Baylor College of Medicine

CENTER FOR MEDICAL ETHICS & HEALTH POLICY

# Our Center Turns **401** FOUR DECADES OF PROGRESS MAKING HEALTHCARE MORE ETHICAL



2022 ANNUAL REPORT

### **DIRECTOR'S CORNER:** Letter from Dr. McGuire



A lot has changed since our Center's founding four decades ago. We began with one young philosopher, a passion for bioethics and a bold vision. Today, we are one of the largest and fastest growing bioethics programs in the country, leveraging our knowledge and expertise to address some of the most pressing global problems.

While our Center's scope and size have expanded since 1982, our purpose remains the same: to critically reflect on and respond to ethical and policy challenges in healthcare and biomedical research. Following a year marked by the ongoing pandemic, a continued, long-overdue reckoning with systemic injustices, the overturning of previously protected reproductive rights, and extreme weather events, our critical reflections are needed now more than ever. Our communities are facing challenges that are becoming more complex, increasingly polarized, and more immediate, fast-acting, far-reaching and inter-connected.

To prepare for the next 40, we are thinking broadly and acting boldly. We aspire to change social norms and structures that will make providers more ethical, healthcare more accessible and our institutions more accountable to the communities they serve. We are committed to bringing diverse groups together to have more impactful systemic change than any one individual or group could accomplish on its own. We are reflective of our own biases (conscious and unconscious) that may drive behaviors and work to ensure these are accounted for when incorporating diverse perspectives into the tools, programs and recommendations we develop to promote lasting social change. We are responding to the local realities of significant hospital staffing shortages and fragmented patient care, as well as other lingering ramifications of the pandemic. We are combating misinformation with evidence-based policies and practices that are both fair and equity-enhancing. We are orienting our work towards the headwinds of technological innovation, addressing obstacles along the way. We are preparing for a future where virtual realities are the norm and space travel is commonplace.

To all our supporters, thank you for believing in us and giving us the opportunity to make a difference. To all of our colleagues and collaborators, thank you for your creative ideas, your insatiable passion, your endless energy and your strong dedication to excellence. Your continued support has allowed us to launch the careers of hundreds of students, consult countless patients and families in their most vulnerable moments and disseminate our research in thousands of peer-reviewed publications. Beyond these accomplishments, we are humbled by our conversations with healthcare teams working on the front lines, inspired by our interactions with mentees and mentors alike, uplifted by the hours of brainstorming and thinking through the questions and challenges that then led to research, frameworks, recommendations, policies and so much more.

We wouldn't be who we are without the people behind our brand. I treasure the memories and relationships, am humbled by and grateful for our success, and can't wait to see what the next 40 years has in store!

Happy 2023! Warmly,

Army Michne

Amy

### OUR CENTER: At A Glance

### Having a Small Footprint, with a Mighty Impact

40

years of encouraging critical reflection on ethical and policy challenges in healthcare and biomedical research





Cultivating a culture of intentionality, respect, inclusivity and collaboration. We are reflective and mindful of issues related to diversity, equity and inclusion in all interactions with one another. Learn more about our goals and recent actions.

### **Educating Learners** (of Various Ages and Stages) to Understand and Address Bioethics Issues of Today and Tomorrow



#### Continuing Medical Education

- Grand Rounds
- Clinical ethics education for hospital staff at Baylor St. Luke's Medical Center and Houston Methodist Hospital (e.g., multidisciplinary rounds, nursing education)
- Bioethics Intensive Course
- Baruch A. Brody Lecture in Bioethics



#### Graduate Medical Education

- EP3 (Ethics, Professionalism, and Policy Program) for BCM Residents
- Clinical Ethics Postdoctoral Fellowship
  Health Policy
- Health Policy Postdoctoral Fellowship



#### Undergraduate Medical Education (UME)/Medical Students

- Required course for all firstyear students in the School of Medicine and School of Health Professions
- Medical Ethics Pathway
- Health Policy Pathway
- EnMed Program at Houston Methodist Hospital/Texas A&M University

#### Other

- Summer Internships in clinical ethics and bioethics research
- The Health, Humanism, and Society Scholars program (HHASS) for Rice undergraduates
- Philosophical Ethics Program (funded by Greenwall Foundation); established Bioethics Consortium between Baylor, NYU and Oxford, and Philosophical Bioethics Hub

### Striving to Build Trust, Enhance Access and Increase Knowledge Within Our Community



Position statements on behalf of the College on key ethical issues impacting human health



