

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
Monday, March 12, 2018
Approved Minutes as of April 16, 2018 Meeting
12:00 pm-1:30pm**

Members Present: Paula Milone-Nuzzo, Deborah Altsher, Antoine Blalark, Mike Boutin, Peter Cahn, Steve Ciesielski, Ginny Do, Jack Gormley, Tia Harris, Charlie Haynes, Pat Lussier-Duynstee, Antonia Makosky, Olivia Meegoda (student), Paul Murphy, Keshrie Naidoo, Alexandra Rochman (student), Bob Ruggles (student), Sarah Welch, Kayla Wheeler

Members Absent: Shekitta Acker, Lorraine Baugh, Mary Evenson, Amy Fuller

Staff: Keanna Macchiarulo.

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

Approval of the Minutes

The minutes of October 30, 2017, November 27, 2017, and February 5, 2018, were approved.

Announcements

K. Wheeler announced several events that are currently going on for OSAS and students. The Urgency of Now: Why We can't wait to Address Maternal Health Disparities in African American Women March 19, 2018, from 12-1pm. [Dr. Amutah-Onukagha's Lecture](#) The Moonlight Movie screening was presented by OSAS and Kinship for the LGBTQIA Community, dinner was provided on Monday, February 12, 2018. There were 60 attendees present at the Racial Microaggressions Talk on February 12, Noon-1 P.M. in Shouse, Room 309. The Books for Brownies drive is still going on bins are in front of OSAS, Shouse, 2CC, and the library. P. Cahn announced that First-year students from the IHP and Harvard Medical School participated in a simulation to work with a Guatemalan patient. The students got to work with an interpreter and got feedback from the instructors on what they did wrong and how they could improve going forward. P. Milone-Nuzzo announced that articles provided by council members are in Dropbox.

Other Reports and Business

Major Holidays

J. Gormley announced that OSAS has updated Last Year's Partners Diversity and Inclusion Summit Calendar. The OSAS calendar is a draft. OSAS requests reflection and feedback before it becomes approved. OSAS wanted to make this more student-friendly and inclusive. Following discussion requests for clickable links and sources for holidays to educate other religions and cultures was requested. The next discussion on the major holidays will be held in a week and a half. Feedback is due on Monday, March 19, 2018. [OSAS Holiday Calendar](#)

Confidential Messages to the President

P. Milone-Nuzzo announced that on the MGH IHP website there is a place where students, faculty, and staff can submit a form that is confidential and or anonymous messages to the president. Students, Staff, and Faculty can share their concerns or ideas with the president. B. Ruggles will have the SGA blast this message out to the students. P. Milone-Nuzzo met with the Students for Racial Justice to discuss the

student form. P. Milone-Nuzzo, A. Johnson, J. Gormley and K. Wheeler will meet and discuss the student form next week. Until the student form is complete students may communicate with the President via the link <https://www.mghihp.edu/about-us-leadership/institute-input>

FY18 Diversity Projects-Committee Subgroups

Curriculum Review of Programs

C. Haynes stated that his sub-committee had a short but productive meeting. The Occupational Therapy Program is going thru a pilot experience on Core Competency. Students are asked to look for case studies that involve social justice, equity, and inclusion. The first step is to take 3 positive case models and extract 1-9 healthy case studies. The next focus is to identify three key models and principles for case studies. After a brief discussion, C. Haynes stated that they will have a workshop with faculty to look and critique the Core Competency Model for case studies. Students prefer having independent learning and then bring in their views to small groups to discuss the cases. The goal is to have a panel for students to talk about case studies.

Day of Conversation

P. Murphy announced that the Day of Conversation Subcommittee has met every 2-3 weeks, and will meet later today. The Subcommittee wants to determine the format for the spring event and will host a soft pilot launch for CSD and DEN students. There will be a morning and afternoon session, group panel discussion, and small break out groups. After a lengthy discussion, it was determined that the Subcommittee will work on the connection between Community IMPACT Week and Day of Conversation. They will lock in a date for their soft launch and will consider working with the IHP Access Service Club.

Student Engagement and Voice

J. Gormley stated that the subcommittee has had scheduling issues so they have only met once. The next meeting is scheduled on March 23rd, and each member will bring one new student. The goal is to have more focused actionable items to present at the next DEI Council meeting. On March 23rd the SGA, Faculty Senate, and Staff Council are inviting the MGH Institute Community to come together and join this conversation on school violence through a community forum.

The committee will use this open forum as a model for their Town Hall. OSAS will host a sign making party for the march on Gun Violence on Saturday, March 24th around the country. Following a brief discussion, it was agreed that the Community is meeting the goals for Student Engagement and Voice. All communications should go thru the SGA and E-Board.

Under-Represented Minority on Faculty

P. Cahn stated that there needs to be recruitment training by creating an ongoing Talent Acquisition Model. The acquisition plan would involve staff level positions to work with faculty to track students over time for positions. Following full and frank discussion the next step for the Under-Represented Minority on Faculty the next step is to bring the Talent Acquisition Model to the Deans. After this gets approved, a meeting between P. Milone-Nuzzo, A. Johnson, and A. Evans will take place to discuss funding.

Diversity, Equity, and Inclusion Scorecard Discussion

The DEI Scorecard Discussion was tabled until the next meeting.

The meeting was adjourned at 1:25 pm.

Keanna Macchiarulo
Senior Staff Assistant