

## **Open Letter to Crisis Standards of Care Advisory Committee**

We are writing today because of our grave concern regarding the Crisis Standards of Care issued on 4/7/20 and the impact that these crisis standards will have on equity of access to life-sustaining care for communities most impacted by COVID-19.

We are doctors, nurses, health workers, residents, medical students, social workers, patient navigators, and other members of multidisciplinary teams who are on the front lines of care for patients and families at Boston Medical Center and other hospitals and community health centers throughout Massachusetts.

On 4/7/20, Crisis Standards of Care were issued by the Crisis Standards of Care Advisory Committee convened by the Commissioner of Public Health. This committee had little to no representation from the communities most impacted by COVID-19 and had no community oversight. Only two of the sixteen authors were people of color.

The Crisis Standards of Care state that "tragically difficult decisions must be based on criteria that ensure that every patient has equitable access to any care from which they might benefit."

Subsequent to this stated commitment to health equity, the Advisory Committee proposed a "scoring system" for patients to determine how available resources (ventilators, etc.) in crisis situations should be allocated when there aren't sufficient quantities to care for all who need them to survive. Under this scoring system, the lower a patient's score, the higher they are prioritized for access to life-saving resources. Points are added to a patient's score for "major comorbid conditions with substantial impact on long-term survival" -- that is to say -- comorbid conditions that might affect a patient's survival will count against them during such allocation decisions.

The scoring system does not reference or account for structural racism, economic injustice or poverty, ableism, ageism, or the resultant major health disparities that harm Black communities, Latinx communities, indigenous communities and other communities of color, low income communities, disabled communities, incarcerated individuals, and elders. These factors will make it statistically less likely that people from these communities will be allocated life-saving resources in a crisis.

Certain health conditions that directly or indirectly factor into the SOFA scoring system are disproportionately high among Boston's communities of color. For instance, diabetes rates are highest in Mattapan (17.3%), Roxbury (14.1%), and Dorchester (02121/02125: 12.8%). Dorchester, Mattapan, Roxbury, and Hyde Park have the highest percentage of both diabetes-related and heart disease-related hospitalizations among Boston neighborhoods.

Due to a well-documented presence of housing and environmental triggers (e.g. mold hazards/violations, poor indoor air quality), asthma-related illnesses are disproportionately high in Dorchester, Mattapan, and Roxbury, placing residents in those neighborhoods at increased risk of more severe cases of infection.

The Massachusetts Department of Health has released limited racial and ethnic data on COVID-19 cases. As of April 8th, 67% of the confirmed cases and 69% of deaths are listed as "unknown" or "missing"

racial or ethnic information.<sup>1</sup> The Massachusetts Public Health Association has stated that this data is “inconclusive and unactionable” and called on the governor to ensure timely and complete data collection. Despite this lack of critical information, there is every indication that Massachusetts, and specifically Boston have the same patterns of COVID-19 infection noted in other urban settings in the US.<sup>2</sup> Chicago is 30% Black, but Black people account for 70% of all COVID-19 cases in the city and more than half of the deaths. Michigan's population is 14% Black, but Black people account for at least 33% of COVID-19 infections and 41% of deaths. In Detroit, specifically, Black people are 7% of Michigan’s population but 26% of Michigan's infections and 25% of its deaths. Similar patterns have been noted in New York City, Philadelphia and North Carolina.

In Boston, significant health disparities for Black and Latinx people are emerging given the [racial and ethnic make-up of neighborhoods most impacted by COVID-19, with disproportionate illness amongst residents of Hyde Park, Mattapan, and East Boston](#).<sup>3</sup>

Black, Latinx, and Asian populations are at heightened risk of contracting COVID-19 and exposing their families given overrepresentation as essential, frontline workers. A [report from the New York City comptroller](#) published two weeks ago shows that 75% of frontline workers are people of color, and 50% are foreign-born. Grocery and store clerks, package delivery and postal carriers, food and childcare service providers, caregivers, and cleaning staff may not be able to practice strict social distancing or respiratory hygiene, work remotely from home, nor receive paid time off, thus increasing their risk of infection, hospitalization, and the inequitable harm inherent to the current Crisis Standards.

Another group of people at higher risk of acquiring COVID-19 are correctionally-involved/incarcerated individuals who must live in crowded conditions and bear a higher burden of comorbid conditions as compared to the general population. Since mass incarceration is driven by racial and economic injustice, Crisis Standards of Care need to take into consideration that those individuals who are put at risk for COVID-19 because of their identities and socioeconomic status will also be the ones who will be further penalized by the scoring system due to comorbid conditions acquired during incarceration.

