

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

<p>Attending: Administrators: Dean Susan Gennaro, Chris Grillo</p> <p>Faculty: Nadia Abuelezam, Stuwart Bond, Andrew Dwyer, Holly Fontenot, William Fehder, Allyssa Harris, Ellen Mahoney, Luanne Nugent, Catherine Read, Father Richard Ross, Colleen Simonelli, Jackie Sly, Melissa Sutherland, Sheila Tucker, Laura White, Yaguang Zheng</p> <p>Staff: Curtis Bruno, Marybeth Crowley, Julianna González-McLean, Amy Gribaudo, Mary-Kate Hart, Janet Heir, Catherine Hill, Brandon Huggon, Sean Sendall, Lizzy York Ryan, Matt Williams</p> <p>Undergraduate Students: Anthony Carbone, Amari Harrison, La’Asia Fleming, Nick Raposo, Kristin Sullivan, Gabriella Zabbo</p> <p>Graduate Students: Elizabeth Avina, Claudia Montesdeoca, Jane Hopkins Walsh</p> <p>Diversity Advisory Board:</p> <ul style="list-style-type: none"> • Deborah Washington, RN, PhD Director, Nursing & Patient Care Services Diversity Program • Joana Maynard, M.ED/M.R.E., BAIC, Boston College <p>Chair: Tam Ngyuen</p> <p>Recorder: Brandon Huggon</p>	<p>Date: Friday, April 6th 2018</p> <p>Place: Maloney 365</p> <p>Time period: 12:00p – 2:00p</p> <p>Date Approved: TBD</p> <p>Next meeting: October 19, 2018</p>							
<i>TOPIC</i>			<i>DISCUSSION</i>			<i>ACTION</i>		
1. Introductions			<ul style="list-style-type: none"> • Welcome issued by DAB chair Tam Ngyuen 					
2. Review of Minutes			<ul style="list-style-type: none"> • Minutes circulated and attendees reviewed. 			<ul style="list-style-type: none"> • Minutes approved. 		

<p>3. Transition in Leadership</p>	<ul style="list-style-type: none"> • Tam Nguyen shared that she will be stepping down as Chair of the Diversity Advisory Board. • Tam has asked that Nadia Abuelezam serve as Chair of the Diversity Advisory Board indefinitely. Nadia accepted the role. • Nadia introduced herself and shared her vision for the Diversity Advisory Board and ways to enhance inclusion in the School of Nursing. 	<ul style="list-style-type: none"> • Nadia Abuelezam will assume leadership of the Diversity Advisory Board at the start of the 2018-2019 academic year.
<p>4. Review on-going work & action items from last meeting</p>	<ul style="list-style-type: none"> • Last semester's meeting was intended to be a conversation between faculty, staff, and students regarding the racial bias incidents that occurred two weeks before. The meeting was intended to be a space to process the events and discuss ways to move forward as a community. • Tam solicited feedback from the community regarding the state of racial tension in the BC and CSON community following the bias events last semester. • Students shared their perspective on the state of the campus climate since last semester. Many expressed that not much has changed following the incidents. 	<ul style="list-style-type: none"> • Due to the nature of the Fall 2017 DAB meeting, no tangible tasks or action items were discussed.

<p>5. Provide examples of what an organization looks like at the “adaptation” continuum “looks like”</p>	<ul style="list-style-type: none"> • Tam provided an overview of the 2018 CSON climate assessment results. The results were compared and contrasted with the 2016 results (See Appendix B). • Discussion was held on what “acceptance” stage looks like 	
<p>7. Advice/suggestions on activities/initiatives to move us from “minimization” to “adaptation”</p>	<ul style="list-style-type: none"> • According to the Intercultural Development Inventory (IDI), the CSON Faculty and Staff are currently at the “minimization” stage of development; meaning that collectively we view all individuals as “the same.” • Dialogue was held on minimization vs. acceptance in the school of nursing, including why we should not look at everyone as “the same.” • Because moving from “minimization” to “adaptation” as a community is a large long-term goal, feedback and suggestions were solicited from CSON community about small steps that can be taken to start the process. 	<ul style="list-style-type: none"> • Provide reminders to faculty containing information on diversity resources available through CSON and BC at the beginning of each semester. • Adding new questions around how topics around how diversity is handled in the classroom on course evaluations • Setup a gallery of portraits containing images of different cultures and people in Maloney; coordinate other events like this that are ongoing, without hard start/end times • Encourage advisors to hold more 1-on-1 conversations with students regarding topics of diversity and inclusion • Create a mediated book or movie club to encourage discussion; “one book, one school.” • Hold more conversations and cultural competency training in CSON faculty meetings.

		<ul style="list-style-type: none">○ Showing “TED Talks” were suggested as a way of generating discussion.○ Present and discuss case studies ○ Training on LGBT issues microaggressions were stressed as priorities. ● Place flyers and passive forms of education in student lounge (i.e. “How to Be an Ally” flyer) ● Devise a catchy slogan or campaign ● Promote discussion of diversity topics at SCRUBS retreat ● Raising concerns with CSON AHANA representatives ● Do a better job of touting accomplishments and sharing initiatives that have been successful in promoting diversity and inclusion.
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