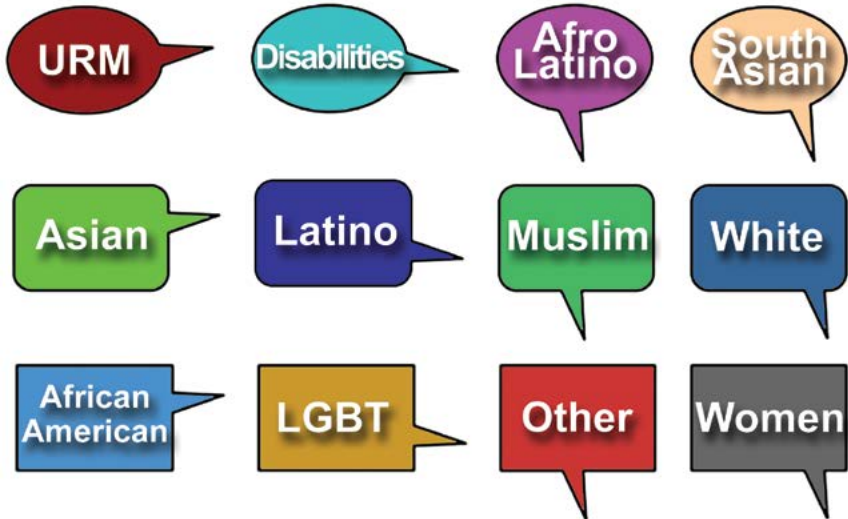
Amani Meherig receiving a Master of Science in Dermatology.



Mutahammis Kareem accompanied by his mother and sister after receiving his medical degree on graduation day for the class of 2014.

Conversations

One of the most rewarding activities we have instituted is **Conversations**. These periodic panel discussions feature candid dialogue among faculty and students, with audience participation. They discuss the history, evolution, obstacles and accomplishments of various groups on the Medical Campus. These often provocative Conversations have been very well received by the community. In addition to providing an opportunity to enhance cultural competency, they uphold the freedom of expression necessary in a university. The Conversations also are lively social events serving as an opportunity to meet individuals with similar interests. In addition to the invitation shown on the next page, we have had Conversations related to the following groups:



Conversations often are followed by artistic performances related to the topic being discussed. After the South Asian conversation, the audience was treated to a concert by Jawwad Noor, Associate Professor of Economics at BU and tabla virtuoso Pranav Ghatraju. A video of this performance can be seen here: <http://www.bumc.bu.edu/oma/media-2/>



Rabbi Michael Beyo, former Associate Director and University Chaplain, BU Hillel House shown here at his welcoming reception on the medical campus on December 17, 2012. The Maimonides Society is a Jewish student association on the BU Medical Campus that welcomes and supports students, providing a sense of Jewish community.

**Boston University School of Medicine
Office of the Associate Dean
Diversity and Multicultural Affairs**

Jewish at BUMC - A Conversation

The Office of Diversity of Multicultural Affairs invites you to a panel discussion on issues affecting Jewish students, residents, faculty and staff.

Wednesday, January 25, 2012 - 6 p.m.
BU School of Medicine, Room R-103

The goal of this activity is to have a candid dialogue on the history, challenges, and successes of Jews at our institution. We anticipate that this exchange will greatly benefit students, residents, and faculty following the footsteps of our distinguished panelists. Individuals from all ethnicities and cultures are strongly encouraged to attend.

Panelists:

Edward A. Alexander, MD
Professor of Medicine and Physiology

Michael A. Grodin, MD
Professor of Family Medicine, Psychiatry, Bioethics, Human Rights and Judaic Studies

Aviva Lee-Parritz, MD
Associate Professor of Obstetrics and Gynecology

Ilan Mizrahi
4th year medical student

Rafael Ortega, MD
Professor of Anesthesiology
Associate Dean
Office of Diversity and Multicultural Affairs
Boston University School of Medicine

LGBT

Every year, on October 11th, the National Coming Out Day addresses the often-difficult process of “coming out” shared by lesbian, gay, bisexual and transgender (LGBT) people.

In 2012, BUMC Pride, in collaboration with the Office of Diversity and Multicultural Affairs, introduced the Medical Campus Out and Ally List. We define an “ally” as someone who respects sexual diversity, challenges homophobic behaviors, and explores bias within himself/herself. Being an ally also takes courage to “come out” and support LGBT friends and colleagues.

Our BUMC Out and Ally List reaffirms our commitment to diversity and equality in a safe place to learn and grow and provide excellent care for all. It is also an explicit declaration that we intend to be on the cutting-edge of LGBT equality and inclusion.



Every year the medical campus is represented at the annual Boston Pride Parade by students, faculty and staff marching together with the medical school banner. The Boston University School of Medicine is one of the first medical schools to march with its banner in a Pride parade.

Over the years, we have dramatically increased our commitment to welcoming people of diverse sexual orientations and gender identities. There has been a burst of activities proudly highlighting our Medical Campus LGBTQ+ Organization, BUMC Pride (Formerly MedGLO), including marching under the medical school banner at the annual Boston Pride Parade, maintaining an informative website and hosting events of common interest. BUSM also offers a transgender medicine elective during clinical training, and incorporates LGBT youth, transgender and intersex medicine in our preclinical and clinical curriculum.



In order to reflect on the increasing presence and affiliations of the LGBTQ community here on the medical campus, Boston Medical Center has introduced both a new name and logo to reflect the support and commitment to inclusivity: BUMC Pride.

Left Background: Wordcloud with hundreds of names of individuals on the medical campus who have registered on our Out and Ally list, including deans, faculty, staff, and students.



LGBT Conversation:
Residency Matching and Couples Matching

Screen capture of a video addressing LGBT issues related to residency program same-sex couples matching.
<http://www.bumc.bu.edu/oma/medglo/>



In 2011, BU School of Medicine received the prize for best marching group in the Boston Pride Parade.



From Left to Right:
 Ravin Davidoff, MD, Tracey Dechert, MD, Kermit Crawford, PhD, Gerard Doherty, MD, Joe Camillus, MBA,
 Rafael Ortega, MD, Susannah Rowe, MD, Scharukh Jalisi, MD. Not shown: Louis Gerstenfeld, PhD,
 Keith Lewis, MD, David Steger, and Paul Monach, MD.

A Search Committee for the Chair of a Department – An example of a diverse and well-balanced committee. It includes a spectrum of ethnicity, age, gender, sexual orientation, academic rank, points of view and other distinguishing characteristics representative of our patients and Medical Campus.

Faculty searches abide by University policy, which emphasizes the importance of delineating a recruitment plan specifying the resources that will be used to attract a heterogeneous group of applicants, including:

- Advertisements,
- Attendance at professional meetings/organizations,
- Use of diverse professional associations,
- Personal contacts,
- Telephone calls,

- Internet announcements,
- Local community relationships, and
- Networking and other recruitment strategies.

Furthermore, the membership of search committees must be approved by the Dean of the Medical School and must specify the gender, ethnicity, race and academic rank of the committee members.

BUSM uses standardized documentation detailing the intention to recruit new faculty and the recruitment plan. These documents also include information regarding the number of applications received and the gender and ethnicity of candidates interviewed, candidates to whom an offer was extended, and candidates accepting an offer. See: <http://www.bumc.bu.edu/busm-od/forms/affirmative-action-forms/>

Faculty and Staff



Virginia Litle, MD

Associate Professor of Surgery and Director of Thoracic Surgery Clinical Research

“As a woman thoracic surgeon in a predominantly male specialty, the unique challenge of balancing patient care, operating, pursuing research efforts and raising children are rewarded by the constant problem-solving, intellectual satisfaction and happiness that comes from being a role model for my children and students.”



Gladys Afor Ngoh Nchaw, PhD

A research instructor at the Whitaker Cardiovascular Institute in the Department of Medicine, Section of Molecular Cardiology, Dr. Ngoh Nchaw is interested in understanding the challenges faced by women of color at the graduate, postgraduate and junior faculty levels in Biomedical Research. These challenges range from feelings of isolation to a lack of role models or culturally competent mentors.



Gerardo Rodriguez, MD

is Assistant Professor of Anesthesiology and Director of the East Newton Surgical Intensive Care Unit. A determined collaborator with the Office of Diversity and Multicultural Affairs, Dr. Rodriguez is an effective mentor for medical students and residents. Dr. Rodriguez's straightforwardness can be appreciated when he states "my parents came from Mexico in the late 1960s and settled in southern California. Like many Mexican immigrants of that time, my parents were children of farmers, and grew up in tough, yet family-focused homes. Along with my three younger brothers, I grew up in East Los Angeles, a part of town made up mostly of working class Mexicans and Chicanos." His outlook on diversity emphasizes unambiguously "freedom from intimidation and discrimination."

Joel Lopes, MD

is an Anesthesiologist intensivist shown rounding with medical students and residents in the East Newton Surgical Intensive Care Unit. Dr. Lopes, who is of Cape Verdean ancestry, is an assistant professor of anesthesiology.





Justin C. Ogbonna, DPM

A clinical instructor in the Department of Surgery specializing in podiatric medicine, Dr. Ogbonna is a first generation American of Nigerian Igbo descent.



Mary Warner, MMSc, PA-C

Program Director of the Physician Assistant Program at BU and Assistant Professor of Medicine, she is interested in maintaining a diverse workforce and in her work and professional collaborations. She believes that “diversity helps to contribute to a more positive patient experience.”



Eddy Feliz, MD

An assistant professor of anesthesiology and the Director of Resident Education in the Department of Anesthesiology, Dr. Feliz is from the Dominican Republic.



Rachel J. Levy-Bell, PsyD

is the Assistant Program Director and Director of Clinical Training in the Mental Health Counseling & Behavioral Medicine Program at Boston University School of Medicine.

“I am an African American bi-racial clinical psychologist dedicated to training young clinicians representing the diverse community we serve. Training students of diverse backgrounds and perspectives breeds knowledge, skills, and excellence.”



Miguel Haime, MD

Originally from Colombia, he is an Assistant Professor of Surgery specializing in cardiac and thoracic surgery.



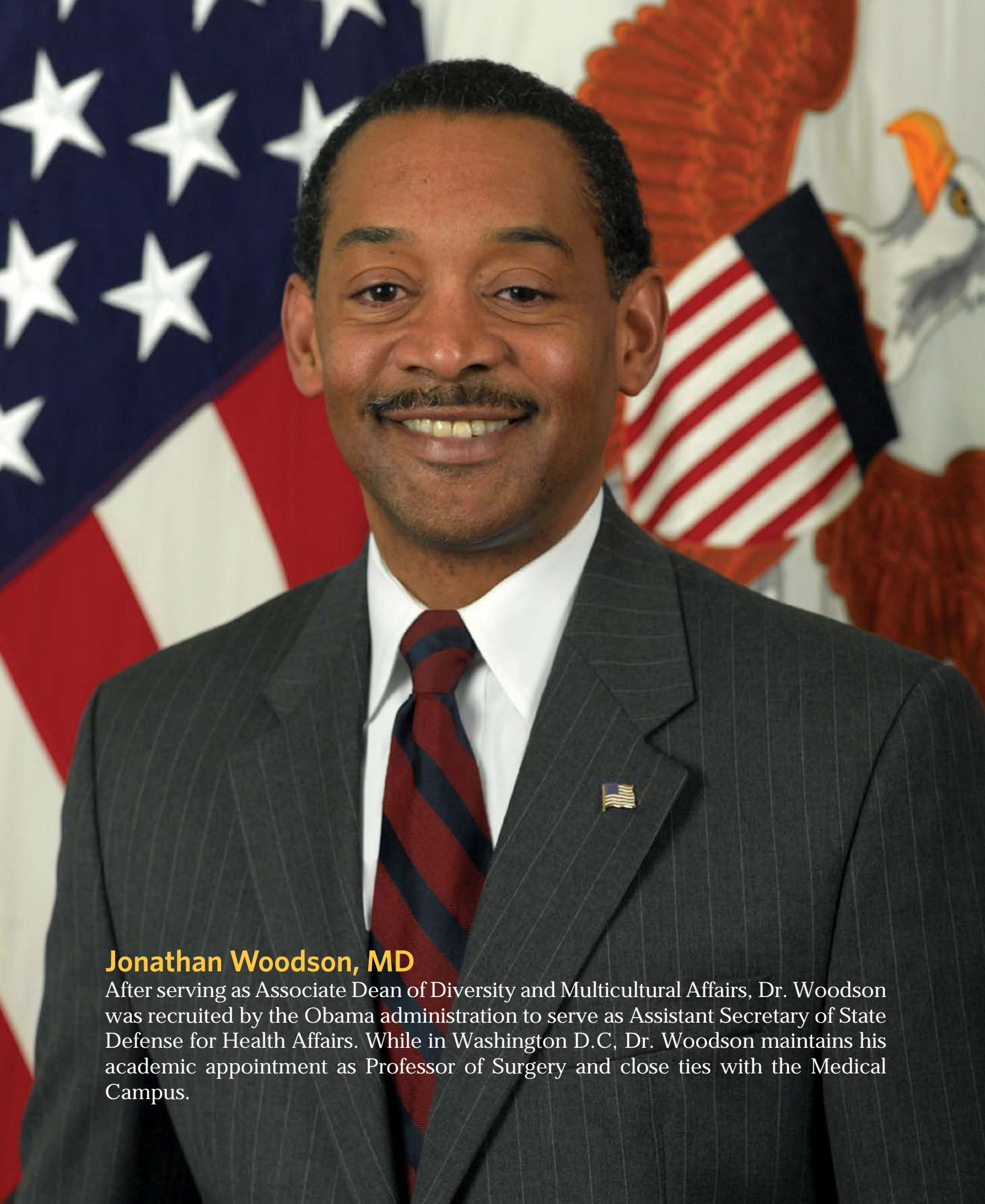
Nicolette A. Oleng, MD

An instructor in the Department of Medicine, Dr. Oleng is originally from Kenya.



