



**Boston
Children's
Hospital**

Office of Health Equity
and Inclusion

Until every child is well™

ANNUAL REPORT

2019-2020: Pipeline Programming

2018-2019: Year of Scholarship

2017-2018: Inaugural Year

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Boston Children's Declaration on Equity, Diversity and Inclusivity – July 2020

Boston Children's is committed to creating a culture so strong that we take our four-part mission to new heights; where all patients, families, clinicians, researchers, staff and communities feel empowered and supported. We are committed to working together to support health equity and promote anti-racist practices. As such, Boston Children's is committed to the following:

Goal 1: Boston Children's Hospital is committed to being an inclusive environment that does not tolerate any form of racism, discrimination, or bias.

- *Commitment 1:* Working with the Offices of Human Resources, General Counsel, Faculty Development, Culture and Health Equity and Inclusion, we will define initiatives and programs that promote inclusivity, diversity and health equity.
- *Commitment 2:* We will enhance our existing reporting systems for incidents of racism, discrimination and bias, with a focus on timely response to violations of our policies and reconciliation plans where appropriate, based on the situation. This includes re-training of staff responsible for investigation and follow-up of incidents.

Goal 2: Boston Children's Hospital is committed to recruiting, developing and retaining a diverse workforce.

- *Commitment 1:* At the Board of Trustees, senior administrative, administrative, operational, patient care, and clinical faculty levels, plans for recruitment and metrics for success will be reviewed and incorporated into Boston Children's strategic goal structure. Increasing the numbers and advancement of underrepresented faculty in all Boston Children's departments and divisions will be a key performance indicator. This work will be a collaborative effort among Human Resources, the Office of Health Equity and Inclusion, the Department of Health Affairs, the Office of Faculty Development and the Boston Children's Academy.
- *Commitment 2:* Develop a pipeline for recruitment focused on diversity, working with high schools, colleges and Harvard Medical School, to engage, develop and encourage interest in medicine, nursing, research and other health careers; and develop a pipeline for recruitment focused on administrative careers to increase the diversity of the nonclinical workforce.
- *Commitment 3:* A new volunteer mentor program will be established, and employees will be encouraged to engage through schools and community organizations to inspire and cultivate the next generation of diverse leaders.

Goal 3: Boston Children's Hospital is committed to eliminating structural racism from all policies, guidelines and practices.

- *Commitment 1:* We will create a multidisciplinary task force and an intentional process to examine our policies / guidelines / practices to determine where structural racism exists and remove it from how we work at Boston Children's. This multidisciplinary team will be comprised of representation from Human Resources, the Office of Health Equity and Inclusion, the Office of Experience, Pediatrics and Pediatric Subspecialties, Nursing and Patient Care Operations, Facilities Planning, Network, the Office of General Counsel and the Program for Patient Safety and Quality, and will review professional roles across all levels of positions, pay equity, job descriptions, promotion processes, interview committees, and candidate sourcing, as well as purchasing policies and vendor relationships.

Boston Children's Declaration on Equity, Diversity and Inclusivity

Goal 4: Boston Children's Hospital is committed to developing and implementing a comprehensive and widely distributed education curriculum that provides consistent and longitudinal training on the impact of racism on child health, unconscious bias, bystander / upstander awareness, and the role of difficult conversations in culturally effective pediatric health care delivery.

- *Commitment 1:* Through multiple venues, including facilitated discussions, webinars, seminars, Net-learnings, and Grand Rounds, promote dialogue, learning and discussion about racism and health equity, and their effects on our patients, families and communities, and those who work at Boston Children's. We're committed to creating an inclusive learning environment for all who work at Boston Children's (including our employees, staff, faculty, trainees and students).
- *Commitment 2:* Through a collaboration among the Office of Health Equity and Inclusion, and the Boston Children's Academy, we will launch an annual "Unconscious Bias and Bystander / Upstander Awareness and Empowerment" training. We are committed to training 100 percent of our staff during calendar year 2021.

Goal 5: Boston Children's Hospital is committed to being a leader in eliminating child health disparities in our community and in our nation.

- *Commitment 1:* As an Anchor Institution in the city of Boston, we re-commit to driving an expanded engagement of our hiring, purchasing and investment practices that help to drive economic mobility and security for marginalized communities and populations in the city.
- *Commitment 2:* We will also continue to support and advocate for policies and practices that promote health and health equity for children, with a special emphasis on children from historically marginalized groups. Our community mission has long emphasized the importance of social determinants of health - the environmental and behavioral conditions in which children are born and raised, that have long term impacts on their health status. We will work to expand broader internal hospital participation in this mission.

Goal 6: Boston Children's Hospital is committed to leading in the development, implementation and tracking of metrics for equity, diversity and inclusion.

- *Commitment 1:* The Program for Patient Safety and Quality and the Office of Health Equity and Inclusion will work collaboratively to implement equity and quality metrics including those that are a part of Solutions for Patient Safety's Health Equity Leadership and Ambulatory Foundations Working Groups.
- *Commitment 2:* Chiefs, SVPs, VPs, Directors, and Nursing Leaders will create plans, numeric targets, timelines and detailed strategies for increasing diversity in their respective departments and divisions. A multidisciplinary team will regularly review the plans, timelines, progress and outcomes of equity, diversity and inclusion metrics, and make recommendations for further improvement.

Sandra L. Fenwick, MPH – Boston Children’s Hospital Chief Executive Officer from 2013 to March 2021



Sandra L. Fenwick is the Chief Executive Officer of Boston Children's Hospital, where she leads a team of 20,000 people dedicated to improving and advancing child health through their life-changing work in clinical care, biomedical research, medical education and community engagement. Ms. Fenwick is a leading advocate for a recommitment to investing in children -- especially pediatric health care -- in the face of growing threats to our children's health and well-being.

Ms. Fenwick joined Boston Children's in 1999 as Senior Vice President for Business Development Strategy and was promoted to Chief Operating Officer later that year. She was named President in 2008 and was appointed Chief Executive Officer in 2013. Throughout her tenure, she has led the hospital's efforts to control costs and adapt to a changing health care environment. Those efforts have resulted in outstanding credit ratings, a robust financial profile, and a proven track record of delivering among the highest value pediatric care in the nation.

From 1976 to 1998, Ms. Fenwick served in a number of senior executive roles at Beth Israel Hospital in operations, strategy and business development, ultimately as Senior Vice President of System Development for its parent CareGroup.

Ms. Fenwick holds a Bachelor's degree from Simmons College with distinction and a Master's in Public Health in Health Services Administration from the University of Texas School of Public Health. She has received numerous awards and honorary degrees for her contributions to health care.

Kevin B. Churchwell, MD named Boston Children's Hospital's next Chief Executive Officer

October 12, 2020 – The Board of Trustees is pleased to name Kevin B. Churchwell, MD as Boston Children's Hospital's next Chief Executive Officer. Dr. Churchwell will assume his new role on March 31, 2021; Sandra L. Fenwick will retire that day.



Dr. Churchwell is the President and Chief Operating Officer at Boston Children's Hospital. He provides leadership, direction, integration and oversight for the medical delivery system, while partnering with the Chief Executive Officer on a full range of research, clinical, academic, operational and strategic issues.

