

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

October 15, 2018

[as approved at the November 19, 2018, meeting]

Members Present: Paula Milone-Nuzzo, Shekitta Acker, Ayesha Bani Singh (student), E. Lorraine Baugh, Antoine Blalark, Mike Boutin, Peter Cahn, Gayun Chan-Smutko, Steve Ciesielski, Jack Gormley, Rachel Harshaw, Charlie Haynes, Emily Koella (student), Pat Lussier-Duynstee, Antonia Makosky, Paul Murphy, Keshrie Naidoo, Marissa Ostrovitz, Kassandra Petit (student), Sarah Welch.

Members Absent: Deborah Altsher, Tia Harris, Mary Hildebrand.

Staff: Keanna Macchiarulo.

The meeting of the Diversity, Equity, and Inclusion Council was called to order by Council Chair P. Milone-Nuzzo.

Approval of the Minutes

The minutes of April 16, 2018, July 16, 2018, and September 10, 2018 were approved with amendments.

Announcements

- P. Cahn reminded the Council that the Leading for Change Summit and the E. Lorraine Baugh Visiting Scholar Series is open to all faculty, staff, students, and colleges from across the state. The event will be held on Thursday, November 1, at 9:30 a.m. at Assembly Row.
- J. Gormley announced the following Office of Student and Alumni Services Events:
 - o Student and Alumni Art Show Opening Night will be held from 4:00–7:00 p.m. on Wednesday, October 24, in the Student and Alumni Center, Building 39.
 - o Gormley attended the Chief Diversity Officer Conference and reported that the leading message he received from the conference regarding Sexual Assault and Harassment Discrimination was all work should be shared by the Diversity, Equity, and Inclusion Council and the Diversity, Equity, and Inclusion Office.
- P. Milone-Nuzzo Reminded the Council that the [Webinar Diversity in Graduate Education](#) will be held from 11:00-12:00 p.m. on Thursday, November 8.

Quality Moments

- **C. Haynes** shared that he has heard very positive feedback about the “The Day Of Conversation” event for CSD and DEN students celebrating and promoting Diversity, Equity, and Inclusion.
- **E. Koella** announced that – Minorities Engaged in Dialogue and Services hosted a game night in September OSAS lounge, students provided positive feedback and requested similar events in the future. MEDS and Students for Racial Justice and Health Care hosted a movie night. Koella reported that students liked the movie choice as it related to immigration to the U.S.

Reports from Task Forces

Recruiting of Minority Faculty

P. Milone-Nuzzo reported that the Recruiting of Minority Faculty Strategies subcommittee is included in the Strategic Plan. K. Naidoo took over the lead of developing strategies for the Strategic Plan.

Day of Conversation

P. Murphy reported that the subcommittee received positive feedback. The next Day of Conversation will take place in January for the incoming ABSN students. The January event will incorporate small breakout groups and will integrate articles given to students prior to the event.

Increasing Student Voice

A. Blalark announced that the subcommittee is planning to help coordinate a series of student posters, student voice videos, and a student town hall. It was discussed that peer posters will feature students from each program. Peer posters will be refreshed regularly. An informal video diary will allow students to be themselves and share their thoughts, experiences, and interests with their peers. The subcommittee plans to work with the Office of Strategic Communications to produce a student social media page. The subcommittee wants to have frequent Town Halls to keep students informed about key Institute initiatives and news. The subcommittee will present their proposal at an upcoming Council meeting.

Case Studies and Curriculum

C. Haynes reported on the three initiatives the subcommittee created also reflect the initiatives from the Strategic Plan that Inez Tuck is working on. Haynes provided Tuck with the data the subcommittee collected. Currently, Tuck’s initiative is in the editorial phase, and Haynes findings will be included in the agenda of the Faculty and Response Development.

P. Milone-Nuzzo stated that the Strategic Planning Committee is in the process of going through the strategic initiative requests. The Committee will share their decisions with the academic

units in the near future. P. Milone-Nuzzo recommended that the Committee hold off on finalizing any new initiatives until the Strategic Plan requests are finalized. She also brought up a new publication [Training Student Leaders Sample Publication](#), a series of case studies, is something the council should evaluate to determine if it is worth purchasing.

Language for the (NEASC) NECHE Standard 9- P. Cahn

After a lengthy discussion, it was determined that data collected will be evaluated using the Standard 9 and Great Colleges to Work For data. The amended Standard 9 will incorporate data from the pro-bono clinics, and graduate exit interviews. The evaluated topics in Standard 9 include compliance with policies and strengths and weakness of the Institute. Further discussion is needed to evaluate how the Institute is creating an inclusive environment in respect to individuals from diverse backgrounds. Standard 9 highlights will be provided at the next Council meeting on Monday, November 19.

Continued Discussion of Diversity, Equity, and Inclusion Office- P. Milone-Nuzzo

The Council had a lengthy discussion on the possibility of hiring a Chief Diversity Officer, a role that the Institute had in the past. The council discussed thoughts on the role and some ideas on how to ensure the individual holding the role would be successful. P. Milone-Nuzzo met with D. Monroe of Partners HealthCare to discuss the position. The DEI Officer would fall under the umbrella of the Office of the President. The individual in this role would serve as a liaison to Partners Diversity Office and IHP's Diversity, Equity, and Inclusion Council. D. Monroe suggested that the Institute use a search firm specializing in the area of diversity; she also suggested changing the title to Executive Director of Diversity to entice more candidates to apply. P. Milone-Nuzzo reminded Council that the Partners Office of Diversity is a great resource for the Institute. On Tuesday, October 16, P. Milone- Nuzzo will meet with P. Slavin discuss the role further.

The meeting was adjourned at 1:31 pm.

Keanna Macchiarulo
Senior Staff Assistant