

MGH INSTITUTE OF HEALTH PROFESSIONS
Diversity Council
Tuesday, July 19, 2016
10:30 pm-12:00 pm

Minutes

Members Present: Jan Bellack (presiding), E. Lorraine Baugh, Mike Boutin, Peter Cahn, Steve Ciesielski, Ginny Do, Mary Evenson, Amy Fuller, Bonnie Halvorson, Charles Haynes, Patricia Lussier-Duynstee, Antonia Makosky, Paul Murphy, Erin Phair, Audrey Tanner and Sarah Welch

Members Absent: Jorge Sanchez De Lozada

Staff: Francesca McRae

The meeting of the Diversity Council was called to order by Council Chair J. Bellack.

Announcements

J. Bellack began the meeting by informing everyone that J. Sanchez De Lozada was on vacation.

Approval of the Minutes

The minutes of the May 3, 2016 meeting were approved as amended.

Approval of Future Meeting Schedule

The following dates were approved:

- a. September 27, 2016 – 1:30-3:00 pm
- b. November 22, 2016 – 1:30-3:00 pm
- c. February 21, 2017 – 1:30-3:00 pm
- d. April 18, 2017 -- 1:30-3:00pm

Diversity Scorecard 2015-2016

J. Bellack advised that once she received one last piece of information from P. Di Angi, she will post the Scorecard on the IHP Intranet.

J. Bellack reported that in the Great Colleges to Work For survey we were named on the Honor Roll in the Small Colleges category for 3rd year in a row, and recognized in 9 categories. No schools in the Small Colleges category were recognized for diversity. Details will be published in August.

J. Bellack then asked for everyone's feedback on the Scorecard. A robust discussion followed regarding a standardized measure to work across all competencies, identifying outputs, and caution with perceptions of results. Questions were raised regarding results accurately being reflected by infusion into the fabric of the IHP community, common understanding of what we mean by diversity, use of the latest phrase "cultural fluency", and how to translate measures to outcomes. A discussion ensued regarding student feedback on the student Exit Survey vs February Snapshot. Each discipline has a different source of information, but there is not one common tool across schools or disciplines. It was agreed that each semester course evaluations should be done midway, not at the end, so faculty can be responsive and students will know they have been heard. And which items/issues have implications for faculty development.

P. Cahn announced there will be a Faculty-palooza the morning of September 6th, the same day as the new Faculty Convocation, which will be held in the afternoon.

Also, there was discussion surrounding difficult conversations, whether related to school or the violence currently happening across the country. J. Bellack reported she and other leaders (A. Johnson, C. Locke, E. Phair, K. Kearns) had met with a student group last week, and she, along with E. Phair, K. Kearns, and C. Locke, is drafting a response to concerns raised by the students.

J. Bellack advised all to read a Boston Globe article reporting on MIT and the freedom they are giving to their bloggers, especially relating to race.

J. Bellack reported that she had received an e-mail from C. Locke regarding a webinar “Moving Beyond Civility” scheduled for September 27th. As this is the next scheduled Diversity Council meeting, it was suggested that all attend the webinar, and then have the meeting afterwards, to include a discussion of the webinar.

It was suggested that we revisit our commitment statements as it has been 3 years. And that perhaps a Task Force should be established to review.

OHANA Meeting Highlights

A. Makosky reported on her recent invitation to meet with Ohana as a faculty advisor, and that she had their approval to share the attached highlights. There was a discussion of using a buddy system when having difficulty speaking up, lack of case studies that reflect the broad range of patient diversity, putting some questions related to diversity in mid-term course evaluations, and vehicles for sharing information (index cards and D2L). It was suggested to identify 3 students to sit on the Diversity Council, as in the past the hectic schedules of students resulted in inconsistent attendance.

M. Boutin was asked about the SHRS first generation student gathering. Something was tapped into regarding women students with a military parent, immigrants, Latinas. One Latina student expressed her amazement when she saw white students there, noting that she assumed no white students would also be first generation. M. Boutin is working on another gathering to broaden the conversation to include non-first generational faculty and students.

Climate Survey through Indiana University – Culturally Engaging Campus Environments

J. Bellack stated that 3 years is too long between surveys given that our student population turns over every 1 to 3 years. An extensive, balanced discussion ensued regarding using Indiana University's Culturally Engaging Campus Environments (CECE) Model of College Success Survey. Suggestions included starting this Fall with students who came in a year ago, using the survey at the end of every first year experience, with some relevant customizations. However, concern was expressed as to whether this tool is better and is it worth scrapping what we used 2 years ago. Other concerns raised were the possibility of losing interim info when changing tools, the reality of survey fatigue, which can make the information unreliable, brainstorming ways to make participation more desirable, and the need to ensure that we find out how we compare, with access to benchmarks, when participating in the CECE survey. It was pointed out that CECE is aimed at students, but our current tool is broader. J. Bellack suggested reviewing in advance of the September meeting the tool we used before, and then discuss to determine the best option. J. Bellack will investigate the cost of the survey and distribute materials in advance.

2016-2017 Strategic Priorities for Diversity and Inclusion

J. Bellack again posed the ~~question-question~~: during the coming year what 3 or 4 things should the Council focus on, what are the most important actions? Four topics were agreed upon:

- Diversity and Cultural Competence Commitment statements – to form a task force to review the Commitment to Diversity web page, including the commitment statements and recommend revisions and additions.
- Rapid Response Team – to assemble a team that can be mobilized in response to racial and violent incidents, and identify/plan opportunities for the IHP ~~communitycommunity~~ to gather for conversation, support, and appropriate response/action, in light of the many racial and social justice incidents occurring across the country and in the world. Diversity Council Presence/Impact within the IHP Community – to develop ways to more fully engage the IHP

- community through community gatherings and events to raise IHP community awareness of diversity and inclusion issues and progress, and highlight the role and work of the Diversity Council.
- Campus Climate Survey – to determine which tool to use, and then to administer the tool, and use the findings to develop and implement a plan to improve the campus climate for diversity and inclusion.

J. Bellack will categorize before minutes are prepared and send to Council members and ask for volunteers to serve on one of the action groups. All should be prepared to report on what they are working on at the November meeting.

Chief Diversity Officer

J. Bellack raised the issue of establishing a Chief Diversity Officer devoted to providing strategic leadership for diversity and inclusion, including chairing the Diversity Council. Previous consideration determined IHP was too small to support a full-time CDO. However, with our growing internal and external diversity and community engagement work and available resources, now may be the time. E. Baugh praised J. Bellack's accomplishments and emphasized the importance of the President of IHP being seen as a leader for diversity and inclusion, and that a CDO must be part of the President's cabinet as a direct report. J. Bellack acknowledged it will be critical that the next President be a visible sponsor and champion of diversity and inclusion, and work closely in partnership with a CDO, if hired, and other IHP senior leaders to advance diversity and inclusion at the IHP.

The meeting was adjourned at 12:00 pm.

Francesca McRae
Interim Staff Assistant