Effective April 1, 2021, he will take on the role of Boston Children's next Chief Executive Officer.

Prior to joining Boston Children's Dr. Churchwell was Chief Executive Officer for Nemours/Alfred I. duPont Hospital for Children in Wilmington, DE. Dr. Churchwell also served as the CEO and Executive Director for the Monroe Carell Jr. Children's Hospital, part of the Vanderbilt University Medical Center in Nashville, TN.

A graduate of Massachusetts Institute of Technology and Vanderbilt Medical School in Nashville, Dr. Churchwell completed his pediatric residency and a clinical fellowship in Pediatric Critical Care at Boston Children's Hospital. He is currently an Associate Professor of Pediatric Anesthesia at Harvard Medical School and Dr. Churchwell is the Robert and Dana Smith Associate Professor of Anesthesia at the Harvard Medical School.

Acknowledgements

The Office of Health Equity and Inclusion at Boston Children's Hospital was established in 2017 and made possible by the vision and support of President and Chief Operating Officer and our hospital's next Chief Executive Officer **Kevin B. Churchwell, MD**.

The work of the Office of Health Equity and Inclusion is under the umbrella of Health Affairs and has been strongly supported by the following senior hospital leaders:

- **Sandra L. Fenwick, MPH**, Chief Executive Officer, Boston Children's Hospital
- **Kevin B. Churchwell, MD**, President and Chief Operative Officer, Boston Children's Hospital
- **S. Jean Emans, MD**, Director, Office of Faculty Development, Emeritus Chief, Division of Adolescent/Young Adult Medicine, Mary Ellen Avery Professor of Pediatrics, Harvard Medical School
- **Peter C. Laussen, MBBS, FANZCA, FCICM**, Executive Vice President Health Affairs, Boston Children's Hospital
- **Alan Leichtner, MD, MSHPEd**, Chief Medical Education Officer and Director of the Department of Medical Education, Associate Dean for Undergraduate Medical Education, Clinical Vice Chair of the Department of Pediatrics, Boston Children's Hospital, Professor of Pediatrics, Harvard Medical School
- **Michele Garvin, Esq.**, Senior Vice President and General Counsel, Chief of Staff
- **Laura J. Wood, DNP, RN, NEA-BC**, Senior Vice President, Patient Care Services and Chief Nursing Officer, Spring Carpenter Chair for Nursing
- **Jonathan Finkelstein, MD, MPH**, Senior Vice President and Chief Safety and Quality Officer
- **Nina A. Rauscher, MS, RN, CPHQ**, Vice President of Health Affairs
- **Judith Zola, MBA**, Director of Organizational Learning and Performance Development, Co-Director of the Equity, Diversity and Inclusion (EDI) Council.

SPOTLIGHT:



S. Jean Emans, MD



Michele Garvin, Esq



**Peter C. Laussen,
MBBS, FANZCA, FCICM**



Laura Wood, DNP, MS, RN, NEA-BC

Office Overview and Governance

Mission and Vision

Mission: The Office of Health Equity and Inclusion will provide guidance across Boston Children's Hospital on achieving a culture that honors equity, diversity, respect, inclusion and excellence through working collaboratively to advance culturally effective care, reduce pediatric health care disparities, recruit, develop and retain a diverse and inclusive workforce, and support an environment of respect for different viewpoints and beliefs.

Vision: The Office of Health Equity will promote equity and inclusion and support Boston Children's Hospital in providing the highest quality clinical care, education, research, community outreach and identify and reduce pediatric health care disparities.

Office Goals

The Office of Health Equity and Inclusion aims to strengthen, coordinate and align efforts in the following four areas:

1. Education in culturally effective pediatric health care
2. Workforce diversity and career development
3. Pediatric health care disparities research and metrics
4. Language proficiency, health care literacy and patient navigation

These goals represent multipronged health equity and inclusion initiatives aimed at supporting patient care and workforce experience through education, programming and research.

SPOTLIGHT: Valerie L. Ward, MD, MPH, named Boston Children's first Chief Equity and Inclusion Officer

Executive Leadership is pleased to announce the formal establishment of a new enterprise-wide leadership role at Boston Children's, and the appointment of Valerie L. Ward, MD, MPH, as our first Chief Equity and Inclusion Officer. 10/15/21

Structure and Membership



Valerie L. Ward, MD, MPH
Chief Equity and Inclusion
Officer



Nikki Tennermann, LICSW
Administrative Director



Geeranan Chuersanga, MS
Program Coordinator



Patrice Melvin, MPH
Senior Data Analyst



Camila Mateo, MD, MPH
(7/2019 - 6/2020)
Associate in Health Equity,
Education and Research

Senior Advisory Board

The Office of Health Equity and Inclusion Senior Advisory Board is comprised of hospital senior leaders and representatives from the Office of the General Counsel, Harvard-Affiliated Hospitals, Patient-Family, Harvard Medical School (HMS) and the Office of Community Health. Board members serve 1-3 years renewable terms and meet 1-2 times a year (except during the COVID-19 pandemic).

Members:

Melaku Arega (HMS Representative)
 Fernando Camargo, PhD
 August Cervini, MBA
 Pedro del Nido, MD
 S. Jean Emans, MD
 Jonathan Finkelstein, MD, MPH
 Gary Fleisher, MD
 Cynthia Haines, MBA
 Jessica Henderson Daniel, PhD
 Elliott Kellman, MPA
 Jordan Kreidberg, MD, PhD
 Alan Leichtner, MD, MSHPEd
 Lois Lee, MD, MPH
 Esterlina MacInnes (Patient Family Representative)
 Maxine Milstein, MBA
 Shari Nethersole, MD
 Lori Newman, MEd
 Scott Pomeroy, MD, PhD
 DeWayne Pursley, MD, MPH
 Sharon Redd, MD
 Allison Scobie-Carroll, LICSW, MBA
 David Urion, MD
 Peter M. Waters, MD, MMSc
 Laura Wood, DNP, MS, RN, NEA-BC
 Gregory Young, MD
 Tina Young Poussaint, MD

Senior Advisory Board Meeting Dates:

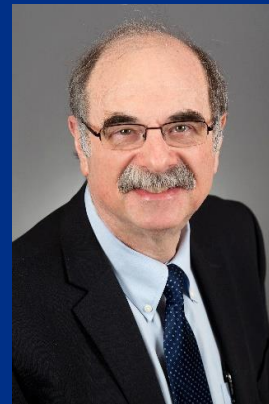
Year 1: March 29, 2018

Year 2: September 10, 2019

SPOTLIGHT:



Jonathan Finkelstein, MD, MPH



Alan Leichtner, MD, MSHPEd

Equity, Diversity and Inclusion Council

The Diversity and Cultural Competency Council (DCCC) was established in 2006 as a multidisciplinary, multi-level group working to further the hospital's commitment to promote diversity and culturally effective pediatric health care. The DCCC was renamed the Equity, Diversity and Inclusion (EDI) Council in August 2019. The EDI Council is a key part of hospital-wide diversity and inclusion initiatives. The Council is guided by an Executive Steering Committee and has over 80 members from across the hospital.

