



CENTER
**BOSTON
MEDICAL**

Graduate Medical Education The Office of Minority Recruitment

August 2022

BMC GME URM vs URiM

CLARIFICATION:

Underrepresented Minority (URM) – A group of people who are insufficiently represented.

Underrepresented Minority in Medicine (URiM) – Everyone in the medical profession.

All Underrepresented Minority (URM) and Underrepresented in Medicine (URiM) are self-identified.

[Boston Medical Center GME](#) follows the AAMC definition of URiM, which includes...

Black/African American

Hispanic/Latino or Latinx

American Indian/Alaska Native

Native Hawaiians/Other Pacific Islanders (ex: Samoan, Guamanian, Fijian, Filipino, etc.)

A snapshot of Massachusetts and it's people.



Massachusetts Population Data 2021



Population 6,984,723 2021

Median Household Income
\$84,385

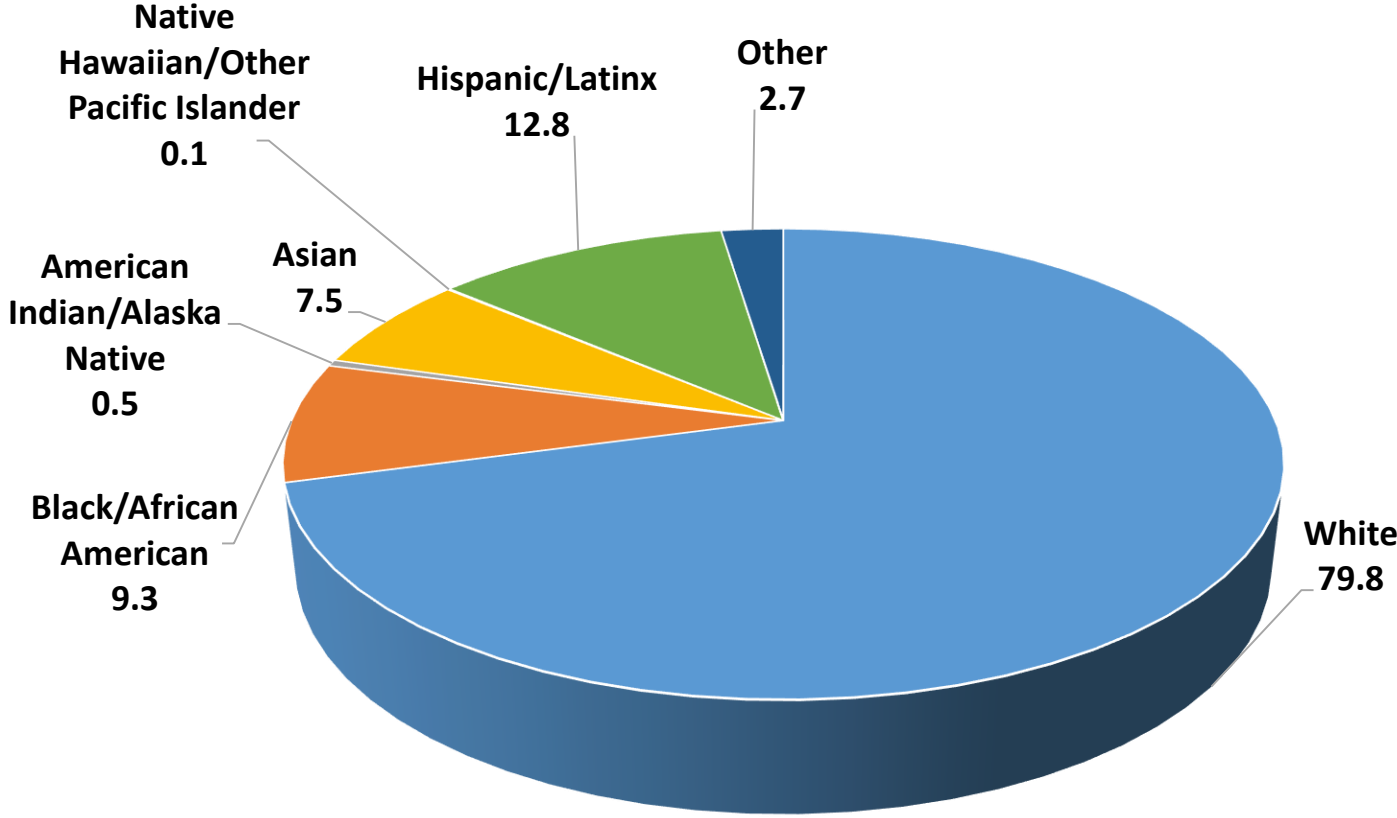
Per Capita Income \$45,555

9.4% of the state lives in
poverty.

Non-URM owned business
111,958

URM owned business 15,015

2021 Massachusetts Population Data by Race



Data per U.S. Census (www.census.gov) for 2021. 2.7% registered with the census as other. See U.S. Census for race identifications and details on rules and regulations regarding census count <https://www.census.gov/quickfacts/MA>.

