

**MGH Institute of Health Professions
Justice, Equity, Diversity, and Inclusion Council
Monday, November 16, 2020
Minutes
[as approved at the January 11, 2021 meeting]
12:00 pm-1:30 pm**

Members Present: Paula Milone-Nuzzo, Kimberly Truong, Ellen Barber, Peter Cahn, Gayun Chan-Smutko, James DuPont, Corliss Kanazawa, Hailey Laffin, Antonia Makosky, Kay Martinez, Sarah McKinnon, Paul Murphy, Keshrie Naidoo, Tomisin Olayinka, George Rand, Jennifer Rodriguez, Kanayo Sakai, Sarah Welch, Indigo Young.

Members Absent: Sherlene Austin, Luella Benn, Mike Boutin, Steve Ciesielski.

Staff: Joanna Duggan.

The meeting of the Justice, Equity, Diversity, and Inclusion Council was called to order by Council Co-Chairs P. Milone-Nuzzo and K. Truong.

Announcements & Quality Moments

- All are invited to attend tonight's virtual Schwartz Rounds at 5 pm: "Telepractice: Challenges and Strategies for Compassionate Caregiving Through the Screen."
- P. Milone-Nuzzo will be part of a panel discussing DEI work in higher education at the NECHE Annual meeting next month.
- K. Truong and K. Martinez co-taught a History of Nursing Ideas class on critical race theory.
- The Office of Student and Alumni Services is recognizing International Student month by spotlighting international students on social media.
- In honor of National First-Generation Celebration Day on Sunday, November 8, the IHP ran a week-long campaign to celebrate first generation college students at the IHP. Eight faculty and students were featured on the website and social media.

Approval of the Minutes

The minutes of October 19, 2020 were approved.

Bias Reporting Update

K. Truong reported that following the last JEDI Council meeting, she met with CART and PART groups to discuss the bias-reporting mechanism that she drafted. MGB is currently developing a reporting mechanism and has identified a vendor and is in the process of determining the reconciliation process. K. Truong met with Joe Betancourt, Chief Equity and Inclusion Officer at MGH to share with him student concerns about what happens once report is submitted and concerns around consistency in how reports are handled. More information will be shared once it is available.

Report from Power, Privilege, and Positionality Task Force

K. Martinez reported that the PPP Task Force has been working to revamp the next iteration of PPP in January by bringing in new speakers with an intersectional focus and highlighting local organizations doing impactful DEI work, such as Trans Resistance MA and Greenroots. In addition to confirming speakers, the Task Force is working on selecting articles for pre-work and finalizing training dates for facilitators.

A question was raised about requiring faculty and staff to participate in PPP and whether more communication is needed about this requirement, which was mentioned in the email message from P. Milone-Nuzzo and K. Truong on June 29th outlining the IHP's anti-racism plan.

ACTION ITEMS: P. Milone-Nuzzo will send a message to the IHP community to update them on the status of the anti-racism plan and will clarify the goal of having 100% participation in PPP by faculty and staff. Reminders via IHP Announcements will be sent about enrolling in the January PPP event.

Update on CEUs for PPP

K. Truong spoke to Ginny Do from CPD about the possibility of offering CEUs for PPP. At this time, a new application for CEUs would need to be submitted for each PPP program due to changing content. There is not a pricing model in place for internal programs, but one is being developed. K. Truong suggested tabling this work until this summer after the new associate director and program coordinator are on board.

Increasing Student Voice

- K. Martinez reported that the first meeting of the new Student Voices sub-committee will take place after Thanksgiving. There are eleven members currently, and a notice will be sent to students to see if others want to join. This sub-committee is a student-led group that will serve as another conduit to hearing student voices, ideas, and concerns. The group will be student-led and will report their work to the JEDI Council. Students on the JEDI Council are welcome to join the Student Voices sub-committee.

BSU Leading for Change Consortium

T. Olayinka provided an overview of the Bridgewater State University Leading for Change Consortium. The IHP has a team of fourteen people who are meeting on a monthly basis and participating in the curriculum planned by the Consortium. Earlier this month the team participated in a Summit featuring the author of the book *Equity Talk to Equity Walk*. In one of the breakout sessions, the team was asked to identify the top three obstacles to racial equity at the IHP. The team selected:

- Claiming not to see race
- Evasive responses to racist incidents
- Incapacity to see institutional racism in routines

During the second breakout session, the team was asked to discuss strategies that could curb or address these obstacles, using simulation to develop comfort with addressing racism, incorporating more training for faculty and staff, and looking at data from "gatekeeping courses" to see how we can provide resources early on for struggling students.

The Leading for Change team is learning about importance of disaggregating data when possible to see microtrends. They are looking into ways that the IHP can collect and analyze disaggregated data related to graduation, retention, and financial aid and will make recommendations to the appropriate departments.

JEDI Concerns or Issues

K. Truong asked Council members to share any concerns or issues on their mind.

- What is the status of JEDI Council goals/objectives?
 - P. Milone-Nuzzo and K. Martinez are working on finalizing a draft to present at the January Council meeting.
- What training will be provided for faculty/term lecturers to prepare them to facilitate discussions about the new Common Reading book?
 - P. Cahn reported that Mary Knab and Midge Hobbs are working on aligning the new text to the IMPACT course objectives. He suggested inviting Mary and Midge to a future

JEDI Council meeting to discuss making the Common Reading book part of an Institute-wide conversation.

Joanna Duggan
Executive Assistant to the President