EDI Council Executive Steering Committee:

Geeranan Chuersanga, MS
 S. Jean Emans, MD
 Tyonne Hinson, DrPH, MSN, RN, NE-BC
 Maxine Milstein, MBA
 Nikki Tennermann, LICSW
 Valerie L. Ward, MD, MPH (Faculty Co-Director)
 Laura Wood, DNP, MS, RN, NEA-BC
 Judith Zola, MBA (Human Resources Co-Director)

Updated EDI Council Mission Statement

The mission of the Equity, Diversity and Inclusion Council is to advocate for equitable care in a healthy, diverse and inclusive environment at Boston Children's Hospital. We advise, engage and educate our entire Hospital community.

2019-2020 EDI Council Meeting Dates:

October 23, 2019
 December 4, 2019
 January 22, 2020
 March 25, 2020
 April 22, 2020
 May 27, 2020
 June 3, 2020
 June 30, 2020
 August 19, 2020
 September 2, 2020
 November 18, 2020

SPOTLIGHT: EDI Council Working Groups

Working Group 1: Reporting of Incidents/Inclusive Environment

Working Group 2: Pipeline Programs, Career Development and Mentorship

Working Group 3: Eliminating Structural Racism in Policies

Working Group 4: Education/Training, Self-Awareness and Inclusive Learning Environment

Working Group 5: Anchor Institution, Community Mission and Volunteering

Working Group 6: Data, Tracking, QI and Metrics (*Sept. 2020 – Feb. 2021*)

Working Group 7 : Messaging and Communications of EDI Initiatives; Anti-Racism Literature/Media/Digital Resources

EDI Council Members (as of 11/1/20):

Eric Aho

Sonia Almeida, RN, BSN, CCRN

Eman Ansari, MD, MPH, FAAP

Richard Antonelli, MD, MPH

Annalee Antonetty, CPHQ

Dick Argys

Mikhayla Armstrong

Nadia Bachiri, FNP-C

Joanne Barker

Heather Bernard, MD

Peyton Brito, BSN, RN

Rianna Carroway

Natalie Cerda, MD, MPH

August Cervini, MBA

Geeranan Chuersanga, MS

Mallory Cloke, MSW, LICSW

Alexis Commodore, RN

David Davis, MN, RN, NEA-BC, CSSGB

Nicolas D'Onofrio, BA, MSOL, MBA

Kristin Driscoll, Ed.M.

Lauren Dulude, MS, CCLS

Kelly Dunn, MS, RN, CPNP

Gregory Durkin, M.Ed., RN, NPD-BC

S. Jean Emans, MD

Alexandra Epee-Bounya, MD

Isaac Garcia

Michael Gillespie

Amanda Gomez, MD, MPH

Eva Gomez, MSN, RN, NPD-BC CPN

Dionne Graham, PhD

Tanyshia Graves

Christine Grenache

Amanda Grice, MS, RDMS

Suhasini Gupta

Sandy Habashy, MBA

Susan Harris, MHL, BCC

Xiomara Hart, MBA

Ann Haywood-Baxter, MDiv, BCC

Jynelle Herbert

Tyonne Hinson, DrPH, MSN, RN, NE-BC

Cynthia Holcombe

Sophia Holder

Todd Katzman, CPA, MHA, CMPE

Sabra Katz-Wise, PhD

Pamela Kelly, MS RN CPNP, DNP

Lois Lee, MD, MPH

Diana Lindo, MM, RHIT, CCS

Marcella Luercio, MD

Kellyn Mahan

Enid Martinez, MD

Camila Mateo, MD, MPH

Jheanelle McKay, MD, FAAP

Patrice Melvin, MPH

Maxine Milstein, MBA

Preeti Mokka, OD

Julie Ogletree, LICSW

Valerie Opara, MScM, MEd

Olu Osinubi, R.T. (R)

Leigh Ozdemir

Tyler Rainer, MD

Sharon Redd, MD

Daniel Schwartz

Allison Scobie-Carroll, LICSW, MBA

Semika Scott

Snehal Shah, MD, MPH

Herminia Shermont, MS, RN, NE-BC

Jim Smith

Karen A. Spencer, MD, MS, MPH

Maria Suarez

Jericha Tavares

Nikki Tennermann, LICSW

Sara Toomey, MD, Mphil, MPH, MSc

Larissa Truschel, MD, MPH

David Urion, MD, FAAN

Eleonore Valencia, MD

Eva Vukich, MA, MT-BC

(Charlie) Walter Wickremasinghe, MD

Ronald Wilkinson, MA, MS, CBIP

Ariel Winn, MD

Laura Wood, DNP, MS, RN, NEA-BC

Sharon Yon-Johansson

Roddy Young

Daniel Zheng, MD, MHS

Christina Zuniga

The Impact of the COVID-19 Pandemic

Due to the COVID-19 pandemic, by March 2020, the Office of Health Equity and Inclusion transitioned to remote work and pivoted all programs to the virtual environment for the remainder of 2020.

The COVID-19 pandemic revealed stark racial and ethnic health disparities in disease burden and mortality, both nationally and within our local Boston community. These disparities further underscored the importance of the work of the Office of Health Equity and Inclusion.

In response to the pandemic, Boston Mayor Martin K. Walsh “announced immediate actions to address the impact racism has on the health and well-being of residents in the city, including declaring racism an emergency and a public health crisis in the City of Boston” on June 12, 2020 ([Mayor’s Office, “Mayor Walsh Declares Racism a Public Health Crisis” 2020](#)).

Additional information about Boston Children’s commitment to ending racism is captured in the Declaration on Equity, Diversity and Inclusivity (pg 2-3), which was endorsed by the Board of Trustees on July 28, 2020 and released hospital-wide on August 14, 2020. Prior to the Declaration, on Juneteenth (June 19, 2020), Boston Children’s released a visual commitment to advancing equity, diversity and inclusion in pediatric health care with the image below. This “Support Health Equity / End Racism” image was developed by the EDI Council and made available hospital-wide in email signatures, virtual backgrounds, stickers, magnets and buttons as a clear statement of our stand against racism.



EDI Initiatives in Response to the COVID-19 Pandemic



Photo courtesy of Michael Goderre

Together Against Racism and Discrimination

Boston Children's Hospital Senior Leadership takes pride in the diversity of our community and stands together in creating a safe, welcoming environment for all where racism and discrimination are never tolerated. On June 4 and 11, 2020, **Valerie L. Ward, MD, MPH** was invited to speak at the hospital Open Meeting and Fireside Chat to review intentional and actionable steps that Boston Children's Hospital is taking to address the combination of health disparities related to the COVID-19 pandemic and public health inequities related to systemic racism. On June 5, 2020, Longwood area hospitals, including Boston Children's, partnered together to 'take a knee' and commemorate lives lost to racism and to show solidarity with all people of color living in fear.

Reflection Rounds

Due to the impact of health care disparities related to the COVID-19 pandemic combined with national events of injustice related to systemic racism, the Office of Health Equity and Inclusion and the Equity, Diversity and Inclusion (EDI) Council began hosting "Reflection Rounds" in June 2020. Representatives from the EDI Council, Human Resources and CultureWorks facilitated each session. This hospital-wide initiative led to requests for department-specific Reflection Rounds. From June to December 2020, the Office of Health Equity and Inclusion hosted 30 Hospital-wide Reflection Rounds and 29 Departmental Reflection Rounds with a range of 20-50 participants per session. Key themes from Reflection Rounds sessions include the importance of: conversation and communication, education, workforce diversity and EDI metrics.