Marshall Fleurant MD, MPH

Assistant Professor of Medicine, Dr. Fleurant has interests in improving the quality of care for underserved populations. He is a clinician educator teaching residents and medical students both in inpatient and outpatient settings. He mentors minority students through the Haitian Health Institute and participates in international resident education through the Haitian Medical Education Project. He also collaborates with other minority physicians discussing issues related to professional development, mentoring, and kinship through the Society of General Internal Medicine.



Jonathan Woodson, MD

After serving as Associate Dean of Diversity and Multicultural Affairs, Dr. Woodson was recruited by the Obama administration to serve as Assistant Secretary of State Defense for Health Affairs. While in Washington D.C, Dr. Woodson maintains his academic appointment as Professor of Surgery and close ties with the Medical Campus.



Samantha Kaplan, MD, MPH, Glen Zamanski, PhD, and Jonathan Woodson, MD in the faculty dressing room before commencement 2014.

Glen Zamanski, PhD

Assistant Dean for Premedical Studies and Director of Prehealth Programs at Boston University, he is intimately involved with the early selection programs to the School of Medicine and serves as advisor for the Minority Association of Premedical Students and Global Medical Brigades.



Justin McCummings, MEd

Mr. McCummings directs Boston Medical Center’s Office of Minority Physician Recruitment. This office works collaboratively with the Medical School’s Office of Diversity and Multicultural Affairs and is dedicated to attracting and retaining under-represented minority (URM) residents and fellows to our post-graduate training programs. Mr. McCummings travels around the country to regional and national conferences and medical schools in an effort to promote our training programs. He also organizes several social events each year dedicated to fostering interpersonal relations among residents, fellows and individuals with an interest in underrepresented minorities in healthcare. From left: Justin McCummings and Osamede Obanor, BUSM medical student.



Caroline Apovian, MD

A Professor of Medicine specializing in endocrinology and in the treatment of obesity, Dr. Apovian is of Armenian ancestry and very familiar with the challenges women face to attain academic recognition. Dr. Apovian can be a resourceful mentor to students and faculty alike, particular for women pursuing an academic career while balancing raising a family.



Wendoly Ortiz Langlois

An attorney and currently Associate General Counsel at BMC, she is of Puerto Rican descent and is particularly interested in minority issues.



Renee D. Boynton-Jarrett, MD, ScD

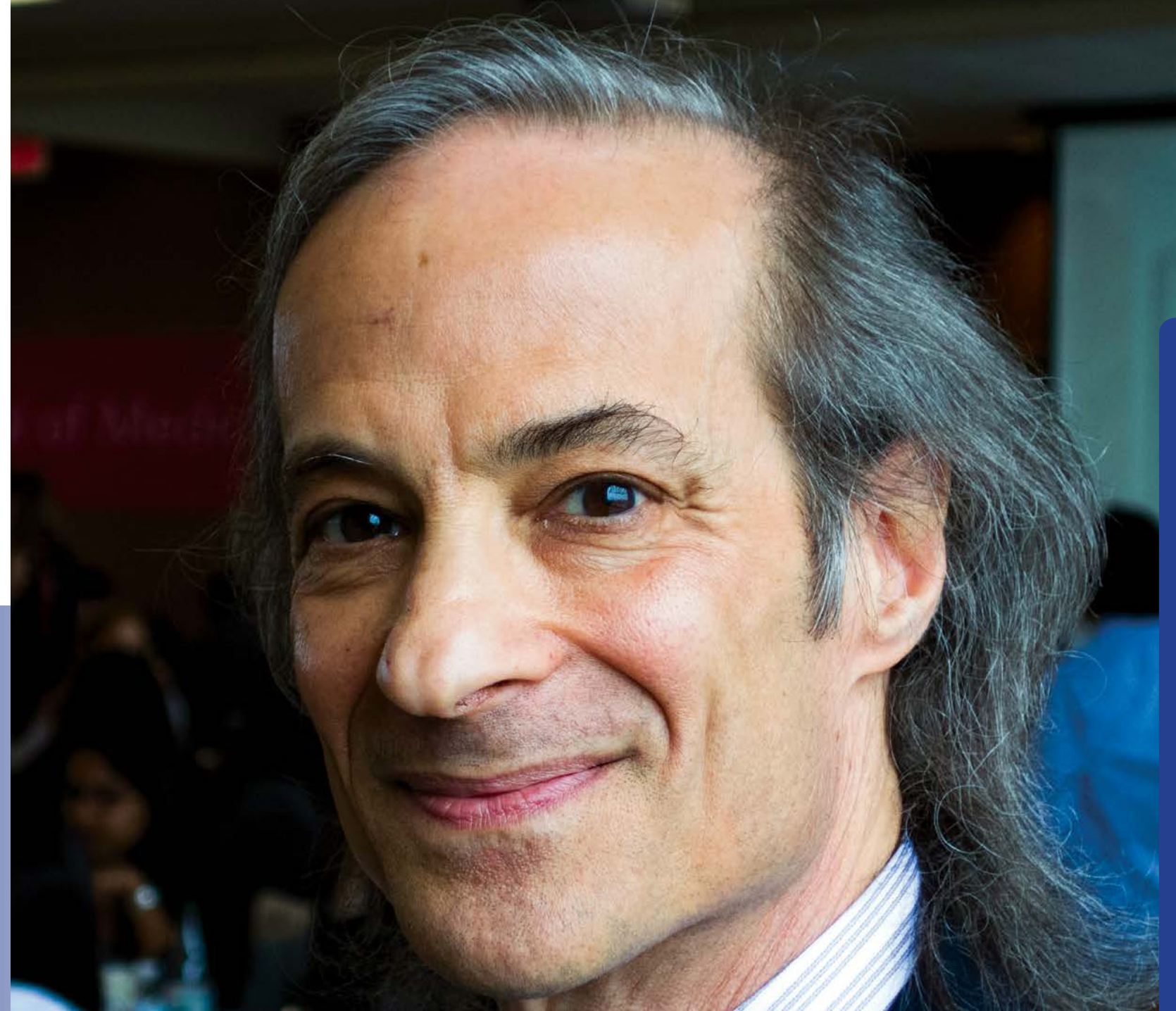
Pediatrician and social epidemiologist at Boston Medical Center, Dr. Boynton-Jarrett is Associate Professor of Pediatrics and her work focuses on early-life adversities as life course social determinants of health. She is also interested in the intersection of community violence, intimate partner violence, and child abuse and neglect and neighborhood characteristics that influence these patterns.



Samantha Kaplan, MD, MPH

Assistant Professor of Gynecology and Obstetrics and the Director of the Early Medical School Selection Program at Boston University School of Medicine, Dr. Kaplan has a particular interest in the impact racial and cultural issues have on healthcare and she has published articles and lectured on issues related to the promotion and advancement of underrepresented faculty in academic medicine. Her passion and indefatigable dedication to the recruitment and education of underrepresented minorities in medicine are manifested in every aspect of her professional life.

“Diversity is integral to the mission of both BUSM and BMC. Therefore it is critical that we build on the opportunities and commitment currently present on our campus to achieve the level of representation and climate of inclusion essential for the excellence to which we aspire.”



Robert Witzburg, MD

Professor of Medicine and the Associate Dean and Director of Admissions at Boston University School of Medicine, Dr. Witzburg is a national leader in medical school admissions programs focusing on holistic review as a tool to enhance the diversity of the physician workforce and decreasing disparities in healthcare. Dr. Witzburg is a proponent of a flexible and individualized assessment of each applicant’s capabilities as explained in his New England Journal of Medicine “Perspective” article titled “Holistic Review — Shaping the Medical Profession One Applicant at a Time” (N Engl J Med 2013; 368:1565-1567). No one has more impact than Dr. Witzburg on the extraordinarily diverse profile of each entering class in our Medical School.



Lance Martin

Administrative Assistant in the Office of Diversity and Multicultural Affairs as well as an accomplished band leader and flutist, he can be seen participating in a variety of multicultural and musical events on Campus.



Malissia Evans

An Administrative Coordinator in the Office of Diversity and Multicultural Affairs, she has been in this position for almost 20 years and has served as an advisor for many underrepresented minority students.



Jean E. Ramsey, MD

Associate Dean for Alumni Affairs and Associate Professor of Ophthalmology, she is also Vice Chair for Education and Residency Program Director in the Department of Ophthalmology. Dr. Ramsey has embraced diversity-related issues among the alumni with renewed enthusiasm.



Angela Jackson, MD

An Associate Professor of Medicine and Associate Dean for Student Affairs, she is responsible for guiding medical students through their education and facilitating an environment conducive to learning and professional development. Dr. Jackson works hand in hand with the Office of Diversity and Multicultural Affairs in creating an inclusive environment in the Medical School. Dr. Jackson grew up in Brazil and is fluent in Portuguese.



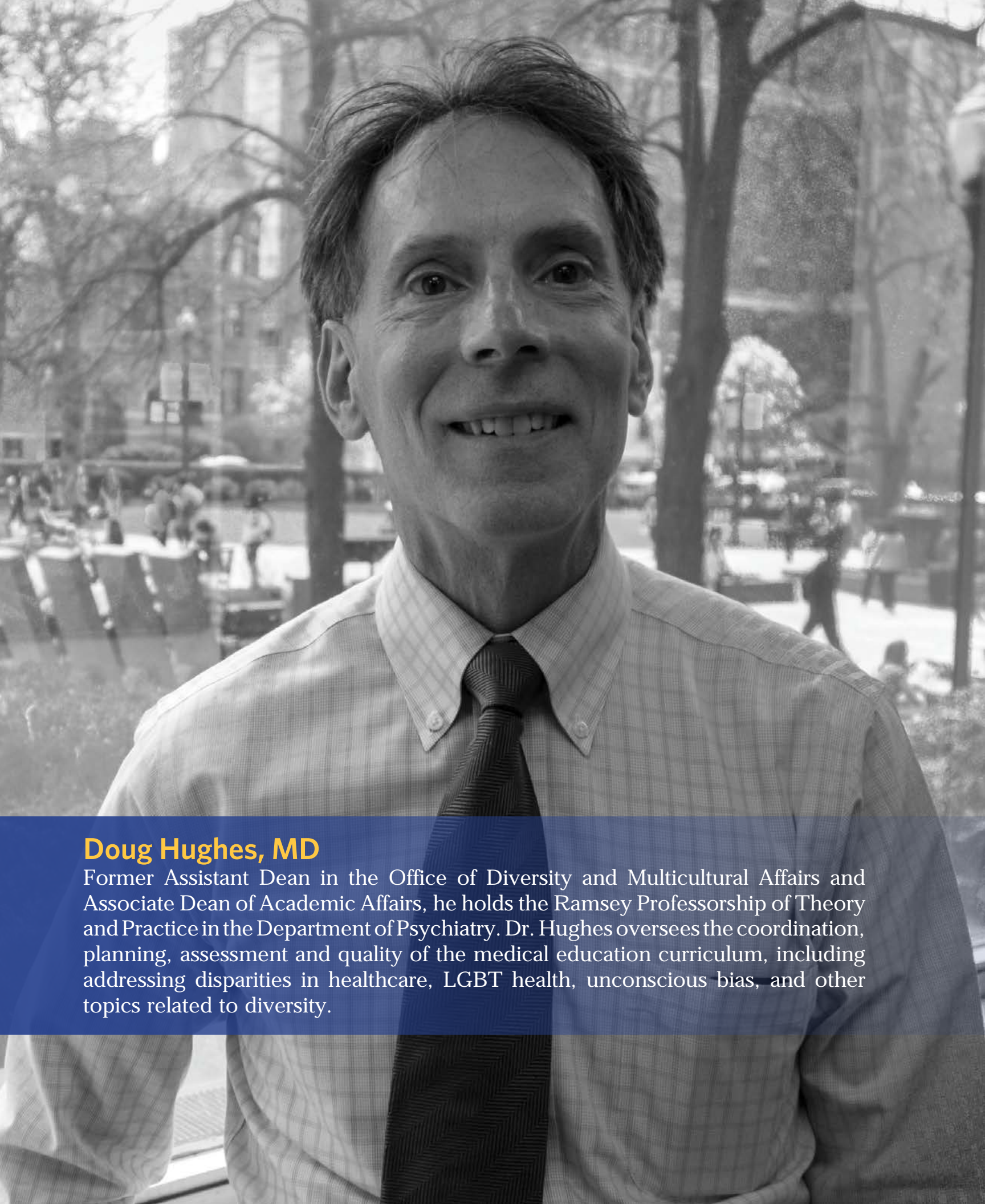
Sandra Cerda, MD

Assistant Professor of Pathology and Laboratory Medicine and the Director of Pathology Residency Program at BMC, Dr. Cerda is a native of Spain and attended medical school at the University of Alcala de Henares in Madrid prior to completing her residency and fellowship training at BMC.