Outreach to promote our research and perspectives (media, PolicyWise blog, TEDx)



Collaboration and engagement: Health Policy Scholars, legislative briefs, collaborative events **Researching** Important Topics That Directly Impact Patient Care and Biomedical Research

	\$4.9M+		30	65+				
	- Funded annually		Active Funded projects	Published papers in 2022 in leading journals on critical research in bioethics and clinical ethics consultation				
Research Topics								
		Ethical, Legal, and Social Implications (ELSI) of Genetics/Genomics				Social Determinants of Health (SDOH) and Health Equity		
		Neuroethics				Health and Science Policy		
?		Medical Decision Making		<b>R</b>		Clinical Ethics		
		Artificial Intelligence (AI) and Machine Learning (ML)		Ŀ		Philosophical Bioethics		
202		Public Health Ethics			7			

#### Assisting Patients, Families, and Healthcare Professionals Through Our <u>Clinical Ethics</u> Consults

Center-led collaborative clinical ethics programs with Baylor St. Luke's Medical Center and Houston Methodist Hospital System.

Center faculty and affiliated faculty partner with the Michael E. DeBakey VA Medical Center, Harris Health System's Ben Taub Hospital and Texas Children's Hospital to provide clinical ethics consultation and ethics leadership.



### **Expanding our Footprint:** New faculty, scholars and fellows

### FACULTY

2022

HIGHLIGHTS



Assistant Professor Clinical Ethicist Houston Methodist Hospital Dr. Omelianchuk received his Ph.D. in philosophy from the University of South Carolina and was a lecturer in philosophy at Clemson University. He chaired the Institutional Review Board at AnMed Health Medical Center in Anderson, S.C., from 2019–20, and was a clinical ethics fellow at the Stanford Center for Biomedical Ethics from 2020–22. His research interests focus on the biological validity of death declarations based on neurologic criteria, the moral status of human life and the ethical normativity of the 'dead-donor rule' in organ transplantation. His recent research investigates what sort of freedoms patients and their families are entitled to in a "brain death" declaration. He also serves as an observer on the Uniform Law Commission's Drafting Committee for the Determination of Death Act.

Professor Pena received his B.A. in philosophy from the University of Dallas, an M.A. in theological studies from University of St. Thomas, an M.A. in Bioethics, with distinction, from Case Western Reserve University and his J.D. from University of Houston. He also participated in the Clinical Pastoral Education (CPE) residency program at Houston Methodist Hospital. Most recently he was an instructor at our Center. His areas of focus are critical care ethics and ethics in oncology. He also remains interested in the intersection of biomedical ethics and spirituality.



ADAM PENA, LL.M., J.D.

Assistant Professor Clinical Ethicist Houston Methodist Hospital



Assistant Professor

Dr. Rahimzadeh is an applied bioethics scholar with research interests at the intersection of precision medicine, data governance and public policy. She received a B.S. from the University of California, Berkeley in microbial biology and an M.Sc. and Ph.D. from McGill University in bioethics and most recently was a postdoctoral fellow at Stanford Center for Biomedical Ethics. Her research explores ethical and regulatory issues associated with sharing genomic data more widely, efficiently and securely across computing systems. She is interested in how the scientific community can harness the power of big data to advance medicine in ways that respect the privacy interests of individuals and their communities about whom this data relates.

Dr. Robertson-Preidler received a B.A. from University of New Orleans, an M.A. in international healthcare management from Management Center Innsbruck and a Ph.D. in biomedical ethics from the University of Zurich and taught as an adjunct philosophy professor at Saginaw Valley State University from 2017–20. Most recently, she was a clinical ethics fellow at our Center. Her main area of research includes appropriate care delivery and physician end-of-life decision making. She also enjoys creating interactive bioethics curriculum and teaching undergraduate students, medical students and medical professionals.



JOELLE MARIE ROBERTSON-PREIDLER, PH.D.

> Assistant Professor Clinical Ethicist Houston Methodist Hospital



### SCHOLARS



Director, Translational Research Institute for Space Health; Associate Professor, Dept. of Pharmacology and Chemical Biology and the Center for Space Medicine Research Interests: Space health concerns, diagnostics and countermeasures, space medicine, commercialization, biomedical research, drug development and government, academia and private sector relations.

