

**MGH Institute of Health Professions**  
**Justice, Equity, Diversity, and Inclusion Council**

**Monday, November 15, 2021**

**Minutes**

**12:00 pm–1:00 pm**

**Members present:** K. Sakai, K. Naidoo, S. Ciesielski, P. Milone-Nuzzo, I. Young, H. Laflin, P. Cahn, C. Watkins Liu, A. Makosky, J. DuPont, K. Truong, E. Boutin, J. Loeser, Y. Mendez Rainey, T. Olayinka, S. Welch

**Integration of JEDI Principles in the Curriculum**

P. Reidy presented “Navigating the Road to Racial Justice and Equity in the School of Nursing.” The School of Nursing created the JEDI Curriculum Task Force, developed a multi-series student and faculty workshop, conducted a term lecturer academy each semester, hired two JEDI Fellows, and disseminating findings. M. Sipe presented “Integration of Justice, Equity, Diversity, and Inclusion (JEDI) Principles Throughout a DNP Program.” M. Sipe noted that the Center for Climate Change, Climate Justice, and Health is led by SON faculty and that climate change disproportionately impacts marginalized communities. L. Walker presented “Integration of Justice, Equity, Diversity, and Inclusion (JEDI) Principles in the Physician Assistant Studies Program.” Created a JEDI committee (faculty, students, alumni) in the PA department. Subcommittees (including program assessment, curriculum, and communications) work on different aspects of the department. The PA department is building off PPP and incorporating JEDI concepts into courses.

**Announcements & Quality Moments**

- Steve attended REJI affinity space and enjoyed connecting with like-minded individuals.
- JEDI Council had a conversation about trauma around the Winthrop shootings, how the PT department and others may still be processing this trauma, and the importance of acknowledging that it was anti-Black terrorism.

**Approval of October 18, 2021 Minutes**

The minutes from the October 18 meeting were approved.

**PPP Updates**

C. Watkins Liu reported that 45 PPP facilitators have been added to the facilitator Teams to review materials. 45 facilitators. D2L will open on December 6 and incoming students and participants will be enrolled soon. Optional affinity spaces will be offered asynchronously—P. Cahn and L. Quinn will monitor the White affinity space and the JEDI team will monitor the BIPOC affinity space. Justice Shorter and Subini Annamma will be on a panel moderated by J. Millet. This is the last PPP session focusing on the intersection of race and disability. The JEDI Office is considering race, immigration status, and public health as a theme for next year. S. Welch connected K. Truong with HealthStream folks.

**BSU Racial Equity and Justice Institute Updates**

- JEDI Strategic Planning for Enrollment Management
  - J. DuPont reported that there are three initiatives and hopes many will move forward in early 2022. These initiatives include a review of the application, acceptance, and scholarship process from an equity positive perspective, a strategic plan for increasing BIPOC students over a period of time (which is also on the president's dashboard), and affordability issues. D. Altsher, A. Guay, J Fitzpatrick, and A. Cottrell are working on these initiatives.
- Faculty Community of Practice
  - C. Watkins Liu reported that the Faculty Community of Practice is drafting a work plan and focusing on syllabi, term lecturers, clinical instructors, and how to support faculty of color in regard to JEDI curriculum work.

### **D&I Survey Quantitative Analysis (Kim)**

In 2019, K. Truong noticed that D&I surveys did not collect student demographic info. Started collecting demographic data in 2020 and will go through in breakout groups in next meeting