

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
Monday, March 2, 2020
Minutes
[as approved at the April 6, 2020 meeting]
12:00 pm-1:30 pm**

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

Members Absent: Antoine Blalark, Gayun Chan-Smutko, Charley Haynes, Mary Hildebrand, Cassandra Petit (student), Ayesha Bani Singh (student).

Staff: Joanna Duggan.

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

Announcements & Quality Moments

K. Truong introduced new Council member Kay Martinez, who recently joined the DEI Office as a Bulfinch Temp. Next, she shared that Emily Koella has resigned from the Council to focus on graduating. With several other student members graduating, the Council will need to seek new members in the fall.

S. Welch shared that there are 14 individuals taking part in the first Equity Advocates training, which combines online modules with in-person workshops. The first workshop was a success and the second and final workshop will take place in mid-March. Council members L. Benn and S. Ciesielski, who are both participating in the training, shared positive feedback on the experience.

K. Truong shared that Dr. Daren Graves, associate professor at Simmons University, recently came to campus for a workshop on Hip Hop as critical race theory, which P. Milone-Nuzzo attended.

J. Gormley announced that a committee is in the process of selecting the finalist for the Commencement student speaker. He shared that all the applicants have been impressive and have touched upon DEI issues in their speeches.

L. Benn announced that she will run the following workshop this week: “30 Years of the Americans with Disabilities Act: A Brief History of ADA and Foundational Concepts in Higher Education.” She plans to repeat this workshop throughout the year in honor of the 30th anniversary of the Americans with Disabilities Act.

Dignity & Respect:

S. Welch reported that she, P. Murphy, K. Truong, and Jona Xhama met in December to discuss the Dignity & Respect campaign that the IHP has participated in for the past five years. They made the decision to end the campaign as participation has been dwindling and that, due in large part to the work of the DEI Council and the establishment of the new DEI Office, the IHP is in a different place than it was five years ago. Since the Dignity & Respect campaign was previously included in new employee orientation, K. Truong and HR are looking at using the Partners DEI modules for future orientations.

Incident Reports:

K. Truong announced that K. Martinez has been continuing the work Leah Gordon began prior to her departure from the IHP to provide more comprehensive information for students on how to file incident reports. The goal is to have the information on the website in the next month.

Baugh Lecture:

K. Truong reminded the Council that the Baugh Lecture will be on May 8. This year's speaker, Marcus Engel, will meet with a small group of faculty and staff in the morning and, following a luncheon, deliver the lecture in the afternoon. The event will be held in the new 1CW space, which holds 250 people. With just 60 RSVPs so far, K. Truong asked Council members to encourage people to RSVP and to share the link with people outside the IHP, as the event is open to the public. P. Milone-Nuzzo asked that the Enrollment office engage with students entering in the fall to let them know about the lecture. The Communications Office will provide flyers for the event at the upcoming nursing accepted student open house.

Approval of the Minutes

The minutes of November 18, 2019 were approved as amended.

Inclusive Excellence Model

K. Truong initiated a discussion with the Council regarding the Inclusive Excellence model. This model grew out of the DEI Council several years ago and is featured on our website, but K. Truong questioned whether we are currently using the model or should we consider using a different model to guide our work.

One alternative model suggested by K. Truong was the CECE (Culturally Engaging Campus Environments) Model. However, this model focuses on students only and does not include faculty and staff. P. Milone-Nuzzo recommended that we find one model that works best, rather than using multiple models.

After some discussion, Council members felt it would be helpful to conduct an evaluation to determine where we are currently. K. Truong will distribute a survey to the DEI Council to do a temperature check.

Diversity Recruitment Task Force

J. DuPont shared that one area the Office of Enrollment Services has been working on is developing more formalized marketing and recruitment plans for each program. Part of these plans is to increase student diversity, but different strategies are needed depending on what groups are being targeted. He asked if any Council members would like to volunteer to work with the Admissions staff on tactics to increase diversity. R. Harshaw and J. Rodriguez volunteered. It was then suggested that he consider opening this opportunity up to those beyond the Council, including students. Another recommendation was to engage someone from the Development Office to consider financial aid options.

Council members also suggested the following strategies for OES to consider:

- Removing the GRE as an admissions requirement
- Highlight the academic support services available to students
- Consider issues first generation students face, such as food insecurity
- Look for opportunities to provide student housing

J. Gormley asked J. DuPont if it would be possible to offer a workshop to educate people about the recruitment process in general.

Task Force Reports:

Increasing Student Voice

P. Murphy reported that the Student Voice posters have been displayed around campus for the past month. There are eight posters in five locations on campus. The students in the posters are also featured on the DEI website.

Case Studies/Curriculum

K. Truong provided an update on behalf of G. Chan-Smutko and C. Haynes. The Task Force has splintered into two groups. One group is focusing on developing guidelines on the use of case studies and the other group is working on helping faculty facilitate conversations in the classroom.

Power, Privilege, and Positionality

K. Truong and P. Murphy are co-chairing this Task Force, with K. Truong serving as the content expert and P. Murphy handling implementation. They are currently preparing for their June 1 event, which is the largest event each year. The event will take place in the new 1CW space. P. Murphy shared that P. Milone-Nuzzo is facilitating a writing group to work on publishing an article about the PPP event. A. Makosky will be the lead author.

The Task Force would also like to increase faculty participation in the event. Provost Alex Johnson recently spoke to the Academic Council about encouraging faculty attendance. P. Murphy will also reach out to the Deans to ask that they encourage faculty to participate. It was suggested that faculty receive formal invitations as there has been some confusion in the past as to whether they are invited. Another recommendation was to hold rounds for faculty only, as it can be challenging for faculty to have discussions around power when grouped with students.

Joanna Duggan
Executive Assistant to the President