

THE LIGHTSABER

*A newsletter from the Justice, Equity,
Diversity, Inclusion Office*



JEDI FELLOWS

Meet the team & learn about the IHP-Anti-Oppression Collaborative in Education.

RECAP

IHP JEDI workshops, events, and initiatives.

RELIGIOUS HOLIDAYS GUIDE

A way to proactively build a more inclusive classroom

FROM THE JEDI OFFICE

Over the summer, our office transitioned from standalone programs to capacity building with departments, programs, offices, and schools so that we, as a community, will be better prepared to have conversations about (in)justice in our society, institution, and in the curriculum. We have met with various students, student groups, faculty, staff, alumni, departments, and schools to connect, learn more about their experiences, and provide support. Our newsletter intends to highlight some of the JEDI work across the IHP.

If you are interested in having a customized workshop for your group or units, having your JEDI work featured in our newsletter or if you would like to consult with us regarding a JEDI matter, please reach out to us at ktruong@mghihp.edu and kmartinez@mghihp.edu.



KIMBERLY A. TRUONG, PHD
EXECUTIVE DIRECTOR, JEDI OFFICE

WORKSHOP RECAP : JULY-OCTOBER

JULY

Critical Race Theory
Journal Club
PPP Facilitator Training
Brave Dialogues 1 & 2

AUGUST

PT Faculty: *Brave Dialogues*
PA Faculty: *Brave Dialogues*
OT & PT students: *Microaggressions*
GC CEU Conference: *Pronouns 101*

SEPTEMBER

SHRS Faculty Retreat: *JEDI Case Studies*
SON Retreat: *Using research to build racial justice & equity in SON*
SON Retreat: *So What, Now what? Race, whiteness & Anti-Racist action at MGH IHP SON*
Faculty Academy: *Brave Dialogues*
PT Faculty and Cohorts: *JEDI Case Studies*
Executive Council: *Implicit Bias Training*
DNP Intensive: *Brave Dialogues*
SON Term Lec Academy

OCTOBER

Program for Nurse Leaders- Raising
Your Leadership Impact: *Leading
Others: Building Inclusivity*

To request
a workshop & share
department updates:
e-mail
Kay Martinez
Kmartinez@mghihp.edu

JEDI FELLOWS

The JEDI Fellowship program was founded in response to the needs of the MGH Institute of Health Professions community for engagement on JEDI issues. The program is cohort-based and offers fellows training and mentorship from JEDI staff to co-develop, pilot, and facilitate workshops and programs. In 2019, the JEDI office hired two JEDI fellows for the first time, Alejandra Luna (OT '22) and Rachel Privett (PT '21). Alejandra developed a virtual health careers panel and launched the IHP Mentorship Program for Underrepresented Groups in Healthcare. Rachel facilitated a series of workshops on inclusive healthcare practices for LGBTQIA+ patients.

For the 2020 academic year, we have 8 JEDI Fellows! We are excited to share our fellows and their placements:

BELLA COYNE	OT	CORLISS KANAZAWA	DEN
MEGAN O'BRIEN	PA	ALEJANDRA LUNA	PT
ROSA ORTEGA	GC	RICHARD MONARI	GC
KANAYO SAKAI	ABSN	ANNIKA CHAN	SHRS

IHP ANTI-OPPRESSION IN EDUCATION COLLABORATIVE (IHP-ACE)

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**
- 2. Targeted support and resources for collaborative cross-departmental and cross-function projects that have potential to transform anti-oppressive education.**

JEDI will have consultations with programs to facilitate a visioning and strategic planning process. Each department will develop a JEDI strategic plan that would guide the anti-oppression work of that unit.

EXIT CSD PPP

On August 25, the CSD Department virtually hosted its first Exit PPP Event for CSD students, staff, and faculty. The event was born from student requests for more conversations around the role of healthcare providers in ending oppression. A committee of CSD students, staff, and faculty collaborated closely to organize the virtual event, which ultimately hosted more than 110 participants.

The event was modeled after the Power, Privilege, and Positionality series hosted regularly by the IHP for incoming students. The CSD department was honored to host two incredible speakers: Dr. Shameka Stanford and Dr. Tracy Conner. Dr. Conner is a linguist who studies how theoretical descriptions of English dialects can be extended to impact areas like education and social justice for dialectal speakers. Dr. Stanford specializes in the impact of cognitive-communication disorders on academic success, criminal behavior, and criminal recidivism in at-risk minority youth.

