

**MGH Institute of Health Professions  
Justice, Equity, Diversity, and Inclusion Council  
Monday, April 4, 2022  
Draft Minutes**

**Members Present:** Kimberly Truong, Lou Aloise, M Meyer, Sean Hennessey, Jammy Torres-Millet, Sarah Welch, Peter Cahn, Mike Boutin, George Rand, Indigo Young, Callie Watkins Liu, Ariel Lontoc, Hailey Laflin, Tomisin Olayinka

**Updates:**

- Preparation for upcoming PPP event (first of current theme)
  - Recruiting student/faculty/staff to be facilitators – we have about 30 so far, so we are halfway there
- Acknowledgement of IHP Info Session next Thursday 4/11/2022
- Motion to approve [minutes](#)

**Review of June Event (Paula/Jammy)**

- No update for June event yet – Paula is not in attendance at this meeting, though conversations have been started

**Review of JEDI Recognition Survey Summary**

- Purpose of the survey was to acknowledge those who engage in JEDI work across the IHR.
  - The goal was to use info to make contributions visible to the broader IHP community, and was surveyed and administered by JEDI Office
- Results were collected between June and October 2021 – faculty, staff, alumni, student, other
  - Majority identified as female, white
    - 5 black, 7 asian, 7 latine, 2 mixed race, 15 lgbtqia, 2 muslim, 4 jewish, 3 first gen, 4 low ses
    - Majority was school of nursing, but good representation across IHP
  - Review of support systems
    - Peers, advisors, JEDI Office, Faculty and Staff of Color, Peers and support outside of the IHP especially for people of color
      - Staff of color seemed especially more isolated
    - Types of support:
      - Processing experiences and information – a lot of support on this
      - Validation of experiences, emotional support – dealing with hostility & microaggressions
      - Strategizing and understanding
      - Resources
      - Empathy and listening
      - Action and advocacy
      - Answering Questions
  - Review of faculty, Staff, Students, and BIPOC Trends

- Faculty depends on Colleagues, department, supervisors, JEDI Office, and each other
    - Students: JEDI Office, Faculty, Department, JEDI fellows students groups, peers, advisors, mentors
    - Staff: JEDI Office Specific individuals within departments, supervisor
      - Faculty and students have more support than staff, who seem isolated
  - Review of Sources of Support by Identity
    - Black
    - White
    - Asian
    - Latine
    - LGBTQ+
  - Review of Examples of Levels of Support
    - JEDI Leadership
    - Cultivating Community
    - Listening and Advice
  - Review of Named JEDI Leaders
  - Review of Issues in the Survey
    - Lack of support
  - Goals for the Survey Data
    - Cultivation of Community
      - The leadership reflected in the survey can be mirrored and used as examples to others and to be used to create strategic collaboration with each other after recognizing the individual leaders who carry the burden of the labor – especially staff/faculty of color
    - Communication & Support
      - The goal is to connect folks with multiple types of support within the IHP and to recognize their needs
- **Review of JEDI Invisible Labor Survey**
  - JEDI Office opened an invisible labor self-audit survey with staff and faculty of color
    - Most common form of invisible labor was emotional, as much of the emotional labor fell on people of color
  - Different types of invisible labor
    - Crisis management for students, faculty, and colleagues
    - Informal mentorship that exceeded formal role
    - Students reaching out when they need help addressing
    - Feeling like you are the only available resource for vulnerable students in your department or IHP in general
  - This survey was conducted across multiple departments, not just JEDI
  - Survey was used to create template for JEDI mentorship program, and will be used to inform JEDI award
  - Goals/Action Items

- The “invisible” labor becomes visible, explicit, and to use this data to be intentional
  - Connecting those who are modelling support very well (in last survey) with those who are feeling the “invisible” labor
  - Emphasizes the need for an action plan
  - Diversifying who in various departments for JEDI committees and implementing it to ensure Staff of Color are not repeatedly placed on JEDI committees and doing the bulk of the work despite how “passionate” they are
    - How can staff be supportive of more marginalized staff members I.e. how can white staff support BIPOC staff to not carry this invisible labor?
  - Ensuring everyone at the IHP feels ownership for JEDI work
    - Adding JEDI content into individual annual performance goals and evaluations
- Next steps
  - Consider how we can use the data from these surveys and implement them to create change
  - Systemize the survey results
    - Hire folks who reflect commitment to diversity & equity
      - As HR software moves to Workday, a system will be able to be created
      - Give hiring managers sample questions, with help of JEDI staff, to reflect JEDI values and be more aligned with JEDI values
  - Change the culture for collective responsibility
    - There are some challenges with “Equity” - with departmental funds and money
      - The JEDI Award could be a good step toward this goal, for example