

**Boston College**  
**William F. Connell School of Nursing**  
**Diversity Advisory Board (DAB) Meeting Minutes**

**Date: October 15, 2010 Time: 1p-3p**

**Place: Cabaret Room, Vanderslice Hall**

**Participants:**

**DAB members external to Boston College:**

- Linda Battle\*, DNP, PHCNS-BC, Director of Nursing Education, Career Centers of Texas, Fort Worth
- Eva Gomez\*, RN, MSN, Staff Development Specialist, Children's Hospital Boston
- Rolando Perea, RN, MSN, CS, Clinical Director, Fatima Emergency Department, Providence, RI, and Executive Officer, Philippine Nurses Association of New England
- Deborah Washington, RN, MSN, Director, Diversity Patient Care Services, Massachusetts General Hospital, Boston, MA
- Angelleen Peters-Lewis\*, RN, PhD, Director, Women's and Newborn Nursing and Clinical Services, Brigham & Women's Hospital
- Norma Martinez Rogers\*, PhD, RN, FAAN, Associate Professor/Clinical, University of Texas College of Health Science Center, San Antonio, TX
- Jennie Chin Hansen\*MS, RN, CEO, American Geriatrics Society

**DAB members from Boston College:**

- Kelly Montrym\*, Senior Admissions Associate, Boston College
- Joana Maynard, Assistant Director, BC Office of AHANA Student Programs
- Djerica Lamousnery (CSON 2011), Jennifer Etienne (CSON 2012), Andrea Lopez (CSON 2014), AHANA representatives to the Undergraduate Nursing Student Senate
- CSON faculty and administration: Susan Gennaro, Cathy Read, Pat Tabloski\*, Jean Weyman\*, Ellen Mahoney\*, Rosanna Demarco\*, Joyce Pulcini, Allyssa Harris, Donna Cullinan\*, Angela Amar\*, Judi Vessey, Vicky Barges\*, Ronna Krozy

\* not in attendance

**1. Call to order:** The meeting was called to order by Dean Susan Gennaro

**2. New members:** Jennie Chin Hansen (CSON alum), Andrea Lopez (CSON 2014), Sabianca Delva (CSON 2013), Melanie Chang (CSON 2012), Djerica Lamousnery (CSON 2011)

**3. Minutes of April 9, 2010:** Minutes were reviewed and accepted as submitted

**4. Faculty Development-** Today's program was excellent. Deb Washington granted permission to post the PowerPoint presentation on the Blackboard Vista Diversity Advisory Board website.

Susan volunteered to bring Norma Martinez Rogers (CSON diversity consultant) back to campus in February to spend time with faculty and students.

Next step in terms of faculty development: Several ideas were discussed. Rollie introduced the idea of using the “strengths finders” test as a leadership/team building exercise. Cathy suggested that next year’s program include students.

## **5. Update on DAB mission and goals**

The mission was reviewed. It has been posted on the BB Vista site and the DAB website: ([http://www.bc.edu/schools/son/aboutus/diversity/diversity\\_advisory\\_board.html](http://www.bc.edu/schools/son/aboutus/diversity/diversity_advisory_board.html))

Discussion ensued about goals:

Forge relationships with minority organizations: Rollie suggested bringing minority nurse associations together for a summit at BC. Goal is to build bridges to and within minority groups. Address BC’s relationship to those communities.

Partner with the League of Community Health centers (Allyssa). There are 58 community health centers in Boston. Other organizations with health agendas (e.g., NAACP). Summit could provide a reason for groups to come together.

Address the gaps between our students and the organizations in our communities. Students would like an opportunity to network with AHANA nurses. Suggested a panel discussion of what it’s like to be a minority nurse. Would also like to see stronger connections among the classes in CSON; would be good to have dialog with alums and/or grad students.

Deb W. mentioned that Colette Phillips of the Board of trustees at MGH hosts a monthly gathering called “Get Connected” for professionals. Participants talk in small groups about what it means to be a minority in Boston. The group also publishes a directory. Deb will ask Colette to include nursing students and faculty.

