



JEDI Fellowship POSITION DESCRIPTION

Department: JEDI Office

Position Title: JEDI Fellowship

Number of Positions Available: 6

Position Start Date: 8/15/2020

Position End Date: upon graduation

To Apply To This Position, Please go to <https://mghihp.zoom.us/j/97585512123> and email kmartinez@mghihp.edu with any questions.

POSITION DESCRIPTION:

The JEDI office proposes to develop and launch the IHP-Anti-Oppression Collaborative in Education. IHP-ACE would serve as an incubator for work, both with academic programs and research on excellence in pedagogy. While the JEDI office will focus on transformational diversity, equity and inclusion efforts in the Institute as a whole, the IHP-ACE will focus on the curricular and co-curricular activities and offerings that impact the development of our students as just, equitable and antiracist healthcare providers.

IHP-ACE provides two tiers of service:

1. General consultative support to academic programs on developing anti-oppressive curricula; and
2. Targeted support and resources for collaborative cross-departmental and cross-function projects that have potential to transform anti-oppressive education.

The increased visibility of the Collaborative and integration of JEDI Fellows into academic programs would support a shift toward deeper and more meaningful exploration of these issues at the department level facilitating communication and problem solving.

IHP Anti-Oppression Collaborative in Education (IHP-ACE)

A shift from Anti-Racist to Anti-Oppression



We define equity as seeking to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. In our anti-oppression work, we acknowledge systems of oppression in our society and strive to confront power imbalances where none ought to exist within our organization and the communities we serve. An anti-oppression framework is inherently anti-racist and further invites us to consider how other systems of oppression work in tandem like sexism, misogyny, transphobia, classism, ableism.

Project model:

For the first tier of services, JEDI will have consultations with programs to facilitate a visioning and JEDI strategic planning process. Each department will be facilitated to develop a JEDI strategic plan that would guide the anti-oppression work of that unit. The IHP-ACE would support the work of the strategic plan in each department. Departments would make requests of JEDI for program support.

For the second tier of services, teams of faculty (and others) would write proposals to the IHP ACE. IHP ACE would set criteria for evaluating proposals. These proposals would be reviewed and feedback would be provided regardless of whether they will be “funded.” For those projects that are funded, IHP ACE would develop a suite of resources and provide technical support for implementation.

Each pre-licensure program would have a JEDI Fellow assigned whose role would be to facilitate the execution of the departmental JEDI strategic plan, assist in the development of training specific to the department and for the IHP as a whole, and support JEDI programs and initiatives. The JEDI Fellowship will be cohort-based so that students can connect with each other across programs. The JEDI Fellows will receive student leadership training, mentorship, and support from JEDI staff.

Outcomes:

We have an opportunity to use our current awareness about race to fundamentally rethink how we engage in teaching and learning that is just, equitable and anti-oppressive. We have an opportunity to lead other institutions of higher education in doing this work and to transform the education of health professionals.

Outcomes expected from IHP-ACE are:

- Increased focus and commitment to anti-oppression across the curriculum
- Programs and departments will have more courses with anti-oppression imbedded within them



- Student leadership development as JEDI Fellows are involved in projects
- More faculty awareness about systems of oppression and anti-oppressive approaches to teaching and learning
- More collaboration on JEDI efforts across the IHP
- Development of innovative models for teaching and learning in the health professions
- Increased scholarship in respective fields on excellence in teaching about anti-oppression

The JEDI Fellowship program was founded in response to the needs of the MGH Institute of Health Professions community for engagement on these issues. The program is cohort-based and offers fellows training and mentorship from JEDI staff to co-develop, pilot, and facilitate workshops and programs. JEDI Fellows work up to 15 hours a week for \$15/hr on various projects and programs aligned with the MGH IHP mission. JEDI Fellows will report to the Executive Director of Diversity & Inclusion.

Requirements

- Current MGH Institute of Health Professions students.
- Strong interest in developing and facilitating JEDI programming.
- Provide research assistance .
- Provide support and resources to students or student organizations to lead and facilitate programming or initiatives.
- Participate in the coordination and promotion of JEDI programming on campus.
- Promote inter-community and intra-community dialogues and engagement.
- Expectation to attend bi-weekly JEDI team meetings.
- Provide office support (i.e. answer phone, DE&I email, and other administrative duties)
- Draft, design, and distribute flyers, social media, and other marketing materials for events hosted by JEDI.
- Collaborating with JEDI staff on new ideas, directions, and programming on equity, diversity, and inclusion events.
- Help manage and organize new and existing programming materials; create an online database of shared online resources and document programming for institutional knowledge.
- Project management experience preferred.

JEDI Fellow Salary: \$15.00 per hour