Moreover, the scoring system proposed in these guidelines discriminates against those living with disabilities or chronic conditions that are considered penalizable comorbidities. In their [open letter to care providers](#), disability activists stress that “denying or withdrawing care based on protected characteristics violates many laws including the Americans with Disabilities Act, Section 504, the Affordable Care Act, state and local civil rights laws, and/or the U.S. Constitution.” Triage guidelines that evaluate patients by age or “comorbid conditions [that] impact survival” or “underlying medical diseases that may hinder recovery” implicitly rely on value judgements about these patients’ quality of life and deny these patients justice in our healthcare system.

These Crisis Standards of Care will result in the withdrawal of life-saving care-- including mechanical ventilation-- from a disproportionate number of indigenous people, Black people, Latinx people, other

---

<sup>1</sup> <https://www.mass.gov/doc/covid-19-cases-in-massachusetts-as-of-april-8-2020/download>

<sup>2</sup> <https://www.wgbh.org/news/local-news/2020/04/09/early-boston-data-shows-disturbing-racial-disparities-in-covid-19-infections>

<sup>3</sup> <https://www.dotnews.com/2020/city-report-parts-dot-mattapan-are-above-citywide-average-covid-19>

communities of color, elders, immigrants, asylees, refugees, and those who are undocumented, uninsured, incarcerated, homeless, experiencing poverty, or living with disability. These communities already experience oppression and marginalization through structural racism, economic injustice, ageism, and ableism, which altogether perpetuate healthcare disparities when compared to those who are granted privilege in our society.

We thus demand the following:

- 1) Just and ethical crisis standards that take into account political and social determinants of health to assure truly equitable allocation of resources;
- 2) Involvement of community stakeholders in developing and approving the crisis standards, keeping in mind the populations most affected by complications of COVID-19;
- 3) Transparency regarding the nature of mutual aid agreements between health care institutions to ensure that hospitals with higher demands for resources such as staffing support and ventilators can receive resources from hospitals that are serving fewer COVID-19 patients with maximal lead time to avoid acute crises when possible; and
- 4) If, after the above demands have been met, and a need for a scoring system remains, we demand, at minimum, the elimination of criteria designed to "save the most life years," which involves points added for comorbid conditions and would negatively impact communities historically experiencing health disparities from racial injustice and other political and social determinants of health.

To remain true to our professional and ethical obligations as health care providers and members of the health care team, we must implement standards that are responsible, ethical, and equitable. If we do not fight for and rapidly adopt standards that address structural racism and other forms of oppression, we will be complicit in that oppression, rather than fulfilling our moral obligation to do no harm.

Sincerely,

**Please sign your name in form link below:**

[https://docs.google.com/forms/d/e/1FAIpQLSeHZR-knvT3I4aHCLHOlyICx\\_ITKnWvSaCBbE9t-y4iv70IIw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSeHZR-knvT3I4aHCLHOlyICx_ITKnWvSaCBbE9t-y4iv70IIw/viewform?usp=sf_link)

Electronic Signature	Title/Position (indicate year if medical student/resident)	Affiliation/Department
----------------------	--	------------------------

Lana Habash, MD	Clinical Assistant Professor	Family Medicine, BMC, BUSM
Carolyn Arnold	Resident	Family Medicine
Anita L Roscoe	Certified CWA	BMC
Julian Gonzalez	Resident Physician	Family Medicine
Linda L Barnes	Professor	Family Medicine
Sam Gonzalez, MD	Resident Physician PGY-2	Family Medicine
Giovannie C. Bejin	CPNP-PC	Pediatrics
Caroline Royer	Resident, PGY-3	Family Medicine
Mandy Coles	Physician/Associate professor (MD, MPH)	Pediatrics
Stephanie Martin	Family Planning Counselor	Adolescent Clinic, Pediatrics Department
Rose Al Abosy	First Year Medical Student	BUSM
Rohit Abraham	Resident Physician	Psychiatry-Family Medicine
Sharon George	Community Wellness Advocate	Family Medicine/CCM
Sara Stulac, MD	Pediatrician	Pediatrics
Hannah Balleza	PGY-3	Psychiatry
Claudia Ma	Resident	Family Medicine
Christine Cheston, MD	Assistant Professor	Pediatrics
Hilana Scott	Nurse Practitioner	Pediatrics
Wali Sabuhi	M1	BUSM
Laura J Sullivan MD	Chief, Family Medicine	Cambridge Health Alliance
Lael Greenstein MD	Physician	Cambridge Health Alliance
Malessa Dias	MD	CHA/Pediatrician
Kate Zona	Psychologist	Cambridge Health Alliance - Department of Psychiatry
Yamini Saravanan	Primary Care Physician	Internal Medicine
Ellie Grossman	MD MPH / Codirector, Primary care behavioral health integration	Cambridge Health Alliance / Internal Medicine

