

**MGH Institute of Health Professions  
Diversity, Equity, and Inclusion Council  
Monday, October 30, 2017  
Approved Minutes [As of March 12, 2018]  
12:00 pm-1:30pm**

**Members Present:** Paula Milone-Nuzzo, Shekitta Acker, Deborah Altsher, Antoine Blalark, Mike Boutin, Peter Cahn, Steve Ciesielski, Ginny Do, Mary Evenson, Tia Harris, Charlie Haynes, Pat Lussier-Duynstee, Antonia Makosky, Paul Murphy, Keshrie Naidoo, Sarah Welch.

**Members Absent:** Lorraine Baugh, Amy Fuller, Jack Gormley,

**Staff:** Keanna Macchiarulo.

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

**Approval of the Minutes**

The minutes of September 26, 2017, was approved.

**Announcements**

P. Cahn announced that the MGH Institute of Health Professions was awarded the [HEED](#) The INSIGHT Into Diversity Higher Education Excellence in Diversity Award. The MGH Institute of Health Professions will be included on the Diversity Magazine's Website and job boards. P. Cahn announced the next [Schwartz Center Educational Rounds](#), will feature Brian French, Director of the Blum Patient Family Learning Center. Brian will facilitate a discussion on "When the Patient is Prejudiced" on Monday, November 6, at Noon in Shouse 322.

P. Milone-Nuzzo announced that the minutes are not getting distributed sufficiently throughout the IHP community. The Council agreed that minutes would get systematized on the intranet, the IHP screens and in the IHP Announcements will post availability.

New agenda item "Inspired Moments in Diversity", will allow members of the Council to share positive experiences in diversity. P. Lussier-Duynstee shared with the Council that The School of Nursing held its 2<sup>nd</sup> Academy in Continuing Education in Community Building through our cultural preferences. The second half of the session focused on the present biases particularly applied to the clinical setting.

C. Haynes spoke about the Academic Accreditation Visit being a transformative teaching experience. On the evaluation form, students were asked to indicate whether their plan was culturally, or linguistically diverse. After a lengthy discussion with students, it was determined that this use of language was upsetting. In conclusion, students and faculty will work together to create a Likert scale.

P. Cahn spoke about the Academic SHRS Retreat on race relations. This was a joint workshop for faculty and staff to discuss theoretical framing. K. Naidoo spoke about the PT Pinning Ceremony and having a Minority Student of Color as the speaker. P. Milone-Nuzzo welcomed new member D. Altsher who replaced A. Tanner on the Council. A. Makosky announced that the [Bridgewater Conference](#) of Higher Education in Diversity Consortium is a voluntary collaboration of higher education institutions in Massachusetts, and New England and is committed to identifying the student, and employee diversity best practices. This event is free and open to anyone.

## **Changing the name of the Diversity Council** – Diversity, Equity, and Inclusion Council

A. Makosky provided the Committee with the essay “Colleges need a language shift, but not the one you think”. After review and discussion, the Council agreed to approve the changing of the name of the Diversity Council to the Diversity, Equity and Inclusion Council.

## **Other Reports and Business**

### **Succession plan for Diversity Committee and Student Bylaws**

The succession plan for the Diversity Committee and Bylaws was tabled until the next meeting.

### **Review of Diversity Scorecard Metrics 2016-2017**

Regarding the essay “Colleges need a language shift, but not the one you think” P. Milone-Nuzzo agreed that the Equity in the DEI name change will force the Council to look at the metrics. The Council brainstormed, and new subcommittees for 2017-2018 were created.

### **FY 18 Goal Setting**

[Library resources](#) will be available online to students and faculty for health information, and health disparities. There will be a designated Reflection space located on the 2<sup>nd</sup> floor of the Shouse building. D. Stratford will provide more information regarding space, at the next Council meeting. The Council agreed to have a facilitator for the Day of Dialogue. After the goals for FY18 are set, the Council will look at other groups in the IHP Community, so actions are not duplicated.

### **Remaining dates for Diversity Council**

Due to time constraints, the discussion was tabled until the next meeting.

### **FY 18 Diversity Projects-New Committee Subgroups**

During a brainstorming session, the following were suggested for 2017-2018:

- (1) Shaping the dialogue
- (2) Increase Student engagement and voice
- (3) Curriculum review of programs
- (4) Increase the number of underrepresented minorities on Faculty

K. Macchiarulo will send out a preference sheet to Council members regarding subcommittee choices.

The meeting was adjourned at 1:29 pm.

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Keanna Macchiarulo  
Senior Staff Assistant