Jose Rios, MD

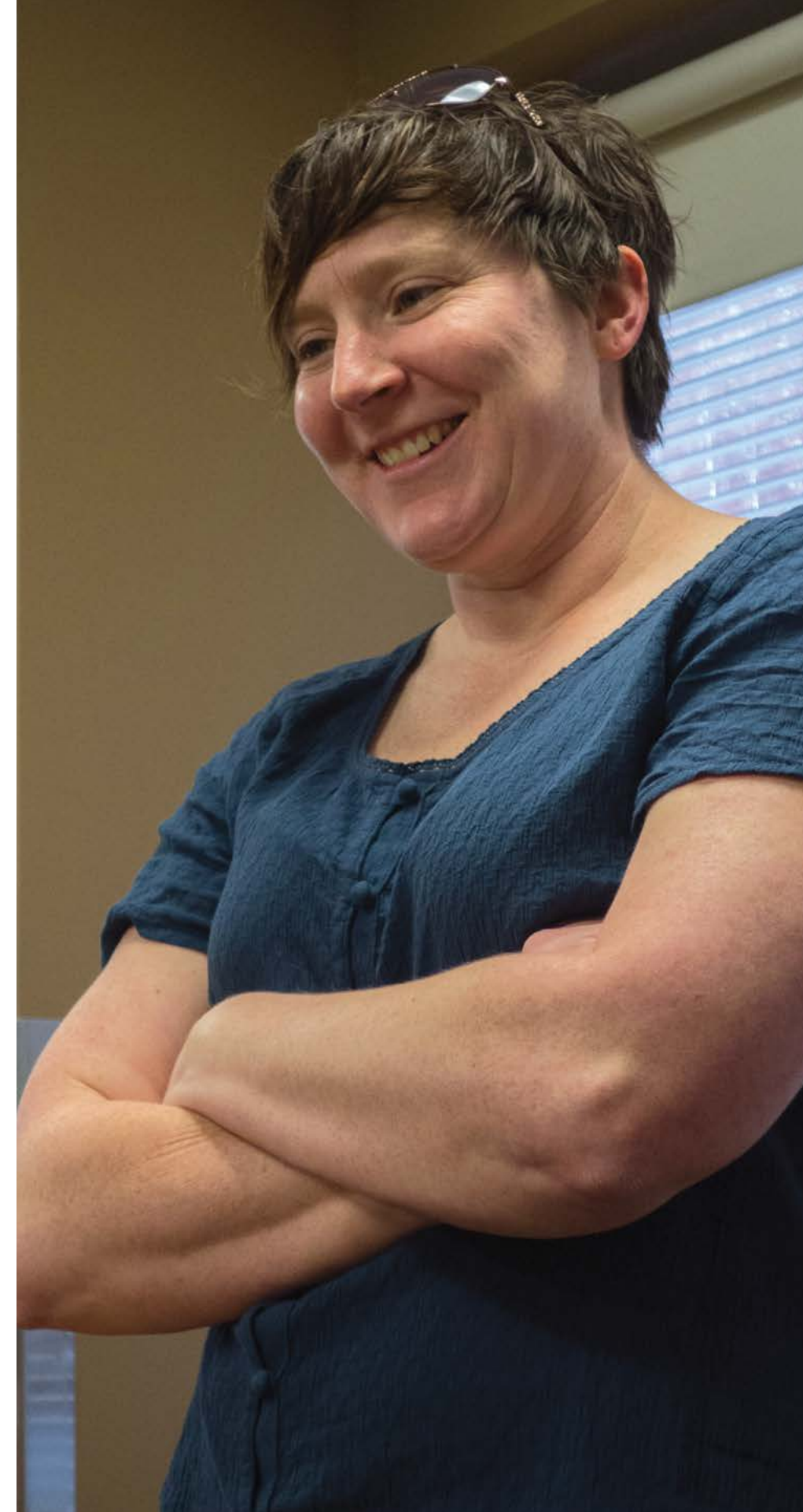
Assistant Professor of Anesthesiology at BMC, he has a particular interest in the health and wellness of those in the workplace, and is certified by the American Board of Integrative and Holistic Medicine. Dr. Rios is a native of Panama.





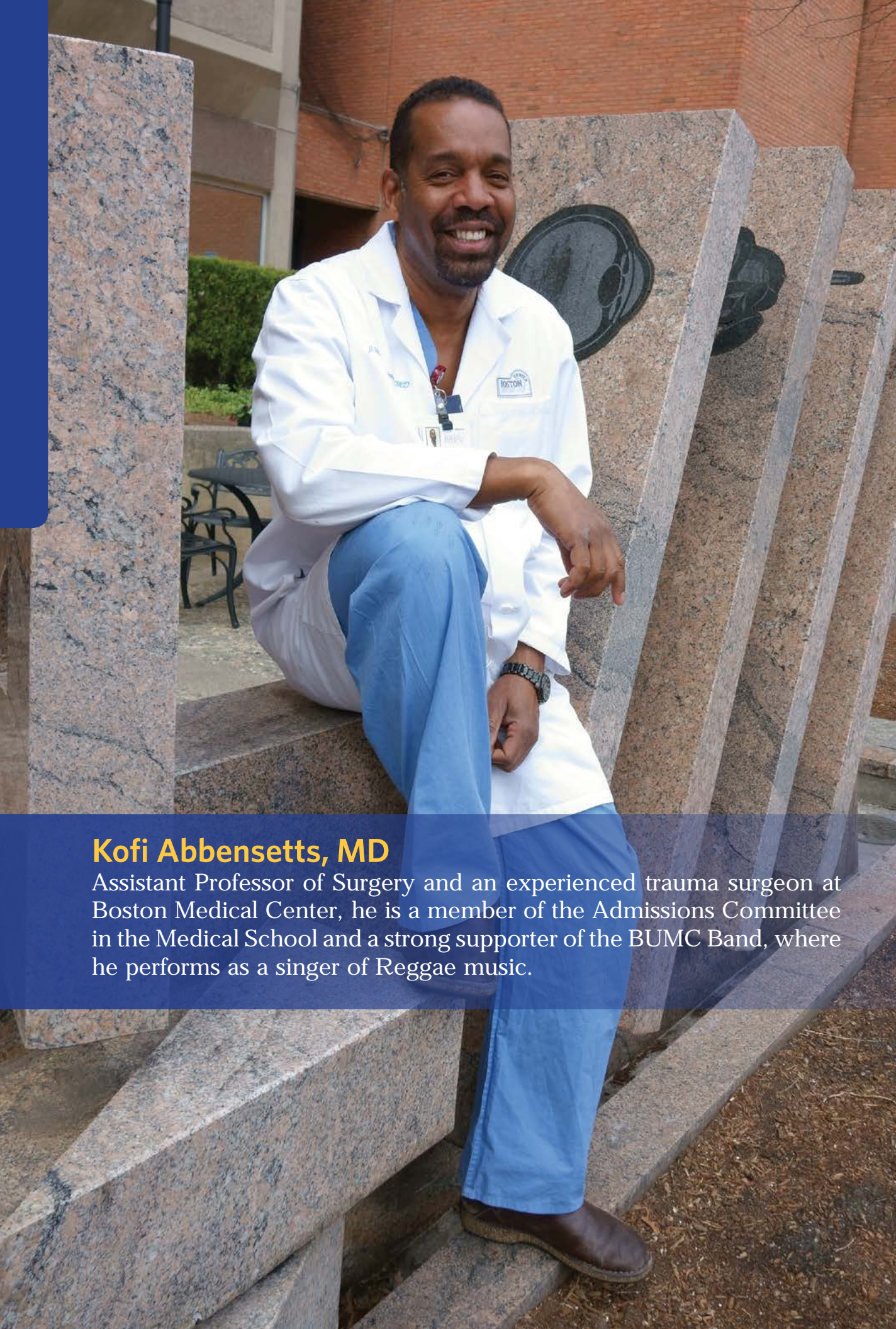
Doug Hughes, MD

Former Assistant Dean in the Office of Diversity and Multicultural Affairs and Associate Dean of Academic Affairs, he holds the Ramsey Professorship of Theory and Practice in the Department of Psychiatry. Dr. Hughes oversees the coordination, planning, assessment and quality of the medical education curriculum, including addressing disparities in healthcare, LGBT health, unconscious bias, and other topics related to diversity.



Ann Zumwalt, PhD

Assistant Professor and the Course Director for the Medical Gross Anatomy and the Teaching in Biomedical Sciences courses, Dr. Zumwalt also serves as a faculty advisor for the BU Medical Campus gay and lesbian organization BUMC Pride (Formerly MedGLO).



Kofi Abbensetts, MD

Assistant Professor of Surgery and an experienced trauma surgeon at Boston Medical Center, he is a member of the Admissions Committee in the Medical School and a strong supporter of the BUMC Band, where he performs as a singer of Reggae music.