Alexis Ladd, MPH	Marketing Manager	Cambridge Health Alliance
Camila R. Azuero	LICSW	Outpatient Psychiatry
Judy Fleishman, PHD	Psychologist, Family Medicine Faculty	Family Medicine
Lisa Dobberteen MD	attending physician	Pediatrics/Cambridge Health Alliance
Racheli Schoenburg	PGY-3	Cambridge Health Alliance/Family Medicine Department
Jasleen Kaur	MD, PGY2	Family Medicine
Melanie J Brunt MD	MD, MPH	Cambridge Health Alliance physician
Wesley Hauwei Chou	MS3	Harvard Medical School
Zoe Silver	Social Work Fellow	Outpatient Psychiatry, CHA
Lee Robinson, MD	Child Psychiatrist	Cambridge Health Alliance, Department of Psychiatry
Renee Cammarata Hamilton, MSW, MPA	Director, Community Health Improvement Team	Cambridge Health Alliance, Community Health Improvement Department
Katherine Miller	MD	Harvard Medical School
Rosanna Zuckerman	Physician Assistant	Cambridge Health Alliance
Elizabeth Tammaro MD	PGY2	CHA Family Medicine Residency
Mary Catherine Ward	LICSW	Psychiatry
Rachel Mott Keis	MD	BMC/Family medicine
Lynne Crawford APRN, MSN	Nurse Practitioner	Cambridge Health Alliance, Cambridge, MA
Brian Herrick	CIO/MD/Physician	IT/Family Medicine
Soimise Verdieu	Nurse Practitioner	Cambridge Health Alliance
Ira L.Mintzer,M.D.	Staff physician, Department of Medicine	Cambridge Health Alliance's

Abigail Love MD MPH	MD, Attending	Cambridge Health Alliance, Family Medicine
Erika Fellingner	Physician-surgeon	Cambridge Health Alliance - Surgery
Patty Chen	MD Candidate 2023	Boston University School of Medicine
Bari Brodsky MD	Assistant Clinical Professor, Tufts University School of Medicine	Cambridge Health Alliance, Family Medicine
Honor MacNaughton	MD	Cambridge Health Alliance, Department of Family Medicine
Charlene Saulnier FNP-BC	PCP- NP	Geriatrics
Kirsten Mojzisek	First Year Medical Student	Boston University School of Medicine
Christopher Lyons	Medical Student-Class of 2023	Boston University School of Medicine
Allan Sosa-Ebert	Medical Student	BUSM
Leah hollander	Medical Student M2	BUSM
Andrea Gordon	MD	Family Medicine (Tufts/CHA)
Rachel Ingraham	Medical student 2023	Boston University School of Medicine
Jacqueline You	Medical Student, MS4	Boston University School of Medicine
Minh-Thuy Nguyen	Medical Student, 2021	BUSM
Natalie LaBossier	First year medical student	Boston University School of Medicine
Taylin Im	Resident, PGY 1	Family Medicine
Genevieve Preer	Pediatrician	Pediatrics
Francisco Giral Irby, MD	Clinician Burnout Taskforce Coordinator	Right Care Alliance / Lown Institute
Luke Deems	Graphic Designer	Marketing/Communications
Margaret W	Marketing Manager	Marketing and Public Relations

Christopher Censullo		Cambridge Health Alliance
Sunny Kung	MD, PGY-2	Brigham and Women's Hospital
Elzbieta Jacek	Resident	Family Medicine, CHA
Ivys Fernandez-Pastrana, JD	Program Manager	Pediatrics, Boston Medical Center
Arvin Garg	Associate Professor of Pediatrics, general pediatrician	Pediatrics
Tanya Geha	MD, Instructor	Pediatrics
Rita Gehrenbeck-Shim	BUSM M1	BUSM/BMC
Scott Hadland, MD, MPH, MS	Assistant Professor of Pediatrics	Boston Medical Center / Department of Pediatrics
Jodi Wenger	MD	Pediatrics
Beth Silverberg Marx	LCSW	Family Medicine, Boston Medical Center
Madeline Stewart	Medical Student	BUSM
Afi Mansa Semenya MD MPH	Clinical Instructor	Family Medicine Boston Medical Center
Noah Buncher	DO Pediatrician	Pediatrics
Lauren Herzog, MD	Resident	Cambridge Health Alliance Department of Psychiatry
Melanie Fossinger	Nurse Practitioner	Pediatrics, Adolescent Clinic
Jennifer Fiore	Pediatrician	Pediatric Primary Care
Marielle Baldwin	MD, MPH	BMC Family Medicine
Elisa Caron	Third year medical student	BUSM
Van Pham	First Year Medical Student	BUSM
Aaron Afran	Medical Student 2022	BUSM
Vanessa Torrice	Second Year Medical Student	BUSM/BMC
Carmen Rosa Norona	Child Trauma and Clinical Services Lead	BMC
Wafaa Abbasi	MS1	Boston University School of Medicine
Judith Goldberger	RN, BSN	Labor & Delivery, BMC