Boston Population by Race



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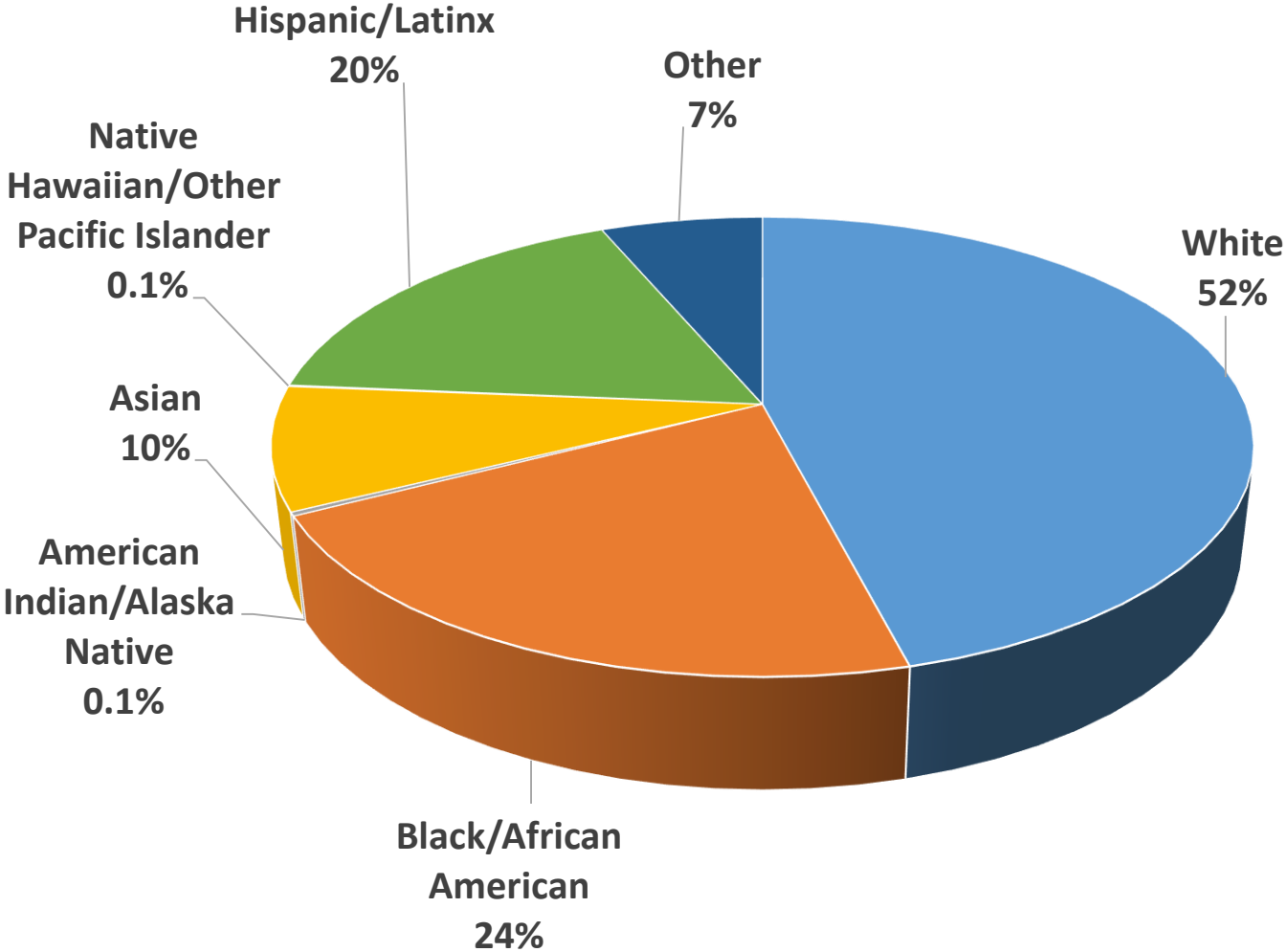
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