

**MGH Institute of Health Professions
Diversity Council
Tuesday, April 18, 2017
1:30 pm-3:00pm**

Minutes

Members Present: E. Lorraine Baugh, Jan Bellack (presiding), Mike Boutin, Steve Ciesielski, Ginny Do, Mary Evenson, Jack Gormley, Charles Haynes, Patricia Lussier-Duynstee, Antonia Makosky, Paul Murphy, Jorge Sanchez De Lozada, Audrey Tanner, and Sarah Welch.

Members Absent: Amy Fuller, Mary Grier (student), Bonnie Halvorson, Erin Phair.

Staff: Keanna Macchiarulo.

The meeting of the Diversity Council was called to order by Council Chair J. Bellack.

Announcements

J. Bellack began the meeting by announcing that J. Sanchez De Lozada's position on the Staff Council will be up for re-election. J. Sanchez De Lozada could be reappointed or a new rep selected/elected. Jack Gormley was introduced to E. Lorraine Baugh. No student representatives were able to attend today's meeting.

Approval of the Minutes

The minutes of February 21st, 2017 were approved as amended.

Special Guest Report-Reflections on Difficult Conversations

Provost A. Johnson and Deans I. Tuck, G. Lof and J. Gormley met with six students from the White Affinity Group at the group's request. J. Gormley shared a summary of the dialogue, and concerns and ideas expressed by the group, and plans for further meetings.

Updates/Progress Reports

Diversity Webpage

P. Murphy stated that the web page is close to completion. J. Bellack suggested having a small focus group with the Student Diversity Committee to get their feedback on the look and feel of the web page from the student's P.O.V.

Campus Response Plan

There are no further updates at this point. A brief update will be presented at the September meeting.

Campus Community Gatherings

G. Do shared that the next big strategic task is to have a more unified communication plan between students and Diversity Council members. A meeting will take place next week regarding email communication. J. Gormley indicate a plan to have members of the Campus Community Gatherings task force attend the student Diversity Committee on one of the Mondays.

Climate Surveys

It was agreed that The Climate Survey will be called the Diversity and Inclusion Survey going forward. The initial survey request received a 23% response rate. The second request with a personal email

urging students to participate brought the response rate to 41%. J. Bellack suggested that the Council wait for the results of the next four surveys which will be administered in June, before reviewing the results from all five groups to evaluate for common themes and unique differences among programs, and determine a mechanism for sharing highlights of the results and any planned action steps. **Student Diversity Committee (SDC)**

The Office of Student and Alumni Services will be the point of contact with the Student Diversity Committee, and determine how to ensure an effective interface with the Diversity Council, and vice versa. **HEED The INSIGHT Into Diversity Higher Education Excellence in Diversity Award**

P. Cahn shared that the INSIGHT Into Diversity HEED Award, open to all colleges and universities across the U.S., measures an institution's level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through initiatives, programs, and outreach; student recruitment, retention, and completion; and hiring practices for faculty and staff. Applications are comprehensive, covering all aspects of campus diversity and inclusion. One of the goals of the application process is to help institutions of higher education assess their diversity efforts in order to build on their success and improve where necessary. The group agreed to apply for the Health Professions branch of this award. P. Cahn agreed to coordinate the IHP's application, and will parse the questions to individuals in the best position to respond to the various questions on the application. The deadline to submit the application is June 30, 2017.

Information from Bridgewater State's (BSU) Leading for Change Consortium

P. Cahn gave a brief update from Diversity Consortium at Bridgewater State University, of which the MGH Institute is a founding member. A. Makosky is now a member of the Consortium's Planning Committee. J. Bellack expressed concern that the data shared are consistent with other data reports related to diversity. J. Bellack will follow-up with P. Di Angi to verify which data sources are used for the Consortium.

Creation of an "Out List" as recommended by E. Lorraine Baugh Visiting Faculty

Due to time constraints, the discussion was tabled until the next meeting.

Diversity Council Future Leadership

J. Bellack plans to brief to the new IHP president, Dr. Paula Milone-Nuzzo about the Diversity Council and the historic role of the President as its chair since 2010. She also suggested that the September meeting would be a good opportunity for the Council to share updates on the Council's projects and other work with Dr. Milone-Nuzzo.

The meeting was adjourned at 3:00 pm.

Keanna Macchiarulo
Senior Staff Assistant