

Massachusetts General Hospital Structural Equity 10-Point Plan

Initiative 1: Policy and Practice Review to Identify and Reconcile Structural Racism



Mass General Brigham

Launching an effort to review administrative, Human Resources, and clinical policies.



Massachusetts General Hospital

We will create a committee to support this effort – bringing forward issues to Mass General Brigham, and managing issues specific to MGH.

Initiative 2: Reporting & Reconciliation Plan for Incidents of Discrimination/Racism



Mass General Brigham

Supporting the development of a system-wide Reporting System.



Massachusetts General Hospital

We will launch an effort focused on reconciliation, proposed model to include an office, ombudsperson, mediators, licensed independent clinical social worker (LICSW), and administrative support.

Initiative 3: Developing a Training Pathway on Racism and Associated Factors



Mass General Brigham

Will develop and deploy training for top 500 leaders, and create a course on racism for the entire system.



Massachusetts General Hospital

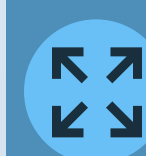
We will create a mandatory, hospital-wide learning pathway to complement this work with courses on microaggressions, bystander training, and implicit bias, among other topics.

Initiative 4: Assure Equity in Access to, and Delivery of Clinical Care



Mass General Brigham

Supporting multiple efforts, including social determinants of health screening, community health workers, disparities (data collection, virtual health, equity goals), and systemwide interpreter/translation service.



Massachusetts General Hospital

We will expand our disparities efforts, including our data analytics and developing grants for innovation; expand our community engagement in Mattapan, Roxbury, Dorchester; and launch two signature clinical initiatives focused on the treatment of sickle cell disease, and to promote equity in transplantation.

Initiative 5: Eliminate Racialized Science and Medicine



Mass General Brigham

Launching an effort to review guidelines.



Massachusetts General Hospital

We will create a committee to support this effort – bringing forward issues to Mass General Brigham.

Initiative 6: Assure a Living Wage, Educational Development, Access to Care



Mass General Brigham

Supporting a feasibility and planning study.



Massachusetts General Hospital

We will provide support as needed and develop strategies to facilitate educational development.

Initiative 7: Commit to Diversity and Equal Representation



Mass General Brigham

Supporting diversity efforts focused on Governance and Leadership.



Massachusetts General Hospital

We will create goals/targets and fortify and expand our diversity efforts, including expanding our Center for Diversity and Inclusion and its programs, creating a Diversity Leadership Academy, and seeding an MGH Recruitment/Retention Fund and Research Fund.

Initiative 8: Assure an Environment of Safety, Equity, and Trust in Security



Mass General Brigham

Will learn from efforts at the MGH.



Massachusetts General Hospital

We are working with MGH Police & Security to create new metrics, goals, and interventions.

Initiative 9: Deploy an Equity, Anti-Racism, and Inclusion Campaign



Mass General Brigham

Supporting a communications campaign.



Massachusetts General Hospital

We will develop an MGH inclusion effort.

Initiative 10: Engage and Invest in an Anti-Racism Advocacy Agenda



Mass General Brigham

Supporting an advocacy agenda.



Massachusetts General Hospital

We will provide support as needed.