Aligning Equity, Diversity and Inclusion Initiatives

On August 13, 2020, Boston Children's Hospital Senior Leadership requested that all Departments, Divisions and areas of the hospital align equity, diversity and inclusion initiatives with the Office of Health Equity and Inclusion. Boston Children's Hospital has the resources, expertise and determination to make EDI work successful and sustainable. The Declaration on EDI, Office of Health Equity and Inclusion and other internal collaborators help to design, implement and support EDI initiatives to ensure they are aligned and consistent across the enterprise.

From August to December 2020:

15 Department/Division-level EDI committees met with the EDI Alignment Task Force. Some departments/divisions include: TIDO, Endocrinology, Child Life and the Emergency Department.

15 individuals and/or teams received an EDI consultation, which included:

- Statistics support with developing department-level EDI metrics
- Education on reporting mechanisms for incidents of bias/discrimination
- Involvement in pipeline programs

Prior to the release of the alignment request from Senior Leadership, the Office of Health Equity and Inclusion experienced a steady increase in EDI consultations from across the hospital. From June 2020 to August 2020, 12 departments/divisions expressed interest in education about unconscious bias. Individually, 19 employees consulted for resources, guidance or advice and six employees expressed compliance related concerns. During this same period, the EDI Council increased from 35 to 85 members, with all new members submitting a paragraph interest statement and receiving manager approval to participate.

This increase in EDI consultations led to several programmatic changes. In accordance with the Declaration on EDI Goal 1, the Office of Health Equity and Inclusion strengthened partnerships with Compliance, Office of General Counsel and Human Resources in the reporting of incidents of bias and discrimination. The EDI Alignment Task Force was established, and an EDI Alignment & Consultation Form was created to better elucidate inquiries.

2020 EDI Alignment Task Force



Allison Scobie-Carroll,
LICSW, MBA



S. Jean Emans, MD



Michael J. Gillespie



Judith Zola, MBA

Pipeline Programs

SCRIPT Program Scribe and Mentoring for Premedical Students



In collaboration with Boston Children's Hospital Academy for Teaching and Educational Innovation and Scholarship and the Division of Gastroenterology, the Office of Health Equity and Inclusion established **SCRIPT: Scribe and Mentoring for Premedical Students** in 2020. This pipeline program employs undergraduate pre-medical students from backgrounds underrepresented in medicine as medical scribes at Boston Children's Hospital over a two-year period. The first 5 pre-medical students in the program attend Boston College.

Students receive career development through observations of patient care, participation in didactic seminars and individual mentorship with an assigned faculty mentor from the Division of Gastroenterology. The spring 2020 faculty mentors included: **Sonia Ballal, MD; Sarah Fleet, MD; Jonathan Hubbard, MD, PhD; Daniel Kamin, MD;** and **Jocelyn Silvester, MD, PhD.** Fall 2020 faculty members include: **Laurie Fishman, MD; Stacy Kahn, MD; Dennis Spencer, MD, PhD; Sonia Ballal, MD;** and **Lissette Jimenez, MD, MPH.**

This is a longitudinal career pipeline program for undergraduate students created by educational experts and co-principal investigators:

- **Valerie L. Ward, MD, MPH**, Chief Equity and Inclusion Officer, Office of Health Equity and Inclusion, Pediatric Radiologist, Department of Radiology, Boston Children's Hospital, and Assistant Professor of Radiology, Harvard Medical School
- **Paul Rufo, MD, MMSc**, Assistant Professor of Pediatrics, Harvard Medical School, Program Director, Harvard Medical School Fellowship in Pediatric Gastroenterology
- **Alan Leichtner, MD, MSHPEd**, Chief Medical Education Officer and Director of the Department of Medical Education, Associate Dean for Undergraduate Medical Education, Clinical Vice Chair of the Department of Pediatrics, Boston Children's Hospital, Professor of Pediatrics, Harvard Medical School



Building Careers in Health and STEM

“Building Careers in Health and STEM” is an innovative career pipeline program for high school students that seeks to increase the number of underrepresented minority and/or first generation prospective college students in health fields. Through early exposure to the pediatric health care setting, hands-on learning opportunities and educational tours, Building Careers in Health and STEM seeks to foster interest in health and science early in high school students’ academic journey so that they can envision themselves in and will be encouraged to strive for these future careers.

This free week-long pipeline program takes place over public school spring vacation week. High school students aged 16-18 years old from the local hospital community who are interested in Health and Science, Technology, Engineering and Math (STEM) are eligible to apply. Students must be referred to the program by one of Boston Children’s Hospital partnering community-based organizations. These partner organizations are located in underserved communities throughout the metro-Boston area and are working to expose students to careers in STEM and medicine.

This pipeline program is an interprofessional collaboration between the Boston Children’s Hospital Office of Health Equity and Inclusion and the Human Resources Workforce Development. Due COVID-19, Building Careers in Health and STEM was delayed from April 2020 to April 2021.

Social Work Graduate Field Placement

The Boston Children’s Hospital Office of Health Equity and Inclusion is a second year graduate macro social work field placement supervised by the Administrative Director Nikki Tennermann, LICSW. The 2019-2020 graduate intern was Chelsea Kamuene from Boston College. Chelsea’s field placement project included project planning for “Building Careers in Health and STEM” and conducting a needs assessment of social work screening for social determinants of health.



The Office of Health Equity and Inclusion continues to partner with the Human Resources Community, Opportunities & Advancement (COACH) Internship Program. Although unable to host an intern in summer 2020 due to COVID-19, Administrative Director Nikki Tennermann, LICSW and Program Coordinator Geeranan Chuersanga, MS gave a lecture to COACH students on July 21, 2020 about the impact of racism on child health. Following the lecture, COACH college intern Stessie Germain, who interned in the Office of Health Equity and Inclusion in 2019, interviewed Ms. Tennermann about equity, diversity and inclusion at Boston Children’s.



The United Negro College Fund (UNCF) provides financial support to historically black colleges and universities (HBCU) and serves as the nation’s leading advocate for minority education and community engagement. In order to create an intentional pathway for students from HBCUs to learn about the academic and career pathways available in New England for a successful transition from college to career, UNCF hosted the Massachusetts Life Sciences Virtual Summit on November 11 and 12, 2020. The Office of Health Equity and Inclusion and Graduate Medical Education co-sponsored this event, along with the MA Office of the Governor and local corporate sponsors. **Kevin B. Churchwell, MD**, President and COO, provided opening remarks for the event; **Natasha M. Archer, MD, MPH**, **Jose Ordovas-Montanes, PhD**, and **Dennis J. Spencer, MD, PhD** gave faculty talks; and **Lu-Ann Pozzi, PhD** moderated a panel. Over 120 students from HBCUs participated in the event.