# DREW A. HELMER, M.D., M.S.

Deputy Director, Center for Innovations in Quality, Effectiveness & Safety, Michael E. DeBakey VA Medical Center, Professor, Department of Medicine, Section of Health Services Research, Baylor College of Medicine Research Interests: Deployment-related health concerns of veterans, quality and utilization of ambulatory care, chronic multisymptom illness.

#### CHERYL WALKER, PH.D.

Director, Center for Precision Environmental Health, Professor, Department of Molecular and Cell Biology Research Interests: Environmental epigenomics: investigating how environmental exposures early in life reprogram the epigenome to determine disease susceptibility across the life-course.

### FELLOW



**LEON BUDRIE, M.D.,** *is a first year clinical ethics fellow in the Center for Medical Ethics and Health Policy.* He received his M.D. and M.B.A. from St. George's University, Grenada and an M.S. in global bioethics from Universidad Anáhuac, México. Prior to joining the Center, he worked in medical education for 6 years, most recently as a lecturer in medical microbiology. His interests include public health ethics, reproductive ethics and the implementation of clinical ethics consultation services in resource-limited settings. Leon is originally from Trinidad and Tobago and recently moved to Houston with his wife, Adenia, and son, Mateo.

### **Expanding our Research:**

Helping to better understand some of the most challenging biomedical problems and publishing our work

### NEW GRANTS



Professor of Medical Ethics at Baylor College of Medicine, Center Associate Director; Charles Minard, Ph.D., assistant professor, Institute for Clinical & Translational Research, Baylor College of Medicine; Gabriel Lázaro-Muñoz, Ph.D., J.D., assistant Pprofessor at Harvard Medical School; Julia Parish-Morris, Ph.D., scientist and a faculty member at CHOP; Casey Zampella, Ph.D. scientist and licensed psychologist at CHOP.

Blumenthal-Barby, Ph.D., M.A., Cullen Professor of Medical Ethics at Baylor College of Medicine, Center Associate Director and Birkan Tunc, Ph.D., computational scientist at CHOP

6

### NEW PUBLISHED WORK: Selected Publications from Our Faculty

AMERICAN JOURNAL OF	An Al Bill of Rights: Implications for Health Care Al and Machine Learning-A Bioethics Lens				
BIOETHICS	<b>Bioethics and the Moral Authority of Experience</b>				
	From Bridge to Destination? Ethical Considerations Related to Withdrawal of ECMO Support over the Objections of Capacitated Patients				
	Research on the Clinical Translation of Health Care Machine Learning: Ethicists Experiences on Lessons Learned				
	Capacities and Limitations of Using Polygenic Risk Scores for Reproductive Decision Making				
AMA JOURNAL OF ETHICS	Is a Video Worth a Thousand Words?				
AMERICAN JOURNAL OF HUMAN GENETICS	Family Secrets: Experiences and Outcomes of Participating in Direct-To-Consumer Genetic Relative-Finder Services.				
FRONTIERS IN HUMAN NEUROSCIECE	Researchers' Ethical Concerns About Using Adaptive Deep Brain Stimulation for Enhancement				
HASTINGS CENTER REPORT	A Critical Moment in Bioethics: Reckoning with Anti-Black Racism Through Intergenerational Dialogue Pediatric Authenticity: Hiding in Plain Sight				
HEC FORUM	Building Effective Mentoring Relationships During Clinical Ethics Fellowships: Pedagogy, Programs, and People				
JAMA ONCOLOGY	Development of an Open Database of Genes Included in Hereditary Cancer Genetic Testing Panels Available From Major Sources in the US				
JOURNAL OF MEDICAL ETHICS	COVID-19 Vaccination Status Should Not be Used in Triage Tie-Breaking				
NEUROLOGY GENETICS	Genome Sequencing in the Parkinson Disease Clinic				
SCIENCE	How NFTs Could Transform Health Information Exchange				
THE JOURNAL OF HEART AND LUNG TRANSPLANT:ATION	International Society For Heart And Lung Transplantation Statement On Transplant Ethics				

### NEW RESEARCH OPPORTUNITIES Actively Looking for Funding to Expand in These Areas



#### Ethics and Policy of Psychedelic Research

Psychedelics have the ability to profoundly and positively transform healthcare, and interest in the medical use of psychedelics to treat mental health has gone mainstream. But the therapeutic potential of substances like psilocybin, LSD and MDMA brings a unique set of ethical and policy challenges and questions that must be researched and addressed right now. In collaboration with colleagues in the Menninger Department of Psychiatry and Behavioral Sciences, and with generous support from an anonymous donor, we are in the process of developing a formal research program to advance research focused on ethics, policy and the implementation of psychedelic research. We are looking for others to help to support this new program. Together we can become the preeminent leaders in helping to create ethical guidelines and policies for psychedelics that are evidence-based, scientifically rigorous and equity-enhancing.

