

**MGH Institute of Health Professions
Diversity, Equity, and Inclusion Council
Monday, April 16, 2018
Approved Minutes October 15, 2018
12:00 pm-1:30pm**

Members Present: Paula Milone-Nuzzo, Shekitta Acker, Deborah Altsher, Lorraine Baugh, Antoine Blalark, Mike Boutin, Peter Cahn, Steve Ciesielski, Mary Evenson, Jack Gormley, Tia Harris, Charlie Haynes, Pat Lussier-Duynstee, Antonia Makosky, Olivia Meegoda (student), Paul Murphy, Neha Paranjpe (student), Alexandra Rochman (student), Bob Ruggles (student), Kristen Soranno (student), Kenneth Wakwe (student), Sarah Welch

Members Absent: Ginny Do, Keshrie Naidoo, Kayla Wheeler

Staff: Keanna Macchiarulo.

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

Approval of the Minutes

The minutes of March 12, 2018 were approved with revisions.

Announcements and Inspired Moments

P. Milone-Nuzzo Introduced SGA student Treasurer Kenneth Wakwe to the council. P. Murphy stated that the latest DEI Minutes have been uploaded on the flat screens and on the public website. P. Milone-Nuzzo announced that Webinar Overcome Unconscious Bias will be held in Shouse Room 305A on Wednesday, April 18th from 2:00-3:00pm. J. Gormley and K. Soranno announced Harvard School of Public Health will host a free webinar. *The Forum at Harvard T.H. Chan School of Public Health* — a live webcasting series — hopes to provide decision-makers with a global platform to discuss policy choices and scientific controversies, allowing participants to leverage their collective knowledge. <https://theforum.sph.harvard.edu/events/college-students-and-mental-health/>

J. Gormley announced that National Denim Day will take place on Wednesday, April 25. The IHP Community are encouraged to wear denim or pin for National Denim Day provided by the OSAS department. National Denim Day is to promote Sexual Assault Prevention. C. Haynes announced that Hawazin AlJehani, and Eman Khan former students of the Master of Sciences Program went to King Saud University and worked under former student Dr. Mashael Al Saud, Director of Speech-Language and Hearing Center at King Faisal Al Saud Hospital.

J. Gormley announced “critically acclaimed children’s book author Jessica Kensky an alum of MGH Institute of Health Professions wrote “*Rescue & Jessica: A Life-Changing Friendship*” “The thinly veiled fictionalized account of her ordeal was altered so the main character is now a young girl and Downes (Kensky’s husband) becomes her younger brother, with the introduction of a rescue dog being the story’s heart and soul”. Kensky will be featured in the Boston Globe. <https://www.mghihp.edu/jessica-kensky-children%E2%80%99s-book-comes-rescue>”

A. Makosky announced that Schweitzer Fellow Maggie Connors and A. Makosky Partnered with Native American Life Lines Organizations for Family Day. O. Meegoda shared with the council that Family Day gave participants learned elements and models that promoted healthy lifestyles, spiritual, and even emotional lifestyles. Family Day hosted elementary and middle school students and their families.

M. Evenson announced that on Monday, April 9th IHP alumnus and founder of Experiential Physical Therapy Dr. Brandon Sloan presented "From Seclusion to Inclusion: A 'BioPsychoSocialJustice' Approach to Physical Rehabilitation" from 4-5pm in Shouse building room 309. D. Altsher announced that on Thursday, April 19th at 5:00pm the Office of Financial Aid will meet with students to discuss the financial aid process and student needs.

P. Milone-Nuzzo updated the council on her trip to China and Hong Kong. The purpose of the trip was to foster international opportunities for students at the IHP. Out of the three locations visited, there were two that were a positive experience and one experience that was a maybe. The question arose what can IHP do for the institutions and what can the institutions do for IHP. A. Rochman shared with the council that from May 2-10th, 10 students from IHP will be going to Haiti to work at a primary care center with students from George Washington University

Subcommittee Recruitment

Subcommittees are responsible for recruiting new members. Students need to get involved from the beginning so there is not a disconnect from the IHP Student Community and DEI Council. Subcommittee meetings need to be scheduled around the Academic Schedule. More visibility is needed regarding subcommittees. The council determines if the subcommittees are a success or a fail. Updates on the goals and success will be posted in the Yardarm.

Diversity, Equity, and Inclusion Scorecard Discussion

The Strategic Initiative Plan is separate from the Scorecard, but elements will be taken from the plan. The current scorecard is 18 pages. J. Bellack and the Deans used the Scorecard as a guideline. Subcommittees are used as the framing model for the Scorecard. Data collected from the Great Colleges to Work For will be included in the Scorecard. Metrics are needed but need to be displayed better. The structure of the Scorecard needs to be updated. The Council needs workbooks that provide the IHP with quantitative data. The need for a Chief Diversity, Equity, and Inclusion Officer was revisited. Resources from Bridgewater State, Partners Chief Diversity Officer, and Inclusive Excellence Model will assist in the restructuring of the IHP Scorecard.

Other Reports and Business

Diversity Council Dates

The approved scheduled meetings of the Diversity, Equity, and Inclusion Council are July 16, 2018, August 27, 2018, October 15, 2018 and November 26, 2018.

FY18 Diversity Projects-Committee Subgroups

Day of Conversation

P. Murphy announced that the Day of Conversation Subcommittee has met every 2-3 weeks, and will meet later today. The Subcommittee wants to determine the format for the spring event and will host a

soft pilot launch for CSD and DEN students. There will be a morning and afternoon session, group panel discussion, and small break out groups. After a lengthy discussion, it was determined that the Subcommittee will work on the connection between Community IMPACT Week and Day of Conversation. They will lock in a date for their soft launch and will consider working with the IHP Access Service Club.

Student Engagement and Voice

J. Gormley stated that the subcommittee has had scheduling issues so they have only met once. The next meeting is scheduled on March 23rd, and each member will bring one new student. The goal is to have more focused actionable items to present at the next DEI Council meeting. On March 23rd, the SGA, Faculty Senate, and Staff Council are inviting the MGH Institute Community to come together and join this conversation on school violence through a community forum.

The committee will use this open forum as a model for their Town Hall. OSAS will host a sign making party for the march on Gun Violence on Saturday, March 24th around the country. Following a brief discussion, it was agreed that the Community is meeting the goals for Student Engagement and Voice. All communications should go thru the SGA and E-Board.

Curriculum Review of Programs

C. Haynes stated that his sub-committee had a short but productive meeting. The Occupational Therapy Program is going thru a pilot experience on Core Competency. Students are asked to look for case studies that involve social justice, equity, and inclusion. The first step is to take 3 positive case models and extract 1-9 healthy case studies. The next focus is to identify three key models and principles for case studies. After a brief discussion, C. Haynes stated that they will have a workshop with faculty to look and critique the Core Competency Model for case studies. Students prefer having independent learning and then bring in their views to small groups to discuss the cases. The goal is to have a panel for students to talk about case studies.

The meeting was adjourned at 1:31 pm.

Keanna Macchiarulo
Senior Staff Assistant