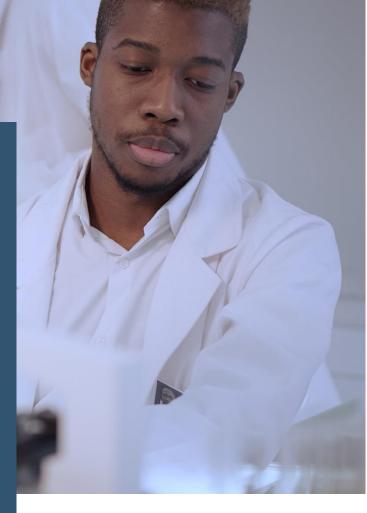
NATIONAL Sciences Engineering Medicine

Inclusive Excellence and Leadership

Robert S.D. Higgins, MD, MSHA President, Brigham and Women's Hospital Executive Vice President, Mass General Brigham





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!



"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







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









1996

42

5 Year

65%

First Award Number of Recipients

Mentored Career Development Retention Rate

NATIONAL Sciences Engineering Medicine

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



Women Leadership Course Harvard Medical School

5 Awards in 2022