#### Astro-Ethics: Ethics of Commercial Space Flight

Commercial space travel has launched, and the industry is expected to grow significantly in the coming years. As civilians prepare to enter space, it is critical that we explore the distinct clinical, as well as associated ethical, legal and social issues of space medicine and research. In collaboration with the Translational Research Institute for Space Health and Baylor College of Medicine's Center for Space Medicine, we are uniquely situated to create a research program to explore the new frontier of commercial space travel and how our current ethical and policy frameworks need to be modified to address conduct of research and practice of medicine in space. This includes issues such as approaches to consent, participant selection, risk mitigation, and compliant data sharing and management plans to encourage secondary use of the valuable datasets for the benefit of all. We recently convened an interdisciplinary group of experts at the Banbury Center of Cold Spring Harbor Laboratory entitled "Developing an Ethical Framework for Human Research in Private Spaceflight" to consider these questions from the perspectives of commercial spaceflight companies, space law and policy, research funding agencies, government/defense, space medicine, and bioethics. See full agenda and participants.



### **GROWTH AREAS**

**Genomics, Artificial Intelligence and Data Security** What are the moral limits on technological advancements that allow us to fundamentally change how we procreate, from human cloning to mitochondrial transfers? Should we edit the genomes of embryos to prevent disease, and is it ever morally acceptable to use these techniques to enhance our capabilities as a human species? How can we protect the privacy of individuals while developing large genomic datasets that are necessary for research and to improve clinical care? Who owns the genome and what implications does that have for intellectual property and access to new diagnostic tests? How can we ensure that all members of society benefit from advancements in science so that we can help reduce health disparities across the globe? We are uniquely positioned to answer these and other related guestions and hope to bolster our existing work, in partnership with our colleagues throughout Baylor, and focus on ethical and policy issues related to big data, data sharing and privacy; ethics and responsibilities in artificial intelligence (AI) and machine learning (ML); and issues related to health information exchange and data security.

#### Health Equity and Social Determinants of Health

We are committed to studying the root cause of health inequities and ensuring equitable health outcomes. We hope to further enhance and grow this work and bring together researchers from across Baylor and the Texas Medical Center. As outlined in a recent Hastings Center report "Addressing Anti-Black Racism in Bioethics: <u>Responding to the Call</u>" led by our own Faith Fletcher, Ph.D., assistant professor in the Center, there is a need for bioethics to address anti-Black racism and the ways in which this form of racism threatens the actualization of justice in health and health care, not only for Black people and other minoritized groups but for all people, here in Houston, the U.S. and around the world.



#### **Global Health Ethics**

Collaborating with our colleagues at **Baylor Global Health**, we are looking to research the challenges of applying ethical principles to global public health as it relates to their key projects, such as The Gambia Maternal Health & Safe Delivery, Artificial Intelligence in South America, Health Security and Pandemic Preparedness in Morocco. Our goal is to understand and evaluate the key ethical issues and develop solutions to reduce global health disparities, expand healthcare access and innovate healthcare solutions that improve survival, especially in low-a nd middle-income countries (LMICs), through innovative, community-driven approaches.



### **Expanding our Reach:** Incorporating our knowledge and know-how into our teaching



*Christi Guerrini, J.D., M.P.H.*, became the Health Policy Pathway director, and we are reviewing content to ensure that the educational content is providing the desired breadth and depth of core and emerging health policy topics and methods.

### **2022 GRADUATES**



5 Medical Ethics and Health Policy Pathway



Our medical ethics pathway continues to be the largest pathway at the college.

#### *Increased the number of Health Policy Pathway, Medical Ethics Pathway and joint program graduates.*

### Each graduate completed a capstone paper/project on topics such as:

- Cosmetics regulation
- Policies protecting people experiencing homelessness during the COVID-19 pandemic
- Rural health and the need for academic medicine
- Ethical considerations of capacity in patients with aphasia
- The moral weight of prematurity



We also continue to send 1-3 students annually to the American Society of Bioethics and Humanities (ASBH) annual conference through the Laurence McCullough Travel Award.



