

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
April 22, 2019
[as approved at the June 27, 2019, meeting]**

Members Present: Paula Milone-Nuzzo (presiding), Antoine Blalark, Peter Cahn, Gayun Chan-Smutko, Leah Gordon, Jack Gormley, Rachel Harshaw, Tia Harris, Charlie Haynes, Mary Hildebrand, Pat Lussier-Duynstee, Antonia Makosky, Paul Murphy, Marissa Ostrovitz and Sarah Welch.

Members Absent: Deborah Altsher, E. Lorraine Baugh (sabbatical), Mike Boutin, Steve Ciesielski, and Keshrie Naidoo.

Staff: Keanna Macchiarulo.

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

P. Milone-Nuzzo introduced guest Mary Riotte.

Approval of the Minutes

The minutes of January 28, 2019, and March 18, 2019, were approved.

Announcements

- C. Haynes announced that he gave the keynote address at Navigating Dyslexia in Virginia Beach, VA on March 18, 2019.
- P. Milone-Nuzzo informed the Council of the Disability Advocacy Coalition. The Coalition is independent of the Institute. Their goal is to improve support to faculty, staff, and students around a wide range of disability issues.
- P. Milone-Nuzzo would like a member of the Coalition group to join the Council. J. Gormley expressed an interest in inviting members from the coalition group to join the search committee in finding a permanent Associate Director of Accessibility Resources.
- P. Milone-Nuzzo met with Oz Mondejar, Sr. VP, Mission, and Advocacy at Spaulding Rehabilitation Hospital, to discuss disability services at Spaulding. Oz Mondejar expressed an interest in speaking with the Council regarding the clinical perspective on how to help institutions view and manage accommodations for clinicians.

Quality Moments – National Minority Health Month

- On March 26, 2019, L. Gordon, Students for Racial Justice in Healthcare (SRJH) and Minorities Engaged in Dialogue and Service (MEDS), presented the film [“Don’t Get Sick After June: American Indian Healthcare”](#), followed by a panel discussion.
- L. Gordon informed the Council that Dr. Joan Reede, MD, MS, MPH, MBA, Dean for Diversity and Community Partnership at Harvard Medical School, will be the keynote speaker at the Institute’s celebration of National Minority Health Month in April. Next, she reported that MEDS is hosting Lunching with a Purpose: Dr. Jackson on Community Health” on April 17.

Presentation on Interpreters at the IPC

Currently, the IMPACT Center clinics do not have access to medical interpreter services. Massachusetts General Hospital utilizes a call-in service to assist patients and families who have limited English proficiency, are deaf or hard of hearing. At present, the IMPACT Center students have family translate for clients. Practice Manager Angela Cruz is in the process of scheduling training for herself to become an interpreter. Denis Stratford, Associate Vice President for Information Technology, Campus Services, & Compliance will meet with students from MIT to discuss the possibility of using MIT students as interpreters for the clinic.

Non-discrimination Statement

In preparation for the upcoming New England Commission of Higher Education (NECHE) visit, it was identified that there are various versions of the IHP non-discrimination statement. P. Di Angi convened a small task force to review the existing statements. The task force presented their analysis on the non-discrimination statements to the Executive Council. The Executive Council asked the DEI Council to review two versions of a proposed new non-discrimination statement. After a lengthy discussion, the Council provided the below recommendation:

MGH Institute of Health Professions commits to ensuring a welcoming academic community for all. Our inclusive environment is enriched by our differences including race, color, sex, sexual orientation, gender, genetic information, gender identity and expression, age, religion, national and ethnic origin, disability, marital status, status as a parent, socio-economic background and active military and veteran status.

The Institute prohibits discrimination in admissions, financial aid, employment and administration of its programs and activities.

The Council recommended that the list of differences be alphabetized.

Reports from Task Forces

Case Studies and Curriculum

C. Haynes reported that the subcommittee created a manual for faculty to use as an example for creating case studies for patients from underrepresented minorities. The manual will include two modules on health disparities, three exemplars, tips, and links to key sources.

The manual includes two modules. The first is an adaptation on "[Disparities in patient experiences, healthcare processes, and outcomes: The role of patient-provider racial, ethnic, and language concordance](#)" by Lisa A. Cooper and Neil R. Powe from the John Hopkins University. Students from the LGBT community reached out to John Hopkins for the use and amendments to their model. The second is an adaption of the [Health Disparities Model](#).

L. Gordon will work with KinShip, and MEDS to discuss these case studies. The subcommittee will continue to share data with I. Tuck to include in the Strategic Plan 5.

Day of Conversation

P. Murphy reported two members of the Bridgewater State University community will provide facilitator "Bystander Training" to faculty and staff at IHP. Participation is requested of faculty and staff facilitating small-group discussions at the upcoming Power, Privilege, and Positionality workshop on June 4. The third offering of Power, Privilege, and Positionality will be facilitated by J. Jackson. Incoming students from OT, PT, PA, and ABSN will be provided with transportation to Assembly Row via buses leaving from

IHP. [Fatima Dainkeh](#), Interim Manager of Dialogues, at YW Boston will speak about Racial Justice during the panel discussion. Other panel members are Rachel Privett, Andrew Sackett-Taylor and Kimberly Schoessow.

Increasing Student Voice and Engagement

A. Blalark reported that the Strategic Communications department has updated the design of the #IHPandME student posters. Posters will include both incoming and continuing students. The subcommittee will present the final version in June.

Report from Executive Director, DEI Search Committee

Discussion tabled due to time constraints.

Meeting adjourned at 1:32 pm.

Keanna Macchiarulo
Senior Staff Assistant