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

**Date:** Friday, March 15, 2019  
**Place:** Maloney 365  
**Time period:** 12:00p – 2:00p  
**Date Approved:** October 18, 2019  
**Next meeting:** Friday, October 18, 2019 (tentative)

### In Attendance:
**Administrators:** Dean Susan Gennaro, Colleen Simonelli

**Faculty:** Stewart Bond, Andrew Dwyer, Joyce Edmonds, William Fehder, Pat Reid-Pointe, Tam Nguyen, Luanne Nugent, Brit Pados, Father Richard Ross, Cassie Ryan, Sheila Tucker, Jackie Sly

**Staff:** Hansella Caines-Robson, Kourtney Hamilton, Janet Hehir, Michele Hubley, Tanya Michaels, Maureen Nowak, Rozanna Riley, Cheryl Walrod

**Undergraduate Students:** Daniel Croteau, Amari Harrison, Molly Smith, Kristen Sullivan

**Graduate Students:**

**Guests:**
- Yvonne McBarnett, Program Director  
  Montserrat Coalition, Campus Ministry

**Diversity Advisory Board:**
- Eva Gómez, RN-BC, MSN, CPN  
  Boston Children’s Hospital
- Leah Gordon, DNP, RN, CNP, FNP-C  
  Massachusetts General Hospital
- Joana Maynard, M.ED/M.R.E.,  
  BAIC, Boston College
- Rollie Perea, RN, MSN, RNP  
  CareWell Urgent Care
- Cheryl Tull, MS, BSN, RN, NE-BC  
  Associate Chief Nursing Officer, Boston Medical Services

**Chair:** Dr. Nadia Abuelezam  
**Co-Facilitator:** Julianna Gonzalez-McLean  
**Recorder:** Brandon Huggon
<table>
<thead>
<tr>
<th>TOPIC</th>
<th>DISCUSSION</th>
<th>ACTION</th>
</tr>
</thead>
</table>
| 1. Introductions | • Welcome issued by Diversity Advisory Board (DAB) chair Dr. Nadia Abuelezam  
• Dr. Abuelezam provided an overview of the agenda and change in meeting format  
• Dr. Abuelezam opened the floor for participants to suggest ground rules establish an open dialogue and create a safer space | The following ground rules were set:  
• Separate the person from the comment  
• “Oops” and “Ouch”  
  o Say “oops” if you felt you spoke out of turn or inadvertently said something offensive  
  o Say “ouch” if something offends you”  
• Keep an open mind during discussion  
• Respect and maintain the privacy of others. What happens in the room stays in the room.  
• Be present during discussion |
| 2. Call to Order/Review of Minutes | • Attendees reviewed minutes from Fall 2018 | **Motion to approve:** Joyce Edmonds  
**Seconded by:** Tam Nguyen  
Minutes approved by DAB attendees |
| 3. Review on-going work and action items | **Dr. Abuelezam provided a review of the following initiatives:**  
• Creation of identity videos featuring faculty, staff, and students  
• KILN monthly lecture series (Big 8)  
• Story telling in DAB Meeting  
• Meeting with Father Michael/BAIC/Dean Gennaro and students of color  
• Visits to CSON classes (pop health, MSE psych mental health course)  
• SCRUBS and VITALS retreats  
• Monthly faculty/staff newsletter  
• CSON faculty meeting discussion on race |
| 4. Campus climate and open forum | • Dr. Abuelezam provided an overview of the hate crime committed in December 2018 and the campus response by the administration to the incident  
• Many praised CSON’s response to the incidents but expressed some disappointment about the rest of the administration’s response to the incidents  
• Some students of color have felt burdened by being called on by instructors to represent the perspective of their race/ethnicity or other areas of identity  
• Discussion held around increasing diversity of faculty in the school of nursing and creating more pathways to leadership for students in CSON  
• Discussion raised around providing more training and support for clinical faculty  | **Suggestions:**  
• Collaborate with community organizations like the *Haymarket Collective* and *People’s Institute for Humanity and Beyond* |
| 5. Allyship | • Julianna Gonzalez-McLean provided information on how to actively serve as an ally to those from diverse populations  
• A reflection handout was shared with participants  
• Participants worked pairs to discuss how they will be effective allies  | **Suggestions:**  
• Consult BC Center for Teaching Excellence for support developing a syllabus to increase language that incorporates inclusivity  
• Provide training on allyship to faculty |