#### Significantly grew our EnMed Program,

teaching ethics to medical students enrolled in a collaboration between Texas A&M's Colleges of Engineering and of Medicine and Houston Methodist Hospital. This year, we created two new additional courses, so we now lead a total of six Professionalism of Medicine (PoM) courses across three years of their medical education.





*Michelle Lopez, M.D., M.P.H.*, (left) our affiliated faculty, became the new program director of EP3 (Ethics, Professionalism and Policy Program). Lopez along with *Linessa Zuniga M.D.*, (middle) associate director and *Janet Malek, Ph.D.*, (right) associate director We continued dissemination of EP3, expanding into major programs (pediatrics, internal medicine) and creating new content that will be available soon. Dr. Zuniga also presented on the program and its impact at the Association for Medical Education in Europe (AAME) and the International Conference on Residency Education (ICRE), which serves to increase our visibility and reputation as an international leader in GME ethics education.

We have been actively engaged with the College's ongoing curriculum redesign efforts to integrate ethics across all four years of students' learning. We are looking forward to the School of Medicine's expansion to the new Temple regional campus.



Hadley Stevens Smith, Ph.D., our first Health Policy fellow, completed her training and was hired as an assistant professor in the Department of Population Medicine at Harvard Medical School and Harvard Pilgrim Health Care Institute.

#### Our clinical ethics fellowship continues to be recognized as one of the top postgraduate training programs in clinical ethics. We graduated two

BaylorScott & White

fellows in 2022 and placed both of them in premier faculty positions at Baylor College of Medicine and University of Louisville. A third fellow was recruited to a competitive tenure-track faculty position at University of Arkansas after the first year of her fellowship training.



### **STRENGTHENING RELATIONSHIPS WITH HOSPITAL PARTNERS**

In an effort to foster collaboration, create operational efficiencies and increase impact, we sought out opportunities to increase interactions between our clinical ethics programs at Baylor St. Luke's Medical Center and Houston Methodist Hospital. For example, we initiated joint QI efforts, published 11 collaborative papers on our programmatic work and established a joint Grand Rounds series with increased attendance and covered unique topics such as: use of potentially manipulative communication practices in surrogate decision making; COVID-19 vaccines and science vs. anti-science; ethics of developing CRISPR; pandemic staffing; "I want a doctor that looks and talks like me!"; and ethical issues in reproductive medicine. Our ethicists manage situations of deep uncertainty and often navigate conflict and tragedy, all while constantly looking for ways to improve the system and the field overall.

#### **Baylor St. Luke's Medical Center:**

#### Claire Horner, J.D. became the new program director

Revamped the ethics committee and increased engagement with an educational session, case-based discussion and charter updates.







#### **Houston Methodist Hospital**



#### Trevor Bibler, Ph.D. became the new program director

Continued to grow and expand the program. Also, hosted successful in-person Bioethics Intensive course with 25 active participants.

### ENGAGING OUR COMMUNITY WITH INFORMATIVE, INTERESTING CONTENT TO EXPAND BIOETHICS KNOWLEDGE



Successfully executed BCM's first ever TEDx, providing as one community member noted "Great content, thought provoking, cutting edge science... such relevant, experiential topics with a clear path to drive us forward, and improve our wellbeing...And of course, a seamless, professional production." A Crisis of Connection: Can Creating Moments of Meaning Improve Your Mental Health? | Amy McGuire, J.D., Ph.D. DNA In The Doctor's Office | Richard Gibbs, AC, Ph.D.

Our Health, Our Security, Our Choice | Sharmila Anandasabapathy, M.D., FASGE, AGAF

Designing a Life that Matters | Greg Brenneman

Will Epigenetics Change the Speed of Evolution? | Cheryl Lyn Walker, Ph.D.

<u>Changing Your Mind's Mind: Lessons From A Surgeon In</u> <u>Overcoming Obstacles</u> | Ronald Cotton, M.D., FACS

Space Innovations Lead to a Healthier Life | Dorit Donoviel, Ph.D.

Everyone Can Be A Philanthropist | Kelly Hackett, J.D.