Mary Cassesso	Chief Community Officer	Cambridge Health Alliance
Galina Tan, MD	Primary Care Physician and Instructor in Medicine	Cambridge Health Alliance and Harvard Medical School/Department of Medicine
Nicole O'Connor MD	Family Medicine Physician	Cambridge Health Alliance
Sophie Rosenmoss	Medical Student, Class of 2022	Boston University School of Medicine
Deyang Nyandak	Second year resident	Family Medicine
Natasha Nazari, MD	PGY1	Psychiatry
Elvis Espero	PGY 4	Psychiatry
Micaela Owusu MD MSc	Assistant Professor, Child and Adolescent Psychiatrist	Boston University/Boston Medical Center
Lara Jirmanus, MD MPH	Primary Care Physician	Cambridge Health Alliance/Family Medicine
Jawad Husain, MD	PGY3 Resident	Boston Medical Center Department of Psychiatry
Emmalee Boyle	PGY-3 Resident	Psychiatry
Han Yue	PGY1	Psychiatry
Daphne Rulf	Medical Director Psychiatry Access Service	Cambridge Health Alliance
Max Zhu	medical student	BUSM
Edom Seyoum	PGY-1	Psychiatry
Menatalla Ads	PhD, psychologist	CHA, Psychiatry
Melanie Wathugala, MD	Resident, PGY 1	Cambridge Health Alliance - Family Medicine
Meghna Srinath	Resident	Family Medicine
Devin Cromartie	PGY3 Psychiatry Resident	Psychiatry
Jayne Shorin	LICSW	Victims of Violence Program, Cambridge Health Alliance



Hannah Richardson PhD	Psychologist	Cambridge Health Alliance
Clara Kim	PGY-2 resident	Cambridge Health Alliance - Psychiatry
Jessika Bailey	Psychology Fellow	Cambridge Health Alliance, Dept of Psychiatry

Sam Lipschultz	Social Work Fellow	Cambridge Health Alliance
Julia Fomicheva	Psychologist	Cambridge Health Alliance - Department of Psychiatry
Rachel Sagor	MD, Pediatrician	Department of Pediatrics, Boston Medical center ; Assistant professor of pediatrics, BU school of medicine

Jim Recht, MD	Assistant Professor of Psychiatry, Part Time	Cambridge Health Alliance/Harvard Medical School
Daniel A. Gonzalez, MD, MPH	Psychiatrist & Medical Director of MCREW (Malden, Chelsea, Revere, Everett, Winthrop)	Cambridge Health Alliance, Department of Psychiatry
Natalia Bracamonte Moreno	LCSW	MCREW/LATINEX MENTAL HEALTH- Cambridge Health Alliance
Lior Givon	PhD MD	Cambridge Health Alliance

Brooke Nusbaum	LICSW	Cambridge Health Alliance Psychiatric Emergency Services
Bradford Lewis	Transitional & Emergency Psychiatric Services	CHA - Psychiatry

Graham Smyth	APRN Intern	CHA, Addictions
Caroline Kistin	Associate Professor	Pediatrics
Eric Roll	PGY-4	Psychiatry

Edward Barton	NP	CHA/Psychiatry
Julia Koehler	Staff, Infectious Disease	Boston Children's Hospital

Taneequa Fields	Clinical Social Worker	Pediatrics - DBP CPT
-----------------	------------------------	----------------------

Maria Jose Lisotto	Attending Child Psychiatrist	Cambridge Health Alliance/Department of Psychiatry
Laura Warren, MD	Assistant Director of Adult Psychiatry Residency Training	Cambridge Health Alliance
PATRICIA HARNEY, PHD	DIRECTOR OF PSYCHOLOGY INTERNSHIP TRAINING	DIVISION OF PSYCHIATRY, DEPT OF PSYCHIATRY, CHA/HMS
Emily Benedetto	Program Manager, Primary Care Behavioral Health	Cambridge Health Alliance
Melissa Coco	LICSW	Cambridge Health Alliance

Teresa Delgado	Social Work Clinician	CHA Psychiatry
Laura Cotton	LICSW	Cambridge Health Alliance, Outpatient Psychiatry
Lorky Libaridian, MD	Physician/Med Dir PI in Primary Care	CHA, Internal Medicine and Pediatrics; Instructor in Medicine, HMS
Barbara Hamm	Psychologist, Instructor-PT	Psychiatry
Courtney Scanlon	MD PGY-3	CHA Family Medicine

