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 Mc Barnett, 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
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<th>TOPIC</th>
<th>DISCUSSION</th>
<th>ACTION</th>
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| 1. Introductions | • 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 | • Attendees reviewed minutes from Spring 2018 | • Minutes approved |
| 3. Review on-going work & action items from last meeting | • 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 | **Future planning:**  
• Portraits and stories to be produced and displayed for end of year showcase |
- 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

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<th>4. Creating Community and Change at CSON</th>
<th>Comments</th>
<th>Suggestions</th>
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|                                        | • 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 | • 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 | 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 |