

MGH INSTITUTE OF HEALTH PROFESSIONS
Justice, Equity, Diversity, and Inclusion Council
Monday, September 18th, 2023
Meeting Minutes

Members Present:

On zoom: Rosemary Caron, Gayun Chan-Smutko, M Meyer, Tasneem Pota, Steven Ciesielski, Mike Boutin, Alexis Guay, Vivian Glassman, Lauren Putnam, Kelley Hotti, Michelle Wallace, Antonia Makosky, Sarah Welch, Kiki Broadhurst

In person: Amanda Thai, Paula Milone-Nuzzo, Kim Truong, Sarah McKinnon, Keshrie Naidoo, JC Salis, Osman Tanrikulu, Alyssa Liusie, Peter Cahn, Oluwatomisin Olayinka

Presenter: Lauren Deanna Finn

Introductions and reflections

- We received the HEED award again.
 - They would like to see more 508 compliance and diversity within our leadership
- Highlight of Power, Privilege, Positionality (PPP) panel
- Everyone on JEDI council will receive targeted invites to engage in workshops/curriculum if they would like to.
- MGB DEI summit- JEDI office can coordinate and anyone on council can be present.
 - Paula will be participating on the Presidents panel.
- Community pantry just got accepted to be presented at the NASPA conference in Maine in November
- NH Public Health Team Up and Take Action conference in early December focused on health equity.
- Equity Advocates program will be running the third cohort this year.
- SEA (Students for equity and anti-racism) has 3 new co-leaders.

JEDI Council overview:

- Over time the objectives have changed
 - Historically, It started out focused on strategy creating PPP, and Chief Equity Officer role
 - Then it moved into a space to provide updates but that was not a good use of time
 - Currently the objective is to be a think tank that does not tell departments what to do but can provide guidance and recommendations that address JEDI
 - Example: JEDI Core Competencies
- Feedback on JEDI Council from last year
 - **What works well:** Monday Lunch hour, tracking progress on goals, breakout room conversations, agendas, and core competencies.
 - **What needs improvement:** more communication via teams for meeting preparation, individual action steps, importance of active council members, have a large group report back after small group breakouts.
 - **What to discuss in the future:** JEDI impact on course work and student relationship with it, retention (what happens after enrollment), how to talk about the work we do, financial barriers.

- **Additional Comments:** love to see more students involved, continue to check in about scheduling.
- How is the Climate Survey related to the JEDI Council?
 - Not connected to competencies but is connected to climate overall.
 - There are pluses and delta's to when this gets sent out to students. Any JEDI Council member who is interested in informing this process, please email ktruong@mghihp.edu to join the subcommittee focused on the CECE Survey.
 - IHP Purchased the survey so we conduct it and have our data-it can be benchmarked later.
 - How to increase response rate: Protected time in class to take it with an explanation as to what it is for and why it is important, email is overwhelming
 - **Action Item:** Create a blurb for department chairs about it and share that with timeline of when each cohort should be taking it
- MGB Employee Experience Survey
 - 3 weeks for all employees across the system to participate and feedback will come back on an institutional level and department level if there are more than 5 people
 - Data is being processed through a third party and not MGB.
 - Students will not be a part of this survey.

Approval of Minutes:

- Kim called to motion the approval of last meetings minutes
 - Peter seconded the motion.
 - Motion passed.

Presentation: Affirmative Action Scotus Decision

Presenter: Lauren Deanna Finn

- Admissions criteria are set in individual departments.
- The IHP does not engage in race conscious admissions so the decision doesn't impact the admissions criteria or how the IHP functions
- There is not a standardized way of engaging with race but departments have shared some better practices informally
- Admissions is hoping to connect with JEDI Council to: ensure equity is centered in processes, such as waitlist management and building transparency in collaboration with departments.
 - Collaboration on instructor updates and promising practices
 - Can we connect admissions survey and climate survey questions?
- Discussion
 - Department chair decides who will be on their admissions committee.
 - Admissions might be involved but might not depending on department

The SCOTUS decision focused on undergraduate admissions, but it is important for us to discuss implications for admissions as a whole.

 - **Action Item:** co-create definitions of race conscious and race neutral processes for admissions and brainstorm how to limit barriers to access.
- Presentation of Demographic information- Paula

- We collect about 7 categories of race.
- For all the 2022 categories there was an increase in all the student racial identities that applied except for Black students.
- The acceptance rate and yield of students of color are higher than white students
- We are around 36% minoritized students.
- **Action Item:** Paula will send out that data for our next meeting.
- Additional Discussion
 - There is no info about JEDI commitment on general admissions website (but maybe in department ones).
 - For SON, there is no interview- but if there were a question about that mission would make it feel like a more personal investment.
 - It is important for us to consider SCOTUS decision as it relates to scholarships and hiring practices.
 - **Action Item:** add a discussion about university wide commitment and where our stance is across the board, Kim will share related reading materials to get this conversation started.