



**Diversity Advisory Board Annual Report
2018-2019 Academic Year**

BOSTON COLLEGE
WILLIAM F. CONNELL SCHOOL OF NURSING
Diversity Advisory Board Annual Report
2018-2019

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This year the goals of the Diversity Advisory Board (DAB) at CSON were to build community among members of the school. We aimed to accomplish this goal through a number of activities we ran during the 2018-2019 school year.

1. One of the new initiatives we created this year was a way to connect faculty and staff to each other and to students. On the first of each month, we sent a *Diversity and Inclusion Newsletter* to faculty and staff at CSON that included information, resources, and activities. Also included in these newsletters were *CSON Identity Videos* featuring students, staff, and faculty. This was a new initiative, done in collaboration with Steven Constantine, to record videos of members of the CSON community discussing an identity they were proud of. These videos were distributed to students in the weekly email newsletter as well.
2. The *spring DAB meeting*, in October of 2018, was held in Maloney 365 and was attended by faculty, staff, students, and community members. This meeting was held in a different format than previous meetings. In addition to reviewing the work of the DAB and soliciting feedback from the community, we had an intentional storytelling component. Four members of the CSON community (two faculty, one staff, and one student) shared prepared personal stories about a time when they felt like they were a part of the community. We also allowed individuals who were attending the meeting to contribute their own stories. This led to a lively discussion about community building at CSON and allowed community members and faculty to hear from students.
3. Working with the Center for Teaching Excellence (CTE) we were able to offer 12 faculty members the opportunity to work with Stacey Grooters throughout the spring semester on a *Social Justice and Inclusion Nursing Cohort*. Faculty met once a month (for five months), read articles, and discussed issues related to diversity in the nursing classroom.
4. During the spring of 2019, Julianna Gonzalez-Mclean and Nadia Abuelezam provided CSON faculty with an opportunity to learn more about race and how to best approach race issues in the classroom during a *February department meeting*. Faculty were encouraged to think critically about racial categories and the social construction of race. Faculty were given resources to think about how to talk about health disparities in the classroom.
5. The *fall DAB meeting*, in March of 2019, was held in Maloney 365 and was attended by faculty, staff, students, and community members. In addition to reviewing the work of the DAB and soliciting feedback from the community, Julianna Gonzalez-Mclean and Nadia Abuelezam led a discussion about allyship. Attendees were given the opportunity to reflect

about their own roles as allies in the classroom and at CSON and were given tools and resources to help them improve their ability to be an ally.

6. In addition to these larger activities we have been actively working with faculty to workshop their lecture slides, provide visits to classes to discuss issues related to diversity and inclusion, facilitate meetings with members of the larger BC community to ensure that students have the resources they need to succeed, and engaging members of the larger Boston College community.