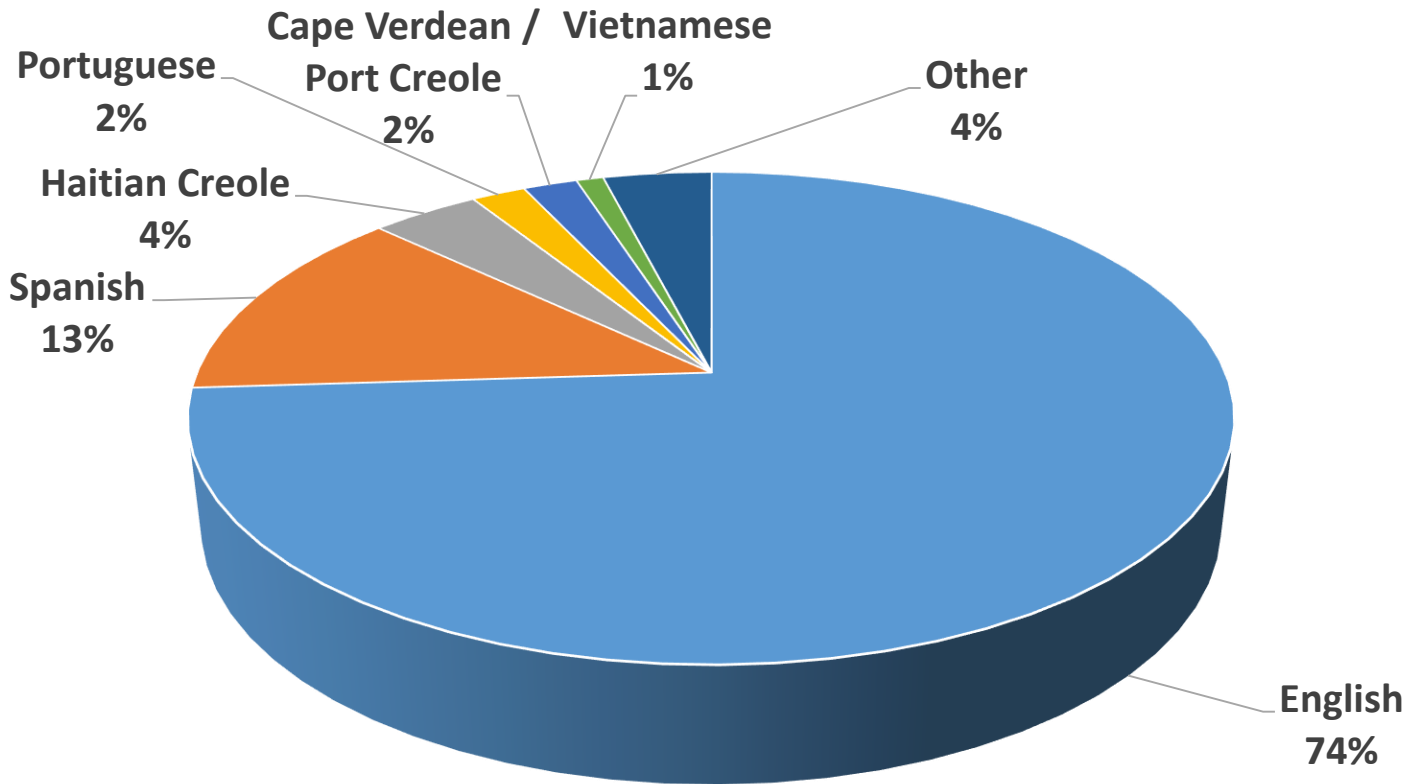


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Get to know Boston Medical Center.

