

Inclusive Excellence and Leadership

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ROUNDTABLE ON
BLACK MEN &
BLACK WOMEN
IN SCIENCE, ENGINEERING, & MEDICINE



My Leadership Journey From Detroit to Baltimore to Boston

- Develop clinical expertise (cardiothoracic surgery/transplant)
- Build successful programs
- Reputation as collaborative and a “team builder”
- Expand horizons and learn new skills, i.e. Masters in Health Administration focused on management, finance, operations
- Progressive administrative opportunities

Lots of good fortune and help!

A background image showing the profiles and faces of diverse individuals, including a woman with dark hair and a man with a beard, suggesting a multicultural and inclusive environment.

“Our overall mission is to recruit, promote, retain, and engage those underrepresented in medicine, science, nursing, and healthcare administration so that we can achieve health equity for the most vulnerable populations.”



JOHNS HOPKINS SCHOOL OF MEDICINE
DIVERSITY AND INCLUSION MISSION STATEMENT

What do we do now?

Strategy to Increase Diversity in Medicine: Mentorship & Sponsorship Mission

Investing (early) in the under-represented in medicine (URM) community by championing both mentorship and sponsorship at various levels of the institution

- School of Medicine (SOM)
- Graduate Medical Education (GME)
- Faculty
- Administration





Center for Diversity & Inclusion
Office for Women's Careers



Mission

- To promote a vibrant, diverse and inclusive professional community where every person thrives

Priorities and Goals

- Recruit and retain a diverse faculty and trainee community
- Create a welcoming and engaging environment/ networking opportunities
- Provide professional development/leadership advancement/career support for diverse faculty and trainees

cdi.brighamandwomens.org

Minority Faculty Career Development Award

2
\$100,000

Awards per Year



5
\$100,000

Awards per Year

1996

First Award

42

Number of
Recipients

5 Year

Mentored Career
Development

65%

Retention
Rate



***New* Faculty Leadership Initiatives**

\$700,000 investment from President's Office



Faculty Career Development Award Office Women's Careers

1 Award in 2022



Minority Faculty Career Development Award (MFCDA)

5 Awards 2022
2 Awards 2021



Exit Interviews

Women and UIM Faculty



AAMC Professional Development Conferences Women Faculty

2 Awards in 2022



Women Leadership Course Harvard Medical School

5 Awards in 2022