

MGH INSTITUTE OF HEALTH PROFESSIONS
Diversity Council
Tuesday, May 3, 2016
1:30 pm-3:00 pm

Draft Minutes
[as approved at the July 19, 2016 Special Summer Meeting]

Members Present: Jan Bellack (presiding), E. Lorraine Baugh, Mike Boutin, Peter Cahn, Steve Ciesielski, Ginny Do, Mary Evenson, Amy Fuller, Bonnie Halvorson, Patricia Lussier-Duynstee, Antonia Makosky, Oz Mondejar, Jorge Sanchez De Lozada, and Audrey Tanner

Members Absent: Judi Greenberg, Charles Haynes, Paul Murphy, Erin Phair, and Sarah Welch

Staff: Francesca McRae

Announcements

J. Bellack reported that S. Welch was at a CUPA HR conference. She also reminded everyone that N. Lewis has moved to her new position in the School of Nursing, and welcomed F.McRae as interim support staff.

Approval of the Minutes

The minutes of the March 8, 2016 meeting were approved as amended.

Leading for Changing Consortium Takeaways

P. Cahn announced that he, A. Makosky, J. Greenberg, E. Phair, and S. Acker attended a *Leading for Change in Higher Education Diversity Consortium* conference, and reported the following takeaways, which were broken down into 5 categories:

Data Sharing - P. Cahn addressed the imminent request for data sharing on the Bridgewater State website, and the importance to push for a small narrative within our profile. A discussion ensued over the advantages and disadvantages of an unprecedented public scorecard, for being transparent, and holding ourselves accountable. J. Bellack asked that as we review, that we think about 3 things: what are we doing, what else could we be doing, and creating a draft strategic plan.

Institute-wide framing – J. Bellack started the discussion commenting on the positive preference of using the term “cultural fluency.” J. Bellack suggested in the near future revisiting definitions - breaking into smaller teams and regrouping to review. With regard to creating a strategic plan, it was observed that we have 5 pillars within IHP that can be used in the Inclusive Excellence Model. Question was whether there is a strategic plan in the Excellence Model. J. Bellack noted there is not one at this point, and crafting one within the Inclusive Excellence Model as a framework would be worthwhile.

Faculty Development – Discussion ensued regarding inclusive teaching and the importance of faculty development and training for this. Concerns were expressed about delaying searches and thus creating hardships in the areas in need.

Student Support – The possibility of inviting Bridgewater State’s Class Beyond the Classroom to our campus was discussed. Also, the need for a facilitator for Privilege Walk, the role of the Diversity Council in finding a facilitator, and the pros and cons for making the Walk part of orientation were discussed. Also discussed were the power of faculty participation, the importance of debriefing, and reaching the person at the back of the room.

Welcoming employees – Positive and negative onboarding experiences were discussed. J. Bellack explained her process of sending a personalized welcoming card with a mug or water bottle, as well as electronic birthday cards throughout the year. IT has established a checklist for onboarding and a followup check-in with the employee. J. Bellack will review the process with D. Stratford. Also, it was suggested that faculty onboarding should be staggered to be more productive.

J. Bellack pointed out that the Staff Council works with the President to ensure staff representation on Diversity Council. It was suggested that a student representative be added to the Diversity Council. J. Bellack agreed to circle back with E. Phair to identify a potential student from KinsIHP. P. Lussier-Duynstee expressed the importance of always having 2 students, not 1, for coverage.

J. Bellack reported on her discussion with P. Murphy about *The Yardarm* and the importance of having Diversity Council explicitly represented in every issue to keep the IHP community informed about the Council's work and progress.

M. Evenson spoke of a small school she and S. Welch visited that displayed profiles and photos everywhere. Discussion ensued regarding everyone having a story, and the difficulty in reporting each in a natural authentic way – being inclusive without being obvious.

J. Bellack reported that Dani Monroe was hired as the new Diversity Officer at PHS. MGH announced today that it was #8 on DiversityInc's top 10 list of hospitals and health systems nation-wide who showcase best practices for diversity.

J. Bellack requested the group to think about what are our next steps going forward. Three were suggested: IHP mapping and data sharing (Human Resources); faculty resources – inclusive content, and class beyond classroom; and forming relationships with different schools with similar missions (graduate, specialized).

The meeting was adjourned at 2:52 pm.

Francesca McRae
Interim Staff Assistant