

## JEDI Council Notes 1.10.22

**Participants:** Paula Milone-Nuzzo, Peter Cahn, Lisa Walker, Paulette Di Angi, Callie Watkins Liu, Mike Boutin, Sarah Welch, Keshrie Naidoo, Bonnie Halverson, Jammy Torres-Millet, Sarah Welch, Hailey Laflin, Jen Burke, Guy Chan-Smutko, Steve Ciesielski, Tomisin Olayinka, Luella Benn, Jim Dupont, Jessica Bell

### Updates

- Preparation for upcoming PPP event (first of the calendar year and last of current theme)
- Faculty shared quality moments:
  - 4 IHP members received honors and awards
- Recognized Lindsey Lo and the excellent work she has done with the JEDI office.
- Acknowledgment of Spring 2022 being largely virtual due to COVID surge
- Approval of [meeting minutes](#) - All in favor, motion approved.

### Review of Former DEI Survey: Quantitative Analysis

- The former DEI council created a survey to understand equity and demographics amongst students at the IHP. The challenge was to create the survey (vet it first) and be distributed and collected at the end of each year. This has occurred for 5 years now.
- Meeting participants were divided into breakout rooms to analyze and discuss data by topic.
- Data according to Gender identity (Group 1):
  - Men felt more valued as members of the Institute compared to women/other response.
  - More women felt they had faculty they could identify with compared to men/other response
  - Overall, those in “other” and “no response” had the lowest numbers (23 responses)
  - -LGBTQ+ rated higher in feeling validated on campus and opportunities to succeed on campus
  - The topic of system vs. gender privilege and understanding the role of intersectionality were discussed among group participants.
  - There is hesitation to implement an intervention to address these numbers without first understanding why participants feel this way. Potential qualitative data would provide additional context.
- Data according to Disability Status (Group 2):
  - Notable differences detected for students who identify as having a disability.
  - Would like to know which student participants have accommodations or have been connected to support.
  - Further need to check in with academic programs about student expectations and faculty expectations in accommodation letters. Ensure that every program is on the same page and that we are managing this.
  - Importance of access, but more importantly, treating students with accommodations with dignity and respect. Then, there will be opportunity to gather information for why students with a disability feel differently than those who do not report having a disability (qualitative data)

- Data according to Sexual Orientation (Group 3):
  - Straight-identified respondents were more likely to say they can identify with a faculty member and that their ideas will be respected.
  - Biggest disparities in data included “I have a faculty member I can identify with” and “I have a perspective or idea that is respected.”
  - Further need to understand why students feel this way and to detect how intersectionality plays a role in data findings (i.e. survey participants may be both student of color and LGBTQ+)
- Data according to Race and Ethnicity (Group 4):
  - Consistently lower ratings for Black, Latinx students noted, especially for the survey question “I have a faculty member I can identify with” (2.9 for Black respondents and 2.7 for Latinx respondents).
  - Further need to understand why Black and Latinx students feel this way through qualitative data and take action to ID how we can provide better support for them at the Institute.
- Large group discussion:
  - There are overall gaps in the data, and sometimes not in the expected direction.
  - **Data analyzed at this meeting was only data from 2019 and part of 2020. Will need to further analyze data from all 5 years and identify trends.**
  - Explored option of potential focus group with students to share data and generate conversation
- **Next action steps:**
  - **Analyze trends from 5 years of data**
  - **Analyze data differently (looking at mode, median responses vs averages)**
  - **review qualitative data/responses at future meetings** (Kim T. will distribute).
  - **To share data with Student Government and propose focus group idea**

### **New MA Legislature on Required Climate Surveys**

- New MA legislature passed that all colleges and universities must conduct a climate survey every 4 years.
- Will need further conversation about department and faculty responsibilities regarding accommodations
- Office of Accessibility Services to send reminder to all departments to review the Rights and Responsibilities .doc to incoming and continuing students along with their accommodations letter.
  - Considerations:
    - How will this integrate with the required climate survey?
    - How do we address inconsistencies in departmental responsibilities for accommodation?
    - How to get better response rates from students?
- Comments re: whether people scroll down far enough to see the Rights and Responsibilities .doc, hesitation to center .doc around accommodations, and possibility for OSAS to create a summit faculty for students to meet with (to do once every 2 years)

## Role of JEDI Council

- What can we be doing most efficiently for our commitment to Anti-Oppression?
- Survey conducted to JEDI Council members for JEDI Council roles: Choose 3 options that you consider are primary roles of the JEDI Council-
  - A. Advisory Board for JEDI office
  - B. Clearinghouse for smaller groups
    - Clearinghouse where all comes together and help share info
  - C. Analyze data
    - Share data, synthesize and generate action plans
  - D. Sponsor events
    - i.e. PPP
  - E. Hold Institute accountable for goals
  - F. Other
- Responses: Many E and A, some C, few B and D
- Another option proposed for option F: Cross section of community building, communication and provision of guidance across all departments/programs (may also fall under option E)
- Consider concrete and clearly defined goals for Anti-Oppression Statement via metrics and timelines (i.e. 100% participation for PPP) – aligns with option E
- Overall, through the four survey options, Paula would like the JEDI Council to be more visible and recognized for the contributions made to the IHP.
- Will utilize survey responses for action steps and defining goals for Anti-Oppression Statement.

## Potential IHP Community Event: Memorial for the 1-year anniversary of the shooting victims at Winthrop

- ~June 2022
- Paula would like to honor the 2 individuals who lost their lives in the shooting and emphasize the IHP's recognition and commitment to honoring them. Including music, readings, and overall healing event, hearing from their families about the individuals as people.
- Questions to consider:
  - Would the families be invited?
    - Paula would like to be mindful of their thoughts and have a thoughtful and gentle conversation with them.
    - Concerns re: don't know where the families are in their healing/grieving processes, i.e. having music at the event. Paula invites JEDI Council members to continue to share their concerns about this potential event.
  - Would this be an in-person event?