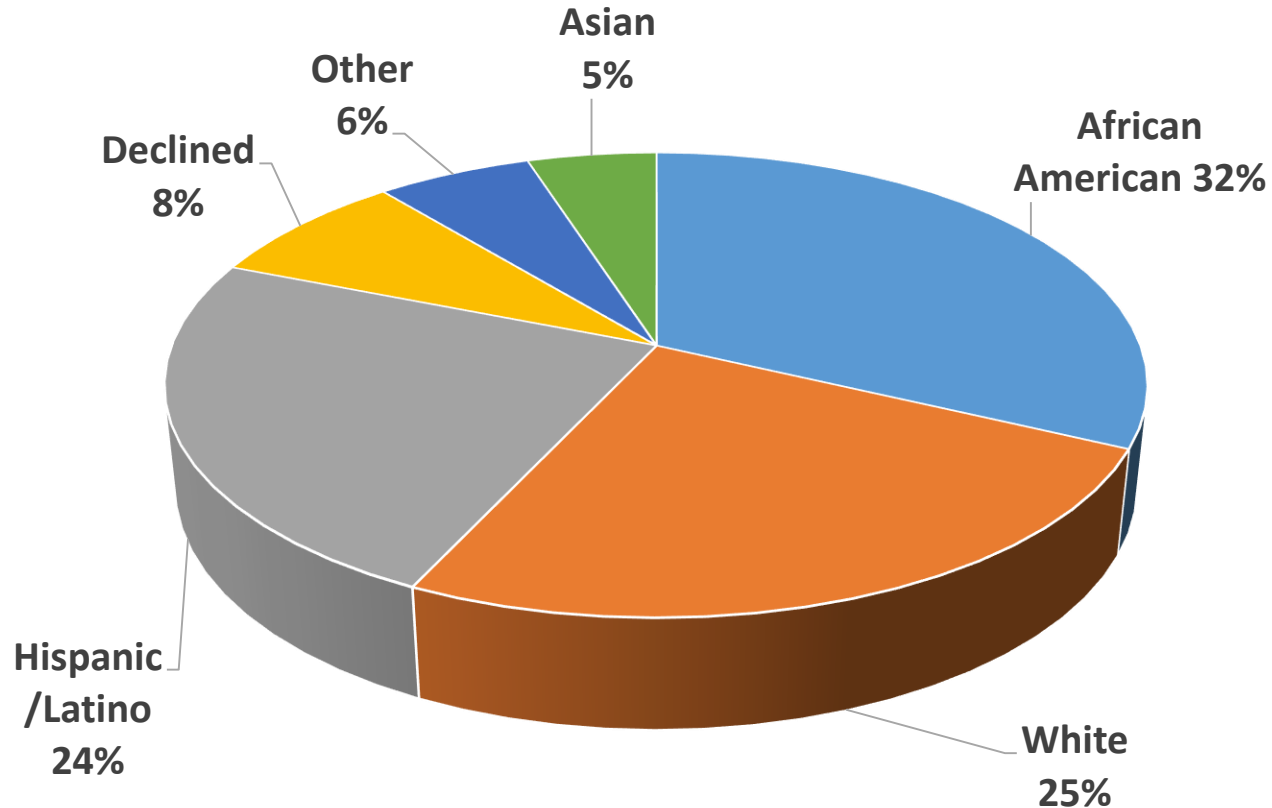


BMC Limited English Proficiency (LEP) Patients



In 2021 25% of BMC patients self-identified as LEP. BMC Interpreter Services Department translates for over 80 languages and dialects.