Ronna suggested a focus group to discuss the needs specific to various cultures, the role of BC, how to increase the number of mentor volunteers from racial/ethnic minority groups.

Students suggested having family activities for students from minority background and focus on things of specific interest. Need to acknowledge the differences between first generation college students vs. students from minority background from US.

Joana noted that AHANA parents do not come to parent’s weekend. The events not appealing to them and the cost is often prohibitive. It is important that they see minority students on campus. Joana has a list of BC alums that she could make available.

“Linked-In” connection is a good way to reach people but it has limitations. Few new members to the CSON nursing alum site.

Susan suggested working with partners, e.g., “Boston Council on Ethnic Minority Nurse Leadership.” This group does not currently exist...but why not?

Other goals: increase diversity in grad student enrollments.

**6. Update on Visiting Scholar status for DAB members:** letter not received by R. Perea. Susan will follow up.

**7. Update on Nursing Workforce Diversity grant (“KILN: Keys to Inclusive Leadership in Nursing”) – Cathy Read**

- Recruitment video discussed at April 2010 meeting has been on hold but will be a focus in the coming months
- 35 students are enrolled in KILN this year. Focus is on leadership development and (for juniors and seniors) community health.
- We are working on ways to sustain and enhance the efforts of this grant. The Helene Fuld Foundation has been approached and may be able to provide scholarship or other assistance.
- Summer immersion program for 15 incoming freshmen was a big success. Many thanks to Angela, Rollie, Eva, and Deb W.
- High school recruitment: We have a new coordinator this year, Tricia Gordon (CSON grad and current master’s student)
- NU301- Culture and Health-taught by Susan Gennaro and Rosanna Demarco. Open to all students at BC and is going well this fall

**8. Pre-entry Immersion Program, RWJ MS entry students** – Written report submitted by Maureen Eldredge, Associate Director, Student Services:

On Wednesday, September 2<sup>nd</sup> and Tuesday September 7<sup>th</sup>, led by Kathy Gavazzi, RN, of Mass General Hospital and a Clinical Faculty member here at the Connell School, eight (8) diversified 2010 Masters Entry students and Robert W. Johnson scholars gathered to attend a mandatory two-part pre-entry immersion program as part of their scholarship acceptance. Running from 9 a.m. to 3 p.m. each day, participants took part in many discussions and exercises that would familiarize them with the rigors and adjustment of an Accelerated Nursing program, facets of professional socialization, (why they wanted to become nurses) to developing time management and goal setting skills. At the end of the first session, students were asked to complete the LASSI which is a tool for diagnosing their study skills with a focus on covert and overt thought, behavior, attitudes, and beliefs related to successful learning. This survey provides students with their strengths and weaknesses compared to other college students. It is used in over 2300 major colleges and universities across the country and here at Boston College. Preparing nursing students to be nursing leaders was another component of this two-day seminar. Concentrating on how to use the nursing profession as a means of networking, through various nursing honor

societies, professional organizations, or mentoring opportunities, the students discussed policies, procedures, and processes on how to develop strategies in this regard. The aspects of this seminar, along with LASSI, would, in my opinion, well serve our international students population also. As not only are these students faced with the obstacles of being in a foreign land but also the pressures and demands of a foreign professional and educational system.

**9. Diversity recruitment – students and faculty:** general discussion

Ways to increase inclusiveness along racial/ethnic/gender /SES lines. Male recruitment: ?Target military... GI bill. Involve marketing dept. Use students we have now in recruitment efforts. Students need to feel that they can come to faculty with problems, issues, what to do in academic crisis.

**10. Announcements and open discussion**

Idea of online meeting in Feb. webinar/call in with Norma et al?

CSON will discuss feasibility of summit for 2011-2012 that includes minority nursing organizations, community partners, students, and faculty.

**11. Next meeting:** Friday, April 8, 2011, 12-1p (lunch), meeting 1p-3p, Cushing 411/412

**12. Adjournment** at 3p

Respectfully submitted,

Catherine Read