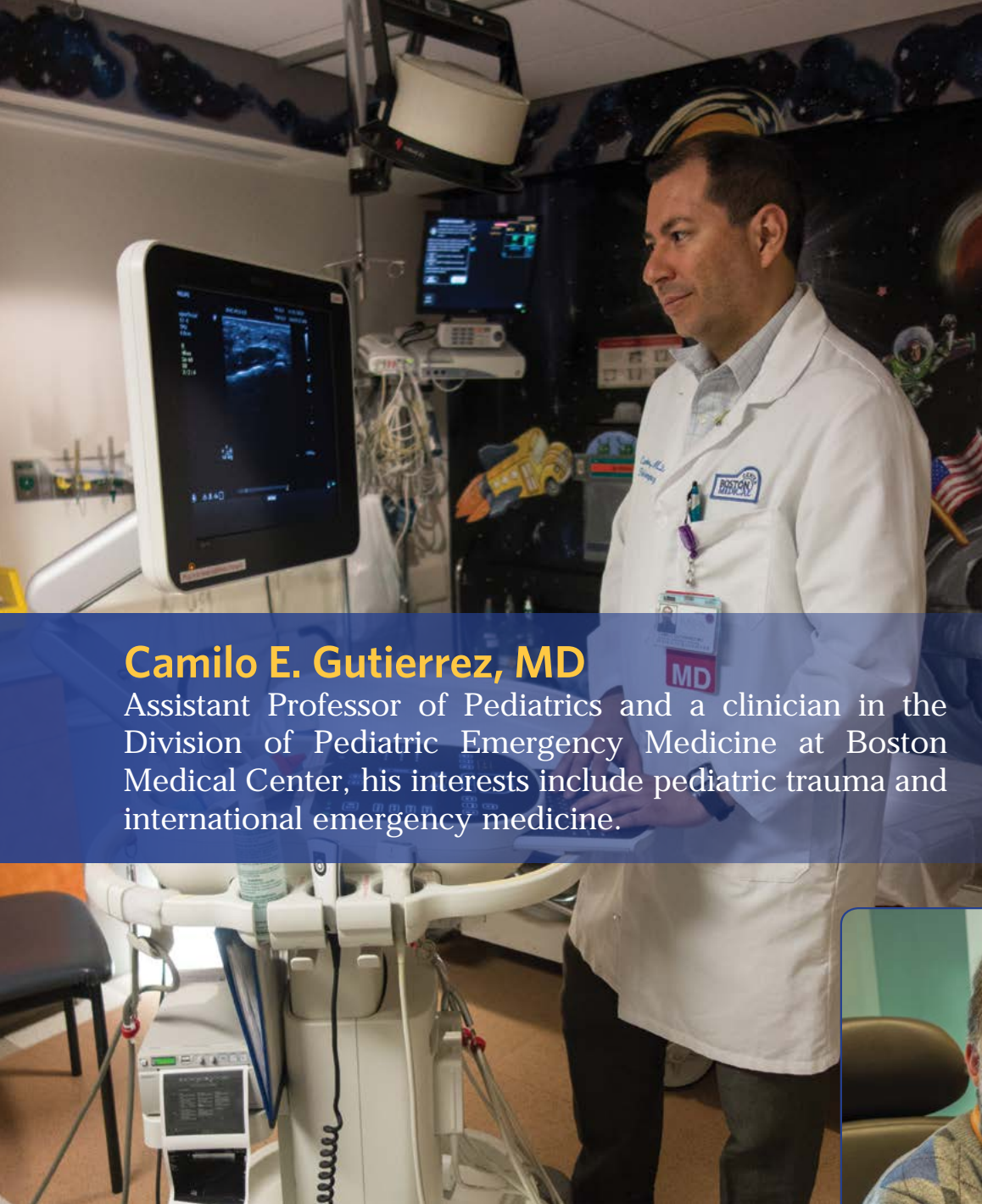
Lillian McMahon, MD

An Associate Professor of Pediatrics and Medicine specializing in pediatric hematology and oncology, she is an expert in sickle cell anemia. Dr. McMahon is of Puerto Rican, Native American, and Portuguese ancestry. She grew up and attended medical school in Brazil, and is equally comfortable speaking Spanish and Portuguese.

Jane Liebschutz, MD

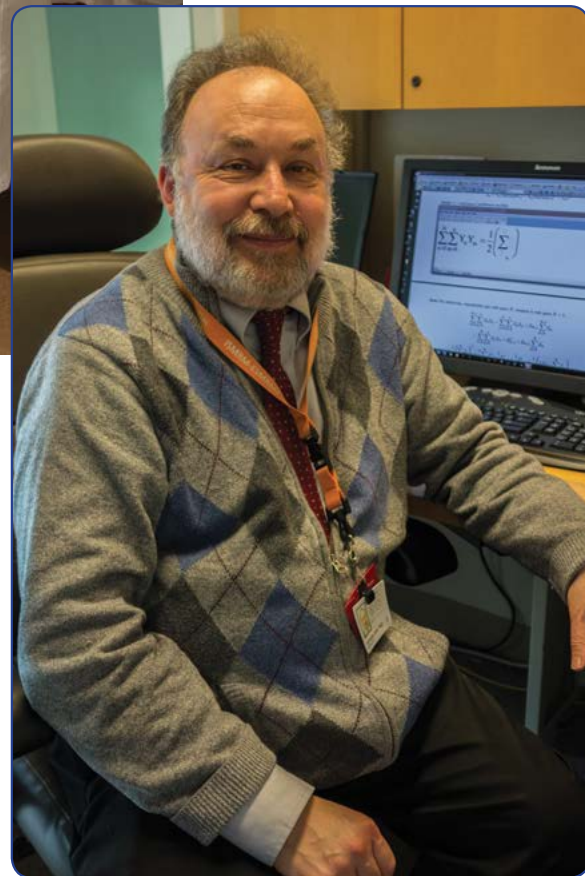
Dr. Liebschutz is an Associate Professor of Medicine and Community Health Science. As the Medical Dental Staff Wellness Director, Dr. Liebschutz aims to connect faculty and staff to available resources on campus to promote health and wellness, self-care and mutual support. The Wellness Program includes core values of physical health, psychological and spiritual wellness, social connectedness, and a sense of engagement. The Wellness-Program website is www.bumc.bu.edu/wellness and includes a variety of information, including resources for new mothers such as on-campus lactation rooms and child care.





Camilo E. Gutierrez, MD

Assistant Professor of Pediatrics and a clinician in the Division of Pediatric Emergency Medicine at Boston Medical Center, his interests include pediatric trauma and international emergency medicine.



Hernán Jara, PhD

Professor of Radiology and Adjunct-Professor of Biomedical Engineering, he is a key figure in the research enterprise of the Department of Radiology. Dr. Jara is a physicist, an accomplished investigator and an experienced mentor.

José M. Cacicedo, MA, PhD

An Instructor in the Department of Medicine, Section of Endocrinology, Dr. Cacicedo is interested in understanding and “overcoming the challenges faced by new and junior minority faculty of either sex.” He explains that “the challenges range from how to find appropriate mentorship, how to handle the hurdles of funding, to how to generate a diverse, meaningful, and inclusive sense of community.”



Tesfaldet Tecle, PhD

Research Assistant Professor in the Department of Medicine, Hematology, and Medical Oncology.



Alcy Torres, MD

An Assistant Professor of Pediatric Neurology, Dr. Torres spearheads the bilingual pediatric neurology clinic at East Boston Neighborhood Health Center, providing care and advising families about neurological disorders in either Spanish or English. Dr. Torres, who has been named one of Boston's best pediatric neurologists by Boston Magazine, is committed to strengthening BMC's presence in pediatric neurology and in the Hispanic community.



Julio Mazul, MD, MPH

An instructor in the Department of OB/GYN and the Associate Clerkship Director, Dr. Mazul has been a recipient of the Humanism Award in Medicine. His interests include community medicine and Hispanic Women's Health. He also serves as the Medical Director of the OB/GYN department at East Boston Neighborhood Health Center, which provides service to a significant part of the Latin American immigrant population in the Boston area.

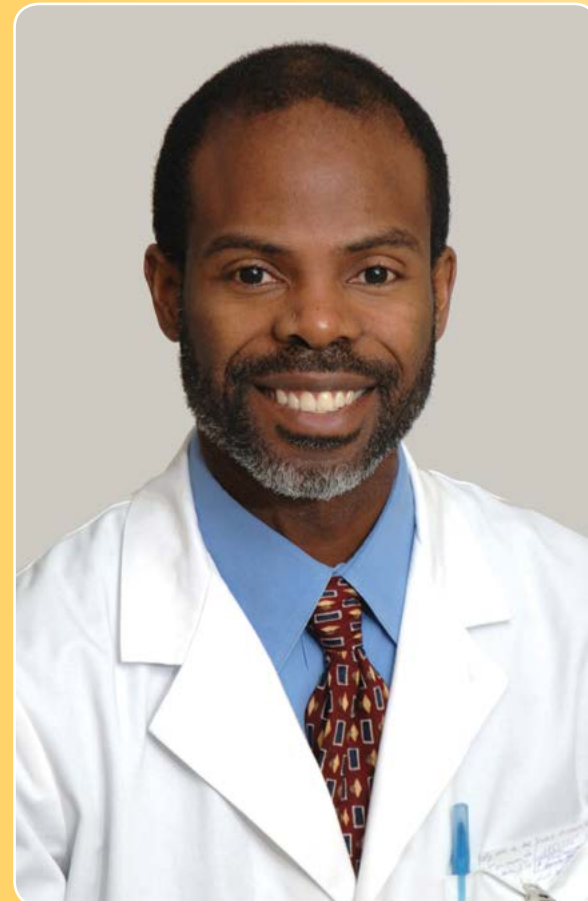


Carmen Sarita, MD

An Assistant Professor of Pathology and Laboratory Medicine, she was born in the US and later moved to the Dominican Republic, where she studied at Universidad Nacional Pedro Henríquez Ureña in Santo Domingo. Dr. Sarita maintains close professional relations with her alma mater in the Dominican Republic and is an active participant in diversity affairs and medical student education. She is also a member of the BUSM Admissions Committee.

Julien Dedier, MD, MPH

An Associate Professor of Medicine, Dr. Dedier has dedicated time to researching the influence of ethnic and cultural factors on risk-related behaviors for cardiovascular disease and cancer in the underprivileged urban population. Dr. Dedier has received NIH funding for his work as he continues to find ways to apply computer technology to create behavior interventions tailored to specific ethnic and cultural groups.





Cassandra Pierre, MD, MPH

An Instructor of Medicine at the Boston University School of Medicine, she completed her internal medicine residency training as well as her fellowship at Boston Medical Center. Her research interests include the risk of occupational exposures to blood borne viruses among health care workers in developing countries, biomarkers assessing the tuberculosis treatment outcomes and the interaction between tuberculosis and HIV. She is currently completing coursework for her Masters of Science in Epidemiology through the Boston University School of Public Health.

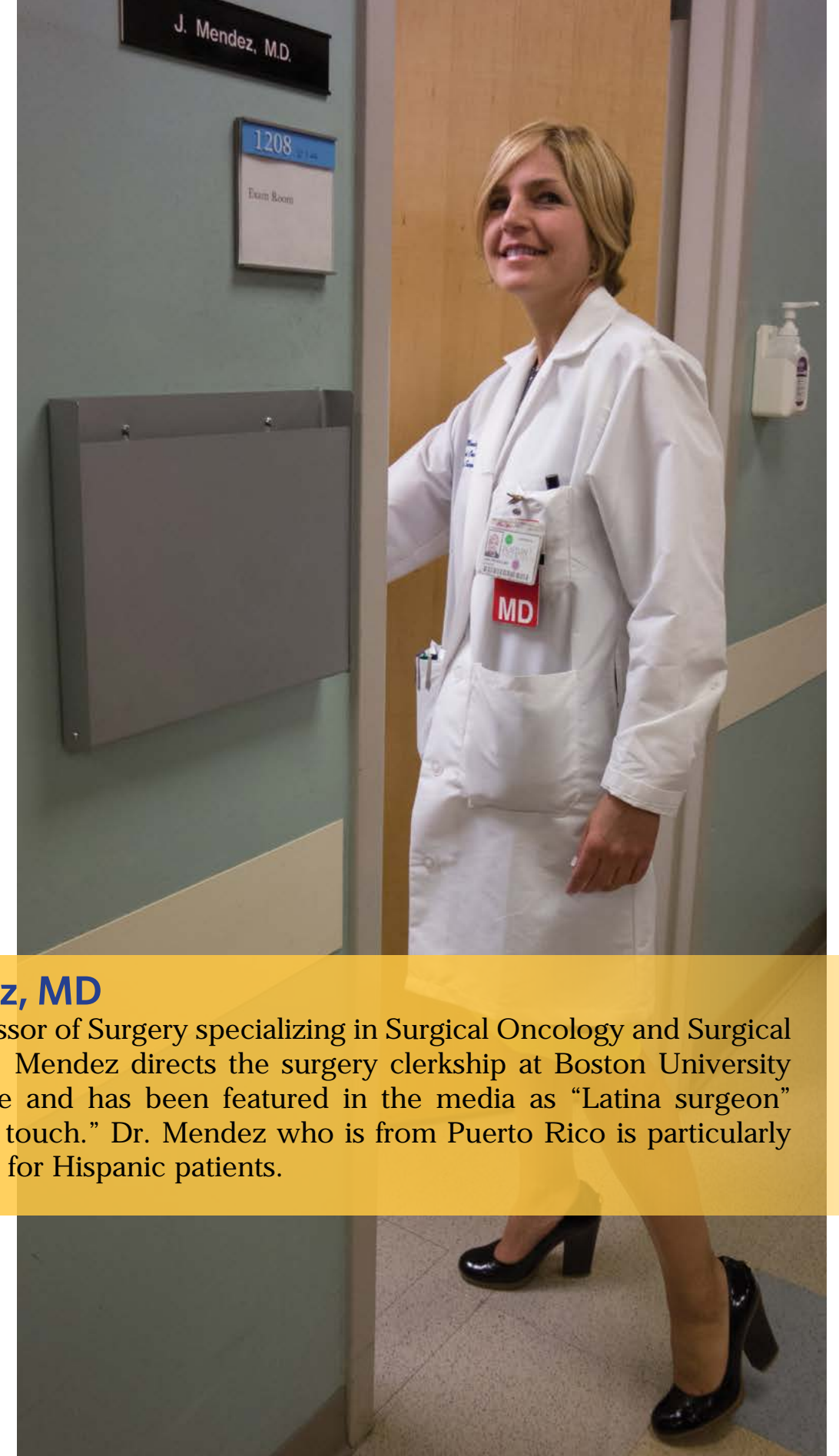
Michael A. Grodin, MD

A graduate of the Albert Einstein College of Medicine of Yeshiva University and Professor of Bioethics, Human Rights, Psychiatry, Family Medicine and Senior Faculty of Judaic Studies at the Elie Wiesel Center for Judaic Studies at Boston University, he is a descendant of four generations of Rabbis and Jewish Educators and serves as the Faculty Adviser for the Maimonides Society for Jewish students, faculty and staff. He has published two books on Medicine and the Holocaust and is a consultant to the Rabbinic Court on Jewish Law and Medicine. He is also the Medical Ethicist for the Boston University Medical Campus.