The event was sponsored in part by the IHP chapter of the National Student Speech Language Hearing Association (NSSLHA), the Y2 SGA Class Fund, and the JEDI Office. Multiple student testimonies reported that the event was inspiring and galvanizing. The organization committee has already begun collating and reflecting on feedback from the event to improve next year's Exit PPP Event.

OT RELIGIOUS HOLIDAYS GUIDE

Rawan Al Heresh, MScOT, PhD, OTR/L and Tina Phan, BS from the Department of Occupational Therapy have developed a religious holiday guide of all three Abrahamic faiths: Islam, Judaism, and Christianity in order to create a more proactive and inclusive classroom environment for students. This guide was compiled into an outlook calendar and each holiday was marked as an event with the following background information: key terms, religious observance practices, and related information that may impact academic participation. All faculty and staff were asked to use the religious calendar to become familiar with upcoming holidays, double check for course-related events that may be affected by these religious holidays, and to use a proactive model which informed students at the beginning of the semester about upcoming conflicts and possibility for alternative plans if needed. See below for abbreviated examples.

RAMADAN 2020: APRIL 24 - MAY 23 "A MONTH OF FASTING FOR MUSLIMS"

Key Terms:

Fasting: no food or drink (not even water) , sexual relations, or smoking from sunrise to sunset

Ramadan- commemorates the revelation of the Qur'an

Suhoor- pre-dawn meal

Iftar- meal to break fast

Salah- prayer

Nights of Qadr- overnight prayer

Eid al Fitr-holiday to mark the end of Ramadan

Ways to support Muslim Students

- Extensions during times of late-night prayers (especially during nights of Qadr)
- Reasonable allowances for accommodations of finals and exams given the struggle of changed schedule and eating habits
- Efforts to minimize student stress
- Invite students to eat/break their fast if you are teaching night classes
- Allow to leave class to pray (10 minutes) or break their fast
- Be mindful of evening programs conflicting with worship

LENT 2020: ASH WEDNESDAY - FEB 26 LENT PERIOD (FEB 26-APRIL 9)

What is lent?

Lent is a season in the Christian calendar of repentance, prayer, and fasting. It represents the 40 days Jesus spent in the desert fasting before starting his public ministry. It begins with Ash Wednesday and ends with Easter Sunday. While Catholics chiefly observe Ash Wednesday, many other Christians observe it too.

Key Terms:

Fasting: one full meal and two smaller meals which do not equal one full meal

Repentance: voluntary sorrow of sin with taking actions to avoid the future occasions of sin

Penance: confession of sins to a priest

Prayer: interacting with God

Ways to support Christian Students

- Be flexible with the arrival time of students that plan to attend an Ash Wednesday morning mass.
- Flexibility with scheduling exams, presentations, and submission times on days of fasting. Students observing might attend church services this day

PPP FACILITATORS

SEPTEMBER

Alejandra Luna	Chanlynn Liao	Jean Bernhardt	Lisa Quinn	Regina Doherty
Alix Rubio	Corinne Haase	Jennifer Mackey	Lisa Walker	Richard Monari
Allie Triola	Corliss Kanazawa	Jim DuPont	Marc Maffei	Roksolana Starodub
Allison Cirino	Elaine Tagliareni	Joanna Christodoulou	Maureen Flynn	Rosa Ortega
Alyssa Torchon	Elise Townsend	John Wong	Megan Vega	Sarah Rossmassler
Alyx Vogle	Elissa Ladd	Joselyn Saenz	Michelle Del Castillo	Saskia Darnley
Amanda Tarbet	Emma Henricks	Julie Keysor	Michelle DeOcampo	Sheena Wood
Amanda Worek	Felice Mendez	Kara Moloney	Miranda Mlincek	Sheila Regan
Andrew Criscione	Gabriella Coyne	Kasey Brown	Patrice Nicholas	Steven Ciesielski
Anna Cottrell	Gayun Chan-Smutko	Katharine Radville	Patricia Pierce	Susan Stark
Anna Do	Gregory Moore	Kathy Sabo	Patricia Reidy	Tomisin Olayinka
Anna Schauer	Hailey Laflin	Kathy Simmonds	Peter Cahn	Tony Sindelar
Ariel Lontoc	Hannah Weighart	Kayla Roman	Rachel Harshaw	Trish Kelley-Nazzaro
Bonnie Halvorson	Inge Corless	Keshrie Naidoo	Rachel Pittmann	Una Moore
Cassandra Fox	Jack Fitzpatrick	Lesley Maxwell	Rania Karim	Victoria Bolowsky