Education in Health Equity and Culturally Effective Care

MSO Visiting Professorship in Health Equity and Inclusion



The Office of Health Equity and Inclusion hosted the Inaugural Medical Staff Organization (MSO) Visiting Professorship in Health Equity and Inclusion on Wednesday, December 11th, 2019. Inaugural Visiting Professor **Kevin B. Churchwell, MD**, President and Chief Operating Officer, gave his lecture, "Health Equity and Inclusion: A Tale of Three Hospitals," that described Boston Children's health equity and inclusion history, reviewed priorities addressed while establishing health equity offices at three pediatric medical centers, and outlined the vision for the future of the Boston Children's Office of Health Equity and Inclusion. The lecture was attended by over 100 individuals and recorded.

After Grand Rounds, Dr. Churchwell met with a small group of faculty and trainees from backgrounds underrepresented in medicine (URiM).

The Second Annual *Virtual* MSO Visiting Professorship in Health Equity and Inclusion took place on Wednesday, December 9th, 2020. The 2020 Visiting Professor was **Maria Trent, MD, MPH, FAAP, FSAHM**, Chief of the Division of Adolescent Young Adult Medicine and Professor of Pediatrics, Public Health and Nursing at Johns Hopkins University Schools of Medicine, Public Health and Nursing.

Dr. Trent delivered Pediatric Grand Rounds and the lecture titled "Understanding the Impact of Racism on Child and Adolescent Health and Preparing for a Better Future," which reviewed recommendations from a 2019 American Academy of Pediatrics policy statement about how to ameliorate the effects of racism within pediatric health care (Trent M et al. The Impact of Racism on Child and Adolescent Health. *Pediatrics*. 2019;144(2):e20191765. doi:10.1542/peds.2019-1765).

Prior to Grand Rounds, Dr. Trent met with a small group of faculty and trainees from URiM backgrounds to share lessons learned from her career trajectory and experience. Dr. Trent completed her Fellowship in Adolescent Medicine at Boston Children's Hospital in 2001. The lecture was attended by over 350 individuals and recorded.



Office of Health Equity and Inclusion Grand Rounds

The Office of Health Equity and Inclusion, The Trust, Human Resources, and the Division of Gastroenterology were pleased to host invited speaker **Carol Fulp**, CEO of Fulp Diversity LLC and former President & CEO of The Partnership, Inc., on Wednesday, December 18th, 2019. Carol Fulp discussed her recent book, *Success Through Diversity: Why the Most Inclusive Companies Will Win*. Her book details the significance of embracing workplace diversity, discusses how people of different races and ethnicities represent an essential asset to contemporary companies and organizations, and provides a blueprint on what businesses must do to maintain their position and customer base. Seventy-two individuals attended this lecture.



Left to right: **Sandi Fenwick, MPH**, CEO of Boston Children's Hospital, **Carol Fulp**, CEO of Fulp Diversity LLC, **Kevin B. Churchwell, MD**, President and COO of Boston Children's Hospital, **Valerie. L. Ward, MD, MPH**, Chief Equity and Inclusion Officer, and **Laurie Fishman, MD**, Attending in Gastroenterology.



Luncheon with Invited Speaker **Carol Fulp**

3rd Annual Pediatric Health Equity and Inclusion Symposium: Women in Medicine and Science



9:00am-10:00am “*Advancing Health Equity through Nursing Research*”

Speaker: **Antonia M. Villarruel, PhD, RN, FAAN**
Professor and Margaret Bond Simon Dean of Nursing Grand Rounds Senior Fellow, Leonard Davis Institute of Health Economics, University of Pennsylvania



10:00am-11:00am “*Health Disparities in Pediatric Mental Health Outcomes*”

Speaker: **Lois K. Lee, MD, MPH**, Senior Associate in Pediatrics, Division of Emergency Medicine, Boston Children's Hospital
Associate Professor of Pediatrics and Emergency Medicine, Harvard Medical School



11:00am-12:00pm “*From Health Equity Research to Advocacy: Lessons Learned Along the Way*”

Speaker: **Sabra L. Katz-Wise, PhD**, Assistant Professor, Division of Adolescent/Young Adult Medicine, Grand Rounds Boston Children's Hospital, Department of Pediatrics, Harvard Medical School, Department of Social and Behavioral Sciences, Harvard T. H. Chan School of Public Health



12:00pm-1:00pm “*A Pediatrician's Journey Toward Equity and Inclusion*”

Keynote Speaker: **Joan Y. Reede, MD, MPH, MS, MBA**, Dean for Diversity and Community Partnership; Pediatric Grand Rounds Professor of Medicine, Harvard Medical School; Professor of Society, Human Development and Health, Harvard T.H. Chan School of Public Health

This year's theme “Women in Science and Medicine” gave attendees the opportunity to hear from different perspectives and experiences of each panelist. Due to COVID-19 restrictions, the Symposium was held virtually in 2020 and attended by over 300 participants from Boston Children's Hospital and the Harvard affiliated teaching hospital community.

This event was co-sponsored by the Boston Children's Hospital Office of Health Equity and Inclusion, Office of Faculty Development, Nursing and Patient Care Operations, and BCH Academy for Teaching and Educational Innovation and Scholarship.

Observances and Celebrations at Boston Children's Hospital

January: Martin Luther King Jr. Observance

The Martin Luther King Jr. Observance Program is an annual celebration held in January to honor Reverend Dr. Martin Luther King, Jr. Organized by the MLK Observance Committee and Human Resources, the celebration features musical selections, performances, the presentation of the Black Achievers Award, and an invited Grand Rounds lecture to speak to Dr. King's legacies.

The Office of Health Equity and Inclusion had the honor to collaborate with the MLK Observance Committee and Human Resources during the 2018, 2019 and 2020 MLK Observances.



The 2020 MLK Observance took place on Thursday, January 16, 2020 with keynote speaker **Gary Bailey, MSW, ACSW**, Assistant Dean for Community Engagement and Social Justice, Professor of Social Work and Director of Urban Leadership Program at Simmons University.

2020 Black Achievers (pictured above)

Natalee Taylor, Program Coordinator I, Otolaryngology and Communication Enhancement

Elsie Lisle, Food Service Lead, Food Services

SPOTLIGHT: Jessica Henderson Daniel, PhD, ABPP



Dr. Henderson Daniel came to Boston Children's Hospital over 47 years ago and has worked in the Department of Psychiatry throughout her tenure. Dr. Henderson Daniel has a strong legacy of diversity and inclusion programs. She established Psychiatry Fishbowl Grand Rounds and the Annual Reverend Dr. Martin Luther King Jr. Observance. She was the 2018 President of the American Psychological Association, and she was the first African-American woman elected to lead the Association.

February: Black History Month



The 2020 Annual Black History Month Pediatric Grand Rounds featured invited speaker **Paula A.**



Johnson, MD, MPH, President of Wellesley College, on February 12, 2020 in Folkman Auditorium. Her lecture “The Fierce Urgency of Now: Health, Education, and Democracy” discussed how structural inequities perpetuate gender disparities in health, education and society and how to encourage women to reach their

full potential. Before coming to Wellesley in 2016, President Johnson founded and served as the inaugural Executive Director of the Connors Center for Women’s Health and Gender Biology and Chief of the Division of Women’s Health at Brigham and Women’s Hospital. A renowned cardiologist, she was also the Grayce A. Young Family Professor of Medicine at Harvard Medical School, a professorship named in honor of her mother, and a Professor of Epidemiology at the Harvard T.H. Chan School of Public Health. President Johnson was the first African American promoted to full professor at Brigham and Women’s Hospital, where she was also the first African American Chief Resident in medicine.

