

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

**In Attendance:**

**Administrators:** Dean Susan Gennaro, Colleen Simonelli

**Faculty:** Stewart Bond, Andrew Dwyer, Joyce Edmonds, William Fehder, Pat Reid-Pointe, Tam Nguyen, Luanne Nugent, Britt 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

**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)

<i>TOPIC</i>	<i>DISCUSSION</i>	<i>ACTION</i>
1. Introductions	<ul style="list-style-type: none"> <li>• Welcome issued by Diversity Advisory Board (DAB) chair Dr. Nadia Abuelezam</li> <li>• Dr. Abuelezam provided an overview of the agenda and change in meeting format</li> <li>• Dr. Abuelezam opened the floor for participants to suggest ground rules establish an open dialogue and create a safer space</li> </ul>	<p>The following ground rules were set:</p> <ul style="list-style-type: none"> <li>• Separate the person from the comment</li> <li>• “Oops” and “Ouch” <ul style="list-style-type: none"> <li>○ Say “oops” if you felt you spoke out of turn or inadvertently said something offensive</li> <li>○ Say “ouch” if something offends you”</li> </ul> </li> <li>• Keep an open mind during discussion</li> <li>• Respect and maintain the privacy of others. What happens in the room stays in the room.</li> <li>• Be present during discussion</li> </ul>
2. Call to Order/Review of Minutes	<ul style="list-style-type: none"> <li>• Attendees reviewed minutes from Fall 2018</li> </ul>	<ul style="list-style-type: none"> <li>• <u>Motion to approve:</u> Joyce Edmonds</li> <li>• <u>Seconded by:</u> Tam Ngyuen</li> <li>• Minutes approved by DAB attendees</li> </ul>
3. Review on-going work and action items	<p><u>Dr. Abuelezam provided a review of the following initiatives:</u></p> <ul style="list-style-type: none"> <li>• Creation of identity videos featuring faculty, staff, and students</li> <li>• KILN monthly lecture series (Big 8)</li> <li>• Story telling in DAB Meeting</li> <li>• Meeting with Father Michael/BAIC/Dean Gennaro and students of color</li> <li>• Visits to CSON classes (pop health, MSE psych mental health course)</li> <li>• SCRUBS and VITALS retreats</li> <li>• Monthly faculty/staff newsletter</li> <li>• CSON faculty meeting discussion on race</li> </ul>	

	<ul style="list-style-type: none"> <li>• Workshopping slides with faculty</li> <li>• Course on microaggressions offered through CSON Continuing Education</li> <li>• Program for faculty through the Center for Teaching Excellence</li> </ul>	
4. Campus climate and open forum	<ul style="list-style-type: none"> <li>• Dr. Abuelezam provided an overview of the hate crime committed in December 2018 and the campus response by the administration to the incident</li> <li>• Many praised CSON's response to the incidents but expressed some disappointment about the rest of the administration's response to the incidents</li> <li>• 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</li> <li>• Discussion held around increasing diversity of faculty in the school of nursing and creating more pathways to leadership for students in CSON</li> <li>• Discussion raised around providing more training and support for clinical faculty</li> </ul>	<p><u>Suggestions:</u></p> <ul style="list-style-type: none"> <li>• Collaborate with community organizations like the <i>Haymarket Collective</i> and <i>People's Institute for Humanity and Beyond</i></li> </ul>
5. Allyship	<ul style="list-style-type: none"> <li>• Julianna Gonzalez-McLean provided information on how to actively serve as an ally to those from diverse populations</li> <li>• A reflection handout was shared with participants</li> <li>• Participants worked pairs to discuss how they will be effective allies</li> </ul>	<p><u>Suggestions:</u></p> <ul style="list-style-type: none"> <li>• Consult BC Center for Teaching Excellence for support developing a syllabus to increase language that incorporates inclusivity</li> <li>• Provide training on allyship to faculty</li> </ul>