



**Diversity Advisory Board Annual Report  
2017-2018 Academic Year**

**BOSTON COLLEGE**  
**WILLIAM F. CONNELL SCHOOL OF NURSING**  
**Diversity Advisory Board Annual Report**  
**2017-2018**

The Connell School of Nursing (CSON) Diversity Advisory Board (DAB) met twice during the academic year 2017-2018 in Maloney 365 during the Fall and Spring semesters. Lunch was served. Students, faculty, and external DAB members attended.

**The main goal** of the DAB during the 2016-2017 academic year was to continue to engage in dialogue and reflection with students, faculty, and staff. Specifically, to talk about the IDI results (i.e., we are at “minimization” but think we are at “acceptance”). Naming what we are seeing and providing examples of minimization may help us better reflect on where we are before we can move forward. Additionally, understanding what an organization at the “acceptance” stage looks like, will help us strategically plan activities to help us get there.

The Fall meeting was held on Friday, October 27<sup>th</sup> 2017 from 12-noon. Initially the aims of this meeting were to: (i) further reflect on how minimization is manifested within the CSON, (ii) share exemplars of what an organization at the “acceptance” level looks like, and (iii) to get advice on activities to promote the theme of “Difference matters” throughout the year. However, due to an unfortunate bias-related racist incidents that took place at BC over the weekend of October 14-15, the majority of the meeting was dedicated to allowing students, faculty, staff, and our advisory board members to share their reactions to the event. Dean Gennaro also shared actions CSON is taking to address student concerns. While unfortunate, this event provided an opportunity for CSON to move beyond minimization by acknowledging the racist act, and listening to the reactions and impacts it had across the school. For more details please refer to the meeting minutes and Dean Gennaro’s letter to the school, both posted on the CSON server.

The Spring Meeting was held on Friday, April 6<sup>th</sup> 2018 from 12-noon. This meeting focused on the aims in the Fall that we were not attended to. Julianna Gonzalez-McLean and I compared and contrasted what organizations at the minimization vs acceptance stage looks like. We then provided several suggested activities (based on recommendations from the IDI) that the school could engage in to move us towards acceptance. Advice from students, faculty, staff, and advisory board members were sought to narrow down several options. One idea that resonated well with many people was proposed by Nadia Abuelezam. She described it as a project similar to “Humans of New York” whereby select students, faculty, and staff could share a photo or memorabilia, along with a brief caption, that highlighted something unique or interesting about them. A collection of these photos or memorabilia could then be displayed publicly somewhere in CSON to celebrate our diversity and strengthen our understanding of each other. Two other important points were shared during the Spring meeting. First, we announced that Nadia Abuelezam will be the next Chair of the Diversity Advisory Board. Second, we shared data from the faculty needs assessment which highlighted improvements, between 2016 and 2018, in faculty perceptions of CSON’s commitment toward diversity and inclusion. For more details please refer to the meeting minutes and meeting slides, both posted on the CSON server.

Respectfully Submitted,  
Tam Nguyen (Chair, Diversity Advisory Board)