



MASSACHUSETTS
GENERAL HOSPITAL



MASSACHUSETTS GENERAL
PHYSICIANS ORGANIZATION

Massachusetts General Hospital/Physician Organization

Vice President, Diversity, Equity and Inclusion

Diversity is the richness of human differences. Inclusion is when everyone is valued, engaged, and feels connected. At Massachusetts General Hospital, we believe that because of diversity we will excel; through inclusion we will respect; focused on equity we will serve, heal, educate and innovate.

The Massachusetts General Hospital/Physician Organization (MGH/PO) seeks a dynamic and accomplished leader to serve as its **Vice President, Diversity, Equity and Inclusion**. This is an important opportunity at one of the preeminent, vibrant, respected and progressive academic health systems in the country.

The MGH delivers exceptional care grounded in leading-edge research, advanced treatment offerings and the latest clinical trials. The hospital is the largest teaching hospital of Harvard Medical School, has the largest hospital-based research enterprise in the U.S. and is consistently ranked among America's top hospitals by *U.S. News & World Report*.

In this new senior-level role the Vice President, Diversity, Equity and Inclusion will provide vision, leadership, oversight and management of the institutional diversity, inclusion and equity (D&I) program of the MGH/PO as well as collaborate with organizations within the MGH family and across the Partners HealthCare System on D&I initiatives and activities.

The incumbent will be responsible for creating an innovative and transformational vision for D&I, leading D&I strategy development and execution, facilitating collaboration and coordination among established D&I related programs and initiatives, routinely assessing performance and progress toward institutional D&I goals, effectively communicating on topics of diversity, inclusion and equity to internal and external audiences and overseeing institutional D&I funding.

- Stay abreast of best practices and current trends in diversity and inclusion and bring that knowledge to inform program and policy development work.
- Participate in senior level committees and forums both internally and at the Partners HealthCare system (PHS) level; co-chair the Diversity and Inclusion Committee; and collaborate with senior/clinical leadership.
- Leverage existing relationships with Partners institutions and identify further opportunities to partner and collaborate.
- Serve as a resource and point of contact to other organizations within the MGH family on topics of diversity, inclusion and equity.
- Create a process for ongoing evaluation of institutional structures, policies and procedures to identify those that unknowingly promulgate inequity, bias and/or inhibit progress toward D&I goals.
- Assess for measurable gaps in D&I programming and implement new initiatives needed to address them.
- Work to build and promote diversity, inclusion and equity work/research as an academic field of study.

The successful candidate will have demonstrated leadership responsibility in the healthcare industry, preferably in the academic medical center setting, including a combination of strategic, financial, and operational responsibilities. Experience collaborating with physician, clinical, educational, and administrative leadership is strongly preferred. Candidates with advanced degrees and clinical credentials are preferred. Qualified candidates will be familiar with the theory and practice of organizational diversity and inclusion, human development and training and change management. They will have a demonstrated track record in managing change and experience as an organizational leader and program builder, particularly with initiatives that promote diversity, equity, access, inclusion, and dialogue around social justice. The successful candidate will demonstrate cultural flexibility, comfort in building relationships of trust with the various communities and constituencies that comprise the hospital and the healthcare system and skill in navigating a complex landscape.

To learn more about this role please contact:
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To view a complete job description/apply directly to this role please click [here](#) or visit MGHCareers.org req # 3075625