MIP BOARD MEETING MINUTES
Wednesday, January 19, 2022

In Attendance:
Sami Konezewski, Joyce Klein, Susan Geist, Jill Engerman, Elizabeth Slater, Robert Reithmiller, Stuart Pizer, David Kemmerer, Joann Frankhouser, Kira Glassman, Susan Nadas, Frances Lang, Suhrida Yadavalli, Keren Porat, Sherri Ettinger, Deborah Dowd, David Raniere, Marta Casas, Elizabeth Corpt, Linda Gelda, Raquel Limonic, Hannah Richardson, Richard Geist, Jade McGleughlin, Michael Reison, Marina Kovarsky, Susan Hileman, Nancy Lubin-Levy, Dennis Plant, Johanna Malone, Linda Luz-Alterman, Elizabeth Bernstein, Ginger Chappell, Shannon Mackey, Sharon Greenfield, Latisha Rocke, Laurence Chud, Barbara Schwartz, Lynne Layton, Stacey Novack, Irit Feldman, Barbara Pizer

Minutes Approval:
- The minutes for December were not approved. There was a conversation about switching to action minutes from a narrative format. Joyce Klein and Jade McGleughlin agreed to discuss this together outside the board meeting. We will approve the minutes for December and January at the February board meeting.

Sami's Announcements:
- The hour for MIP raised $5,313 to date.
- Sami spoke about MIP's social media efforts and encouraged people to follow MIP so we can grow MIP's presence organically.

Open House Announcement:
- Johanna Malone and David Raniere updated the group on the February 10th MIP open house - they encouraged all to attend.

President's Announcements:
- Joyce introduced the Racial Equity Task Force Report by thanking the committee for their hard, intensive work and spoke to the importance of welcoming people of all races, genders, cultures.
- Joyce spoke to the efforts, documented in the Task Force Report, of MIP over the years to be an inclusive institution - Joyce added to the list in the report the International Connections Committee created by Barbara and Stuart Pizer, who invited international speakers to speak in a small group setting. This committee was continued by Joyce Klein, Raquel Limonic, and Pamela Lamto who added an additional focus by inviting international people from local communities to MIP to educate us on topics of interest such as immigration and community mental health.
- Joyce spoke about MIP's work since June, 2020 when the Mip Commitments to Equity and Antiracism were approved by the board - the faculty have worked hard to include issues of race, expert consultations have been offered to faculty, and MIP's programs have focused more on issues of diversity.

Taskforce Report:

- Deborah Dowd did an introduction to the report stating the task force was formed in August of 2020 to focus on better understanding how MIP can become a more inclusive organization.
- Elizabeth Bernstein gave an overview of the committee's process -
- Linda Luz Alterman went over the TaskForce Recommendations that are found in the Taskforce Report distributed to the board.
- Linda Gelda spoke about adaptive change and the tension, discomfort, and pain involved in the process of change as we integrate race into all aspects of life.

BreakOut Groups:
The board members were put into different breakout groups and were asked to address three questions - see below - two members of the Taskforce facilitated each breakout group discussion.

- Three Questions: 1) What are your initial reactions to the report? 2) How did you feel about the survey? 3) What do you think would be helpful for MIP moving forward on our mission of racial diversity?

Board Discussion:

- The board members came back together to discuss the breakout group discussions. One person from each group summarized the group's discussion and the board members responded directly to each other. People thanked the task force for their hard work and spoke about how difficult and painful change can be for people.
- Some members of the board focused on the importance of including categories in addition to race as we look to be more inclusive. One board member introduced the term Pro-Diversity as a way of encompassing MIP's desire to be a welcoming institution for people from all cultures, ethnicities, religions, sexual orientations, gender identities and looking at the multiple factors that influence an individual persons race and culture
- There was some conversation about ideology and members holding different political and world views on how to become a more inclusive institute.
- As time was limited to fully discuss all the questions presented by the Racial Equity TaskTask Force it was agreed we would continue these discussions at next month's board meeting.

Respectfully submitted,
Jill Engerman
02/11/2022