

## BUMG | EVI

### 2021 Clinician Vitality Survey

Dear Colleagues,

*How do we know if we are creating a workplace environment that promotes wellness, equity, and belonging? How do we know if we are on the right track or if we are missing critical elements?*

Over the past three years, the Office of Equity, Vitality, and Inclusion has worked to establish foundational elements to build a culture where all are heard, valued, and well. You also recently received the 2021 BUMG Annual Report from Dr. Creevy, which provides more details on key strategic initiatives. Beginning April 27, you will have an opportunity to share some of your feedback on these and other efforts through the **4th Annual Clinician Vitality Survey**. We value your reflections about the past year and about your practice in general.

The survey is a little different this year. While some of the core measures remain the same (burnout, professional fulfillment, and intent to leave), we have incorporated questions about *inclusion, belonging, mistreatment* and about *systems to protect dignity and respect*. We have also incorporated questions about *how well BMC supported you during COVID* and about *what organizational changes have happened during COVID that you would like to carry forward permanently*.

We are grateful to everyone who has filled out this survey in the past. Your input, partnership, and collaboration has truly shaped our direction and priorities, some of which are highlighted below.

Themes we heard from you:	Examples of related initiatives
Autonomy	<ul style="list-style-type: none"><li>• New MDS Clinicians' Council with reps from each Department (see email re: leadership opportunities sent 4/18)</li><li>• Flexible work models initiative</li></ul>
Improvements in EHR + email storage	<ul style="list-style-type: none"><li>• "Improving the Epic Experience" Initiatives including Dragon dictation, reduced interruptions/clicks, Work From Home support</li><li>• Expanded email storage for BMC accounts - coming soon</li></ul>
Psychosocial support	<ul style="list-style-type: none"><li>• Additional mental health clinicians available for BUMG clinical faculty</li><li>• Organization-wide stress first aid training</li><li>• Expansion of BMC employee assistance to include BUMG clinicians</li><li>• COVID Testing for Kids (non-BMC patients)</li></ul>
Acknowledgement + appreciation of clinicians	<ul style="list-style-type: none"><li>• BUMG Clinical Excellence Awards</li><li>• Inclusion in BMC's annual service awards celebration</li><li>• Shout outs celebrating clinicians' accomplishments in CMO report</li></ul>
Promotions process	<ul style="list-style-type: none"><li>• Revised criteria for Assistant Professor</li></ul>

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We hope you will take the time (it takes about 15 minutes and can be done on a computer or mobile device) to share your feedback with us again so that we may continue the work of promoting clinician wellbeing.

If you have any questions, please feel free to reach out to Susannah Rowe at [Susannah.Rowe@bmc.org](mailto:Susannah.Rowe@bmc.org).

In partnership and gratitude,

Susannah Rowe

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