

**MGH Institute of Health Professions
Justice, Equity, Diversity, and Inclusion Council
Monday, September 14, 2020
Minutes
[as approved at the October 19, 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, Corliss Kanazawa, Hailey Laffin, Antonia Makosky, Kay Martinez, Sarah McKinnon, Paul Murphy, Tomisin Olayinka, George Rand, Jennifer Rodriguez, Kanayo Sakai.

Members Absent: Sherlene Austin, James DuPont, Jack Gormley, Keshrie Naidoo, Sarah Welch, Indigo Young.

Staff: Joanna Duggan.

Announcements & Quality Moments

K. Truong welcomed new and returning JEDI Council members and asked everyone to introduce themselves and share a recent professional or personal quality moment or highlight.

Next, K. Truong shared Zoom links to L. Benn's Ableism Non-Disabled Privilege workshop on Thursday, September 17, and to the Baugh lecture with Dr. Howard C. Stevenson on Monday, September 21.

Approval of the Minutes

The minutes of April 6, 2020 were approved.

JEDI Office Updates:

IHP ACE

P. Milone-Nuzzo provided an update on the IHP Anti-Oppression Collaborative in Education (IHP ACE), which is one of the action steps the IHP is taking to improve curriculum in a way that is impactful for students. Due to the resources needed to implement the IHP ACE model, P. Milone-Nuzzo and K. Truong presented a proposal at the September 11th Board meeting seeking approval to use Board-designated funds to develop and launch IHP ACE. The Board approved their proposal. The approved funds will be used to help with hiring staff to support IHP ACE, including an Associate Director, Senior Coordinator, and JEDI Fellows, as well as to support academic and curricular consultation services for the departments and schools. K. Truong and K. Martinez are in the process of recruiting staff for the aforementioned positions.

Strategic Planning Process Overview

K. Truong presented an overview of the JEDI strategic planning process. This process aims to answer four questions: *Where are we? Where are we going? How will we get there? Are we getting there?* We are currently in the initial stage of the process, which involves establishing a common vocabulary around the terms "justice," "equity," "diversity," and "inclusion" and the understanding that the work of the JEDI office is being led by justice and equity. The JEDI Office is also working with SHRS and SON to establish working groups and task forces that will perform environmental scans to assess the current landscape and look at various sources of data. This work is necessary before we can move on to establishing goals and next steps. This initial stage is projected to take at least 3-6 months. Eventually, the plan is that each program/department will have its own JEDI strategic plan but at this time the JEDI Office does not have the capacity to support this work.

Harassment Policy

K. Truong reported that the JEDI Office has reviewed the schools' and programs' harassment policies as outlined in the Institute-Wide Anti-Racism Plan, as well as in response to a recent faculty request to incorporate social media into our harassment policies. K. Truong proposed that the School of Nursing's harassment policy serve as a model for a campus-wide harassment policy. She noted that she is working on a bias-reporting mechanism that would address consequences of violating the harassment policy. Council members had a discussion on how to include social media practices within and beyond the IHP community in the harassment policy. It was suggested that the SON policy be reviewed by HR as it would apply to employees as well as students, and by the Title IX Coordinators due to recent policy updates related to sexual harassment.

ACTION ITEM: M. Boutin will obtain feedback on the SON harassment policy from SHRS and report back to K. Truong.

ACTION ITEM: K. Truong, P. Cahn, J. Gormley, and S. Welch, with the help of Student Voices Committee, will collaborate on editing the harassment policy to include social media integrity and best practice guidelines.

ACTION ITEM: K. Truong will present the bias-reporting mechanism at a future JEDI Council meeting.

Task Force Reports:

Increasing Student Voice

K. Martinez will soon schedule a meeting with the Student Voice Subcommittee. P. Murphy will provide an update on the student photographs on campus at the next meeting.

Case Studies/Curriculum

G. Chan-Smutko summarized the work of the case studies/curriculum task force, which eventually split into two groups: one focusing on professional development for faculty and the other one working on the creation of a teaching guide for the case studies. She noted that the efforts of the two groups should be re-examined in light of current events and suggested that there may be opportunities to collaborate with the IHP ACE.

Power, Privilege, and Positionality

K. Truong reported that there were over 500 participants, including IHP alumni, in the PPP event on September 3rd. K. Truong and P. Cahn are working on a grant submission to be able to extend PPP to preceptors. The PPP planning committee is currently reviewing feedback from facilitators and participants for potential curriculum changes, prior to posting the next PPP D2L module on December 1st. S. McKinnon suggested a time-change for the synchronous portion of the curriculum to accommodate post-professional students' schedules.

Joanna Duggan
Executive Assistant to the President