

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

**Members present:** S. Austin, E. Barber, L. Benn, M. Boutin, P. Cahn, G. Chan-Smutko, S. Ciesielski, J. Dupont, J. Gormley, C. Kanazawa, H. Laflin, L. Lo, P. Milone-Nuzzo, T. Olayinka, J. Rodriguez, K. Truong, C. Watkins Liu, S. Welch

**Members absent:** A. Makosky, S. McKinnon, P. Murphy, K. Naidoo, G. Rand, K. Sakai, I. Young

**Staff:** P. Di Angi

**Announcements & Quality Moments**

- P. Milone-Nuzzo and K. Truong attended the NERBNA Award ceremony.
- I. Young and K. Roy have joined the Commencement Student Speaker Committee.
- L. Lo shared associate director presentations with the JEDI Council via email. The JEDI team appreciates feedback from the JEDI Council.

**Approval of January 11 Minutes**

The minutes of January 11, 2021 were approved.

**DEI Survey**

P. Di Angi shared the history of the Student Diversity and Inclusion survey at the IHP, which came out of the DEI Council in academic year 2015-2016. The survey is sent to students using a cohort-based model and students receive it halfway through their program. Response rates for the survey ranges from 17-22% throughout the years. There is a lot of similarity in responses from those who complete the current D&I survey. Optional demographic questions were added to the survey in 2020. There have been no action plans created as a result of the data. Establish a task force to rethink the model of distribution, review questions to change survey from D&I focus to JEDI focus, develop a communications strategy, and improve response rates. The task force should also consider which platform to use for this survey, which is currently on Campus Labs. P. Cahn reminded the JEDI Council that one of the founding principles of this was benchmarking. BSU Consortium established a few questions that all members included in their surveys K. Truong will reach out to BSU contact. P. Milone-Nuzzo noted that the state of Massachusetts is requiring all academic institutions to do a periodic climate survey related to sexual assault.

**ACTION ITEM:** Contact Lindsey Lo ([llo@mghihp.edu](mailto:llo@mghihp.edu)) if you are interested in joining this task force.

**Credit Load Guidelines**

K. Truong and T. Olayinka presented credit load guidelines for faculty of color. The guidelines recognize the invisible labor often taken on by faculty of color, which is well documented in the literature. The guidelines are currently coming out of the School of Nursing and is an IHP initiative. All faculty will have the opportunity to work with their dean to reduce workload to recognize invisible labor. Concerns regarding the additional credit assignment for other faculty members or hiring of term lecturers were raised. Concerns regarding implementation were also raised. P. Cahn raised concerns regarding ensuring the burden of policing the guidelines do not fall on faculty of color. G. Chan-Smutko noted that we have faculty and leadership vacancies and would like to share guidelines in the interview process for these positions to ensure candidates are open to upholding the guidelines. P. Milone-Nuzzo suggested potentially including this as a conversation regarding faculty evaluations. The JEDI Council voted to move

this to Executive Council with the addition of an implementation plan. There was also interest in potentially implementing something similar for staff.

### **Person First vs Identity First Language**

L. Benn shared [AHEAD statement](#) on their adoption of identity-first language. This is a highly controversial within the disability community and lines up with trends L. Benn is seeing. P Cahn noted that faculty emphasize person-first language when speaking about diseases and diagnoses. L. Benn believe person first identity in doing diagnostic is appropriate. J. Gormley noted that some folks are going to express a preference and we should honor their preference. There is an interest in workshops on language for faculty.

### **Subcommittee Updates**

- **Student Voices:** The Student Voices Subcommittee brainstormed JEDI competencies for all IHP students to know by graduation. List of objectives for students to learn has been generated, currently working on an implementation plan. P. Cahn suggested talking to Mary Knab, who has been working on a set of competencies for interprofessional practice and collaboration.
- **Equity Advocate:** Rolled out equity advocate program for faculty searches in July. P. Cahn shared data regarding
- **PPP:** The next PPP will be held on June 2, 2:00-3:30 p.m. We are currently looking for facilitators. The theme for this session will likely focus on intersectionality – race and ableism.