

GME Diversity Inclusion & Advocacy

Creating community and advancing diversity within graduate
medical education



GME Diversity Inclusion and Advocacy Council & Office of Diversity Equity and Inclusion

A Welcoming Environment for All

Our vision is to be the Boston hospital of choice for all people, coming together in service to BIDMC's mission.

At BIDMC, our vision is to cultivate a culture of belonging for all members of our community. BIDMC is committed to advancing an equitable environment in which all people are respected, their voices are heard, and they can work to their potential.

About Our Resources and Opportunities

BIDMC has a rich history of commitment to openness and non-discrimination. Service to community is at the core and an important part of our mission; we have a covenant to care for the underserved and to work to change disparities in access to care. Today, we're proud to continue this legacy with a number of programs and initiatives aimed at fostering inclusion & diversity among our faculty, staff, trainees, and patients.

DIA Council

This house-staff run organization helps to support residents and fellows from diverse backgrounds through the following initiatives:

- Underrepresented in Medicine (URiM) Welcome Receptions
- Virtual Open House for incoming URiM Trainees
- Community building and outreach events
- Holiday Mentorship Reception
- Support recruitment efforts at important conferences such as LMSA (Latino Medical Student Association), SNMA (Student National Medical Association) and NMA (National Medical Association) National Conferences

Center for Diversity, Equity & Inclusion at BIDMC

We support our trainees and faculty with the following programs and initiatives:

- Collaborating with the Shapiro Institute for Education and Research to sponsor the Data Science Research Program for Underrepresented Minorities in Medicine
- Sponsoring Boston-based leadership development opportunities for multicultural professionals
- Offering competitive research grants that support junior, multicultural physicians
- Designing online and in-person trainings for topics such as unconscious bias and healthcare equity
- Hosting annual distinguished lectures on topics such as diversity and inclusion
- Offering mentoring opportunities for medical students and medical school-bound college students
- Sponsoring students from historically black medical schools for specialty rotations, sub-internships and summer research programs
- Participating in LGBTQ health education sessions and citywide PRIDE events
- Organizing networking and social events

BIDMC Diversity and Inclusion Contacts

Our Diversity and Inclusion faculty and directors, and residency graduates, are available to answer any questions you may have about the BIDMC community. Please feel free to contact any of the individuals below.



Joan Reede, MD

Dean for Diversity and Community Partnership Office for Diversity Inclusion and Community Partnership Harvard Medical School

Appointed as the first dean for diversity and community partnership in January 2002, Joan Y. Reede is responsible for the development and management of a comprehensive program that provides leadership, guidance, and support to

promote the increased recruitment, retention, and advancement of underrepresented minority faculty at Harvard Medical School. This charge includes oversight of all diversity activities at HMS as they relate to faculty, trainees, students, and staff.



Alden Landry, MD, MPH

Assistant Dean Office for Diversity Inclusion and Community Partnership Associate Director and Advisor, Castle Society Harvard Medical School

Alden M. Landry, MD, MPH, is an Associate Professor of Emergency Medicine physician at Beth Israel Deaconess Medical Center, Assistant Dean for the Office for Diversity Inclusion and Community Partnership,

Associate Director and Advisor for William B. Castle Society. He also serves as Senior Faculty at the Disparities Solutions Center at Massachusetts General Hospital and is the founder and co-director of the non-profit organization Motivating Pathways.

BIDMC Diversity and Inclusion Contacts



Carrie Tibbles, MD

Director, Director of Graduate Medical Education

Dr. Tibbles is an emergency physician at the Beth Israel Deaconess Medical Center and an assistant professor of medicine at Harvard Medical School. She received her bachelor's degree in biology and psychology from Gordon College and her medical degree

from Boston University School of Medicine. She completed her residency training in emergency medicine at Hennepin County Medical Center in Minneapolis, Minnesota. She then joined the department of emergency medicine at Beth Israel Deaconess Medical Center where she assumed the role of the Associate Residency Director of the Harvard Affiliated Emergency Medicine Residency. She has been awarded an American College of Emergency Physicians National Faculty Award and was named the American College of Emergency Physicians Outstanding Speaker of the Year.



Daniele Ölveczky, MD, MS

Director of the Center for Diversity Equity and Inclusion;
Inclusion Officer, Department of Medicine

Daniele Ölveczky attended Johns Hopkins University School of Medicine where she obtained an MD and a Master's degree in Neuroscience. She completed her residency at Beth Israel Deaconess Medical Center followed

by a geriatrics fellowship at BIDMC and BWH. She is a hospitalist at BIDMC where she works primarily as a nocturnist. She is the local lead principal investigator for the NIH sponsored trial of Bias Reduction in Medicine (BRIM) for the Department of Medicine at BIDMC. BRIM will implement interventions which have been shown to be successful in changing faculty behavior, improving department climate, and increasing the hiring of women faculty. She is also the Physician Director for the Center for Diversity Equity and Inclusion at BIDMC and co-directs the Health Equity and Anti-Racism curriculum at Harvard Medical School.



Ria Roberts, MD

Director for Diversity Inclusion and Advocacy, Graduate Medical Education

Director for Diversity Recruitment & Retention, Department of Medicine

Clinical Instructor in Medicine- part time, Harvard Medical School

Ria Roberts, M.D. is a board-certified Internist and Geriatrician, originally

from the Caribbean Island of St. Vincent and the Grenadines. She completed her medical school education at The George Washington University School of Medicine & Health Sciences, and residency training in Internal Medicine-Primary Care, with a Clinician Educator Distinction, at Yale New Haven Hospital. During that time, she was also named Young Physician Leader by the Connecticut State Medical Society and Yale-New Haven Health. She then started her tenure at Beth Israel Deaconess Medical Center (BIDMC) as a fellow in the Harvard Medical School Multi-Campus Geriatric Fellowship Program, and co-authored a Chapter in Hazzard's Geriatric Medicine and Gerontology entitled Syncope and Dizziness in the Older Adult.

Currently, in her administrative roles within GME and the Department of Medicine, she supervises the GME DIA Council and is fiercely dedication to advancing diversity and creating community in medicine.

Outside of BIDMC, she is a geriatric medicine consultant and topic editor for Dynamed, EBSCO but her primary clinical role is at Lowell Community Health Center, serving as Medical Director of the Program for Healthy Aging, which was developed under her astute leadership. Notably, Dr. Roberts was named the 2024 Community Clinician of the Year Award by the Essex North District of the Massachusetts Medical Society (MMS).

Check out this video on what it's like to work at BIDMC and how we serve Boston's diverse community

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BIDMC DIA

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