BMC's patient population by race.



In 2021, **57%** of BMC patients self-identify as Black/African American and Hispanic/Latinx.

About **36%** of the population of Boston are BMC patients.

Commitment to Boston Communities and Health Equity

Equality



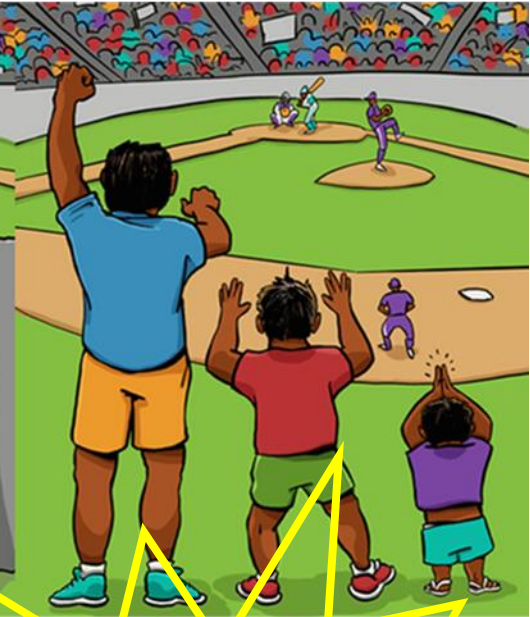
Equal Treatment: Here it is assumed that everyone will benefit from the same supports

Equitable: access with supports



Equitable Treatment: Everyone is given different supports to provide access. Filling gaps, often temporarily

True Equity



Everyone has access without the need for supports. The root cause of the inequity has been addressed. Structural barriers removed.

Commitment to Boston Communities and Health Care



Commitment to Boston Communities and Health Equity

BMC's Goal: To eliminate disparities in health outcomes across different races and ethnicities.

The Boston Opportunity System (BOS) Collaborative

Launched as an initial investment of \$5 million by JP Morgan Advancing Cities Grant. BOS Collaborative is a partnership between the City of Boston, BMC, Boston Children's Hospital, and Brigham and Women's Hospital.

Goals: job training, housing stabilization and neighborhood revitalization



The Daily Table is a grocery store built in Roxbury that focuses on healthy, fresh culturally diverse foods.

Commitment to Boston Communities and Health Equity



StreetCred

Provides free tax preparation services, financial coaching and planning, and job training within the field of tax preparations.



Housing Prescription as Health Care (HPHC)

Helps families experiencing homelessness and housing instability in Boston by using a multi-dimensional approach to address the specific needs of each family.

Commitment to Boston Communities and Health Equity



Preventative Food Pantry

Established in 2001 as the 1st hospital-based food pantry in the country.



Rooftop Farm

Provides fresh, local produce to the Preventative Food Pantry, the cafeterias, our hospitalized patients and our demonstration kitchen.

