

**MGH INSTITUTE OF HEALTH PROFESSIONS**  
**Diversity Council**  
**Tuesday, February 21, 2017**  
**1:30 pm-3:00 pm**  
**Conference Room, Bldg 34 112**

**Minutes**

**Members Present:** Jan Bellack (presiding), Mike Boutin, Steve Ciesielski, Ginny Do, Mary Evenson, Bonnie Halvorson, Charles Haynes, Kerry Kearns, Antonia Makosky, Paul Murphy, Erin Phair, Jorge Sanchez De Lozada, Audrey Tanner, and Sarah Welch

**Members Absent:** E. Lorraine Baugh, Peter Cahn, Amy Fuller, Mary Grier (student), Patricia Lussier-Duynstee

**Staff:** Keanna Macchiarulo

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

**Announcements**

J. Bellack began the meeting by introducing Dani Monroe, PHS Chief Diversity Officer

**Partners HealthCare – Diversity Strategies and Initiatives**

D. Monroe spoke about her upbringing and background. D. Monroe presented a Partners Corporate Diversity team video which showed the highlights to date. D. Monroe works closely with HR and their policies, resources, processes and practices in order to ensure an inclusive workforce environment. The real journey of Partners Corporate started prior to D. Monroe's involvement with Partners. It started in the finance department through a grass roots effort in creating a diversity council and having to do some education. The Partners community is viewed in three levels; personal, interpersonal, and the organizational levels. As a result, D. Monroe started asking if they had a vision, strategy, and who would be responsible for the work? D. Monroe and her team began to collect data, and conduct focus groups and individual interviews. They looked at the engagement survey scores. From the survey, 10 questions were chosen; as a result, the diversity index was created. In analyzing the data D. Monroe's team came up with some conclusions and recommendations about what needed to be done. A strategic plan and vision were created. The goal of the council is to help people tap their natural talent or fulfill their potential. An in-depth discussion ensued and D. Monroe answered questions about the PHS Diversity Council.

**Approval of the Minutes**

The minutes of September 27, 2016, and November 22, 2016, meetings were approved.

**Updates/Progress Reports**

**Diversity Webpage**

P. Murphy stated that he and J. Lozada have been working on the webpage. The committee is in the building out the website and identifying three people to profile. P. Murphy and J. Lozada are going to refer back to the current page for resources. P. Murphy will circulate a link to the subcommittee to get their approval. P. Murphy stated that a link could be sent prior in order to solicit feedback from the group. J. Lozada stated that the link would be sent from the staging area so it would not be long or external facing.

**Campus Response Plan**

S. Welch handed out the IHP Guidelines for IRCT Internal Response Following Non-Emergency External Events That Affect the Learning and Work Environment write out what IRCT stands for, first time only].

The IRCT guideline outlines the steps each group should take following an event. Depending on the nature and community impact of the incident(s), the IHP IRCT Team will determine if an internal communication is appropriate. Once an event has been evaluated by the Chief Communications and Marketing Officer it will go through the different tiers depending on the level of severity. Tier one: a general announcement. Tier two: a call for action or support. Tier three: a specific event or activity needs to happen. A brief discussion followed, and the Council was reminded of the importance of following the IHP's core values.

### **Campus Community Gatherings**

G. Do and M. Boutin presented. The task force had three proposals to share. M. Boutin stated that a one hour webinar entitled "How to deal with controversy on a contemporary college campus, an interactive webinar" would be held on April the 13th at 1:00 pm followed by a 30-minute facilitated discussion led by M. Boutin and P. Duynstee. J. Bellack gave the green light for the task force to pay for the event. G. Do presented the second proposal, a community wall for students, faculty, and staff to give their input. The "I am" wall's goal is to have the community write down what defines them. A discussion followed. In conjunction with the "I am" wall, J. Lozada stated that the Diversity website has a snapshot of people that say "I Am". Finally, the task force would like to participate in the open house for the Interprofessional Clinical Center when it opens in the fall. Further discussion is needed regarding the open house. Our charge will be to build a community feel. This will be used as a kick-off to explain who we are and what we are doing.

### **Climate Surveys**

M. Evenson stated that the first the campus climate survey went out to ABSN cohort. Initially; they sent the survey to 86 students. To date 23 students have responded; the survey is still active. There is a schedule of dissemination for future surveys. Moving forward M. Evenson will send to Keanna. Discussion followed. The next surveys coming up will be administered to the OTD/DPT/PA cohorts in May/June (those who matriculated in May/June 2016). By April the climate survey task force will be able to present their findings from the first group.

### **Student Diversity Committee (SDC)**

E. Phair stated that the students are finalizing their mission statement. They are continuing their solidarity campaign. Tonight there will be a speaker from Black Lives Matter Boston. Thursday they will show a documentary on the "Hard Stock" at 5:00 pm. There will be food and Friday there will be a mixer. It is unclear if the students will put anything online at this time. J. Bellack stated that the SDC needs to have a web presence.

### **Updates:**

The E. Lorraine Baugh Lecture with Shane Snowdon will be held on March 9th at 4:00 pm. Regarding the "Traces of the Trade" documentary, P. Cahn and A. Johnson are working with Dane and Constance to schedule the viewing on one of the half days of the Fall Faculty Development Days.

At an event last month, OHANA showed the film "13<sup>th</sup>" which focuses on the Black Lives Matter movement and their interaction with police. A group of 20-30 students attended. C. Haynes was welcomed at the event, and a robust discussion followed among attendees.

J. Bellack noted she plans to emphasize the need to address continuing leadership of the Council with the new president.

The meeting was adjourned at 3:05 pm.

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Keanna Macchiarulo  
Senior Staff Assistant