

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
Monday, January 13, 2020
Minutes
[as approved at the March 2, 2020 meeting]
12:00 pm-1:30 pm**

Members Present: Paula Milone-Nuzzo, Kimberly Truong, Sherlene Austin, Luella Benn, Mike Boutin, Peter Cahn, Gayun Chan-Smutko, Steve Ciesielski, James DuPont, Jack Gormley, Rachel Harshaw, Charley Haynes, Paul Murphy, Keshrie Naidoo, Tomisin Olayinka, Rachel Privett (student), Jennifer Rodriguez, Sarah Welch.

Members Absent: Lorraine Baugh, Antoine Blalark, Mary Hildebrand, Emily Koella (student), Antonia Makosky, Cassandra Petit (student), Ayesha Bani Singh (student).

Guests: Oswald Mondejar, Senior Vice President of Mission & Advocacy, Spaulding Rehabilitation Network, and Paulette Di Angi, Director of Institutional Effectiveness.

Staff: Joanna Duggan.

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

Announcements & Quality Moments

P. Milone-Nuzzo announced that L. Baugh has returned from her sabbatical and is interested in rejoining the Council. They will meet in early February so P. Milone-Nuzzo can get L. Baugh caught up to speed on the Council's activity.

R. Harshaw shared that she recently attended "Inclusive Leadership Training for Managers," a training facilitated by the Partners Office of Diversity, Equity and Inclusion. She found it very engaging and would highly recommend it to others. It is targeted to mid-level managers and upcoming sessions can be found on HealthStream by searching for "Inclusive Leadership for Managers."

G. Chan-Smutko reported that she, along with instructional designers Tony Sindelar and Joyce LaTulippe, facilitated a faculty book group in the fall using the book *Teaching to Transgress* by Bell Hooks. The group provided an opportunity for faculty to get together and discuss inclusive teaching. Based on the positive feedback, they hope to run another group this summer and would like to open it up to staff as well.

P. Cahn announced that the Caldwell Lecture: Interprofessional Rounds is scheduled for Wednesday, January 15 at Assembly Row. The topic is "Optimizing Care for People Experiencing Homelessness." The event is required for all second-year students but is open to all faculty and staff.

Approval of the Minutes

The minutes of November 18, 2019 were approved.

Conversation with Oz Mondejar

P. Milone-Nuzzo introduced Oz Mondejar, the Senior Vice President of Mission & Advocacy at Spaulding Rehabilitation Network. She invited him to have a conversation with the Council about disability issues in students and to share the employer perspective on what healthcare organizations look for as these students move into provider roles.

O. Mondejar distributed a handout on Partners Continuing Care Mission and Vision. He provided an overview of his role and of the work Spaulding is doing around disability and accessibility. He also spoke about some of the challenges for both the employer and prospective employee during the hiring and onboarding process. He shared that Spaulding is working with the Partners Office of Diversity, Equity, and Inclusion on a toolkit for managers around disclosure and disability, including policies and guidelines.

Student Data Collection

Director of Institutional Effectiveness P. Di Angi provided the history of the inclusion survey, which came out of a subcommittee of the DEI Council and was originally called the campus climate survey. For the past two years, the survey has been distributed to cohorts around the mid-point of their time at the IHP.

K. Truong then shared that because the survey is anonymous, the data cannot be disaggregated to look at how we are serving certain populations (e.g. LGBTQ students, students of color, students with disabilities, etc.). P. Di Angi explained that the rationale for making the survey anonymous was to prevent students from being identifiable by programs. Overall, the Council agreed that it is important to collect demographic data as part of the survey. It was recommended that a technological solution be implemented to unlink the demographic data from the program data. This would mean programs would receive their data without identifying demographic information, while allowing the data to be disaggregated at the Institute level.

Another concern related to the inclusion survey is the response rate, which is currently at 21%. The Council discussed the need to engage with faculty and academic leaders to find ways to increase student participation in the survey.

For next steps, it was determined that P. Di Angi will work with IT around keeping demographic data separate from program data. Also, K. Truong will reach out to department heads to discuss increasing response rates.

Baugh Lecture

P. Cahn announced that this year's E. Lorraine Baugh Visiting Faculty Scholar Lecture will be given by Marcus Engel on Friday, May 8 in the new ICW space. Marcus Engel is a certified speaking professional and author who shares his experience as a patient following a traumatic accident. In addition to the lecture, Marcus will hold a smaller session with faculty and staff. More information will be shared once the schedule is finalized.

Task Force Reports:

Increasing Student Voice

P. Murphy reported that the Student Voice posters will be released to the printer this week and frames have been ordered. Within a week, the posters should be up around campus in 5 locations. There are a total of nine posters, which will be rotated through each location.

Case Studies/Curriculum

G. Chan-Smutko shared that the task force will be presenting the case study document at this week's faculty meeting, after which the document will be made available to faculty. She noted that faculty development will be needed around the use of case studies and having difficult conversations in the classroom.

Power, Privilege, and Positionality

P. Murphy reported that 85 ABSN students participated in the PPP event on January 8. The evaluations look positive overall but the task force will be reviewing them in greater detail. The next event will be on June 1 for entering OT, PT, ABSN, and PA students and will be held in the new 1CW space.

Joanna Duggan
Executive Assistant to the President