

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
Monday, September 9, 2019
Draft Minutes
12:00 pm-1:30pm**

Members Present: Paula Milone-Nuzzo, Kimberly Truong, Deborah Altsher, Sherlene Austin, Ayesha Bani Singh (Student), Antoine Blalark, Mike Boutin, Peter Cahn, Gayun Chan-Smutko, Leah Gordon, Jack Gormley, Rachel Harshaw, Charlie Haynes, Mary Hildebrand, Antonia Makosky, Paul Murphy, Keshrie Naidoo, Tomisin Olayinka, Jennifer Rodriguez, Sarah Welch

Members Absent: Lorraine Baugh, Steve Ciesielski, Emily Koella.

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 and Quality Moments

L. Gordon announced several upcoming campus events presented by the Office of Diversity, Equity, and Inclusion:

Cei Lambert, program manager for the National LGBT Health Education Center, will be on campus on Tuesday, September 10 for a Gender, Diversity, & Education discussion. A presentation to students will take place in 2CW room 220, noon–1:00 p.m. and a presentation to faculty and staff will take place in Shouse 320, 3:00–4:00 p.m. All are invited to attend the closing reception in Shouse 322, 5:00–6:00 p.m.

There are many events planned for Latinx Heritage month, including:

Opening Event with reflections from students who recently traveled to Peru – Tuesday, September 17, noon-1:00 p.m. in Shouse 322

Presentation on Bomba, a traditional dance and musical style of Puerto Rico – Wednesday, September 18, noon-1:00 p.m. in Shouse 315

The State of Boston Latinx Health discussion with Marty Martinez, City of Boston Chief of Health and Human Services, and Dr. Alex Gonzalez, Medical Director of Fenway Health – Friday, September 27, 11:45 a.m.-1:15 p.m. in Shouse 305

Screening of the [HBO film *Icebox*](#) (in partnership with Edwards Middle School) - Thursday, October 17, 5:00-8:00 p.m. in Shouse 315

G. Chan-Smutko reported that the Genetic Counseling program hosted its first conference for preceptors over the summer. Nearly 100 preceptors from throughout New England were in attendance. A highlight of the conference was a workshop on bias presented by Dr. Liza Talusan. Feedback on the workshop was extremely positive. G. Chan-Smutko also thanked M. Boutin for leading a circle of trust activity for faculty and students during Genetic Counseling's orientation.

The Council had a brief discussion about offering similar programming for preceptors across all programs. Although it has been historically difficult to get preceptors to come to campus, there may be ways to increase participation, such as creating online workshops, utilizing Zoom, and offering programs open to all disciplines at multiple times throughout the year. P. Milone-Nuzzo would like to explore this further with the academic programs.

J. Gormley announced that Luella Benn has been hired as the Associate Director of Accessibility Resources in the Office of Student and Alumni Services. He would like to invite her to a future Council meeting.

Resources: Disabilities & LGBTQIA+

K. Truong informed the Council that the Disability Advocacy Coalition provided a list of resources on disabilities. She noted that perhaps the new Associate Director of Accessibility Resources will be able to expand upon this initial list to create a more comprehensive resource guide.

Next, L. Gordon shared that there is a LGBTQIA+ resource guide created by KinsIHP available at the library.

Both resource lists are in Dropbox. P. Milone-Nuzzo inquired if these resources could go on the IHP website.

Task Force Reports:

Case Studies/Curriculum

C. Haynes reported that this task force, which includes faculty, staff, and students, is working on putting together case studies for faculty. There are two levels of case: generic and discipline-specific. This work has grown out of student feedback around course content and cases lacking diversity. C. Haynes shared that some faculty members from the task force have voiced concerns about perpetuating stereotypes in the cases. Once a draft is ready, they will share with student groups for vetting and input. The task force will meet again in October.

G. Chan shared that she has contacted Jessica Bell about possibly collaborating on a faculty development opportunity related to the task force's work.

Increasing Student Voice

A. Blalark reported that this task force is in the process of getting student information for the poster drive and plans to finalize the poster lay out by the end of September.

Power, Privilege, and Positionality

P. Murphy reported that 180 new students attended the Power, Privilege, and Positionality event on September 4. He recognized several individuals for helping to make the event a success, including:

L. Gordon for putting together the program, inviting new speakers, and making it more interactive

M. Boutin for serving as MC, interviewing speakers, and getting facilitators

R. Harshaw for creating the shell in D2L

P. Cahn for facilitating and leading the Mentimeter activities

S. Austin for setting up the 2CW space

P. Murphy distributed a handout showing that participants demonstrated a greater understanding of the terms “power,” “privilege,” and “positionality” as they relate to health care at the end of the event compared to the beginning.

Development of the DEI Office

K. Truong shared that she has been in her role as Executive Director for Diversity, Equity, and Inclusion for two months. She has been working closely with L. Gordon on the infrastructure for the Office of Diversity, Equity, and Inclusion and where the office is heading. They will have a GA starting soon who was selected from a large pool of applicants. They are planning to hold workshops for faculty, staff, and students to establish common language and vocabulary related to diversity, equity, and inclusion.

DEI Fellowship Program

K. Truong informed the Council that she would like to develop a DEI fellowship program for students. The fellows would help support the work of the DEI office, while also receiving leadership development and mentoring through a cohort model. One student per academic program would be selected via an application process. P. Milone-Nuzzo requested that K. Truong speak to department heads for buy-in and to help promote this opportunity to students.

Talent Acquisition Model of Recruitment/Equity Advocates

P. Milone-Nuzzo stated that one of the IHP’s strategic initiatives is to increase the number of underrepresented faculty. As part of this initiative, Human Resources has hired a recruiter, Eric Hynes, to focus on building the number of underrepresented candidates in each faculty search pool.

P. Milone-Nuzzo then asked S. Welch to provide an update on the next phase of this initiative, which is the development of an equity advocate program. S. Welch reported that a working group has been established to develop a curriculum to train faculty and staff to become equity advocates. The working group includes Council members S. Welch, P. Cahn, K. Truong, and K. Naidoo as well as Russell Abbatiello from OSAS and Clara Gona from the School of Nursing. The equity advocate training will be voluntary. Equity advocates will serve on faculty search committees to help prevent bias from influencing the search process. P. Cahn will conduct a study on this process to measure its impact. S. Welch distributed a handout on [Oregon State University's Search Advocate](#) program as an example of the equity advocate model.

Critical Race Theory Presentation

P. Milone-Nuzzo announced that K. Truong will give a presentation to the IHP community on October 16 in Shouse 305A/B on the topic of critical race theory. The Office of the President will sponsor this event and will work with IT to record/livestream the presentation for those who cannot attend in person.

The meeting was adjourned at 1:19 pm.

Joanna Duggan
Executive Assistant to the President