Tina Amerault MD	PGY3 resident	Cambridge Health Alliance
Kathryn Litwak	LICSW	Psychiatry
Fa'iz Bayo-Awoyemi	MD	FM CHA
Janet E Guilfoyle	Physician Assistant	Cardiology Division
Rebekah Rollston, MD, MPH	PGY-3 Family Medicine Resident Physician	Cambridge Health Alliance Family Medicine

Mallika Sabharwal	Resident	BMC Family Medicine
Elissa Kleinman	M.D.	Cambridge Health Alliance/Psychiatry/Latin o Mental Health
Deborah Sarson	ANP	CHA
Tara Singh	MD	Cambridge Health Alliance
Donna Capozzi	Practice Manager	CHA Eye Center
judy fine-edelstein MD	neurologist	Cambridge Health Alliance
Lynn E DeLisi, MD	Attending Psychiatrist	Psychiatry
Caitlin G. D'Agata MD	Program Director Tuft University Family Medicine Residency	Cambridge Health Alliance
Susie Yeo	MS2	Tufts University School of Medicine

Clara Y. Jones MD	Internal Medicine	Windsor Street Clinic, CHA
Marshall Forstein, MD	Vice Chair for Education and Training	Department of Psychiatry, Cambridge Health Alliance
Sarah Ash	Psychologist	Cambridge Health Alliance
Michelle Rullan Johnson, MD	Physician/HMS Clinical Instructor	Cambridge Health Alliance/Department of Medicine Section of Geriatrics
Maria P. Terra	APRN, MSN	Cambridge Health Alliance
Brittany Gouse	PGY 2	Psychiatry
Amy Pasternack	Physician, internal medicine	Cambridge Health Alliance
Karen Carney CNM	Certified Nurse Midwife	Cambridge Hospital OB\GYN

Emma Hyde	Medical Student, MS4	Boston University School of Medicine
Michael Thackrey	Attending physician	CHA - Family Medicine

Elizabeth Egan	MPH, LICSW	Boston Medical Center - Pediatrics - Child Protection Team
Elizabeth Davis, MD	Clinical Director Addiction Care	CHA, Psychiatry, Primary Care
Maria Openshaw	Certified Nurse-Midwife	Cambridge Hospital
Claudio Demb	Staff Psychiatrist and Instructor in Psychiatry	Cambridge Health Alliance and Harvard Medical School/Department of Psychiatry
Rachel A. Walinjom	RN	Psychiatry
Julianna Brody-Fialkin	Social Worker/Project Manager	DotHouse
Paula Cushner	APRN	CHA - HealthCare for the Homeless

Morgan Malloy, MD	PGY4, Department of Psychiatry	Cambridge Health Alliance
Katherine Stevenson	MD/MPH MS2	Tufts University School of Medicine
Andrea Gordon	MD. Faculty physician	Family medicine
Sarah Bansen APRN	Women's Health and Psychiatric/Mental Health Nurse Practitioner	Cambridge Health Alliance and Refugee and Immigrant Assistance Center
Praveena Kandasami	LCSW	IBH Psychiatry
Eduardo Garza, MD	PGY-2	Family Medicine and Psychiatry

Meg Bradley	PA	Cambridge Health Alliance
marcela horvitz lennon	MD MPH, attending physician	Cambridge Health Alliance/HMS Psychiatry
Yash Prakash	M4	BUSM

Cara Fuchs, PhD	Director, Integrated Behavioral Health	Psychiatry, BMC
Rohini Rau-Murthy	MD/PGY2	Family Medicine

Samuel Enumah	Resident, PGY-3	Brigham and Women's Hospital
Rashmi Jasrasaria	MD/ Primary Care Physician	MGH Chelsea HealthCare Center
Julie Ramsey, LICSW	Clinical Social Worker	The Psychotherapy Collaborative

Julie Bartoloneo	MD	BMC Family Medicine
Cheryl McSweeney	MD, Family Medicine	BMC/BUSM
Nicole Jackson MD	Family Physician	Boston Medical Center / Codman Square Health Center
Brian Kroener, MD, MPH	Clinical Assistant Professor	Family Medicine, BMC, BUSM
My Ngoc To	Clinical Researcher	Psychiatry
Lindsay Christensen Corse	Attending physician	Boston Medical Center, family medicine
Nicole Witham	Registered Nurse	Cambridge Health Alliance, OB/GYN
julia rothenberg	RN/BSN	Cambridge Health Alliance
Michelle Durham, MD, MPH	Assistant Professor, Psychiatrist	BU/BMC Psychiatry
Carol Mostow LICSW	Associate Director, Psychosocial Training	Family Medicine/Boston Medical Center
Alison Duncan	Instructor	BMC/BUSM Psychiatry
Amareen Dhaliwal	M3	BUSM
Carol Mostow LICSW	Associate Director, Psychosocial Training	Family Medicine/Boston Medical Center
Mateo Eckstat	MD MPH	Boston Medical Center Department of Family Medicine
Larissa Wenren	PGY-1 Resident	Pediatrics, Boston Medical Center and Boston Children's Hospital
Prium Deshmukh	Physician	Family Medicine

