

MGH Institute of Health Professions
Justice, Equity, Diversity, and Inclusion Council
Tuesday, September 14, 2021

Minutes

12:00 pm–1:00 pm

Members present: George Rand, Hailey Laflin, Indigo Young, Jammy Millet, Jessica Loeser, Jim DuPont, Keshrie Naidoo, Luella Benn, Peter Cahn, Sarah McKinnon, Steve Ciesielski, Tomisin Olayinka, Yolanda Mendez Rainey, Paula Milone-Nuzzo, Antonia Makosky, Kim Truong, Callie Watkins Liu, Mike Boutin, Indigo Young, Lindsey Lo

Announcements & Quality Moments: PPP Reflections

- Panelists (including Luella Benn) and moderator (JEDI Fellow Kana Sakai) were amazing. The audience learned so much.
- JEDI Council members saw concepts from PPP bleed into other activities (Community IMPACT Day, Common Reading Debrief)
- How do we grow from here?

Approval of April 5, 2021 Minutes

The meeting minutes of April 5, 2021 were approved.

JEDI Core Competencies

K. Sakai presented the JEDI core competencies draft. This will be an institutional document for students, faculty, and staff. Five elements of JEDI core competencies for the IHP community include JEDI as a life-long learning process, self-reflection, critical thinking, application, and knowledge base. JEDI Council members can view the draft in Microsoft Teams. JEDI as a life-long learning process, self-reflection, and critical thinking will be the same across the IHP, however application and knowledge base will be different for different IHP communities. K. Sakai and C. Kanazawa welcome feedback on this draft. This document is meant to be flexible and outputs related to it can vary depending on department. There was also conversation about adjusting the language (competencies/skills). If faculty are teaching these concepts, they should be competent in these areas. We should also be mindful of the fact that this year has been very challenging for folks. IPE has graded competencies within domains and multiple points of entry within each one—entry-level, developing, and ready to practice. This document was developed more for the educator rather than looking at the outcome. Next steps for this document is to create a rubric to be presented at a future meeting.

BSU Leading for Change Subcommittee Update

Subcommittee members reviewed data and had conversations about how it related to racial equity and justice. The group then made recommendations based on the data. Recommendations discuss topics such as safety related to the pandemic and Winthrop shootings, increasing racial and ethnic diversity among faculty, staff, and students, education and training for faculty, students, staff, and leadership, staff, faculty, and student engagement opportunities, communications, targeted support for marginalized and minoritized communities, onsite counseling, accountability shared ownership of JEDI work across the IHP, and access and affordability.

This subcommittee also attended workshops on student services planning as well as teaching and learning.