

**MGH Institute of Health Professions  
Diversity, Equity, and Inclusion Council  
Monday, February 5, 2018  
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, Amy Fuller, Jack Gormley, Tia Harris, Charlie Haynes, Pat Lussier-Duynstee, Antonia Makosky, Olivia Meegoda (student), Paul Murphy, Keshrie Naidoo, Neha Paranjpe (student), Alexandra Rochman (student), Bob Ruggles (student), Sarah Welch, Kayla Wheeler

**Members Absent:** Lorraine Baugh

**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 October 30, 2017, was tabled to next meeting. The minutes from November 27 will be reviewed at the next Council meeting.

### **Announcements**

P. Milone-Nuzzo announced that she is working with students across Massachusetts regarding the sexual abuse on campuses legislative report. P. Milone-Nuzzo asked the Council if they would be amenable to approving minutes via email. The Council agreed. Minutes will also get posted on the daily news. P. Cahn announced that the next [Schwartz Center Educational Rounds](#) Caring Beyond the Box: Health for Trans and Gender Nonconforming People will be held on Monday, February 26 at noon in Shouse 322. Dr. Margarita Alegria, Chief of the Disparities Research Unit at Massachusetts General Hospital, will be presenting in the semester's E. Lorraine Baugh Visiting Faculty Lecture on Wednesday, April 4 from 4:00-6:00 pm in Shouse 305A/B. Reception to follow. K. Macchiarulo will send Council Members and students all announcements via email and Outlook invitation.

### **Other Reports and Business**

#### **Reflection Space Update**

D. Stratford announced that construction for the reflection space is complete. Kathy Zuluaga will meet with K. Wheeler and J. Gormley to go over the configuration for the reflection room. The reflection space will be completed in six weeks and is soundproof. P. Milone-Nuzzo wants faculty and staff to know that this is a communal space for the IHP Community. There will be room dividers, mats, and other Prayer and reflection needs. D. Stratford announced that the new OSAS Department in building 39 will be completed by the end of the month.

#### **Racial Disparities**

Racial Disparities was tabled until the next meeting.

#### **FY18 Diversity Projects-Committee Subgroups**

#### **Day of Conversation**

P. Murphy announced that the Day of Conversation subcommittee has met twice, and will meet later today. Subcommittee members will host a day of discussion in September related to diversity, inclusion, and equity. The subcommittee is looking for skilled facilitators to lead this spring event. The proposed plan is to have the theme set for the next Council meeting. On Tuesday, P. Milone-Nuzzo and P. Murphy will meet with the Provost and Associate Provost to discuss the program that is on the horizon. The Subcommittee wants to determine the format for the spring event and encourage small-group discussions. The Committee will find readings to be distributed to the committee prior to the spring event.

### **Student Engagement and Voice**

J. Gormley stated that the subcommittee met on Friday to brainstorm and discuss the needs of the students and the purpose of this subcommittee. The subcommittee's objectives are to promote collaboration between students, faculty, and staff. The subcommittee wants to increase awareness of student stories and accomplishments. The subcommittee also wants to provide mechanisms for transparent communication between administration and the IHP community. The subcommittee wants to encourage the prioritization of psychological safety at all IHP events and activities.

The subcommittee would like to plan a Town Hall to provide students with a safe place. There are exactly 100 days from today from commencement and we have an opportunity to get the student's voice prior to them leaving the IHP. The subcommittee members will meet again to discuss the Town Hall and student leadership of the subcommittee. J. Gormley announced that he has stepped down as the subcommittee chair.

### **Curriculum Review of Programs**

C. Haynes stated that his sub-committee identified the following action items for the year. The first action item is to review existing case development guidelines and procedures. The sub-committee discussed the criterion for evaluating case guidelines. The second action item would be to have a dialogue with Mary Knab/ IMPACT Executive Committee regarding approaches for addressing the criteria outlined in the IHP Core Competencies related to diversity, cultural awareness and humility, health disparities, and equity. We crowdsourced the language of "accountable learning environment" used by Students for Racial Justice in Healthcare. It was thought that "accountable learning" implies an environment of two-way growth, risk-taking, and vulnerability between students and faculty that is needed to engage in difficult conversations and to push the conversation forward. It was felt that this language was better than alternatives of "brave space/environment," "safe space" or "accountable space."

### **Under-Represented Minority on Faculty**

P. Cahn stated that the Diversity, Equity, and Inclusion Council subcommittee met twice to discuss plans for increasing the proportion of underrepresented faculty members at the IHP. Members agreed that their goals are to focus their efforts on faculty members whose primary affiliation is at the IHP. URM's includes race and sex identifications that more closely match the demographics of the IHP student body. The goal of this subcommittee is to have all faculty searches in the next two years include at least one URM candidate and 15-20% of new hires will be from URM groups. The proposed action plan for this subcommittee will include networking nationally with graduate programs. The plan is to pilot sourcing model and the subcommittee will start with the School of Nursing. The subcommittee will train equity and mission advocates from other departments to serve on search committees.

### **Diversity, Equity, and Inclusion Scorecard Discussion**

The DEI Scorecard Discussion was tabled until the next meeting.

The meeting was adjourned at 1:31 pm.

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Keanna Macchiarulo  
Senior Staff Assistant