Jane E. Mendez, MD

An Associate Professor of Surgery specializing in Surgical Oncology and Surgical Endocrinology, Dr. Mendez directs the surgery clerkship at Boston University School of Medicine and has been featured in the media as “Latina surgeon” with a “humanistic touch.” Dr. Mendez who is from Puerto Rico is particularly dedicated to caring for Hispanic patients.





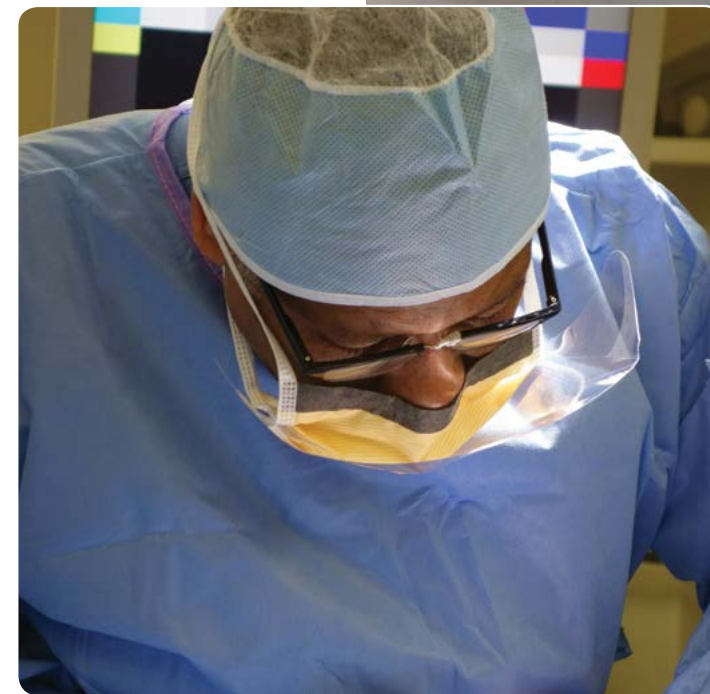
John Polk, MD

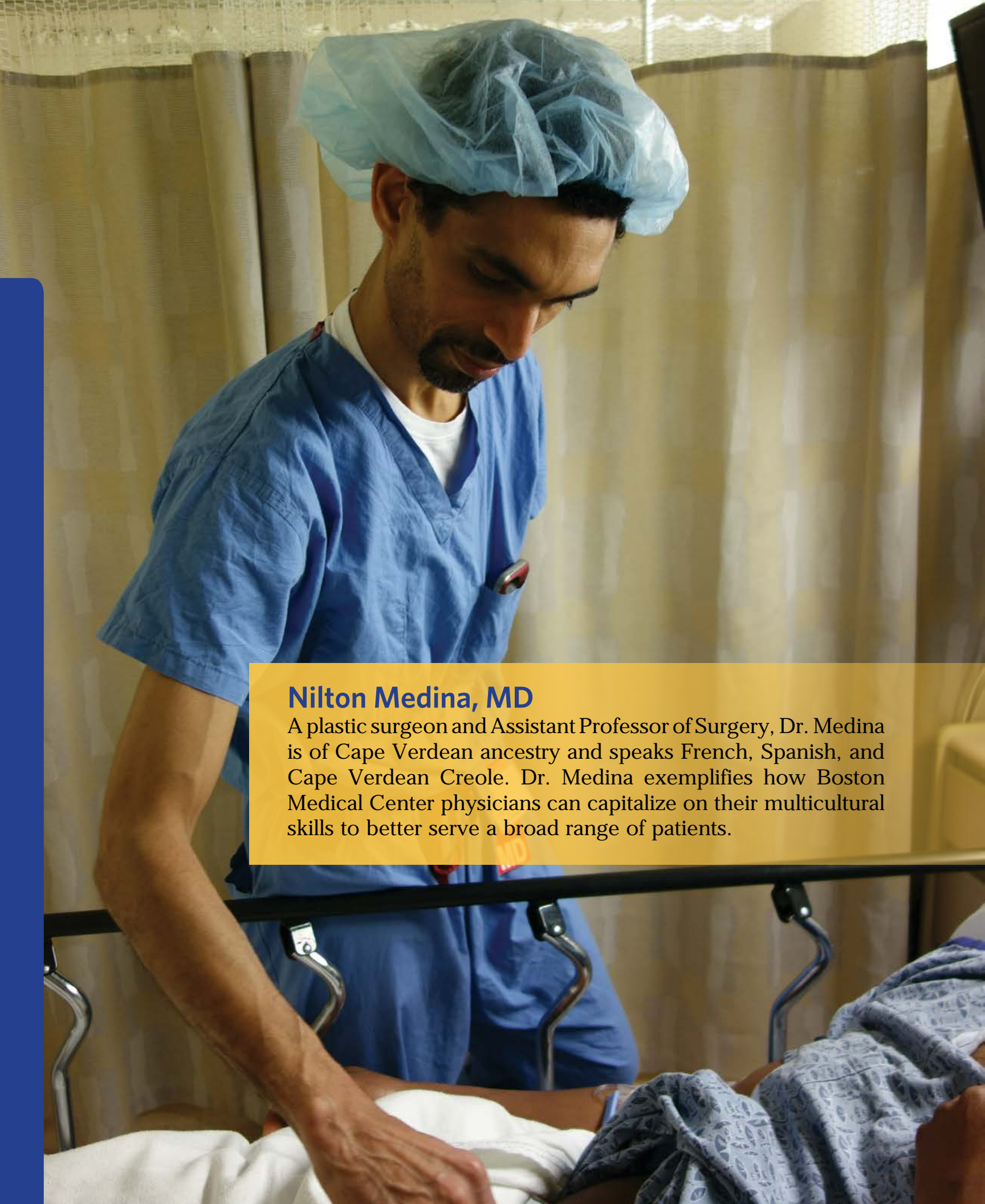
A graduate of Boston University School of Medicine and an Assistant Dean of Student Affairs as well as a retired thoracic surgeon, Dr. Polk describes himself as “an African American male born in segregated Mississippi with formative years in the 50s and 60s.” He writes, “fortunately, I was raised in a family with strong moral and ethical convictions and understood the value and power of education in the development of the individual and society. I was raised to pursue excellence, value differences, and be compassionate towards others.” Dr. Polk believes that we must “identify and address the challenges presented by this new and robust environment of diversity and inclusion for the purpose of enabling us to excel as an institution.”



JR Larrieux, MD, MPH

Director of the Urogynecology Program at BMC and a Clinical Associate Professor of Obstetrics and Gynecology, Dr. Larrieux, who is of Haitian ancestry, believes that “Boston University has a rich tradition of inclusion.” He emphasizes that “Blacks of African-American, Caribbean, African and other origins are valued members of the community and can find role models and mentors of any ethnicity.”





Nilton Medina, MD

A plastic surgeon and Assistant Professor of Surgery, Dr. Medina is of Cape Verdean ancestry and speaks French, Spanish, and Cape Verdean Creole. Dr. Medina exemplifies how Boston Medical Center physicians can capitalize on their multicultural skills to better serve a broad range of patients.



Ebonie Woolcock, MD, MPH and Raja Sayegh, MD,

pause after finishing a gynecological surgical procedure in the operating room. Dr. Woolcock is Chief Resident in the Obstetrics & Gynecology Residency Program and EMSSP BUSM Graduate. Dr. Sayegh, a native of Lebanon, is Associate Professor of Obstetrics and Gynecology and an active participant and supporter of diversity-related activities.



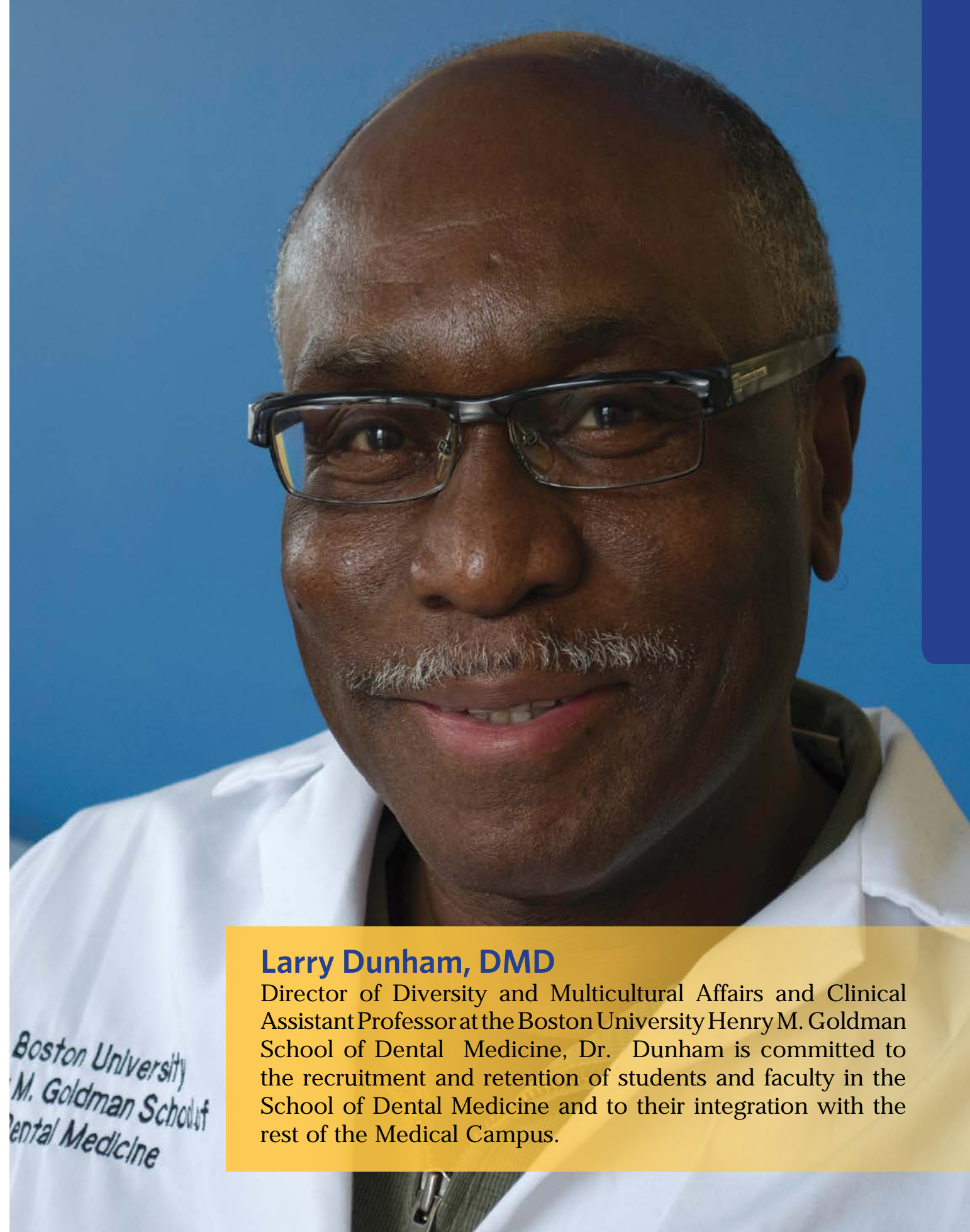
Kitt Shaffer, MD, PhD

Professor of Radiology and Vice-Chair for Education in Radiology, Dr. Shaffer is Chair of the Faculty Appointments and Promotions Committee and has a thorough understanding of the requirements and challenges faculty face to strengthen their resumes and be promoted to the next academic rank.



Natalie P. Joseph, MD

An Assistant Professor of Pediatrics specializing in Pediatric Adolescent Medicine, she examines a child. Dr. Joseph speaks French, Haitian-Creole and Spanish.



Larry Dunham, DMD

Director of Diversity and Multicultural Affairs and Clinical Assistant Professor at the Boston University Henry M. Goldman School of Dental Medicine, Dr. Dunham is committed to the recruitment and retention of students and faculty in the School of Dental Medicine and to their integration with the rest of the Medical Campus.

