

Boston College
William F. Connell School of Nursing
Diversity Advisory Board Minutes

In Attendance:

Administrators: Dean Susan Gennaro, Chris Grillo, Sean Clarke

Faculty: Melissa Capotosto, Andrew Dwyer, Joyce Edmonds, Ellen Mahoney, Tam Nguyen, Luanne Nugent, Monica O'Reilly-Jacob, Richard Ross, Judith Shindul-Rothschild, Colleen Simonelli, Jacqueline Sly

Staff: MaryBeth Crowley, Julianna Gonzalez-McLean, Amy Gribaudo, Kourtney Hamilton, Janet Hehir, Michele Hubley, Maureen Nowak, Sean Sendall, Matthew Williams

Undergraduate Students: Natasha Boateng-Wilson, Isabelle Demontigny, Jennifer Ha, Amari Harrison, Teresa Kim, Courtney Mulvaney, Kayla Robinson, Guadalupe Sanchez, Kristin Sullivan, Cassandra Tellis

Graduate Students: Elizabeth Avina, GNA Representative

Guests:

- Yvonne McBarnett, Program Director
Montserrat Coalition, Campus Ministry

Diversity Advisory Board:

- Deborah Washington, RN, PhD
Director, Nursing & Patient Care Services Diversity Program
Massachusetts General Hospital
- Eva Gómez, RN-BC, MSN, CPN
Boston Children's Hospital
- Rollie Perea, RN, MSN, RNP
CareWell Urgent Care
- Leah Gordon, DNP, RN, CNP, FNP-C
Massachusetts General Hospital
- Tyonne Hinson, DrPH, MSN, RN, NE-BC
Director, Nursing Diversity Initiatives
Boston Children's Hospital
- Joana Maynard, M.ED/M.R.E.,
BAIC, Boston College

Chair: Nadia Abuelezam

Recorder: Brandon Huggon

Date: Friday, October 19th 2018

Place: Maloney 365

Time period: 12:00p – 2:00p

Date Approved: TBD

Next meeting: March 15, 2019

<i>TOPIC</i>	<i>DISCUSSION</i>	<i>ACTION</i>
1. Introductions	<ul style="list-style-type: none"> • Welcome issued by Diversity Advisory Board (DAB) chair Nadia Abuelezam • Nadia Abuelezam provided an overview of the agenda and change in meeting format • Ground rules were proposed to participants to establish an open and inclusive space for community members to share 	
2. Call to Order/Review of Minutes	<ul style="list-style-type: none"> • Attendees reviewed minutes from Spring 2018 	<ul style="list-style-type: none"> • Minutes approved
3. Review on-going work & action items from last meeting	<ul style="list-style-type: none"> • New logo created for CSON Diversity • New section of CSON student newsletter devoted to diversity, which features CSON community members • New monthly faculty/staff newsletter • New offerings of monthly diversity workshops through the Keys to Inclusive Leadership in Nursing (KILN) program on topics that pertain to the “Big 8” • Conducted pilot of weekly listening sessions (discontinued – timing was not ideal for students) • Julianna Gonzalez-McLean now offers open office hours for faculty • “Ask Florence” board created to allow community members to publicly pose questions to CSON faculty and staff • A new webinar on microaggressions is offered to educate adjunct faculty 	<p><u>Future planning:</u></p> <ul style="list-style-type: none"> • Portraits and stories to be produced and displayed for end of year showcase

	<ul style="list-style-type: none"> • Video clips of faculty, staff, and students that focus on areas of their identity are filmed and sent weekly to CSON community • New re-envisioned meeting format for Diversity Advisory Board to encourage community engagement 	
4. Creating Community and Change at CSON	<p><u>Comments</u></p> <ul style="list-style-type: none"> • Curricular changes have been helpful • Students have noticed more conversations around diversity happening and feel more comfortable engaging in this dialogue with other members of the CSON community • Students expressed concerns they had with both clinical and classroom faculty members who have not been provided with adequate diversity training, particularly in regard to microaggressions 	<p><u>Suggestions</u></p> <ul style="list-style-type: none"> • Coordinate a program that will be the CSON version of “Lunches with Jesuits” • Provide more diversity education for faculty • Create a way for students to provide feedback to faculty members where students feel missteps have occurred • Incorporate AHANA representatives and/or CSON Senate as a liaison for student concerns about faculty and challenging experiences in the classroom • Create a forum for clinical faculty to share and discuss • Send reminders to clinical faculty to access CSON MediaKron Diversity website
5. Community activity: Storytelling	<ul style="list-style-type: none"> • Nadia Abuelezam shared a TED Talk to introduce the “Storytelling” portion of the meeting • CSON community members shared personal stories on areas of their identity 	