



MASSACHUSETTS MEDICAL SOCIETY

Every physician matters, each patient counts.



ADD YOUR VOICE

**Become a member of the MMS today.
Visit massmed.org/join.**

"The Massachusetts Medical Society stands with all who are mourning and those who experience racism daily, including our physicians and patients of color. Hashtags and words are well-intentioned gestures, but we must hear, and we must act."

– DAVID A. ROSMAN, MD, MBA, President, Massachusetts Medical Society

MAKING CHANGE HAPPEN

FIGHTING SYSTEMIC RACISM

Dr. David Rosman, president of the Massachusetts Medical Society, declared that “racism permeates all sectors of society. Health care is no exception. Systemic racism, in and of itself, causes illness and premature death for people of color.”

The MMS is looking at inequities in health care and calling on its members, especially White allies, to look within and to take strong action that supports radical, sustainable, and transformative change to reduce systemic racism and build more diverse, equitable, and inclusive environments.

Physicians interested in advocating for underrepresented, marginalized, and minority populations may join several committees and sections. Learn more: massmed.org/committees

Committee on Diversity

The Committee on Diversity works to promote diversity within the medical profession and heighten awareness of disparities in health care access and treatment.



Sharma E. Joseph, MD, Anesthesiology and Critical Care Medicine, Tufts Medical Center

What prompted you to get involved in the Committee on Diversity?

Representation and involvement of minority physicians is key to advancing the health of minority communities

in Massachusetts, especially that of African Americans and Blacks. We are a link to the community and bring front and center issues that may otherwise garner little attention.

How do you see the Medical Society playing a role in supporting you?

As a minority female physician and a child of immigrants, I am focused on improving the interactions minorities have with the health care system. Specifically, I am keyed into the disparities in access to mental health services after ICU discharge and the data suggesting poor end-of-life care for minorities. Depression, anxiety, and PTSD after critical illness mean fewer returns to employment and decreased opportunities to be healthy and advance socioeconomically. While research is needed to understand and further explore the etiologies for such findings, policy reform and advocacy may be even more important.

I look to the leadership of the Massachusetts Medical Society to promote the advancement of a diverse group of physicians such as myself so that new perspectives and partnerships may be formed to promote the health of all members of the Commonwealth.

Minority Affairs Section

The Minority Affairs Section offers a forum to all its members for addressing the unique needs and concerns of underrepresented minority physicians within and outside the MMS, and the delivery of health care to minority patients and communities.



Melanie Molina, MD, Emergency Medicine Resident, Massachusetts General Hospital and Brigham and Women's Hospital

What prompted you to get involved in the Minority Affairs Section?

As an underrepresented minority physician, I have unique experiences and a perspective that should be heard. I felt it important to take a seat at the table.

How do you see the Medical Society playing a role in supporting you?

I am hoping that the Medical Society will provide me with a platform to advocate for my community, discuss health disparities, and promote health equity.

International Medical Graduates Section

The International Medical Graduates (IMGs) Section provides a forum for addressing the unique needs and concerns of IMGs, including discrimination, residency training, and licensure.



Daniela A. Pimentel Maldonado, MD

What prompted you to get involved in the International Medical Graduates Section?

Over 20 percent of licensed US physicians are IMGs and have specific concerns as it relates to licensure, training, and practicing medicine in a foreign country.

Being part of the IMG community myself, I joined this Section to better understand potential ways of addressing these needs through organized medicine and to get involved in advocacy efforts that will impact how this growing community continues to address these concerns.

How do you see the Medical Society playing a role in supporting you?

The Medical Society plays a crucial role in advocating for physicians in the Commonwealth of Massachusetts and in the development of health care policy that positively impacts us physicians and our patients. By continuing to advance medical knowledge and through the promotion of medical education and research, the Society can continue to help us improve patient care and outcomes.



**Learn More about
Membership in the MMS**

VISIT MASSMED.ORG/JOIN Introductory Special State Dues: \$100 (regularly \$300).

District dues vary \$25–\$200. **Join today for 2020 and 2021.**

WOMEN PHYSICIANS TAKE THE LEAD

AWARDS AND RECOGNITION

The Massachusetts Medical Society recognizes these women physicians in our community for their outstanding contributions and achievements to the medical profession:



Alice Coombs, MD,
MPS, FCCP
2020 WOMAN
PHYSICIAN
LEADERSHIP AWARD



Nandita
Scott, MD
2020 WOMEN'S
HEALTH RESEARCH
AWARD



Sharyn
Lenhart, MD, FAPA
2020
WOMEN'S HEALTH
AWARD

- Jane Lochrie, MD..... 2020 SENIOR VOLUNTEER PHYSICIAN OF THE YEAR AWARD
- Valerie Stone, MD, MPH..... 2020 LGBTQ HEALTH DISPARITIES AWARD
- Margaret Samuels-Kalow, MD... 2020 REDUCING HEALTH DISPARITIES AWARD
- Mary Callery O'Brien, MD 2020 GRANT V. RODKEY AWARD
- Deborah Frank, MD..... 2020 SPECIAL AWARD FOR EXCELLENCE IN MEDICAL SERVICE

A VOICE FOR WOMEN PHYSICIANS

The Committee on Women's Health and the Women Physicians Section

Speaking up and speaking out is central to the mission of the Medical Society. The Committee on Women's Health and the Women Physicians Section provide important forums to identify and advocate for professional issues of concern to women physicians, educate colleagues about women's health, and foster participation and leadership of women within the MMS.