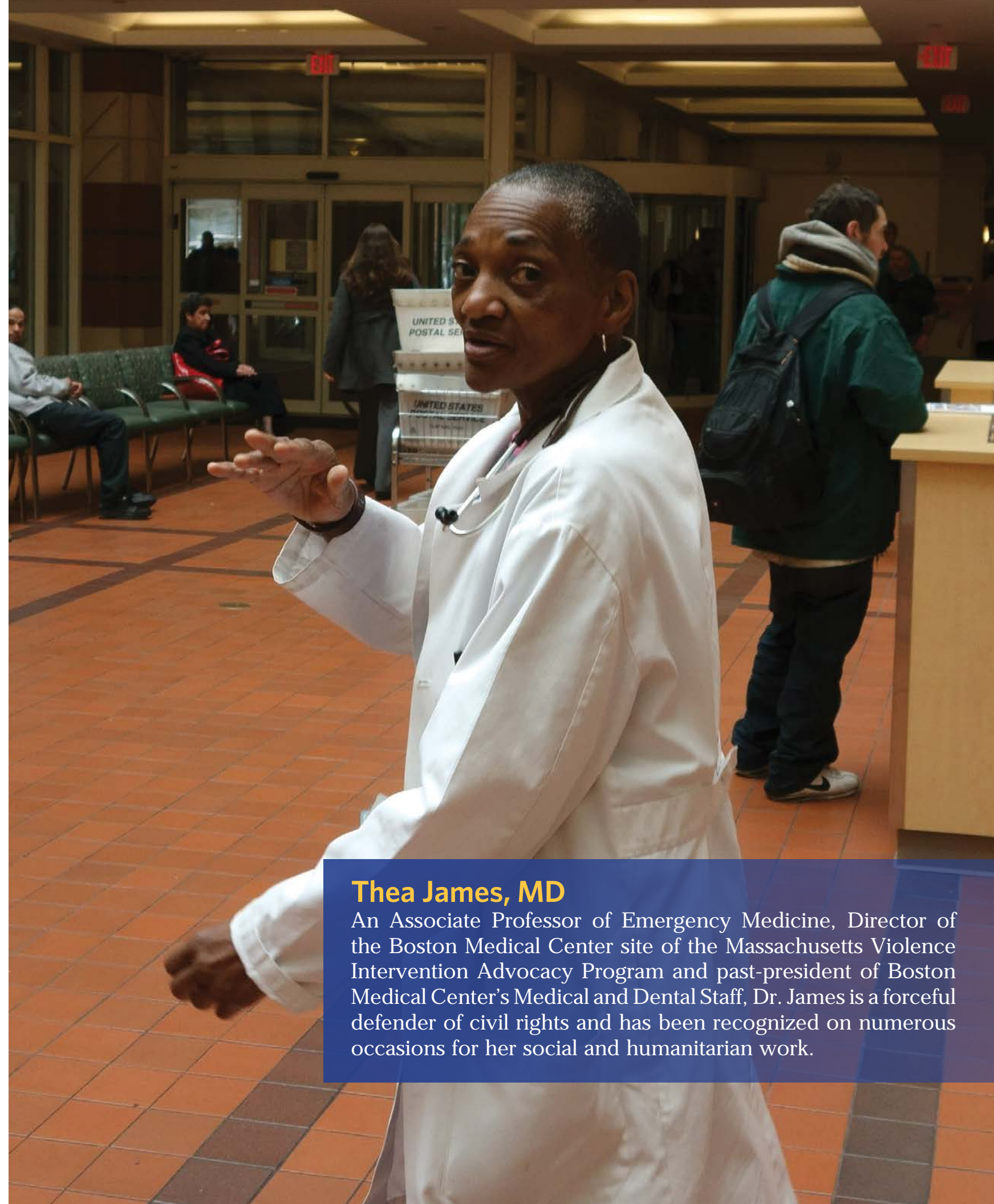


Richard K. Babayan, MD

Dr. Babayan is a Professor and Chairman of Urology and a Chief Urologist. He states, “I felt a natural gravitation to medicine, as the son of an Armenian Genocide survivor. There have been many physicians of Armenian ancestry at BUSM, most notably our former Dean and BU president, Aram Chobanian. The passion for excellence in education without regard to race, gender or ethnicity has been reflected within the Department of Urology, which chooses residents on the basis of their knowledge and skills. In recent years, we have been fortunate to have many excellent female residents and faculty members.”

Linda Ng, MD

Dr. Ng is an Assistant Professor of Urology with a special interest in female urology, neurology, incontinence, and pelvic reconstruction. Although urology is by far a male-dominated discipline, the number of female urologists has increased in recent years. As an Asian woman in her specialty, she adds an important element of diversity to our Medical Center.



Thea James, MD

An Associate Professor of Emergency Medicine, Director of the Boston Medical Center site of the Massachusetts Violence Intervention Advocacy Program and past-president of Boston Medical Center’s Medical and Dental Staff, Dr. James is a forceful defender of civil rights and has been recognized on numerous occasions for her social and humanitarian work.



Rhoda Alani, MD

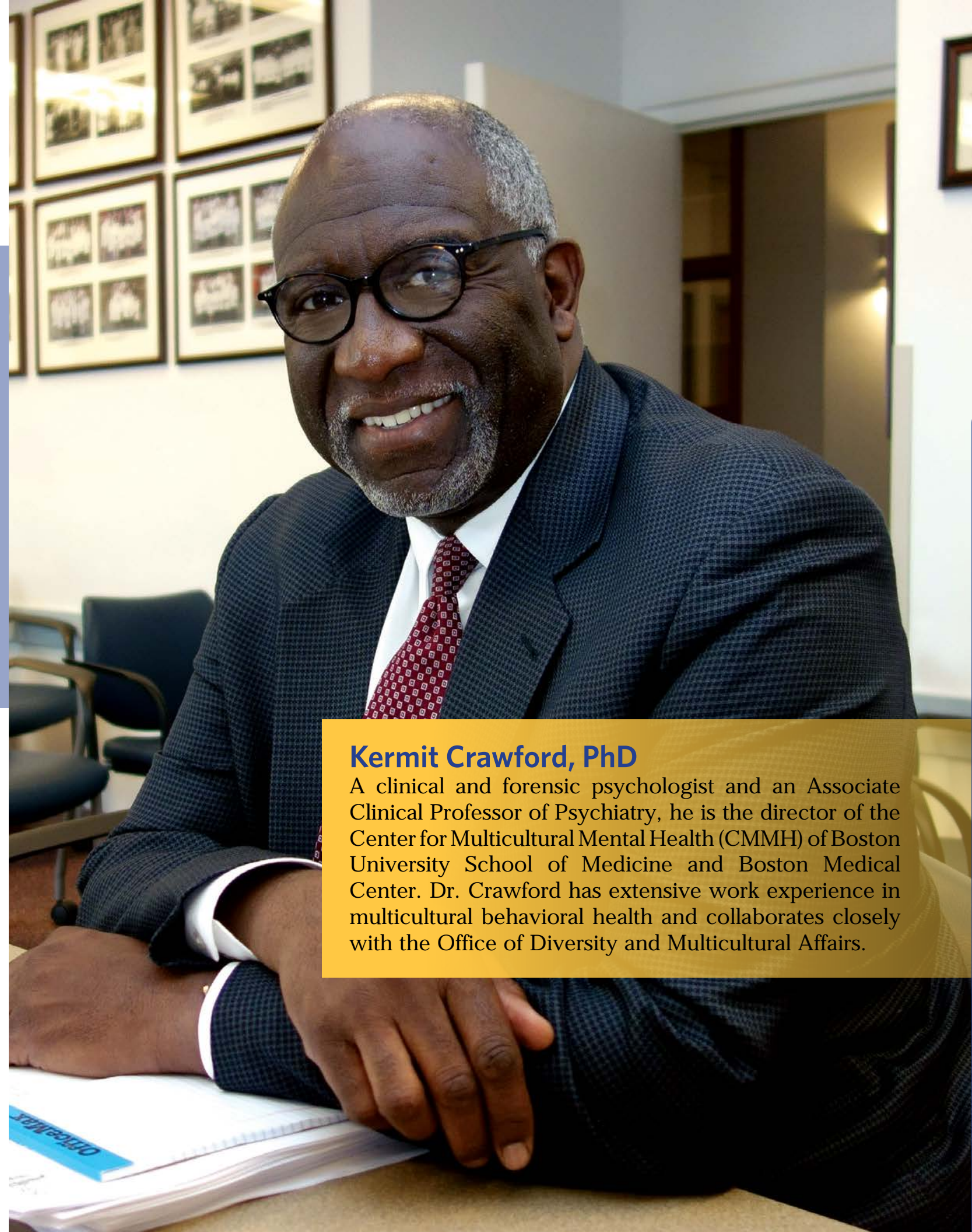
Dr. Alani is the Herbert Mescon Professor and Chair, Department of Dermatology, Boston University School of Medicine and Dermatologist-in-Chief Boston Medical Center.

“One of the critical aspects of Boston University School of Medicine that led me to pursue the position of Chair of Dermatology was the diverse nature of its visionary leadership. Having women at the helm of both the School of Medicine and Medical Center assured me that I would be in a supportive environment. The heterogeneous composition of the faculty in the Department of Dermatology is a testament to our forward-thinking management teams and reflects the diversity of the community that we serve. This is a tremendous source of pride for me.”



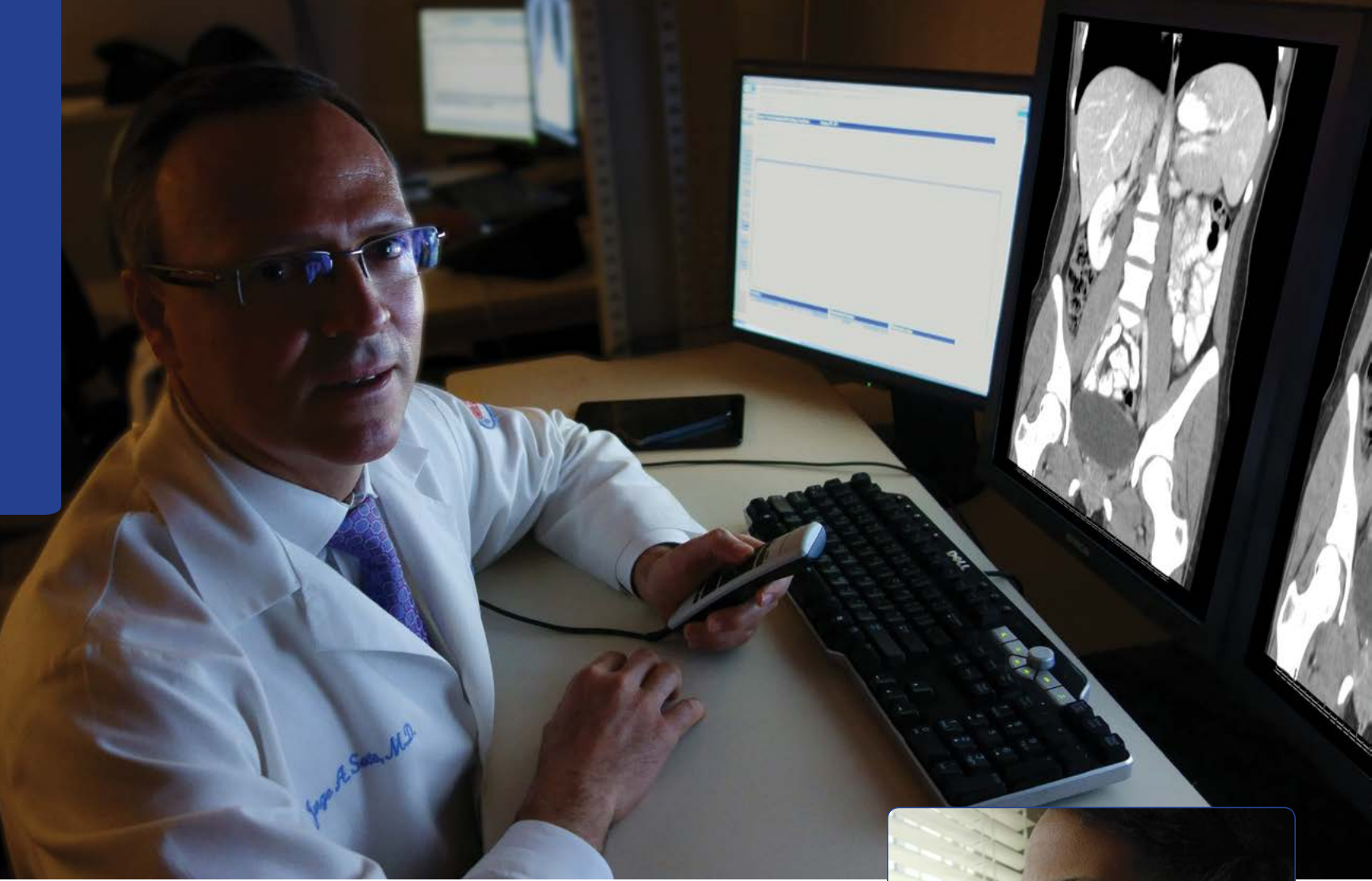
Carlos Kase, MD

Neurologist-in-Chief of Boston Medical Center and Professor and Chair of the Department of Neurology at Boston University School of Medicine, Dr. Kase was born in Buenos Aires, Argentina, and earned his MD degree in Santiago, Chile. Dr. Kase is an internationally renowned neurologist who has earned numerous distinctions in the United States and abroad. Dr. Kase is particularly sensitive about issues impacting minorities and has participated closely in diversity-related affairs on the Medical Campus.



