

**Boston College
William F. Connell School of Nursing
Diversity Advisory Board (DAB) Meeting
Friday April 8, 2011, 12p-1p (lunch), meeting 1p-3p
Cushing 411**

Participants:

DAB members external to Boston College:

- Linda Battle, DNP, PHCNS-BC, Lecturer, Harris College of Nursing and Health Sciences at Texas Christian University
- Eva Gomez*, RN, MSN, Staff Development Specialist, Children's Hospital Boston
- Rolando Perea*, RN, MSN, CS, Healthcare IT senior consultant at Arcadia Solutions in Burlington, MA
- 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, Professor/Clinical, University of Texas 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)*, Melanie Chang (CSON 2013), Andrea Lopez* (CSON 2014), AHANA representatives to the Undergraduate Nursing Student Senate; CSON students Yesenia Japa, Chenille Morrison, Sabianca DaSilva, Anna Diane
- CSON faculty and administration: Cathy Read, Susan Gennaro*, Pat Tabloski*, Jean Weyman*, Ellen Mahoney*, Rosanna Demarco*, Joyce Pulcini, Allyssa Harris, Donna Cullinan*, Angela Amar*, Judi Vessey, Vicky Barges*, Ronna Krozy*, Dorean Hurley, Luanne Nugent, Sr. Callista Roy, Rosemary Byrne, Vanessa Battista, Gracie Trotman, Debra Pino, Melissa Sutherland, Susan Desanto-Madeya

* Not in attendance

1. Call to order: Catherine Read @ 12:45p

2. Introductions

3. Minutes of October 15, 2010: Minutes reviewed and approved without corrections.

4. Discussion about potential "summit" or event at BC: The brainstorm session about a summit at BC was reviewed (January 11, 2011; see summary appended to these minutes). Discussion ensued about the goals of a summit and there was general agreement with the points made at the brainstorm session. However, the attendees at this meeting were primarily from BC, so there was minimal discussion about the needs of the community or conclusions about the desired next steps with regard to a "summit." D. Washington directed us to think about whether we are prepping our students to apply principles that would help them deal with

issues of inclusivity and actually deal with difficult situations in clinical practice. This opened up a lively discussion (see below under “faculty development”).

5. Faculty Development Program in CSON

C. Read reported on the CSON Diversity book club. Thus far the group has read and discussed *The Help*, by Kathryn Stockett; *Shanghai Girls*, by Lisa See; *The Immortal Life of Henrietta Lacks*, by Rebecca Skloot; and *Little Bee*, by Chris Cleve. Most recently the group discussed an article by Carole Schroeder and Robin DiAngelo called “Addressing Whiteness in Nursing Education.” Copies of this were distributed to the attendees. The article describes actions taken by the University of Washington School of Nursing to fight oppression.

L. Battle reported that her university in TX is experiencing similar diversity issues; the school is not perceived as inclusive; not a diverse faculty but student population is very diverse.

The CSON students offered examples of discriminatory incidents in clinical; this stimulated much discussion. Many thought that a short film could be useful for faculty orientation. It should include interviews with students and faculty talking openly about things they have experienced that made them feel either positive or negative about the inclusivity of the environment. Concerns centered on how to diffuse this information throughout faculty/staff/students. C. Read will explore this possibility with BC film professors to see if we could get some assistance to create a “training” film.

Other suggestions: discuss diversity issues in freshman student orientation; use simulation exercises to teach students how to deal with uncomfortable situations (“tool kit” of coping skills); it would be useful to get some written guidance on this that could be included in advising manuals.

D. Washington distributed and discussed an article by Martha Kurz and Winifred Tobin called “Engaging minority communities in safer healthcare”. This was part of a training by Medically Induced Trauma Support Services (MITSS). Its goal is to create awareness, promote open and honest communication, and to provide services to patients, families, and clinicians affected by medically induced trauma (adverse medical events). It encourages patients from minority groups to speak up and advocate for themselves in medical situations.

6. Update on Nursing Workforce Diversity grant – Cathy Read

CSON had its first KILN graduate in December (who passed the NCLEX!) and will have 5 more in May. All of our seniors completed exciting projects with their community health mentors...they will be presenting these on Wednesday April 20 at 5:30 p. All faculty and DAB members are invited.

5 faculty and staff and 4 KILN students submitted a symposium for the Sigma Theta Tau convention in Texas next October and it was accepted. The title is "Fostering the Development of Future Leaders in Global Health through the “Keys to Inclusive Leadership” (KILN) Program"

Three KILN students applied for BC "Advanced Study Grants" and two were funded. These cover travel and expenses for summer projects (in our students' cases, to the Philippines, and China).

A major barrier to KILN student advising continues to be an inadequate number of faculty members from diverse backgrounds. Having Joana Maynard mentor our students offsets this somewhat.

We are already planning our proposal for the next round of funding so any and all ideas are welcome! Allyssa Harris will be taking a more central role next time.

7. Next meeting preferences- No home football game days. Continue open discussions about student experiences & stories.

8. Adjournment: 2:45p

Brainstorm session on Diversity Summit, January 10, 2011

Attendees: Cathy Read, Rosemary Byrne, Donna Cullinan, Maureen Connolly, Rosanna DeMarco, Allyssa Harris, Luanne Nugent, Melissa Sutherland, Jean Weyman

Summary: C. Read explained that the outside members of the CSON Diversity Advisory Board (DAB) had suggested that BC host an event to provide a forum for minority nursing organizations, community agencies, clinical partners, students to meet and discuss diversity/inclusivity across a variety of interests and experiences.

Major points discussed included:

- Define the goals and desired outcomes of any initiative
- Provide diversity leadership as central to the mission of CSON
- Address diversity using a broad definition(not limited to racial and ethnic minorities)
- Have BC recognized as a welcoming place for persons in minority groups
- Take a role in bringing people together to open a conversation about:
 - Common concerns/needs around issues of diversity/inclusivity/justice
 - Possible goals that the group as a whole might work toward
 - How CSON can help facilitate those goals
- Hold events outside of BC and/or having a meeting facilitated by someone other than a faculty member
- Create a practical collaborative approach with leaders of various stakeholder groups, but at some point the nurses “in the trenches” should have their needs addressed
- Some target groups might include: NERBNA, NAHN, MONE, MARN, MACN, other nursing schools, community health centers...???

Outcome: The group agreed that CSON should continue the conversation about holding an event, but that more feedback from outside DAB members would be useful. Hence, the first half-hour of the April 8, 2011 DAB will be devoted to a continuation of today’s discussion.