Pei-Li Huang, MD, Reproductive Endocrinology and Infertility, Fertility Solutions

What prompted you to get involved in the Women Physicians Section?

I was inspired to join the section by my many friends and mentors who are active in the Women's Section, and because this group advocates for women's health and women physicians.

What issues concern you the most about our current health care system?

The disparity of access to medical care, and the threat to personal autonomy to determine reproductive choices.

How do you see the Medical Society playing a role in supporting you?

The Medical Society's most important role is advocating for both physicians and patients.

What excites you most about the medical field right now?

The field of reproductive medicine and infertility is at the cutting edge and cross-section of science, technology, and ethics. Every year there are new advances in field of genetics, genomics, and human biology and new advances in the laboratory — automation, new culture systems and incubators, and new techniques to detect mutations and abnormalities in embryos to name a few. With every new scientific finding comes questions about the ethical use and psychological impact of these new technologies.

Committee on Lesbian, Gay, Bisexual, Transgender and Queer Matters

The Committee on Lesbian, Gay, Bisexual, Transgender and Queer Matters enhances MMS policy, advocacy, and education on LGBTQ health and professional issues.



Annalise Boisvert, MD, Obstetrics and Gynecology, Hawthorne Medical Associates

What prompted you to get involved in the Committee on LGBTQ Matters?

Being transgender myself I have witnessed firsthand the difficulties both patient and staff that identify as members of our community face and hope to continue to bring attention to these disparities in care and treatment. In addition, like numerous "new" things, many people may not understand the LGBTQ community. I hope to help dispel myths, answer questions, and help those not in the community to become more accepting and understanding.

How do you see the Medical Society playing a role in supporting you?

A lofty yet admirable goal would be to put doctors and nurses back in charge of hospital systems by raising awareness of the ongoing issues between providers and administrators and encouraging more staff members to climb the administrative ranks. Placing those with real-world patient care experience in these roles would bring a much-needed change to many health care systems and hospitals and hopefully begin to facilitate change in the health care system overall.

POP QUIZ – TEST YOUR KNOWLEDGE

- In what year did the first woman in the United States earn her medical degree?
A. 1842 B. 1847 C. 1849
- How many years later did the first Black woman earn her medical degree?
A. 15 B. 18 C. 21
- The Massachusetts Medical Society was founded in 1781. In what year did the first woman physician apply for membership?
A. 1853 B. 1890 C. 1920
- How many years later did the MMS finally accept women physicians?
A. 27 B. 31 C. 37



How well did you do? Find your answers:
[MASSMED.ORG/WOMENPHYSICANTIMELINE](https://massmed.org/womenphysicantimeline)



Amplify Your Voice through Active Engagement

JOIN US IN MAKING A DIFFERENCE.

The Massachusetts Medical Society (MMS) is composed of its constituent district medical societies and is governed by elected and appointed officials. Policy decisions and initiatives are formed through a democratic process reflecting the voice of its membership. Members serve on committees, task forces, and sections to carry out the work of the Society.

The Society is committed to addressing racism and health care inequities. Our physician members are critical to making a difference both inside the MMS and in the wider community.

massmed.org/join



MASSACHUSETTS
MEDICAL SOCIETY

Every physician matters, each patient counts.

860 Winter Street, Waltham, MA 02451-1411

NONPROFIT U.S.
POSTAGE PAID
BOSTON, MA
PERMIT 59673

How Physician Leaders Can Build a More Inclusive and Equitable Environment

Microaggressions occur in everyday life, reflecting unconscious or conscious bias that reinforce White privilege. Great physician leaders use emotional intelligence to gain self-awareness, improve communication, and increase sensitivity to insulting behaviors and comments that create marginalized experiences and limit opportunities for underrepresented minorities.

Research demonstrates that high-performing and collaborative teams thrive when there is emotional safety, trust, and respect. Diversity fosters a more innovative workforce and leverages the potential of all employees.

Here are two important articles that offer ways you can create a more inclusive workplace environment and reduce systemic racism. Join us in our fight to reduce health care inequalities.

Download your free articles today

[MASSMED.ORG/EQUALITYINMEDICINE](https://massmed.org/equalityinmedicine)

1. Why Physicians Need Emotional Intelligence

by Ted A. James, MD, MHCM,
and MMS member

Whether you are talking to a patient or working with a colleague, emotional intelligence (EQ) is a critical leadership skill that can improve your clinical outcomes and increase professional satisfaction. Dr. Ted James outlines key steps you can take to increase your EQ.

2. A Guide to Responding to Microaggressions

by Kevin Nadal, PhD

Kevin Nadal, professor of psychology at John Jay College of Criminal Justice, has spent years researching and writing books on the effects of microaggressions. His guide provides tactical solutions on when to call out microaggressions and when to let them go.

"We must hear. We must act."