Kermit Crawford, PhD

A clinical and forensic psychologist and an Associate Clinical Professor of Psychiatry, he is the director of the Center for Multicultural Mental Health (CMMH) of Boston University School of Medicine and Boston Medical Center. Dr. Crawford has extensive work experience in multicultural behavioral health and collaborates closely with the Office of Diversity and Multicultural Affairs.



Jorge Soto, MD

A Professor of Radiology and Vice-Chair of Research in the Department of Radiology and a renowned researcher and clinician, Dr. Soto was born and educated in Colombia. He has declared being “a strong believer in the rewards and satisfactions that come with hard work and in recognizing efforts and accomplishments of all individuals.” The Office of Diversity and Multicultural Affairs presented Dr. Soto with an award as an outstanding Latino for his contributions to Boston Medical Center and Boston University School of Medicine during the event BUSM Goes Latin in 2013.

Marjory Charlot, MD, MPH, MSc

An Assistant Professor of Medicine and Medical Oncologist, she was born at Boston Medical Center and returned to BMC to complete her medical training in Internal Medicine and Hematology/Oncology. She is proud to share her heritage and experience as a Haitian American with patients, students, and colleagues and is committed to promoting diversity and inclusion through her research on cancer disparities and as a member of the Faculty Development and Diversity committee.



Maria Ramirez, PhD

An Associate Professor of Medicine, Pathology and Laboratory Medicine, Dr. Ramirez investigates genetic and epigenetic mechanisms of gene regulation that control lung development and epithelial cell differentiation. After graduating at the University of Buenos Aires, Argentina, she moved to Massachusetts, where she built up her research career first at UMass Medical Center and then at Boston University. She learnt from mentors and peers all the aspects of academic research and now she is willing to share them to women and latinos who are at the beginning of their scientific careers. Dr. Ramirez is a valuable resource for all students and faculty, particularly for women and Latinos seeking a career in research.



Angelina Mercier, MD

An Assistant Professor of Pediatrics specializing in pediatric endocrinology, Dr. Mercier is of Cuban and Mexican ancestry who has an interest in diabetes and obesity, particularly among Hispanic children.



Yvette C. Cozier, DSc

An Assistant Professor of Epidemiology in the Boston University School of Public Health, Ms. Cozier chairs Boston University's Faculty Council Committee on Equity and Inclusion, which considers issues related to ensuring appropriate representation of any minority on the Boston University faculty. The Faculty Council Committee on Equity and Inclusion also considers issues pertinent to University women brought to the attention of the committee.



Lisa Kelly-Croswell

The Vice President of Human Resources at Boston Medical Center, Ms. Kelly-Croswell has more than two decades of experience in a wide range of global human resources leadership roles and has held senior positions at prominent national organizations such as Cigna, Monsanto and Frito-Lay. Ms. Kelly-Croswell has a keen interest in issues impacting the diversity of Boston Medical Center and the Medical Campus.

Barbara Catchings, MA

The Director of Diversity and Community Partnerships at Boston Medical Center, Ms. Catchings provides leadership, strategic, and program planning on the development and implementation of BMC's Diversity and Inclusion initiatives. She is also responsible for community partnerships that demonstrate BMC's commitment to its patients, the community, and the education of Boston's youth. She has more than 20 years of human resources management experience in several industries, including banking and academic research.





2014 Summer Undergraduate Research Program students.



William Cruikshank, PhD

As Professor of Medicine, Pathology and Laboratory Medicine at Boston University, he directs the Molecular and Translational Medicine Graduate Program within the Department of Medicine. Dr. Cruikshank has a keen focus on increasing diversity, and the awareness of the benefits of diversity, within the graduate programs at BUSM and is currently the Director of the Summer Undergraduate Research Program, providing summer research opportunities for under-represented minorities. Dr. Cruikshank serves as our liaison with the Division of Graduate Medical Sciences.



Anand Devaiah, MD

An Associate Professor of Otolaryngology, Neurosurgery, and Ophthalmology, Devaiah also is the president of the BMC Medical-Dental staff. He states, "I consider diversity a key element to our institution. Diversity reflects our patients, organizations, and society."



Sabrina Assoumou, MD

A Clinical Instructor of Medicine at BUSM specializing in Infectious Diseases, Dr. Assoumou (right) is pictured with Adam Johnson, BUSM II (left). Dr. Assoumou is involved in research on improving outcomes in patients with HIV and hepatitis C using comparative and cost-effectiveness analyses.

“Being a clinician scientist at Boston Medical Center has enabled me to be the kind of physician who I always wanted to be. Thanks to new HIV medications and the resources available at our clinic, I am able to build a strong partnership with my patients and serve our diverse population.”



Sheila Chapman, MD

An Assistant Professor of Medicine, she states, “If we don’t have diverse perspectives, we don’t know what we are missing.”



Jean Bosco Tagne, PhD

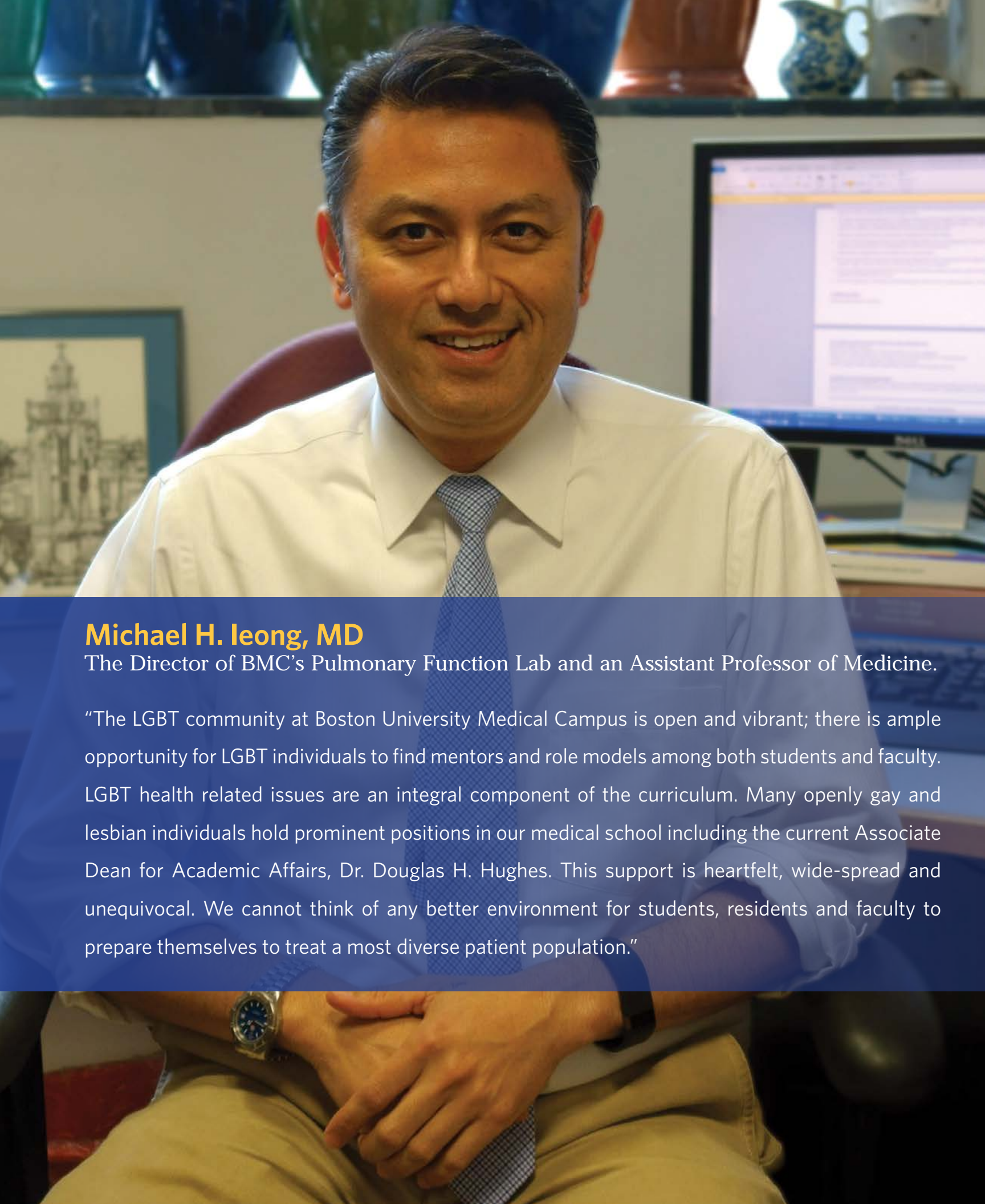
An Assistant Professor of Medicine and Molecular Medicine, Dr. Tagne is a native of Cameroon and studied at the University of Yaoundé and University of Ouagadougou.



Andrew Salama, MD, DDS

An Assistant Professor and Director of Oral & Maxillofacial Surgery at BMC and Director of the Residency Training Program at Boston University School of Dental Medicine, Dr. Salama said,

“I am a Jew with Latin American roots. Being a dentist and a physician specializing in the intersection of otolaryngology and oral surgery, I consider myself a hybrid, both ethnically and professionally.”



Michael H. Leong, MD

The Director of BMC's Pulmonary Function Lab and an Assistant Professor of Medicine.

"The LGBT community at Boston University Medical Campus is open and vibrant; there is ample opportunity for LGBT individuals to find mentors and role models among both students and faculty. LGBT health related issues are an integral component of the curriculum. Many openly gay and lesbian individuals hold prominent positions in our medical school including the current Associate Dean for Academic Affairs, Dr. Douglas H. Hughes. This support is heartfelt, wide-spread and unequivocal. We cannot think of any better environment for students, residents and faculty to prepare themselves to treat a most diverse patient population."



Anna Cervantes-Arslanian, MD

An Assistant Professor of Neurology and Neurosurgery, Dr. Cervantes has Mexican roots and she views Boston Medical Center as her "dream job" because of the ability to serve a diverse and underserved patient population.



Gustavo Mostoslavsky, MD, PhD

An Assistant Professor of Medicine and Microbiology and Founder of the Center for Regenerative Medicine, Dr. Mostoslavsky is originally from Argentina and completed his PhD in Israel. He maintains active collaborations with scientists in Latin American countries and is passionate about mentoring trainees from underrepresented minorities.



Patricia Bass, JD, MPH

An Associate General Counsel at BMC, Ms. Bass says, “My hobby as a violinist with the Cambridge Symphony is a powerful metaphor for my experience at Boston Medical Center: all the instruments, no matter how different, are essential to the performance of the work.”

