

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
Monday, April 6, 2020
Minutes
[as approved at the September 14, 2020 meeting]
12:00 pm-1:30 pm**

Members Present: Paula Milone-Nuzzo, Kimberly Truong, Sherlene Austin, Lorraine Baugh, Luella Benn, Peter Cahn, Gayun Chan-Smutko, James DuPont, Jack Gormley, Rachel Harshaw, Mary Hildebrand, Antonia Makosky, Kay Martinez, Paul Murphy, Tomisin Olayinka, Jennifer Rodriguez, Sarah Welch.

Members Absent: Antoine Blalark, Mike Boutin, Steve Ciesielski, Charley Haynes, Keshrie Naidoo, Kassandra Petit (student), Rachel Privett (student), Ayesha Bani Singh (student).

Guests: Barbara Nobles-Crawford, Leadership and Organization Development Consultant.

Staff: Joanna Duggan.

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

Announcements & Quality Moments

K. Truong provided the following announcements from the Office of Diversity, Equity, and Inclusion:

- K. Martinez is now the Associate Director of Diversity, Equity, and Inclusion.
- The DEI Office is offering several workshops and events to the IHP community, including a financial empowerment workshop series, workshops to support Asian and Asian American students during the COVID pandemic, a virtual health professions career day, and a co-sponsored CPD event in October.

Next, K. Truong asked for Council members to each share a professional or personal “rose” (a highlight or success) and a “thorn” (a challenge).

Approval of the Minutes

The minutes of March 2, 2020 were approved.

Incident Reports Update

K. Truong provided an update on the work that the DEI Office has done on incident reporting at the IHP. This work grew out of a request from an affinity group made up of students from SGA, KinsIHP and MEDS who were interesting in finding out how incidents are reported. K. Truong displayed a [document](#) outlining the various reporting mechanisms that exist to report bias and other incidents at the IHP. There are both Institute-level and program-level reporting mechanisms. K. Truong noted that the document is still in progress as she is waiting for information from some departments. It was noted that with all these different reporting mechanisms, it would be helpful to find a way to collect data across the Institute on the number and type of incidents being reports.

ACTION ITEM: K. Truong will work with departments to develop a process for reporting data on incidents of micro-aggressions and bias.

Commitment to Diversity Update

G. Chan-Smutko and P. Murphy provided an update on the work of a task force created to review and revise the IHP’s Commitment to Diversity and Cultural Competence statement. This task force was

formed at the October 2019 DEI Council meeting as a response to a request from faculty to consider language in the statement related to religious holidays. This statement appears on all course syllabi, as well as on the IHP website. The task force discovered multiple versions of the statement on the website, so they have combined all versions of the statement and are working to revise the statement to better reflect our core values and priorities. K. Truong shared a [working draft](#) of the statement but noted that the task force will need more time to refine the draft before it is formally presented to the Council for feedback.

Task Force Reports:

Increasing Student Voice

P. Murphy reported that there are a couple of new Student Voice posters to display once we return to campus. Some of the statements from the posters are being used on the IHP homepage and will be periodically refreshed.

Case Studies/Curriculum

G. Chan-Smutko shared that this task force has split into two separate subcommittees: one focused on developing a guide around how to use the case studies, and one focused on creating a workshop for Faculty Development Day. Because the upcoming Faculty Development Day will focus on helping faculty transition their summer didactic courses to online modalities, the faculty development subcommittee has suspended its efforts for now. She also noted that faculty are currently spread thin due to the COVID pandemic and the guide subcommittee will resume its work after the spring semester is over.

Power, Privilege, and Positionality

P. Murphy reported that there will be a virtual PPP program on June 1 for the incoming OT and PT students. At the next PPP task force meeting, the group will discuss how to shorten the program length from 4-5 hours to 1-1:5 hours, as well as how to replicate the experiential, hands-on nature of the in-person program in an online environment. They will also plan the pre-work that students need to complete and would like to integrate readings about inequalities related to the COVID-19 pandemic.

Barbara Nobles-Crawford Presentation

K. Truong introduced Barbara Nobles-Crawford, who then led the Council through an exercise related to identity. Following the exercise, she facilitated a robust debriefing discussion.

Joanna Duggan
Executive Assistant to the President