Emily Cleveland Manchanda, MD, MPH	Assistant Professor of Emergency Medicine	Boston Medical Center/Boston University School of Medicine
---------------------------------------	--	---

Marissa Hamrick	MD	Boston University Family Medicine
Alden M Landry MD MPH	Assistant Dean, Office for Diversity Inclusion and Community Partnership, Harvard Medical School	Beth Israel Deaconess Medical Center
Emily Palmer	NP	Hebrew SeniorLife
Jessica Isom MD MPH	Attending Psychiatrist	Boston Medical Center
Lara Holbrook	RN, CNM	Cambridge Health Alliance
Rachel Atkinson, MD	PGY2 (research) resident	Department of Surgery, Brigham and Women's Hospital
Nirupa Gadi	M1	Boston University School of Medicine

Gloria Carrera, MD	Child/Adolescent Attending Psychiatry	Cambridge Health Alliance
Dinah Applewhite	Addiction Medicine Fellow	Massachusetts General Hospital
Andrew Hoekzema	MD	Internal Medicine, MGH and BHCHP
Annemarie Baldauf	PsyD, Licensed Psychologist	CHA, Psychiatry
Kendyl Eskeli	RN	L&D
Joan Klagsbrun	Psychologist	private practice
Liliana Mantilla	Psy.D, LMHC	Cambridge Health Alliance
Katherine Duhamel	PA	CHA
Elvira Aronzon		CFH/CFN
Alister Martin	MGH ER Physician	MGH

Joanne Suarez	Founder   MBE Candidate	LatinX Bioethics   Center for Bioethics Harvard Medical School
---------------	-------------------------	--

Jane Cooper	Bioethics Student	Harvard Medical School
-------------	-------------------	------------------------

Sana Sheikh	Psychologist	Cambridge Health Alliance Department of Psychiatry
Anita Kostecki	Attending Physician	Boston Medical Center Family Medicine

William Ruhm	Clinical Social Worker	Cambridge Health Alliance, PACE Program
Rachel Nardin	Physician	Cambridge Health Alliance/Neurologist
Philip Wang, M.D., Dr.P.H.	Chair and Chief	Department of Psychiatry, CHA, HMS

Sam Tanyos	MD	Brigham and Women's Hospital
Miriam Tepper	Medical Director	Department of Population Behavioral Health Innovation, Department of Psychiatry, Cambridge Health Alliance
Sarah Bayer	LICSW	Homes for Families
Veronica White, APRn	NP	CHA
Zara Cooper	Associate Professor of Surgery, HMS	Surgery
Jessica Early	MD	Cambridge Health Alliance, Department of Family Medicine
Elizabeth Philbert	RN	CHA L&D
Sarah Keller	Medical Student 2023	Boston University

JENNIFER K. Brody MD, MPH,AAHIVS	Director, HIV Services	Boston Healthcare for the Homeless Program
Angel Reyes	MS4	Harvard Medical School

Jennifer K. Brody MD, MPH	Director, HIV Services	Boston Healthcare Care for the Homeless Program
Lindsay Christensen Corse	Attending physician	Boston Medical Center, family medicine
Jennifer Kasper, MD, MPH	Asst Prof of Pediatrics and Global Health&Social Medicine	Harvard Medical School
Michael Wilson, MD, PhD	Attending Physician	Department of Emergency Medicine, Brigham and Women's Hospital
Jonathan Jackson, PhD	Director, Community Access Recruitment Engagement (CARE) Research Center	Division of Clinical Research, Massachusetts General Hospital & Harvard Medical School

Howard Lanney	Resident	Boston Medical Center
Erica Brooks	Cardiologist, Instructor in Medicine	Cambridge Health Alliance, Harvard Medical School
Hazar Khidir	Resident Physician	Department of Emergency Medicine
Clyde Lanford Smith, MD, MPH, DTM&H	Global Community Health Advisor, Southern Jamaica Plain Health Center, BWH	Primary Care/Medicine

Tom Kieffer	Executive Director	Southern Jamaica Plain Health Center
Jossie Carreras Tartak	PGY1 Resident	Emergency Medicine
David Trimble, Ph.D.	Clinical Assistant Professor	Center for Multicultural Training in Psychology; Psychiatry Division
Michelle Morse, MD, MPH	Assistant Professor	Harvard Medical School
Bram Wispelwey MD MS MPH	Associate Physician	Division of Global Health Equity / Brigham and Women's Hospital
Wendy Macias-Konstantopoulos, MD, MPH	Associate Professor of Emergency Medicine	MGH/Dept of EM