March: LGBTQ Health Awareness Week

In conjunction with LGBTQ & Friends and the Rainbow Consortium on Sexual and Gender Diversity, Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Health Awareness Week takes place during the last week of March every year. In light of COVID-19 precautions and restrictions, the 2020 lectures were postponed, and the LGBTQ Health Awareness Week Poster Session was adapted to a virtual format displayed on Children’s Today and Scope360.

May: Asian American and Pacific Islander (AAPI) Heritage Month

Asian American and Pacific Islander Heritage Month is an annual celebration that takes place in May to celebrate the culture, traditions and history of Asian Americans and Pacific Islanders in the United States. The 2020 Annual AAPI Heritage Month Celebration was initially scheduled for Tuesday, May 3, 2020. However, the celebration was cancelled due to the COVID-19 pandemic.

June: LGBTQ PRIDE

The Annual LGBTQ Pride Celebration took place virtually on June 12, 2020. The presentation included 16 guest speakers from the Boston Children’s community discussing the importance of LGBTQ rights and equity. Speakers included: Jim Smith, Sandra Fenwick, Col Williams, PsyD, Katharine Thomson, PhD, Allison Scobie-Carroll, LICSW, MBA, Sabra L. Katz-Wise, PhD, Valerie L. Ward, MD, MPH, Michael Gillespie, MPH, Frances Grimstad, MD, MS, Todd Katzman, CPA, MHA, CMPE, Elizabeth Boskey, PhD, MPH, LICSW, Julian Post, Steve Coldwell, Dick Argys, Rabbi Susan Harris, MHL, BCC and a patient.

September-October: Latino Heritage Month

The Spanish Team Collaborative organizes observances and celebrations in honor of Latino Heritage Month, which runs from September 15 to October 15. In 2020, Latino Heritage Month

celebrations included: Pediatric Grand Rounds, “The Case For Cultural Sensitivity/Awareness in the Care of LatinX Patients” presented by Claudio Morera, MD, Assistant Professor in Pediatrics, Boston University; Nursing Grand Rounds, “Understanding the Cultural Care Needs of Spanish Speaking Parents with Limited English Proficiency” presented by Jennifer M. Stephen, MSN, RN, CPN, Clinical Practice & Advanced Education Specialist, Cook Children’s Health Care System; story hours for patients and families; and the Annual Latino Heritage Month Celebration where the Latinx Achievers were announced. The 2020 Latinx Achievers were **Sonia Garcia**, Staff Nurse, 9East, **Cecilia Matos**, Program Coordinator in the Center for Families and **Carlos Rivera**, Lead Patient Experience Rep, 7South.

November: Veterans Day

Every November, Boston Children’s takes pride in coming together as a community to honor our veterans, and the families of those who have served and who serve still. While the COVID-19 pandemic prevented us from gathering in 2020, it did not diminish the gratitude we feel for our active-duty and reserve military and their families.

November: Native American Heritage Month

First designated by President George H.W. Bush in 1990, National Native American Heritage Month seeks to recognize the historical and contemporary contributions of Indigenous and Native groups across the United States. While the stories of Indigenous and Native peoples in the United States have been historically disenfranchised, marginalized and silenced, according to the U.S. Census Bureau's 2010 Census, 5.2 million people living in the U.S. identify as American Indian or Alaska Native (National Museum of the American Indian. Smithsonian. 2020. <https://americanindian.si.edu/>). National Native American Heritage Month is one way of expanding our understanding of Native American culture, history and experiences.

Harvard Medical School Affiliated Community

HMS Residency Program Showcase

The Harvard Affiliated Residency Programs Showcase is an annual recruitment event for medical students from backgrounds underrepresented in medicine (URiM). Due to the COVID-19 pandemic, the Residency Showcase took place virtually on Saturday, September 12, 2020. The event was co-sponsored by HMS affiliated hospitals and hosted by the Visiting Clerkship Program and the HMS Office for Diversity Inclusion and Community Partnership. Over 36 URiM medical students participated in the Pediatrics breakout session with the Boston Combined Residency Program. Thank you to **Valerie L. Ward, MD, MPH** for providing opening remarks at the event, Boston Combined Residency Program Director **Theodore Sectish, MD** for participating in the Program Directors Panel and resident **Tyler Rainer, MD** for sitting on the Resident Panel. We sincerely appreciate the OFD's co-sponsorship and all Boston Children's faculty and trainees who attended this important recruitment event: **Thomas Sandora, MD, MPH, Sara Pitts, MD, Ariel Winn, MD, Tanvi Sharma, MD, Janani Sundaresan, MD, Elizabeth Barkoudah, MD, Debra Boyer, MD, MHPE, Taha Khan, MD, Kristan Scott, MD, Sarah McBride, MD, Katia Genadry, MD, Kelsey Miller, MD, Evida Dennis-Heyward, MD, Beverly Aiyanyor, MD, Daniel Zheng, MD, Jackie Omorodion, MD, and Paul Rufo, MD, MMSc.**

50 Years of Diversity and Inclusion

Harvard Medical School and Harvard School of Dental Medicine celebrated 50 years of Diversity and Inclusion on Monday, October 28, 2019 at the TMEC Amphitheater. The celebration honored psychiatrist Alvin L. Poussaint, MD, who advocated for the desegregation of HMS and paved the way for a culture of diversity and inclusion at HMS and beyond. (Pictured on the right) Scott Podolsky, MD, Nawal Nour, MD, MPH, Fidencio Saldana, MD, MPH, **Kevin B. Churchwell, MD**, and Joan Reede, MD, MPH, MS, MBA reflected on the evolution of diversity and inclusion at Harvard Medical School.

On June 9, 2020, **S. Jean Emans, MD**, received the Harvard Medical School Diversity Lifetime Achievement Award for advancing diversity, equity and inclusion at Boston Children's and HMS for more than 50 years.

Medical Education Informational Session

The Office of Diversity, Inclusion and Community Partnership (DICP) at Harvard Medical School held a Medical Education Informational Session on Tuesday, November 26, 2019 to expand the medical education workforce. Dean Edward M. Hundert, MD, Dean Joan Reede, MD, MPH, MS, MBA, and Assistant Dean Alden Landry, MD, MPH presented. Co-sponsored by the Office of Faculty Development and Office of Health Equity and Inclusion at Boston Children's Hospital, the recruitment session aimed to: 1) explain the HMS Medical Education structure, 2) highlight teaching opportunities at HMS, and 3) share career advancement opportunities focused on Medical Education.

HMS Affiliated Committees

The Office of Health Equity and Inclusion and the Office of Faculty Development continue to participate in the HMS DICP Diversity Affiliates and the Consortium of Harvard Affiliated Offices for Faculty Development and Diversity (CHADD). These committees meet bimonthly with the goal of coordinating diversity and inclusion initiatives across the Harvard affiliated teaching hospitals.