Planning Committee

Peter Cahn, Andrew Criscione, Gayun Chan-Smutko, Rebecca Hill, Rachel Harshaw, Lindsey Lo, Antonia Makosky, Greg Moore, Paul Murphy

JUNE

Alejandra Luna	Corinne Haase	Jennifer Rodriguez	Luella Benn	Richard Monari
Alison Crino	Emilie Larrivee	Jocelyn Chokkattu	Mary Ellen Ferolito	Rosa Lynne Ortega
Alyssa Torchon	Emily Michiko	John Wong	Mary Knab	Sarah McKinnon
Alyx Vogle	Idemoto	Joselyn Saenz	maureen Flynn	Sarah Rossmassler
Amanda Tarbet	Felice Mendez	Kamaria Washington	Michelle Deocampo	Sarah Welch
Anna Cottrell	Ginny Do	Kasey Brown	Peter Cahn	Saskia Darnley
Anna Do	Giselle Sabido	Kayla Roman	Rachel Harshaw	Selena Craig
Antonia Makosky	Greg moore	Keshrie Naidoo	Rachel Privett	Sophia yu
Ariel Lontoc	Guy Chan-Smutko	Kim Erler	Rania Karim	Steven Ciesielski
Bella Coyne	Hailey Laflin	Lesley Maxwell	Rawan Alheresh	Swarna Gummadi
Bonnie Halvorson	Jack Fitzpatrick	Li Zhang	Rebecca Hill	Tina Lai
Charley Haynes	Jack Gormley	Lindsey Lo	Rebecca Santos	Tony Sindelar
	Jasmine Torres			Victoria Bolowsky

JEDI COUNCIL

Sherlene Austin
Ellen Barber
Luella Benn
Mike Boutin
Peter S. Cahn
Gayun Chan-Smutko
Steven M. Ciesielski
Joanna Duggan
James R. DuPont
John B. Gormley
Corliss Y. Kanazawa
Hailey Laflin
Lindsey Lo

Antonia C. Makosky
Kay Martinez
Sarah McKinnon
Paula Milone-Nuzzo
Paul W. Murphy
Keshrie Naidoo
Oluwatomisin Olayinka
George Rand
Jennifer Rodriguez
Kanayo Sakai
Kimberly Truong
Sarah H. Welch
Indigo Young

The JEDI Council, co-chaired by President Paula Milone-Nuzzo and Executive Director for Justice, Equity, Diversity, and Inclusion Kimberly Truong, provides leadership for diversity as a strategic priority of the Institute, and is responsible for overseeing planning, activities, and initiatives to advance the Institute's diversity goals.

LEADING FOR CHANGE CONSORTIUM

Atlas Evans
Bonnie Halvorson
Gayun Chan-Smutko
Jack Gormley
Jen Burke
Joanna Duggan
Kay Martinez
Kim A. Truong
Lisa Walker
Mike Boutin
Paulette Di Angi
Peter Cahn
Sarah Rossmassler
Tomisin Olayinka
Tony Sindelar

The primary goal of the Leading for Change Consortium has always been, and remains, to close opportunity gaps in higher education, with an emphasis on closing racial educational equity gaps within an intersectional framework.

The twin goals for this year recognize the key role of institutional and societal context as our campuses face the intersecting crises precipitated by COVID-19 and systemic racism. Many campuses are facing emergency conditions that make it impossible to conduct business as usual. The Leading for Change Consortium's Racial Equity and Justice Institute provides a scaffolding for continuing the work of identifying and closing gaps even as new challenges and gaps arise.

UPCOMING IHP EVENTS

Students for Equity and Anti-racism (SEA) was established during the summer of 2020 by a group of students from the School of Nursing (SON) to explore what anti-racism and anti-oppression can look like at MGH Institute of Health Professions. Previously, SEA has discussed topics like curriculum reform in the SON to address racism in healthcare, the need for increased diversity in students, faculty, and clinical instructors; and has served as a safe space to talk about current social and political climates. SEA will be having their next meeting on Sunday, October 18th from 5:00 PM-6:00 PM. If you are interested in attending this upcoming meeting, please email tsanabria@mghihp.edu.