Daniel Amponsah	Resident	Internal medicine
Janine Petito	MD, PGY-3	Cambridge Health Alliance/Internal Medicine

Nancy Krieger, PhD	Professor of Social Epidemiology	Harvard T.H. Chan School of Public Health
--------------------	----------------------------------	---

Elena Ong, PHN, MS	Former Executive Board Member	American Public Health Association
Katie A Schmidt	Medical Student (MS3)	Elson S. Floyd College of Medicine
Adam Haber	Assistant Professor	Harvard T.H. Chan School of Public Health
Sunny Kung	MD, PGY-2	BWH Internal Medicine

#260

Andrew Glick, MD MPH	PGY-1	Cambridge Health Alliance, Internal Medicine
Rahil Rojiani	Resident, PGY-1	Psychiatry, Cambridge Health Alliance
Susan M Reverby	Professor Emeita	Wellesley College
Robert R. Hall III	M3	TUSM
Imikomobong (Micky) Ibia	Resident (PGY-2)	Emergency Department
Dalia Larios, M.D.	Intern	BWH Internal Medicine Department

Dana S. Rubin MD, MSW	Attending psychiatrist, pediatrician	Psychiatry, Pediatrics
Katherine Grace McDaniel	MS3	Harvard Medical School
Caitriona O'Grady	Social Work Intern	BCRHHR
Florence On, MD	PGY4	MGH & BWH Emergency Medicine
Sanjay Kishore	PGY-1, Internal Medicinw	Brigham and Women's Hospital

Vishal S. Arora	PGY-1, Internal Medicine	Brigham and Women's Hospital, Department of Medicine
-----------------	--------------------------	--

Katherine Cicolello, MD	PGY1	Psychiatry Department, Cambridge Health Alliance
Marilyn Augustyn	Professor of Pediatrics BUSM	Pediatrics
Mardge Cohen MD	Physician	Boston Health Care for the Homeless Program

Felicia Nimue Ackerman	Professor of Philosophy	Brown University
------------------------	-------------------------	------------------

Rebecca Muller	Grantwriter/program developer	non-profit organization in W. MA
Ayrenne A. Adams MD MPH	PGY-3	BWH Department of Medicine
Grace Joyce, CRNA	Nurse Anesthesiologist	Springfield Anesthesia Services
Gordon D. Schiff MD	Associate Professor	Harvard Medical School, Brigham and Women's Hospital
Radhika Jain	Resident/PGY2	Department of Medicine, Massachusetts General Hospital
Martha H. Testa	Speech-Language Pathologist (Retired)	Stoughton Public Schools
Onyinyechi Eke, MD	Attending Physician	Massachusetts General Hospital/Department of Emergency Medicine
Anela Stanic, PharmD	Clinical Pharmacist, Infectious Diseases	Boston Health Care for the Homeless Program
Robert Riviello	Surgeon / Associate Professor	Brigham and Women's Hospital / Department of Surgery
Adi Rattner	MD, Assistant Professor	Family Medicine
Timothy Shea	Resident	Psychiatry

Lucy M. Candib, M.D.	Professor Emerita	Department of Family Medicine and Community Health, UMass Medical School
Abigail Alsaadi	LICSW	Psychiatry
Marylou Carr	Nurse Midwife	OB-GYN CHA
Evan Michael Shannon, MD, MPH	Hospital Medicine Research Fellow and Hospitalist	Brigham and Women's Hospital/Department of General Medicine and Primary Care
Sarah King McKeon	RN	BMC/OBAT

Marie-Louise Jean-Baptiste	Attending Physician	Internal Medicine
John O. Willis, Ed.D.	retired Senior Lecturer, Psy.D. Program in Counseling and School Psychology	Rivier University, Nashua, NH
Vikram Pagaria	MPH	Harvard T H Chan School of Public Health
Anthony Battista	Medical director	Health Integration Program, Psychiatry Dept, Cambridge Health Alliance
Jaime Francisco Matorras	Licensed Mental Health Counselor	Cambridge Health Alliance/Adult Psychiatry

Mary Ann Kopydowski, RN	RN outpatient clinics	Boston Health Care for the Homeless Program
Lynn Weed	President Non-Profit Trauma Survivors	Administrator activism

Camilla Cracchiolo, RN	Retired	Retired
Kenneth Correia	RN, BSN	Cambridge Health Alliance

#301

Megan Hill	Midwife	Massachusetts Midwives Alliance
Roxana Llerena-Quinn, Ph.D	Psychologist	Child and Adolescent Psychiatry- BMC

