

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
Monday, November 18, 2019
Draft Minutes
12:00 pm-1:30pm**

Members Present: Paula Milone-Nuzzo, Sherlene Austin, Luella Benn, Antoine Blalark, Mike Boutin, Peter Cahn, Steve Ciesielski, James DuPont, Leah Gordon, Rachel Harshaw, Charley Haynes, Antonia Makosky, Paul Murphy, Rachel Privett (student), Jennifer Rodriguez, Sarah Welch.

Members Absent: Lorraine Baugh, Gayun Chan-Smutko, Jack Gormley, Mary Hildebrand, Emily Koella (student), Keshrie Naidoo, Tomisin Olayinka, Cassandra Petit (student), Ayesha Bani Singh (Student), Kimberly Truong.

Staff: Joanna Duggan.

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

Announcements & Quality Moments

P. Milone-Nuzzo announced that the March 9th meeting was rescheduled for March 2nd.

C. Haynes shared that the CSD department has been holding a series of student town hall meetings to discuss micro and macro aggressions that students are experiencing in both the classroom and clinical placements. He noted that the students are very interested in working with administrators on these issues. L. Gordon and L. Benn are attending as objective participants.

P. Cahn reported that he, along with L. Gordon and the HR team, attended a recent workshop that was sponsored by Suffolk University and featured Mahzarin R. Banaji, the author of *Blindspot: Hidden Biases of Good People*. He noted that relative to other institutions, the IHP is leading the way in incorporating implicit bias training into searches.

Approval of the Minutes

The minutes of October 28, 2019, were approved.

Accessibility Resources Office Update

L. Benn provided an update on the work she has done since her arrival this fall. She has revised the syllabus statement to remove stigmatizing language and provide greater detail about Accessibility Resources. She shared both the previous statement as well as the revised one to illustrate the changes made. P. Milone-Nuzzo asked the Council to review the statement and respond to L. Benn with feedback before it is added to syllabi.

L. Benn also shared a document that outlines rights and responsibilities for students, faculty, and the AR office. She would like to eventually include this document with all accommodations letters.

She plans to meet with departments soon to learn more about how they manage testing accommodations and to then share best practices across programs. She also plans to overhaul the Accessibility Resources website and is in the process of developing workshops. She is available to meet with students and faculty individually as well as to act as a mediator when issues arise.

Affinity Group Update

L. Gordon informed the Council that she meets regularly with an affinity group, made up of student leaders of racial and social justice clubs. At their last meeting, they discussed the many ways for incidents to be reported. Currently, each school has its own reporting process. Additionally, at the Institute level there is a Student Incident Report that goes to Dean Gormley. The Institute Input online suggestion box, which goes to P. Milone-Nuzzo, is yet another way to report an incident. The affinity group requested that all the different reporting mechanisms be compiled in one place, such as the DEI Office website, so that they are more easily accessible to students.

The Council discussed the rationale for having reporting mechanisms at both the program and Institute levels. Many Council members shared concerns that multiple forms may lead to inconsistency in how incidents are handled. It was recommended that academic leaders be brought into this discussion. Once L. Gordon and her team are done gathering all relevant information, academic leaders will be invited to a future meeting.

Equity Advocates Curriculum

S. Welch reported that the Equity Advocate training will kick off in February. An announcement about the training will go out in December. She shared with the Council a document outlining the training, which will include three in-person sessions as well as two online modules. S. Welch noted that two SHRS chair searches will commence in January and that she will likely serve as the Equity Advocate on both. She explained that the training will be available to people even if they don't want to serve on a search committee.

Task Force Reports:

Increasing Student Voice

A. Blalark reported that the Student Voice posters will launch soon and will be visible online and on the IHP monitors. There are participants from each program and year. The task force would like to profile staff and faculty eventually.

Case Studies/Curriculum

C. Haynes and G. Chan-Smutko were not present to provide an update.

Power, Privilege, and Positionality

P. Murphy reported that three of the four speakers for the January event have been confirmed. The event will have a nursing emphasis as all participants will be entering ABSN students. M. Boutin is working on finding facilitators. He and L. Gordon have met to discuss curating a pool of facilitators and plan to start a monthly learning circle to provide an opportunity for facilitators to come together and practice skills.

P. Murphy informed the Council that he submitted the PPP event for consideration for the Partners 2020 Diversity Summit video. He also shared that the task force is looking at the next phase for the PPP event and how to extend its impact. Their plans include submitting a journal article, implementing a follow-up student survey to assess the impact of the PPP event a year later, and increasing faculty participation. One suggestion was to have a separate faculty breakout session to discuss what they will take away from the event and how to incorporate it into their teaching.

Joanna Duggan
Executive Assistant to the President