Critical Race Theory and the 2020 Election

1) Attend a webinar led by UCLA School of Law's Critical Race Studies program on Friday, 10/30 6pm EST: [Register here](#)

2) Attend a debrief led by the JEDI office on Election day 11/3 12-1pm:
<https://mghihp.zoom.us/j/85723126202>

You can still attend the 11/3 debrief if you're not able to attend the UCLA event**

EDUCATING THE FUTURE FRONT LINE 10/22, 5:00 PM

Dr. Michael Brenner will speak about the Google app for aphasia patients he is working on with our own Dr. Jordan Green. This event raises much-needed scholarship dollars for our students. There is no cost to attend, but an RSVP is required. RSVP by October 15. For any questions, please contact [Meagan Sheffield](#) or [Clare McCully](#) or [visit our website](#) for more information.

COMMUNITY CONVERSATION: PRESIDENTIAL ELECTION 11/5, 12:00 PM








Looking to discuss the recent Presidential Election? Student and Alumni Services (OSAS) & the Justice, Equity, Diversity, Inclusion (JEDI) office invite you to join us for facilitated small group spaces to discuss the election.
[Please register in advance for the event via zoom](#)

COOKED: A CONVERSATION ABOUT EQUITY AND CLIMATE JUSTICE 11/9 12:00 PM

JEDI in partnership with the Center for Climate Change, Climate Justice, and Health are holding a virtual discussion on the documentary, "Cooked: Survival by Zipcode" by Peabody Award-winning filmmaker Judith Helfand. Please watch the film prior to the conversation. For more information, email: [Annika Chan, ACHAN20@mghihp.edu](mailto:ACHAN20@mghihp.edu)

UPCOMING EXTERNAL EVENTS

OCTOBER 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	29	30	1 	2	3
4	5	6	7	8	9	10
11	12	13	14	15 	16	17
18	19	20	21 	22 	23	24
25	26 	27	28	29 	30 	31

MGH Latino/a/x and Hispanic Heritage Month September 15 - October 15

This is a time to celebrate and recognize contributions of individuals of Hispanic or Latin American heritage in the US. This commemoration is linked to the independence anniversaries of several Latin American nations and uplifts the cultural legacy of a group deeply-rooted in tradition. To support the Boston Latino/a/x community, please consider ordering from a [Latino/a owned](#) restaurant.

"THE IMPACT OF COVID-19 ON THE LATINO COMMUNITY" -THURSDAY, 10/1

The MGH Committee for Latino Initiatives will virtually present "The Impact of COVID-19 on the Latino Community." The guest speaker will be Marcela G. del Carmen, MD, MPH, OB/GYN, chief medical officer of the Massachusetts General Physicians Organization. [View the presentation.](#)

EMBEDDING EQUITY IN CONTINUOUS IMPROVEMENT SERIES 10/15 & 10/29

The Carnegie Foundation for the Advancement of Teaching is hosting a multiweek mini-series. The first session, "[Vulnerability, Leadership, and Shared Power](#)" is available to view. The second session, "Data & Measurement and Equity of Voice" will be available on October 15. The third session, "Designing for Equity," will be available on October 29. [View more information.](#)

UNDERSTANDING THE WELL-BEING OF LGBTQI+ POPULATIONS REPORT RELEASE WEBINAR- WEDNESDAY 10/21, 1 PM

Join the National Academies of Sciences, Engineering, and Medicine for the release of its new report Understanding the Well-Being of LGBTQI+ Populations. This report will review the available data and future research needs relevant to persons of diverse sexualities and genders, and persons with differences in sex development, across multiple dimensions over the course of their lives. The webinar will include an overview of the study process and discussion of the report's findings, conclusions, and recommendations. [Learn more and register.](#)

WHAT'S AT STAKE? HEALTH IMPLICATIONS OF THE ELECTION- MONDAY 10/26, 12 PM

Join a panel of MGH Institute faculty experts for a discussion on how the results of the upcoming election will impact health care delivery and the health professions. Moderated by Karen Donelan, Stuart H. Altman Chair in U.S. Health Policy at Brandeis University, the Zoom webinar will consider the future of access to insurance, the scope of practice, and health justice. [Register.](#)

"JUSTICE FOR BLACK MAMAS: PUBLIC HEALTH, BLACK WOMEN, AND LESSONS OF 2020" - THURSDAY, 10/29, 7:30-8:30 PM

The Anna Julia Cooper Center will hold the webinar "Justice for Black Mamas: Public Health, Black Women, and Lessons of 2020." Panelists include Dr. Joia Crear Perry, MD, FACOG, founder and president of the National Birth Equity Initiative, and Dr. Monica McLemore, RN, PhD, FAAN, associate professor of nursing at the University of California-San Francisco. Professor Melissa Harris-Perry, founder and president of the Anna Julia Cooper Center, will moderate the conversation. [Register.](#)