Susan L Phillips	Teacher	Keetown,LLC
Nina Passerini	Registered Nurse	Mom to a disabled son
Regina LaRocque, MD MPH	Associate Professor of Medicine	Division of Infectious Diseases, Massachusetts General Hospital/Harvard Medical School
Angela N. Ortiz	Founder	Mass Pediatric Home Nursing Care Campaign
Madeline Freeman	Clinical Social Worker	Cambridge Health Alliance, PACE
Robin Zachary	LICSW	Cambridge Health Alliance Department of Psychiatry
William Schneider	Psych NP	Geri & Adult outpatient psychiatry
Nicole Christian Brathwaite	Psychiatrist	Well Minds Consulting
Dr Anne Dwyer Wilmer	Physician	Family Medicine, Boston Medical Center /Boston University /East Boston Neighborhood Health Center
Zoe Agoos, MD	Attending Physician	Family Medicine
Martha Ellen Katz, MD	Instructor, General Medicine	Brigham and Women's Hospital, Harvard Medical School
Kathryn Himmelstein, MD MEd	Resident	Department of Medicine, MGH
Clinton Pong	MD, Family Medicine Assistant Professor	Cambridge Health Alliance/Tufts Medical School
Amy Fogelman MD	Physician	Fenway Health (Can you please contact COVID action coalition- we would love to collaborate! amy.fogelman@gmail.com)
Abigail Ortiz	Director of Community Health Programs	Southern Jamaica Plain Health Center

Genevieve Daftary MD MPH	Pediatric Medical Director	Codman Square Health Center
Ezra Cohen	Pediatrician	Pediatrics
Treniece Lewis Harris, PhD	Clinical Psychologist	CHA/Psychiatry
THELMA PALMA	EMERGENCY DEPARTMENT TECHNICIAN	EMERGENCY DEPARTMENT
Kimberly Schwartz, MD	Physician	Boston Medical Center Pediatrics
Scott Yapo, MD	Child & Adolescent Psychiatrist	Cambridge Health Alliance
Wise Rynel	N/A	N/A
Yvonne Bauer	Nurse Care Manager	Boston Healthcare for the Homeless
Allison S. Brandt, MD, MPhil	PGY4 Psychiatry Resident	MGH/McLean
Anastasia Evanoff	Resident, PGY-1	Psychiatry
Michelle D. Holmes, MD, DrPH	Associate Professor of Medicine & Epidemiology	Brigham & Women's Hospital, Harvard Medical School, Harvard School of Public Health
Yoko Harumi	LICSW	CHA/Community Health Improvement
Griffin Ayaz Tyree	PGY-1	MGH/McLean Adult Psychiatry Residency
Kathleen Pellecchia	Mental Health Care Partner	Cambridge Health Alliance's Primary Care Behavioral Health Integration Program
madeline albvert	M.D.	Psychiatry
Valerie Batts, Ph.d.	Executive Director	VISIONS, Inc.
Kathleen Thelen	LICSW	Cambridge Health Alliance Department of Psychiatry
Ana M. Progovac	Instructor / Senior Scientist	Harvard Medical School Dept of Psychiatry / Cambridge Health Alliance Department of Psychiatry

Jack Beinashowitz, PhD	Psychologist	Cambridge Health Alliance
Ana Schreck	Licensed Independent Clinical Social Worker	Psychiatry Access Service
Khalil Saddiq	Community Activist/Group Peer Support	The Wellness Collaborative
Rina Bernardez	Family Care Partner Lead/MSW	Cambridge Health Alliance/Child and Adolescent Mental Health Integration
jkauffman@challiance.org	Director, Addictions Consultation	Psychiatry
Janice F. Kauffman RN, MPH, CAS, LADC-1	Director, Addictions Consultation, Assistant Professor of Psychiatry, Harvard Medical School	Psychiatry
Cheli Mennella		concerned citizen
Lindsay Christensen Corse	Attending physician	Boston Medical Center, family medicine
Jennifer Valenzuela	Chief People Officer	Health Leads
Emily R Chen MD, FAAP, FACP	Internal Medicine/Pediatrics PCP	Cambridge Health Alliance
Mimiko Watanabe	Psychology Intern	Department of Psychiatry

#347

Charles Carr	Legislative Liaison	Disability Policy Consortium
Catarina Kiefe, MD, PhD	Professor of Population and Quantitative Health Sciences	Univ of Massachusetts Medical School
Nawal M. Nour	Assoc Prof,	BWH - Ob/Gyn
Desta Lissanu	Resident Physician, PGY1	MGH/McLean Psychiatry
Cathy Schen	Assistant Professor of Psychiatry-Part Time	Psychiatry, Cambridge Health Alliance/Harvard Medical School
Vananh Vuong, MPH, CPH	Program Manager	Seattle Indian Health Board