

**MGH Institute of Health Professions  
Justice, Equity, Diversity, and Inclusion Council  
Monday, October 19, 2020  
Minutes  
[as approved at the November 16, 2020 meeting]  
12:00 pm-1:30 pm**

**Members Present:** Paula Milone-Nuzzo, Kimberly Truong, Ellen Barber, Luella Benn, Mike Boutin, Peter Cahn, Gayun Chan-Smutko, Steve Ciesielski, James DuPont, Corliss Kanazawa, Hailey Laflin, Antonia Makosky, Kay Martinez, Sarah McKinnon, Paul Murphy, Keshrie Naidoo, Tomisin Olayinka, George Rand, Kanayo Sakai, Sarah Welch, Indigo Young.

**Members Absent:** Sherlene Austin, Jack Gormley, Jennifer Rodriguez.

**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**

K. Truong announced the release of the Fall JEDI Newsletter in the October 16<sup>th</sup> IHP Daily News. She shared several upcoming events related to the presidential election. Additionally, she shared a document created by JEDI Fellow Bella Coyne featuring ten strategies for supporting students during COVID 19. This document was based on a video created by Tony Sindelar, featuring Gayun Chan-Smutko, Kim Truong, and Jack Gormley. Bella's document will be shared with faculty.

Next, P. Milone-Nuzzo spoke about the President's Executive Order on combatting race and sex that was released at the end of September. She noted that depending on the election results, the JEDI Council may need to review the order at the November meeting.

**Approval of the Minutes**

The minutes of September 14, 2020 were approved.

**JEDI Office Updates:**

**Role of the JEDI Council**

P. Milone-Nuzzo led a discussion on the role of the JEDI Office, based on some questions raised at the last meeting. She noted that the JEDI Council is much more visible than it was three years ago. This is due both to concerted efforts by the Council as well as by the launching of the JEDI Office, which has brought a new level of awareness and credibility to issues around justice, equity, diversity, and inclusion. The current role of the Council is to partner with the JEDI Office. She described the JEDI Office as the incubator where ideas are born and then brought to the Council for vetting, while also acknowledging that there are times when ideas are generated by the Council and brought to the JEDI Office. K. Truong shared a link to the JEDI Newsletter to help Council members understand the role of the JEDI Council and its initiatives, such as ACE.

**ACTION ITEM:** P. Milone-Nuzzo, K. Truong, and K. Martinez will draft JEDI Council goals and objectives for the November 2020 Council meeting.

### **Update on IHP Harassment Policy/Bias Reporting Mechanism**

K. Truong reported that student groups have advocated for a consistent, Institute-wide harassment policy. At the last JEDI Council meeting, she shared the SON's harassment policy as a potential model to be adopted by the IHP. SHRS has provided positive feedback on the SON policy, but S. Welch recommended that the policy be reviewed by legal counsel before moving forward with it. In addition to the policy, K. Truong has drafted an anonymous bias-reporting mechanism which she presented to the Council. Council members had a robust discussion about the mechanism and raised several questions and concerns, including the need for differentiation between the bias reporting form and Title IX. It was also noted that MGB is working to implement a system-wide harassment policy for employees

**ACTION ITEM:** K. Truong will collaborate with J. Gormley on how to clarify for students how reported issues are resolved.

### **Report from Power, Privilege, and Positionality Task Force**

K. Martinez provided an update on the planning for the next PPP event, scheduled for Wednesday, January 13, 2021, from 2:00 pm-3:30 pm. The PPP Task Force is in the process of selecting readings, some of which will relate to the election season. K. Martinez shared that although the number of PPP participants increased from 196 (Summer 2020) to 280 (Fall 2020), the number of facilitators decreased slightly from summer to fall. If there is a shortage of facilitators for the next workshop, the JEDI Office may use single facilitators instead of pairs. Also, some alumni have expressed interest in being trained as facilitators. It was noted that ABSN students will be the only new students for the next PPP workshop, but the event will still be open to all members of the IHP community. There was a discussion around whether there are opportunities to provide continuing education credits to alumni and faculty who participate in PPP.

**ACTION ITEMS:** P. Milone-Nuzzo and P. Murphy will announce the next PPP workshop to the Executive Council to encourage faculty and staff to participate. K. Truong will look further into continuing education opportunities and report back with updates at the next Council meeting.

### **Commitment to Equity and Anti-Oppression Statement**

G. Chan-Smutko and A. Makosky presented a draft Commitment to Equity and Anti-Oppression statement. This statement came about as a result of the work of a committee tasked by P. Milone-Nuzzo and K. Truong with updating the IHP's Commitment to Cultural Competency with not only an equity lens, but also an anti-oppression lens. The committee members are G. Chan-Smutko, A. Makosky, K. Truong, P. Murphy, L. Benn, C. Kanazawa, K. Martinez, and Rachel Privett (former JEDI Fellow). The committee felt that the focus on cultural competency was no longer adequate and decided to create a new statement that was more aspirational in tone. Because the statement would be imbedded in course syllabi and program manuals, it will need to be presented to academic leadership for approval.

**ACTION ITEMS:** All council members will provide feedback on the draft statement and add their names to the document by Friday, October 23. The statement will then be brought to academic leadership in November. K. Martinez will also share the statement with the student affinity group.

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Joanna Duggan  
Executive Assistant to the President