Living Diversity Equity and Inclusion within BMC



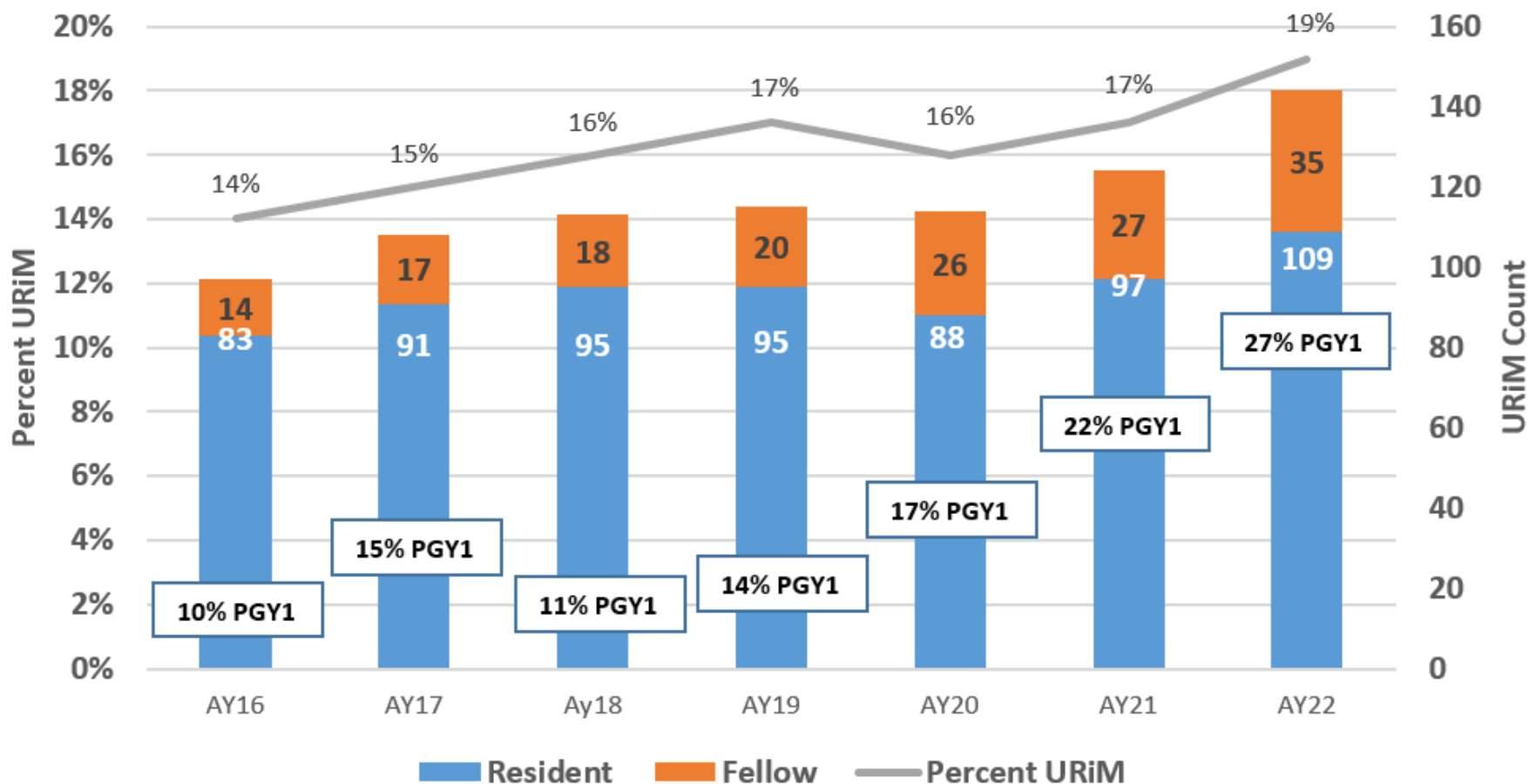
Glossary for Culture Transformation

Welcome to GME!



The percentage of our residents and fellows that identify as Under-Represented in Medicine (URiM) is increasing

