

**MGH Institute of Health Professions  
Justice, Equity, Diversity, and Inclusion Council  
Monday, January 11, 2020  
Minutes  
12:00 pm–1:30 pm**

**Members present:** S. Austin, L. Benn, M. Boutin, P. Cahn, G. Chan-Smutko, S. Ciesielski, J. Dupont, J. Gormley, C. Kanazawa, H. Laflin, L. Lo, S. McKinnon, P. Milone-Nuzzo, P. Murphy, K. Naidoo, T. Olayinka, G. Rand, J. Rodriguez, K. Sakai, K. Truong, C. Watkins Liu, S. Welch

**Members absent:** E. Barber, A. Makosky, I. Young

**Staff:** J. Duggan

**Announcements & Quality Moments**

- All are welcome to JEDI, OSAS, and SGA community processing space on January 11, 1:30–2:30 p.m.
- JEDI Fellows are planning a Social Justice Research Conference currently scheduled for March
- Ann Caldwell Lecture will be held on Tuesday, January 19

**Approval of November 16 Minutes**

The minutes of November 16, 2020 were approved.

**Introductions**

- Callie Watkins Liu, Associate Director, IHP ACE, JEDI Office
  - C. Watkins Liu's role focuses on faculty and supporting faculty in implementing JEDI into the classroom. C. Watkins Liu will also hold Black faculty and staff meetings.
- Lindsey Lo, Program Coordinator, JEDI Office
  - L. Lo's role focuses on JEDI Office administrative needs, communications (newsletter and social media), and data analysis.

**Overview of JEDI Office Hiring Process**

K. Truong shared an overview of JEDI Office hiring process. For Callie's position (Associate Director, IHP ACE), there was an extensive interview process that included faculty and student voices. The first round was a 45-minute interview that included eight questions. In the second round, applicants were given one week to respond to a case study. The third round was a 90-minute interview that included a 15-minute presentation with 5 minutes of Q&A, a 25-minute meeting with JEDI Fellows, and a debrief with Kim and Kay. The interview process for the Associate Director will be similar. J. Gormley will assist with this process as this position is more student affairs focused. Presentations were recorded, but not shared. S. Welch suggested sharing the presentation recordings with the JEDI Council.

**ACTION ITEM:** K. Truong will prepare a list of questions and case study to see how Associate Director candidates will engage in various situations.

**Relationships of JEDI Entities/JEDI Council Objectives**

P. Milone-Nuzzo presented the relationships of JEDI entities (JEDI Council, JEDI Office, JEDI in academic programs) at the IHP. JEDI Council members are innovators/initiators of JEDI work that comes from all dimensions of the IHP. The Council also serves as the voice of JEDI initiatives and communicates JEDI information with their departments. The JEDI Office serves as the operational arm of JEDI initiatives at the IHP. The JEDI Office also provides educational resources and oversight and implementation of JEDI Fellows and ACE. K. Truong will act as liaison for Mass General Brigham DE&I initiatives. New/incoming Associate Director in JEDI Office will support student clubs related to JEDI. S. Welch can

also provide MGB updates as United Against Racism work is related to HR. Academic programs address JEDI issues in collaboration with JEDI Office. Unresolved issues include incident bias reporting.

#### **Update on Antiracism Plan (Kim)**

K. Truong provided an update on anti-oppression initiative email sent on June 26, 2020. [See update.](#)

#### **“JEDI for the Health Professions Student” Winter Course (Sarah)**

S. McKinnon reported that the elective OH 787 JEDI for the Health Professions Student launched this winter term with 8 students (6 OT, 1 nursing, 1 CSD). The teaching team includes K. Martinez, S. McKinnon, and a PP-OTD student teaching fellow. The course is taught completely online. JEDI Council members have been added to the D2L course to review for feedback. J. Gormley noted that students are interested in having this course offered throughout the year.

#### **Report from Power, Privilege, and Positionality Task Force (Callie)**

C. Watkins Liu reported that there are currently 219 participants on D2L, 59 are facilitators for the event. Keynote speakers include Athena Vaughn from MA Trans Resistance and Sara Arman from Greenroots Chelsea. P. Milone-Nuzzo will introduce C. Watkins Liu. C. Watkins Liu will do land acknowledgement and moderate the Q&A. L. Lo will help monitor chat questions. Participants can select breakout rooms if they know where they are assigned to.