Photo credit: Gretchen Ertl

Boston Combined Residency Program

With the support of the Boston Combined Residency Program (BCRP) Training Program Directors, 2019-2020 Diversity Chiefs **Destiny Tolliver, MD** and **Yuan He, MD, MPH** and the Diversity Council, the BCRP hosted a Second-Look Day for underrepresented in medicine (URiM) applicants on Monday, January 27, 2020. The goal of this program is to provide further familiarity and exposure to BCRP, affiliated institutions, the city of Boston, and both BCRP residents and faculty from underrepresented backgrounds. The Second-Look Day was attended by 10 medical students from across the country. Administrative Director **Nikki Tennermann, LICSW** gave opening remarks and a brief summary of the Office of Health Equity and Inclusion on behalf of **Valerie L. Ward, MD, MPH**. The opening panel included Physician-in-Chief **Gary Fleisher, MD**, BCRP Program Director **Theodore Sectish, MD**, and Associate Program Director **Thomas Sandora, MD, MPH. Kevin B. Churchwell, MD**, President and Chief Operating Officer, **Faye Holder-Niles, MD, MPH**, Pediatrician and Director of the Primary Care Asthma Program, and **Enid Martinez, MD**, Associate in Critical Care Medicine, spoke on the faculty panel. Past-Associate in Health Equity, Education and Research **Camila Mateo, MD, MPH**, moderated the Second-Look Day panel sessions.

SPOTLIGHT: Ariel Winn, MD



Dr. Winn is an Associate Program Director responsible for EDI and anti-racism work in the Boston Combined Residency Program at Boston Children's.

With support from Human Resources and Talent Acquisition Program & Operations Manager Katie Fayer, the Office of Health Equity and Inclusion annually sponsors BCRP residents to attend national training program recruitment events aimed at students from backgrounds underrepresented in medicine. Due to travel restrictions associated with the COVID-19 pandemic, the Latino Student Medical Association (LSMA) National Conference in St. Louis, MO in March 2020 was truncated. However, 10 medical students were able to express interest in training at Boston Children's. Thank you to **Camila Mateo, MD, MPH, Mariel Bailey, MD, MEd, Jessica Ruiz, MD** and **Alexandra Santana Almansa, MD** for their assistance with the event.

The Student National Medical Association (SNMA) Annual Medical Education Conference took place virtually in April 2020. There were 33 medical students who expressed interest in Boston Children's training programs, and thank you to **Beverly Aiyanor, MD** and **Kristan Scott, MD** for their virtual participation.

URiM Faculty and Fellow Discussion Group

The Office of Health Equity and Inclusion and the Office of Faculty Development started the URiM Faculty and Fellow Discussion Group *Diversity, Care and Action* in June 2020 as a space to reflect on the impact of the COVID-19 pandemic and recent national events of racial injustice, with particular emphasis on health and racial disparities highlighted by these events. All Boston Children's faculty were given the opportunity to self-identify as URiM and participate in the group. The discussion group is led by **Valerie L. Ward, MD, MPH, Faye Holder-Niles, MD, MPH** and **Alexandra Epee-Bounya, MD** and met on:

June 22, 2020
September 15, 2020
November 18, 2020
December 9, 2020

2019-2020 Health Equity and Inclusion Events

1. **2nd Annual Pediatric Health Equity and Inclusion Symposium: Health Equity in Pediatric Subspecialty Care**
This event was co-sponsored by the Boston Children's Hospital Office of Health Equity and Inclusion, Office of Faculty Development, and BCH Academy for Teaching and Educational Innovation and Scholarship
 - a. October 23, 2019
 - b. January 8, 2020
 - c. February 3, 2020
 - d. September 21, 2020
2. **Healthcare Disparities Research Working Group**
 - a. October 23, 2019
 - b. January 8, 2020
 - c. February 3, 2020
 - d. September 21, 2020
3. **Inaugural MSO Visiting Professorship**
 – Kevin B. Churchwell, MD
4. **Invited Speaker Series: Office of Health Equity and Inclusion**
 – Carol Fulp
5. **Boston Children's Hospital Martin Luther King Jr. Observance Keynote Lecture** – Gary Bailey, MSW, ACSW, Professor of Practice, School of Social Work and School of Nursing and Health Sciences, Simmons University
6. **Black History Month Pediatric Grand Rounds** – Paula A. Johnson, MD, MPH
7. **Hospital-wide Reflection Rounds**
 - a. June 9, 2020
 - b. June 16, 2020
 - c. June 17, 2020
 - d. June 19, 2020
 - e. June 23, 2020
 - f. June 24, 2020
 - g. June 29, 2020
8. **3rd Annual Pediatric Health Equity and Inclusion Symposium: Women in Medicine and Science Month**
This event was co-sponsored by the Boston Children's Hospital Office of Health Equity and Inclusion, Office of Faculty Development, Nursing and Patient Care Operations, and BCH Academy for Teaching and Educational Innovation and Scholarship
 - h. June 30, 2020
 - i. July 9, 2020
 - j. July 10, 2020
 - k. July 15, 2020
 - l. July 23, 2020
 - m. July 30, 2020
 - n. August 4, 2020
 - o. August 12, 2020
 - p. August 21, 2020
 - q. August 25, 2020
 - r. August 31, 2020
 - s. September 10, 2020
 - t. September 14, 2020
 - u. September 25, 2020
 - v. September 29, 2020
 - w. October 8, 2020
 - x. October 16, 2020
 - y. October 20, 2020
 - z. October 28, 2020
 - aa. November 6, 2020
 - bb. November 16, 2020
 - cc. December 2, 2020
9. **2nd Annual MSO Visiting Professorship**
 – Maria Trent, MD, MPH, FAAP, FSAHM

Invited Presentations by the Office of Health Equity and Inclusion

Presented by Chief Equity and Inclusion Officer Valerie L. Ward, MD, MPH:

Journal Club with the Commonwealth Fund Fellows, Harvard Medical School, December 9, 2019

DACCI Clinical Leadership Council. Boston Children's Hospital. September 30, 2020.

Leadership Forum. Boston Children's Hospital. November 4, 2020.

Orthopedic Surgery and Sports Medicine Fall Retreat, October 2, 2020.

Urology Grand Rounds, Boston Children's Hospital. November 11, 2020.

"Office of Health Equity and Inclusion: Updates from 2017 to 2020" Nursing Cultural Sensitivity and Diversity Forum Leadership Group, Boston Children's Hospital. November 17, 2020.

Surgical Fellows Leadership Forum. Boston Children's Hospital. December 1, 2020.

"Health Equity Matters: The Pediatric Radiology Perspective", Guest Lecturer, Annual RSNA Conference. December 2, 2020.

Presented by Administrative Director Nikki Tennermann, LICSW:

"Health Disparities and Health Equity," CanCURE Program, Northeastern University, November 1, 2019.

"Addressing Disparities in Healthcare to Promote Equity," Guest Lecturer in AST 211 - Urban Medical Communities, Simmons College, November 6, 2019.

"How Can We Promote Equitable Pediatric Care?" Invited Presentation, LEAH Program, April 28, 2020.

