**Good Day and Welcome!**

We are sending you a warm and sincere welcome to our family here at Boston Medical Center. Use the link below to see exactly how excited we are that you are joining us!

[WELCOME TO BOSTON MEDICAL CENTER VIDEO](https://drive.google.com/file/d/1QGE1EnBWc3ua_u2Cs-2HgAO-UmdKjoov/view?usp=sharing)

The **Office of Minority Physician Recruitment** (OMPR) partners with training programs, clinical departments, and administrative offices to attract, recruit, and retain talented Under Represented Minorities (URM) within the residency and fellowship ranks for Boston Medical Center and Boston University School of Medicine.

Currently, **18%** of our incoming trainees have self –identified as URM.

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| Total Incoming URM 2020 | 44 |
| Total All Incoming 2020 | 242 |
| **% of Incoming Res who are URM 2020** | **18%** |

Below are some of the resources provided to help URM physicians get acquainted with the city of Boston, our medical center, and other URM physicians within the Boston Medical Center community.

**Mentoring & Networking**

We host several networking and social events to help build connections between underrepresented minority physicians within our medical campus. These events create opportunities to connect with peers, as well as develop mentors and advisors that can support and guide trainees throughout their career.

**Minority Physician Recruitment Steering Committee**

This committee is comprised of underrepresented minority residents/fellows, , faculty, and hospital administrators from Boston Medical Center/Boston University School of Medicine who are committed to increasing the representation of under-represented minority trainees and faculty, as well as create an environment that promotes retention, growth,  and satisfaction among our current minority physician staff.

**Under-Represented Racial & Ethnic Group Program**

The Under-represented racial and ethnic groups in medicine (URG) Leadership Program is a longitudinal leadership and career development program for under-represented racial and ethnic groups in medicine (URG). The program uses self-assessment and reflection, experiential learning, and peer and senior mentorship. The goals are to provide faculty with the tools necessary to navigate a successful career in academic medicine, and to foster leadership skills that enable participants to positively affect change in their current and future roles. Participants meet monthly on Thursdays from 4:30 – 6pm from October to June. **Find out more information on URG**[**here**](https://www.bumc.bu.edu/facdev-medicine/all-bumc/urg-program/)**.**

**Recruitment & Outreach**

Trainees and faculty have the opportunity to serve as ambassadors for our medical community at regional and national medical conferences. In addition, we host recruitment lunches and attend residency fairs at targeted medical schools.

We are all thrilled that you are here and look forward to greeting you in person!

For more information please visit us at [www.bmc.org/minority](http://www.bmc.org/minority). If you have any questions or would like to speak with one of our URM trainees or faculty, please feel free to contact me (Shawnda Walker) directly at 617-414-7136 or [Shawnda.Walker@bmc.org](mailto:Shawnda.Walker@bmc.org)

All the Best,

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| cid:image001.png@01D5F6C0.FF370FD0 | **Shawnda Walker**  Under Represented Minority Program Manager, Graduate Medicine Education  801 Albany Street – Ground Floor, Boston, MA  02119  P. 617-414-7136 I F. 617-414-5306  E. [Shawnda.Walker@bmc.org](mailto:Shawnda.Walker@bmc.org) I [Minority.Recruitment@bmc.org](mailto:Minority.Recruitment@bmc.org) |

