

**MGH Institute of Health Professions  
Diversity, Equity, and Inclusion Council  
Monday, July 16, 2018  
As Approved October 15, 2018  
12:00 pm-1:30pm**

**Members Present:** Paula Milone-Nuzzo, Shekitta Acker, Deborah Altsher, Ayesha Bani Singh (Student), Lorraine Baugh, Antoine Blalark, Peter Cahn, Jack Gormley, Tia Harris, Rachel Harshaw, Charlie Haynes, Emily Koella (Student), Pat Lussier-Duynstee, Antonia Makosky, Paul Murphy, Sarah Welch

**Members Absent:** Mike Boutin, Steve Ciesielski, 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 were tabled until the next meeting.

**Announcements and Inspired Moments**

P. Milone-Nuzzo introduced student representatives Emily Koella and Ayesha Bani Singh to the council. P. Milone-Nuzzo informed the council that K. Wheeler has left the institute and will be missed. C. Haynes announced that after spending eleven years updating his first edition. "Deficits, assessment and intervention: From Talking to Writing: Strategies for Supporting Narrative and Expository Writing, Second edition is now published. P. Cahn announced that this year's Leading for Change Summit will be hosted by the institute and is open to all faculty, staff, and students and colleges from across the state. The summit will be coupled with the E. Lorraine Baugh Visiting Faculty Scholar series on Thursday, November 1, at 9:30 am at Assembly Row. This year's visiting faculty member [Dr. Shaun Harper](#) is Provost Professor in the Rossier School of Education and Marshall School of Business and Executive Director of the Race and Equity Center at the University of Southern California. He will speak about his research on race, equity, and student success in higher education.

**Other Reports and Business**

**Curriculum Review of Programs**

C. Haynes stated that his sub-committee developed a [survey](#) for all IHP faculty. The response rate to date is 20-25% of faculty responses. The subcommittee will reach out to faculty again to get an increased number of faculty responses. After a brief discussion of the survey, the council provided their perspectives of case studies that have been submitted in the past. It was determined that the introduction of diverse case studies is heading off in a better direction, but more work and best practices are needed going forward.

**SP4. Build and nurture a diverse and inclusive Institute community**

P. Milone-Nuzzo notified the council that the strategic plan was finalized by the board. Phase two of the strategic planning process includes strategic priorities and strategic initiatives. The diversity council will

work on strategic initiatives plan 4. The council's job is to brainstorm ways to include the three strategic plan initiatives along with subcommittee members S. Acker, A. Makosky, K. Naidoo and R. Harshaw. The curriculum review of programs subcommittee created the talent acquisition model. The focus of the model is to convert diverse students and turn them into faculty members. The subcommittee discussed ways to groom current faculty to become role models of leadership and develop teaching roles for students. The new model will allow faculty and staff to network locally to get recruits excited about working at the institute.

Initiative one is to promote an inclusive community with the values of social justice, and equity language, awareness, consistent message from leadership. The subcommittee discussed the opportunity to have a mentorship program for students of color. The council discussed at length the position, application process, and student awareness to become a Teacher's Assistant. Initiative two formally assess the benefit and structure for an Office of Diversity, Equity, & Inclusion. After the lengthy discussion, it was determined that faculty of color dealt with an invisible workload.

The Council agreed that an Office for Diversity, Equity, and Inclusion is needed for the continued growth of the Institute. Previously, an Office of Diversity was created but failed to mature as the role was not clearly defined. The unrealistic expectations of the Chief Diversity Officer and the institute did not coincide with each other. The council will look at how Partners created their Office of Diversity, Equity, and Inclusion and will incorporate some of their practices into a higher education setting. P. Milone-Nuzzo stated that the Strategic Plan needs to be done by September 15th and at least one training program per year for faculty is required regarding social justice, and equality.

The meeting was adjourned at 1:31 pm.

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Keanna Macchiarulo  
Senior Staff Assistant