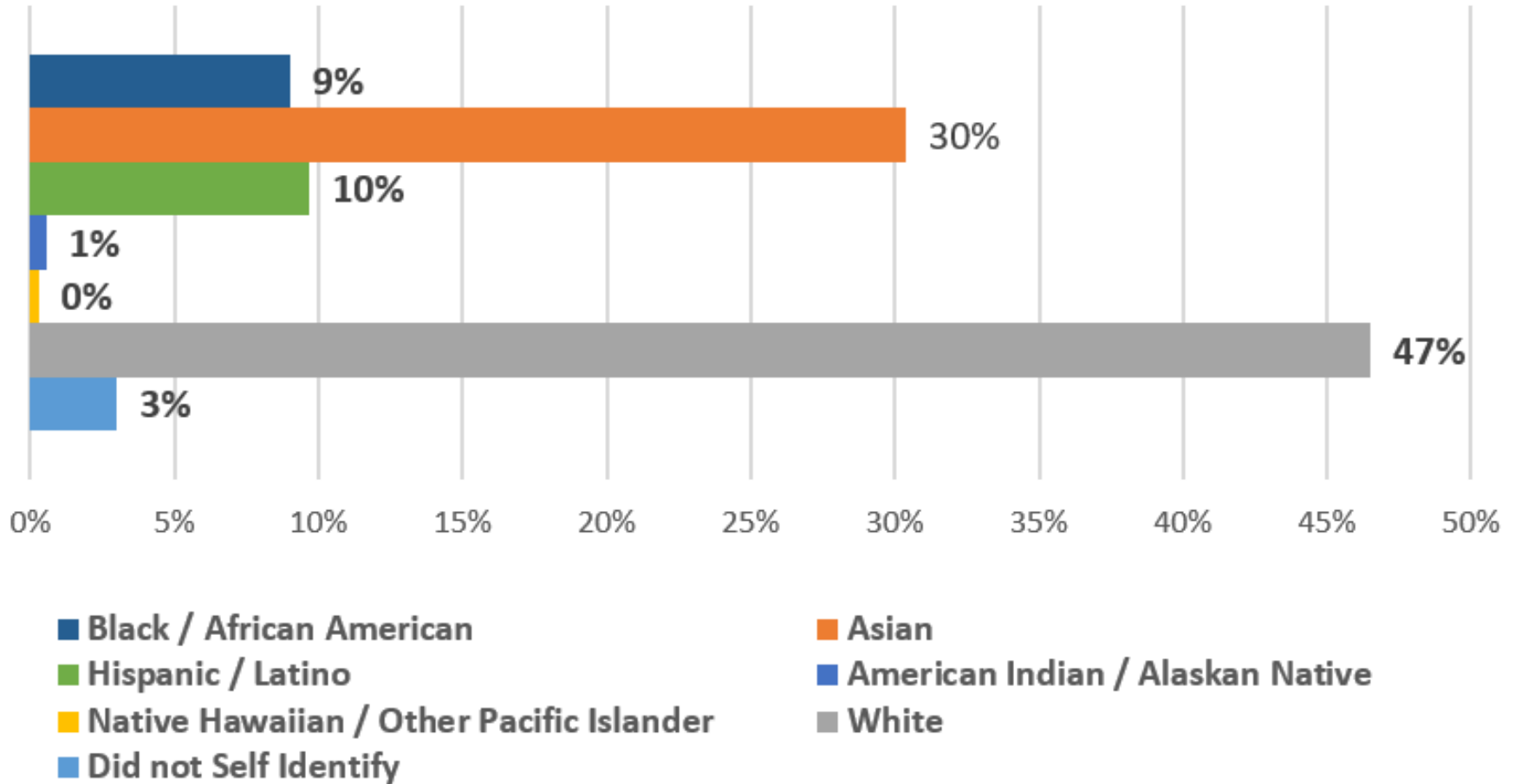
URiM Residents and Fellows



Benchmark: 13.8% of active U.S. Residents self identify as URiM**

*AY22 Data is preliminary from New Innovations.

Current BMC Trainees (Residents and Fellows) breakdown by race



Individual Program D&I Effort Slide

- This slide can be used to add details of your programs D&I efforts.

GME / Office of Minority Physician Recruitment



**GME URiM
Resident/Fellow Steering
Committee**



**GME Intern Mentorship
Cohort Program**



**GME Diversity and
Inclusion Council**



**HBCU Medical School
Pipeline.**

Things to do in Boston



Visit the Museum of African American History



The African Meeting House served as the center of Boston's African American community throughout the 1800s.

The Museum of African American History's Abiel Smith School and African Meeting House are open to the public year round, six days a week, Monday-Saturday: 10:00 a.m. to 4:00 p.m. National Park Rangers are available there throughout the day for historic talks.

To learn more about the Museum of African American History, please visit [here](#).

For group reservations to visit the Museum, please call (617) 725-0022, ex. 22.

Martha's Vineyard



Beyond the beautiful beaches and glitzy galas, Oaks Bluffs is a complex community that elite families, working-class locals and social climbing vacationers all claim as their own.

