

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
Monday, October 28, 2019
Minutes
[as approved at the November 18, 2019 meeting]
12:00 pm-1:30pm**

Members Present: Paula Milone-Nuzzo, Kimberly Truong, Sherlene Austin, Luella Benn, Mike Boutin, Peter Cahn, Gayun Chan-Smutko, Steve Ciesielski, James DuPont, Leah Gordon, Rachel Harshaw, Charlie Haynes, Mary Hildebrand, Emily Koella (student), Antonia Makosky, Paul Murphy, Keshrie Naidoo, Tomisin Olayinka, Rachel Privett (student), Jennifer Rodriguez, Sarah Welch.

Members Absent: Lorraine Baugh, Antoine Blalark, Jack Gormley, Kassandra Petit (student), Ayesha Bani Singh (Student).

Guests: Richard Monari (student), Alyssa Torchon (student).

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

K. Truong welcomed new Council members James DuPont, Dean for Enrollment Services, and Luella Benn, Associate Director of Accessibility Resources.

She also welcomed CSD students Alyssa Torchon and Richard Monari who are interested in seeing how the Council functions.

L. Benn, who joined the IHP in September, gave a brief background on her role and explained she is currently getting to know the IHP and working on developing processes related to accessibility resources.

P. Milone-Nuzzo announced that the March 9 meeting will be rescheduled due to a conflict with Staff Development Day.

Quality Moments

L. Gordon announced that she and a group of students went to see [Jane Elliott](#) speak at the Strand Theater in Dorchester on October 12. Jane Elliott is a teacher, lecturer, and diversity trainer known for her "Blue Eyes/Brown Eyes Exercise."

S. Ciesielski shared that he and Kaveri Roy, assistant professor in the School of Nursing, held a luncheon for 23 nursing students who identify as underrepresented or first-generation students. It was a very meaningful experience and the students have continued to meet with each other.

Alyssa Torchon shared her thoughts about the HBO film *Icebox* which was shown on October 17 as part of Latinx Heritage month. Several teachers from Edwards Middle School in Charlestown were in attendance and this led to a rich discussion following the screening.

Approval of the Minutes

The minutes of September 9, 2019, were approved.

Partners 2020 DE&I Summit Video

P. Murphy shared that the IHP is working on two video proposals to submit to Partners for presentation at the Diversity, Equity, and Inclusion Summit in May. Our proposed topics are the Power, Privilege, and Positionality event and the IHP's partnership with the Harvard-Kent School. If selected, Partners will produce the videos.

Check-up on DEI (Partners)

L. Gordon reported that the IHP submitted information about our LGBTQIA+ resources for a Partners LGBTQIA+ educational awareness initiative. She displayed the [website](#) where our information is posted. These resources, along with those provided by other Partners entities, are part of a HealthStream course. K. Truong will find out if the course is available to the IHP community.

Equity Advocates Update

S. Welch provided an update on the equity advocate training. A task force is currently working on developing the training curriculum, which will include content on cognitive bias, behavioral interviewing, and difficult conversations. The training will be available to anyone interested. Those who complete the training will then be part of a pool of equity advocates to serve on faculty search committees. The role of equity advocate is to ensure search committees are following best practices and a consistent process for faculty hiring, with the goal of increasing our number of underrepresented faculty. Equity advocates may eventually be part of staff search committees as well. The task force will work on how to communicate this opportunity to the IHP community.

Commitment to Diversity and Cultural Competence

K. Truong explained that she was approached by faculty to discuss the issue of scheduling courses and exams on religious holidays. She would like to form a task force to review and revise the current Commitment to Diversity and Cultural Competence statement. P. Murphy, R. Privett, A. Makosky, and C. Haynes offered to serve on this task force. The task force will bring a draft statement back to the Council.

Task Force Reports:

Increasing Student Voice

No task force members were present to provide a report. P. Milone-Nuzzo will follow up with A. Blalark.

Case Studies/Curriculum

C. Haynes and G. Chan-Smutko shared a draft document on DEI case development guidance and tips. The document includes two case examples, example follow up questions, and links to useful resources. The task force will be vetting the document with the student affinity group. After that, they will bring the document to the DEI Council for review. The task force's goal is to roll out faculty workshops in January.

Power, Privilege, and Positionality

P. Murphy reported that the task force is meeting monthly to prepare for the January event, which will be for the incoming ABSN students. The format will be similar to the fall, including interviews, panel, and interactive components. The panel will be more nursing-focused as the attendees will be exclusively nursing students.

P. Murphy also shared that L. Gordon and G. Chan-Smutko are working on publishing about this event. He also announced that for the third consecutive year, the IHP has received a Health Professions Higher Education Excellence in Diversity (HEED) award from *INSIGHT Into Diversity* magazine.

The Council has a brief discussion on how to build upon the work done at the PPP event and weave it into the classroom. Some ideas shared were creating webinars, offering CE credits, and recording events for clinical preceptors. With the new 1CC space opening, there will be an opportunity to invite more guests, including more faculty. For the January event, ABSN faculty would have not previously attended are invited to participate.

The meeting was adjourned at 1:06 pm.

Joanna Duggan
Executive Assistant to the President