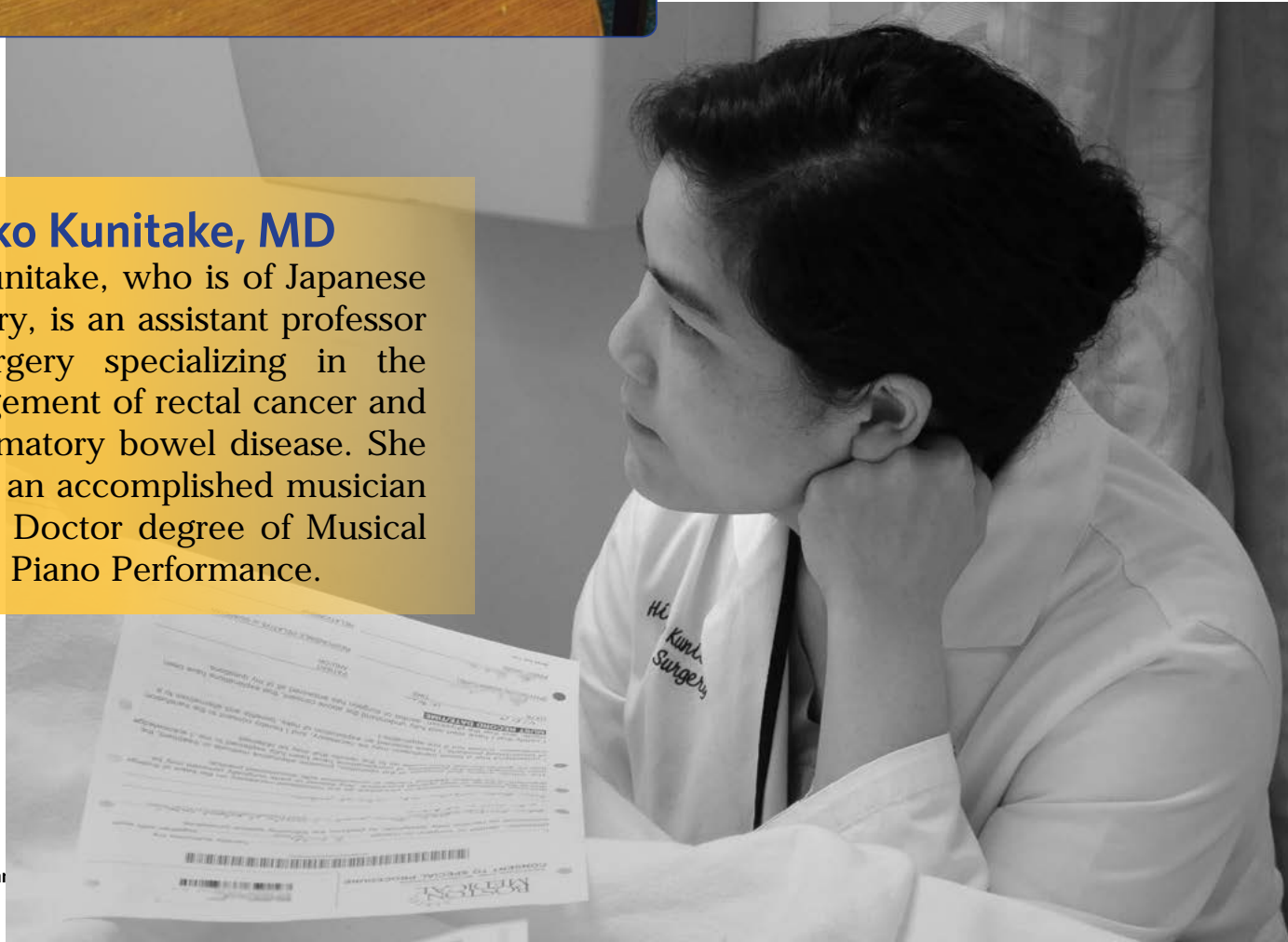


Fausto Ortiz, MD

An Instructor of General Internal Medicine and a hospitalist at BMC, Dr. Ortiz comes from a Mexican background and believes that working at BMC has given him “ample opportunity to work with a diverse and underserved patient population.”

Hiroko Kunitake, MD

Dr. Kunitake, who is of Japanese ancestry, is an assistant professor of surgery specializing in the management of rectal cancer and inflammatory bowel disease. She is also an accomplished musician with a Doctor degree of Musical Arts in Piano Performance.



Cecilia Girard, CNM

A nurse midwife and Clinical Instructor of OB/GYN, she is originally from Ecuador. Cecilia is particularly interested in Latina women’s health and provides prenatal care to a large part of the greater Boston Latina population at the East Boston Neighborhood Health Center and the Yawkey OB/GYN Latina Clinic. She states, “It is important for health care providers to understand the language and more importantly the culture of their patients.”





Sandra Looby-Gordon, MD

An Assistant Professor of Medicine, she is interested in culturally sensitive medicine and addiction medicine. Dr. Gordon is originally from London and her parents are from the Caribbean. One of the reasons for Dr. Gordon's longevity at BMC is due to the ability to work with a diverse patient population. She believes that her Caribbean background helps her understand many of the cultural issues her patients bring to their visits.



Dr. Guillermo E. Madico, MD, PhD

A Research Associate Professor of Medicine and Infectious Diseases, he is originally from Peru. Dr. Madico is currently working on improving diagnostic analysis of tuberculosis (TB) using polymerase chain reaction (PCR) in both Brazil and Uganda.

A photograph of Hee-Young Park, PhD, a woman with short dark hair wearing a bright yellow blazer over a white collared shirt and dark pants. She is standing at a desk, looking down at an open book. On the desk, there are several other books, including one titled "Fitzpatrick's Dermatology in General Medicine". The background shows a window with a view of trees and a building.

Hee-Young Park, PhD

A Professor of Dermatology and Assistant Dean, Division of Graduate Medical Sciences

"It's been a long journey leaving Korea for Japan, then crossing the Pacific Ocean to America as a teenager with a dream to become a biomedical researcher and an educator in an era when women scientists were unheard of in Asia. With the support of nurturing teachers, mentors, colleagues and cheering friends, I feel very fortunate to be part of the BUSM faculty. I am committed to providing the best biomedical education to the next generation of healthcare providers, researchers, and teachers."

A photograph of Linda Hyman, PhD, a woman with long, wavy brown hair, smiling at the camera. She is wearing a grey blazer over a yellow top. She is sitting in a chair, holding a magazine titled "Boston University Medicine THE MISFOLDED MYSTERY". The magazine cover features a colorful geometric pattern and a silhouette of a person. The background shows a window with a view of a parking lot with several cars and a building.

Linda Hyman, PhD

A Professor of Microbiology and Associate Provost, Division of Graduate Medical Sciences

"As a scientist committed to training the next generation of biomedical researchers, I am focused on pipeline programs, inter-professional programs, and team science. These efforts have, at their core, an appreciation and recognition of how diversity enriches the training environment and how BU is perfectly poised to be a leader in these efforts. Trainees from backgrounds not traditionally represented in science, from disadvantaged backgrounds, or those with disabilities or alternative lifestyles bring perspectives and talents that enrich us and enable advancement at all levels."

Scharukh Jalisi, MD, (inset)

accompanied by EMSSP student, Bilal Khamsi (right), a rising junior from the University of Texas, who is shadowing him for the summer.

Dr. Jalisi is an alumnist of the Boston University Seven Year BA/MD Program and an Associate Professor in the Boston University School of Medicine, Department of Neurological Surgery. He is also the Director of Head and Neck Oncologic Surgery and Skull-base Surgery.



Hiran C. Fernando, MD (below left)

A Professor of Surgery at Boston University School of Medicine, Chief of Thoracic Surgery, and Director of the Center for Minimally Invasive Esophageal Surgery, Dr. Fernando explores all options when conventional therapy fails to treat advanced disease. On this occasion, his son, James Fernando, plays a tune for a patient before she is transferred to a hospice two days before she passed away.



Benjamin Andre Quamina, MD

An Assistant Clinical Professor of Ophthalmology and a graduate of the Boston University School of Medicine, he has been in practice for four decades and has a vast experience training physicians in his specialty. Above, Dr. Quamina, reviews his busy operating room schedule. Right, he explains to his team how to implant an intraocular lens.

Raul I. Garcia, DMD, MMedSc, FACD

Professor and Chair in the Department of Health Policy and Health Services Research, Boston University Henry M. Goldman School of Dental Medicine, Dr. Garcia was presented with the Gies Award for his “Outstanding Vision” in March 2014. The award is being held by Jeffrey W. Hutter, Dean and Spencer N. Frankl Professor in Dental Medicine. Dr. Garcia, who has earned numerous awards and honors throughout his career, is dedicated to eliminating oral health disparities.



“In the 21st century, diversity in the workplace and educational settings is essential to achieving excellence. Success in our missions as teachers, scholars, and healthcare providers requires a diverse and inclusionary environment.”



Harold Cox, MSSW

An Associate Dean for Public Health Practice and an Associate Professor for Community Health Sciences at Boston University School of Public Health, he says,

“A student told me that she wanted to learn about and experience diversity.

I took her to the Yawkey Building and we watched the many different people walking through the building. We counted the languages that we heard.

What an eye opener - for both of us.”

Opportunities and Future Directions

Diversity and inclusion are critical to the culture and norms of the Boston University Medical Campus (BUMC), which comprises the School of Medicine (BUSM), School of Public Health (SPH), Goldman School of Dental Medicine (GSDM) and Boston Medical Center. The campus has a strong tradition of diversity and inclusion to which we remain committed.

At its most basic level, diversity touches on differences in race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs or other ideologies. Inclusion is the acceptance of these differences in a safe, positive environment.

Progress made, but more work to do

Much has been done to address the paucity of women in medical schools in certain specialties and in leadership positions. At BUSM, women now comprise about half of the medical student class each year and the majority of our graduate students.

Using 2012 American Association of Medical Colleges (AAMC) data, women represent 44% of BUSM faculty, significantly higher than at other medical schools. Women faculty at BUSM compared to peers are ahead in achieving senior faculty positions. Twenty-seven percent of BUSM women faculty are professors compared to 20 percent nationally, and 39 percent are associate professors, compared to 32 percent nationally. The percent of women also increases in lower academic ranks. While the growing number of women in academic medicine is notable, our goal of increasing participation at the higher ranks requires further effort.

Although the proportion of underrepresented minority faculty at our Medical School is near the national average, most are clinicians at lower academic ranks, with few in the basic science and research. There are even fewer individuals of color on medical campus in leadership roles.

Most of the patients cared for at Boston Medical Center are members of minority groups. Given our rich history and the mission of the

School of Medicine, stressing our dedication to the “educational, intellectual, professional, and personal development of a diverse group of exceptional students, trainees, and faculty,” we need to do better.

We continue to seek ways to increase underrepresented minority students and faculty on the Medical Campus. Data show that diversity strengthens community and cultural values, attracts and retains capable faculty, students and staff, improves workforce motivation and stimulates innovation and creativity. Diversity should translate into better services for our patients, a richer, more fertile learning environment and even contribute to long-term financial success.

We must continue to invest to create and sustain a diverse academic environment. To raise awareness of the importance of having a heterogeneous group of talented individuals in our healthcare and learning environment, we must reach out to every domain on the Medical Campus, reinvigorate our digital presence and redesign our websites to reflect our latest programs and activities.

We recognize the value and importance of recruiting local, regional and national minority scholars and leaders to speak on the Medical Campus as well as promoting the achievements of our own diverse faculty and staff. Social gatherings, including lunches, conversations, concerts and other events are important components of our strategy in creating a sense of community, setting the tone of the discourse, liberating attitudes and providing opportunities for recognizing individuals and celebrating our successes.

The Medical Campus strives to create an inclusive climate in which individuals from all groups feel proud of their unique contributions to the fabric of our community. As we move forward, we hope to further our mission to provide excellent and compassionate care for everyone and to expand educational horizons by including students, faculty and staff who come from all walks of life.

Acknowledgements

With the advent of small high-definition digital cameras, one is able to capture lively images that in the past would have been difficult to obtain. Today, such devices allow us to collect candid photographs of people working, socializing, or simply relaxing on our Medical Campus. This publication includes pictures of students, residents, faculty and staff taken at a moment's notice; we hope that the spontaneity of those moments is transmitted in this illustrated book.

One of the challenges of our Medical Campus is its sheer size; individuals can remain isolated within their departments. Working on this project provided an opportunity to visit places and meet individuals that otherwise would be difficult for many of us to encounter. Large institutions such as ours require programs and activities that bring people together to offset the feeling of isolation that can develop. We hope that this publication, in a small measure, serves to strengthen the network needed to create a collaborative and inclusive environment.

Obtaining this collection of photographs and articulating the ideas presented in this book would not have been possible without the assistance of Vamshi Yelavarthi (BUSM IV), who was instrumental in meeting with some of these busy individuals for their picture. We thank Julie White and the Office of Continuing Medical Education for lending their exceptional graphic artistry through Andy Paraskevas. We are also grateful to Priscilla Yu, in the Department of Anesthesiology, for her superb organizational skills and assistance with the project. Maria Ober was very gracious assisting us with the finer editing details.

Above all, we are indebted to those who supported this publication and understood, as a top leader stated, "how much further we need to go to reflect the wonderful diversity of our culture." The support that this publication enjoyed from inception to printing reflects the commitment of this Medical Campus to reach excellence through diversity.

-- Rafael Ortega

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