

**MGH Institute of Health Professions
Justice, Equity, Diversity, and Inclusion Council
Monday, October 18, 2021
Minutes
12:00 pm–1:30 pm**

Members present: K. Truong, L. Lo, Z. Muqbel, P. Milone-Nuzzo, J. DuPont, G. Chan-Smutko, M. Boutin, J. Loeser, P. Cahn, H. Laffin, C. Watkins Liu, T. Olayinka, I. Young, A. Makosky, S. Ciesielski

Announcements, Reflections & Quality Moments

- OES received approval of an assistant director of admissions for SON and JEDI issues as well as a financial aid person to focus on JEDI issues
- G. Chan-Smutko was asked to chair a new standing committee for DEIJ for AGCPD
- JEDI Office is looking for feedback on the [JEDI core competencies](#) document. Here is the [feedback form](#).
- IHP was recognized for HEED Award

Approval of September 14, 2021 Minutes

The meeting minutes of September 14, 2021 were approved.

PPP Updates

C. Watkins Liu reported updates on the January Power, Privilege, and Positionality, which will be virtual. She debriefed the September session with the JEDI team and S. Stark (D2L manager). The JEDI Office is currently recruiting facilitators and participants for the next session. The JEDI Office is considering using HealthStream to track employee participation and will share employee participation with JEDI Council members.

Communications Conversation Revisited

K. Truong asked JEDI Council members about sharing out information from these meetings to their respective departments. Some members noted that they can be better about this and others are unsure of what information is appropriate to share as many discussions are exploratory and do not feel concrete. Challenges include not reaching everyone through the JEDI newsletter and JEDI Council members not being prioritized at meetings. The JEDI Office will share a bulleted list of information to share with JEDI

Wellness

In July and August, HR, IHP JEDI, OSAS, EAP, and MGB DE&I met to discuss wellness. Various groups are working on different wellness initiatives and the JEDI Office is trying to figure out how to coordinate across different groups. These groups are currently having conversations about wellness, there is not much to report out yet. The JEDI Office is implementing a weekly heart space to develop wellness within our own teams and help us be mindful.

REJU Updates

Last year the JEDI Council had one core REJI group. This year there are two other groups—for student services and curriculum.

C. Watkins Liu provided an update on the IHP Faculty Community of Practice, which meets monthly. Members attended two workshops in September on data-minded practices and syllabi. Members found both workshops very impactful.

JEDI Council also discussed the JEDI-related admissions questions, which differ by department but focus on identities and diversity rather than equity and anti-oppression. J. DuPont noted that there are different rubrics for admission and scholarships and departments often use the same materials for both. JEDI Council does not have the authority to make change, but can make a recommendation to academic

council. The council also discussed the GRE, which is required for some programs. The student services subgroup discussed how racism operates in higher education and the gaps that exist.

Last year's REJI group presented recommendations to P. Milone-Nuzzo in July. The IHP is currently working on implementation.