Oak Bluffs became a tourist destination out of necessity. Names for its scenic perch in an oak grove overlooking the Nantucket Sound, in the Atlantic Ocean, it was and continues to be a haven for African-Americans.

For a complete narrative of its history visit narratively.com

Boston / Things to do

Franklin Park Zoo



Museum of Science



The Museum of Fine Arts in Boston



Boston Common Frog Pond

Boston / Things to do



Whale Watching



Boston Duck Tour



Boston Fenway Park



Faneuil Hall Marketplace



Provincetown

Boston / Important Information

Hair Salons



1-(617) 834-3333 | nancyvbrown100@gmail.com

STUDIO 27
— SALON —

studio27.142@gmail.com

(617)-294-1358

Barbershops



Princess Hair Palace

+1 617 4364006

princesshairpalace20@gmail.com

JIREH BEAUTY SALON

(617) 361-3700

617-492-5430



Zina's
HAIR SALON



(617) 389-3598

Third's Barber Shop

(617) 541-8998

Richard's Barbershop

(617) 442-1650

The Cutting Edge Barbershop

Hameed Abdullah 857-244-3301
Roxbury – by appointment only

Platinum Cuts Barber Shop

(617) 606-7151

Boston / Places to worship



Concord Baptist Church of Boston
180 Blue Hill Avenue, Milton, MA 02186
[\(617\) 698-9300](tel:6176989300)

Morning Star Baptist Church
1257 Blue Hill Avenue
Mattapan, MA 02126
[\(617\) 298-0278](tel:6172980278)



Twelfth Baptist Church
160 Warren St, Roxbury, MA 02119
[\(617\) 442-7855](tel:6174427855)

Charles Street AME Church
551 Warren St, Boston, MA 02121
[\(617\) 442-7770](tel:6174427770)



Boston Missionary Baptist Church
336 Dudley St, Roxbury, MA 02119
[\(617\) 427-4448](tel:6174274448) (non-denominational)

Boston Islamic Center
2870 Washington St, Roxbury, MA 02119
[\(617\) 522-1881](tel:6175221881)

Bethel Baptist Church
18 St James St, Boston, MA 02119
[\(617\) 445-0584](tel:6174450584)

Julibee Christian Church
1500 Blue Hill Avenue, Mattapan, MA 02126
[\(617\) 296-5683](tel:6172965683)

Boston / Food for the soul

Lucy Ethiopian Cafe

334 Massachusetts Ave
Boston, MA 02115
(617) 536-0415



the Blue Nile

389 Centre St.
Jamaica Plain, MA. 02130
(617) 522-6453
Ethiopian



477 Shawmut Ave
Boston, MA 02118
[\(617\) 369-7075](tel:6173697075)
South American



2 Bowdoin St.
Dorchester, MA 02124
(617) 288-0813
Southern Soul Food

Merengue!

160 Blue Hill Avenue
Roxbury, MA 02119
(617) 445 - 5403
Dominican



958 Tremont Street
Boston, MA 02120
617-442-4600
Southern Soul Food



TASTE OF EDEN
JAMERICAN RESTAURANT

38 Norfolk Street
Boston, MA 02124
Phone: [\(617\) 282-0077](tel:6172820077)
Jamaican



Grove Hall
469 Blue Hill Avenue
Dorchester, MA 02121
(617)989-0000
Jamaican

GME / The Office of Minority Recruitment

The GME URiM Program Manager is Shawnda Walker. Shawnda is a native Bostonian with over 20 years of experience in health care administration. She has been part of the BMC family for 7 years. As the URiM Program Manager she brings the best of BMC GME Programs to local and national recruitment events (SNMA/LMSA), analyzes and reports out on all GME recruitment data. She supports all GME programs in all D&I efforts. Her personal goals in this position are to build relationships, provide support and to bring a sense of community to our trainees of color.



Shawnda Walker

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E: Shawnda.Walker@bmc.org | Minority.Recruitment@bmc.org