### COMPLETED TWO IMPORTANT POSITION PAPERS FOR THE COMMUNITY:



Baylor College of Medicine Identifies Policy and Ethical Implications of Abortion Bans and Prohibitions Baylor College of

Medicine Highlights Importance of Mental Health and Opportunities to Build Systems and Cultures That Improve Care and Reduce Disparities

### **BRODY AWARD:** Spotlighting the Next Generation of Rising Stars

This year, the Brody Award, in collaboration with Rice University and Houston Methodist, recognized Govind Persad, J.D., Ph.D., assistant professor at the University of Denver Sturm College of Law and a Greenwall Foundation Faculty Scholar in Bioethics. His distinguished lecture covered "Fair Allocation in an Unfair World: The Ethics of Allocating Scarce Medical Resources". Listen <u>here.</u>



### **IN THE NEWS**

Center faculty and their work were frequently <u>quoted and featured</u> in national, local and trade media (samples below)



### **UPCOMING EVENTS**

Feb. 7 2023 Noon CT

**Brody Award** 

Presentation and lecture honoring the 2022-23 award recipient Emily Largent, J.D., Ph.D., R.N., (pictured below) the Emanuel and Robert Hart Assistant Professor of Medical Ethics and Health Policy at Perelman School of Medicine. Largent was chosen for her skilled ability to blend conceptual and legal analysis with rigorous empirical methods to address pressing ethical challenges, including those related to aging, cognitive disability and research involving human participants. Learn more and register today!





Be on the lookout for our new video (debuting next year) highlighting the prevalence and importance of medical ethics and health policy in our daily life. It will showcase our history and accomplishments, discuss what makes us unique and preview upcoming ethical challenges we are prepared to tackle head-on.

#### **Ongoing Grand Rounds**

One of several ways to engage and keep physicians, nurses, physician assistants and related professionals abreast of everchanging topics within the field.

View Grand Rounds Schedule on the <u>Community & Events</u> page.

Bioethics Intensive Course

April 17-21 2023

The five-day virtual course covers topics in fundamental bioethics and advanced skills in clinical ethics. Learn more, register today and save with an early-bird discount.

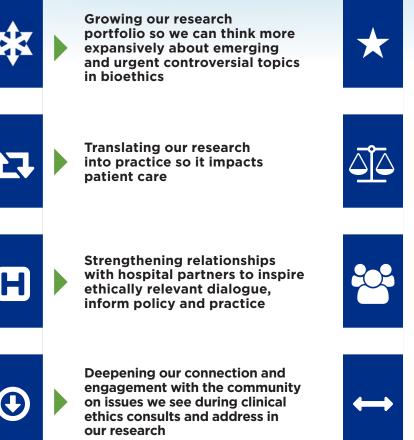
Health Policy Day

May 16 2023

Our annual meeting to address the most timely, cuttingedge issues and highlight innovative solutions. Stay updated <u>here</u>



### **OUR GOALS FOR THE YEAR AHEAD**



Attracting, retaining and supporting renowned researchers and teachers with diverse backgrounds and perspectives



Identifying inequalities in healthcare and implementing solutions to help alleviate health disparities



**Enhancing collaboration among** the Baylor community, connecting and convening researchers, mentoring and sharing ideas



**Expanding our educational** offerings to help more people develop greater knowledge and expertise in medical ethics and health policy

### HOW YOUR CONTRIBUTIONS CAN HELP SUPPORT OUR CENTER

- Resources to help recruit and retain world-class faculty and expand our research and education
- Sendowments to create research programs on highly innovative bioethical issues (e.g., space medicine, psychedelics)
- ⊘ Pilot projects that enable us to respond quickly and think more expansively about controversial ethical and policy issues
- Sellowships to attract the best students and grow our field
- Stipends for bioethics and clinical ethics internships
- Support for our Center's initiatives in the community

Are you or your company interested in named sponsorship opportunities to help advance the field of bioethics? **Contact us** today to learn about ways to make a meaningful gift or if you have ideas for further collaboration or are interested in connecting us with others in your network.

## Baylor College of Medicine

CENTER FOR MEDICAL ETHICS & HEALTH POLICY

BCM.EDU/ETHICS

Thank you for taking the time to read our annual report. We'd welcome the opportunity to hear from you and get to know you better.

### JOIN US!

### DONATE

Help support our mission of conducting innovative multidisciplinary research on ethical issues arising in clinical practice and biomedical research. This research informs the education of trainees at all levels and contributes to the development of health policy at the local, national and international levels. If you're interested in learning more, <u>click here</u> or please contact Advancement and Alumni Affairs at \$713.798.4714.

#### **CONNECT & GET INVOLVED**

Follow us on Twitter **@BCMEthics**, like us on Facebook and read our Blog. Check out our upcoming events. Subscribe to our mailing list to stay updated on the latest developments. If you are looking to make a real-world impact in a vibrant, collaborative work environment, this is the place for you! Check out our openings.



GC103465