

**MGH Institute of Health Professions**  
**Diversity, Equity, and Inclusion Council**  
**January 28, 2019**  
**[as approved at the April 28, 2019, meeting]**

**Members Present:** Paula Milone-Nuzzo (presiding), Deborah Altsher, Antoine Blalark, Mike Boutin, Peter Cahn, Gayun Chan-Smutko, Jack Gormley, Rachel Harshaw, Charlie Haynes, Mary Hildebrand, Emily Koella (student), Antonia Makosky, Paul Murphy, Keshrie Naidoo, Marissa Ostrovitz, Brian Reis, Ayesha Bani Singh (student).

**Members Absent:** E. Lorraine Baugh (Sabbatical), Shekitta Acker, Steve Ciesielski, Tia Harris, Pat Lussier-Duynstee, Sarah Welch (On-Leave).

**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 November 19, 2018 were approved.

**Announcements**

- P. Milone-Nuzzo welcomed new committee member Brian Reis.
- P. Milone-Nuzzo announced Leah Gordon is the incoming Director for Multicultural Affairs.
- Honorary Trustee E. Lorraine Baugh is on sabbatical for one year and will return in the fall.
- C. Haynes informed the Council that faculty, from all disciplines, have incorporated DEI cases into their curriculum.
- A. Makosky announced faculty members from the Office of Continuing and Professional Development will offer a complimentary clinical teacher's workshop on Thursday, February 28 from 4:30 to 6:30 pm in Founders 325.
- P. Murphy stated that the Dignity & Respect Campaign, is a month-long campaign promoting the core belief that everyone deserves dignity and respect. The IHP Daily News will feature the 30 Tips of Dignity and Respect. The campaign includes a student welcome back event, coat drive, and exercise classes for the community.

**Diversity, Equity, and Inclusion Dates 2019-2020**

Diversity, Equity, and Inclusion Council calendar for 2019-2020 will be amended to add the academic year.

**Diversity, Equity, and Inclusion Scorecard**

The Council should identify initiatives from the current metrics to create a template for future Scorecards, with a link to the Strategic Plan.

1. **Institutional vitality & viability:** The Task Force recommends increasing the student voice by hosting focus groups, and student memberships on additional committees.

2. **Access & equity for members of the IHP community:** The Task Force recommends we collect data on Teaching Assistants. The Office of Student and Alumni Services should measure the success of active Alumni from underrepresented communities who have returned to the Institute to be preceptors.
3. **Campus Climate: Faculty and Staff:** Human Resources suggests supplemental questions be added to the Diversity and Inclusion survey.
4. **Cultural competence in the curriculum:** The Task Force recommends departmental reports on how they are infusing Diversity, Equity, and Inclusion issues into the curriculum. The Task Force recommends we track the number Masters' theses, scholarly projects, and publications that relate to equity and discrimination in health care.

After a lengthy discussion, the Council expressed concern with current surveys alienating students from underrepresented communities. The Council will seek input and recommendations from the new Diversity, Equity, and Inclusion Officer.

### **Executive Director for Diversity, Equity, Inclusion & Title IX**

The Council expressed concern over including [Title IX](#) in the title of the role. The Council will redefine the responsibilities and needs of the Diversity, Equity, and Inclusion Officer. Human Resources will work closely with the Partners DEI Office to develop the job description including experience in higher education. The Council will appoint a Search Committee comprised of faculty, staff, and student representatives. Once the job description is complete, HR will begin the search process and provide the Search Committee with viable candidates.

### **Reports from Task Forces**

#### **Day of Conversation**

P. Murphy reported that the 2nd Annual Day of Conversation was held on January 9th and included 15 small groups led by trained facilitators; each group had 7-8 students. The sub-committee provided students with a post-event survey, which got a 97% response rate from students. The feedback was overwhelmingly positive, with 97% of the participants encouraging us to hold the event again. The 3rd Day of Conversation will be held at Assembly Row on Tuesday, June 4th and will include students from the BSN, PA, OT, and PT programs. The sub-committee will look for ways to increase faculty involvement and incorporate feedback from the students' recommendations.

### **Increasing Student Voice and Engagement**

**Phase 1:** Promote the student voice within the Institute, community, and beyond the campus. To increase student engagement by allowing every student the opportunity to voice their views, concerns and their opinions in a safe and nonjudgmental environment, and to connect students

from different programs by hosting program-wide events. Sub-committee will gather student quotes in the coming months. T-Shirts will be incorporated to promote “#IHP & Me” with student ambassadors.

**Phase 2:** Phase 2: S. Craig will develop poster concepts from the example K. Macchiarulo provided. S. Craig will work with a conceptual designer on logistics, dimensions, and a visibility template for all posters, incorporating quotes collected by the committee. Posters will promote the student voice to all members of the IHP, as well as incoming students and visitors.

**Phase 3:** The committee will reach out to programs to get them involved in the campaign. Prospective students will look at the current students' outlook on the IHP.

**Phase 4:** Developing an app that would streamline student-centered information about events, and opportunities on and off campus. The Committee plans to research companies that create apps for colleges and work with IT on logistics.

The subcommittee will work with S. Craig to create student posters to present at the March 19th meeting. The subcommittee will work with A. Criscione will create a survey for student volunteers to use on campaign posters. With each integration of the phases, the Committee will provide quotes for different services and will work with P. Milone-Nuzzo on a budget.

### **Case Studies and Curriculum**

Discussion tabled until the next meeting.

Meeting adjourned at 1:32 pm.

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Keanna Macchiarulo  
Senior Staff Assistant