"Office of Health Equity and Inclusion and the Impact of Racism on Child and Adolescent Health" Invited Presentation, COACH Program, July 22, 2020.

"Pediatric Health Equity and Social Determinants of Health" Invited Presentation, Pathology, August 7, 2020.

"Office of Health Equity and Inclusion and Social Determinants of Health", Curriculum for Academic Success Educational Session, November 9, 2020.

Presented by Program Coordinator Geeranan Chuersanga, MS:

"How Can We Promote Equitable Pediatric Care?" Invited Presentation, LEAH Program, April 28, 2020.

"Office of Health Equity and Inclusion and the Impact of Racism on Child and Adolescent Health" Invited Presentation, COACH Program, July 22, 2020.

"Pediatric Health Equity and Social Determinants of Health" Invited Lecture, Pathology, August 7, 2020.

Overview of the BCHSTEM Pipeline Program, COACH Program, November 5, 2020.

Exploring and Making College Majors and Careers Decision, COACH Program, November 6, 2020.

"Office of Health Equity and Inclusion and Social Determinants of Health", Curriculum for Academic Success Educational Session, November 9, 2020.

Local and National Collaborations

Migration is Beautiful Campaign

Massachusetts General Hospital's annual Migration is Beautiful campaign celebrates International Migrants Day on December 18. The goal of Migration is Beautiful is to bring awareness to and celebrate the diversity that comes with immigration (Massachusetts General Hospital.

<https://www.massgeneral.org/news/article/migration-is-beautiful> Accessed 4 March 2021). The campaign uses the monarch butterfly as a symbol of migration because the monarch butterfly begins its journey in central Mexico and goes back to the United States and Canada. In this way, the butterfly has become a symbol of migration as a natural occurrence and of the importance of migration to the human experience.

Boston Children's Office of Government Relations, Office of Health Equity and Inclusion, and the Global Health Program were proud to be part of this important effort and co-sponsor in 2020.

Solutions for Patient Safety (SPS)

Solutions for Patient Safety (SPS) is a national network of over 100 children's hospitals seeking to reduce preventable harm and promote safety in pediatric health care (Solutions for Patient Safety.

<https://www.solutionsforpatientsafety.org/> Accessed 4 March 2021). **Valerie L. Ward, MD, MPH** represents Boston Children's Hospital on the SPS Health Equity Leadership Workgroup and Ambulatory Foundations Workgroup.

Pediatric Health Equity Collaborative (PHEC)

Boston Children's Hospital continues to be a member of the Pediatric Health Equity Collaborative (PHEC), an outgrowth of the Massachusetts General Hospital Disparities Leadership Program (Massachusetts General Hospital DSC Pediatric Health Equity Collaborative. In: Disparities Solut. Cent. <https://www.mghdisparitiessolutions.org/phec>. Accessed 4 March 2021). PHEC includes member organizations from pediatric institutions across the United States and Canada and seeks to disseminate best practices and a framework for health measures for promoting equitable care in pediatrics. Due to the COVID-19 pandemic, the PHEC Annual Meeting, scheduled for September 2020 at Monroe Carell Jr. Children's Hospital at Vanderbilt, was postponed.

Health Care Disparities Research

Office Abstracts and Manuscripts

1. Grice A, **Tennermann N**, Hagi R, **Ward VL**. Pediatric Hepatoblastoma: What the Sonographer Needs to Know for the Sonographic Evaluation of Complications After Treatment and After Liver Transplantation. J Diagn Med Sonogr. 2020 Jul.
2. Luercio M, **Ward VL**, Sectish T, Mateo CM, Michelson CD. Implementation of an Equitable and Inclusive Strategic Plan to Address Needs of Resident Trainees during the COVID-19 Crisis. Manuscript accepted: J of Pediatrics October 2020.
3. Mateo CM, Johnston P, Wilkinson R, **Tennermann N**, **Chuersanga G**, Grice A, **Ward VL**. Sociodemographic and Appointment Factors Affecting Missed Appointments for Neonatal Ultrasound Imaging. Radiological Society of North America 2020 Annual Meeting. November 29 – December 5, 2020.

Healthcare Disparities Research Working Group

Co-Chaired by **Kira Bona, MD, MPH** and **Valerie L. Ward, MD, MPH**, the Healthcare Disparities Research Group meets quarterly to discuss advancements of pediatric health equity in science and care delivery through longitudinal exchange of health policy and research/clinical initiatives. In addition, the group, comprised of a community of clinicians and investigators, came together to identify key disparities and gaps in care delivery or outcomes that could be prioritized. The group has 36 active participants including faculty, trainees and staff.

The first meeting for the 2020-2021 academic year took place on September 21, 2020 with presenter **Judith Palfrey, MD. Snehal Shah, MD, MPH** presented during the December 15th session.

SPOTLIGHT: **Patrice Melvin, MPH**



We are excited to announce the addition of Patrice Melvin, MPH to the Office of Health Equity and Inclusion as of June 2020. Patrice is a Senior Biostatistician for the Center for Applied Pediatric Quality Analytics and a Senior Data Analyst for the Office of Health Equity and Inclusion.

Pediatric Health Equity and Inclusion Scholarship and Awards



The Office of Health Equity and Inclusion, Office of Faculty Development and Medical Staff Organization was pleased to announce the 2020-2021 awardee of the **MSO Pediatric Health Equity Grant, Caitlin K. Rollins, MD, SM**, for her research project, “*Socioeconomic*

Status and Fetal Brain Development in Congenital Heart Disease.” Dr. Rollins is an Attending Neurologist in the Department of Neurology at Boston Children’s Hospital and an Assistant Professor of Neurology at Harvard Medical School. Her research study aims to determine the association between individual- and neighborhood-level socioeconomic status and fetal brain structure in congenital heart disease. The results from this project intend to inform the significance of early social and economic factors on neurodevelopmental outcome in patients with congenital heart disease. Dr. Rollins’ project is strongly supported by her mentors, Dr. Jane W. Newburger and Dr. David C. Bellinger, and her Chief, Dr. Scott Pomeroy.

In addition, the Office of Health Equity and Inclusion is grateful for the Medical Staff Organization (MSO) leadership, **Andrew Capraro, MD**, President and **Young-Jo Kim, MD, PhD, MHCM**, Immediate-Past-President, for their insight and vision into the need for the Pediatric Health Equity Fellowship in order to address gaps in equity and inclusion.

Pediatric Health Equity Research Fellowship: The Health Services Research Program recently added a new Health Equity Fellowship at BCH. The 2-year fellowship includes funding for an MPH at the Harvard T.H. Chan School of Public Health and offers a dedicated health equity tract within the Harvard-wide Pediatric Health Services Research Fellowship Program. The program is Co-Directed by Valerie L. Ward, MD, MPH and Jonathan Finkelstein, MD, MPH, Chief Safety and Quality Officer, Professor of Pediatrics and of Population Medicine, Harvard Medical School.

We are happy to announce that our 2020 inaugural fellow was **Jessica Addison, MD, MS**, Instructor in Pediatrics, HMS, Division of Adolescent Medicine, Department of Pediatrics, Boston Children’s Hospital.

