

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

In Attendance:

Administrators: Dean Susan Gennaro, Chris Grillo, Susan Kelly-Weeder, Colleen Simonelli

Faculty: Stewart Bond, Andrew Dwyer, Kenneth Faulkner, William Fehder, Jane Flanagan, Luanne Nugent, Catherine Read, Patricia Reid-Ponte, Jackie Sly, Sheila Tucker, Lisa Wood

Staff: Mary Beth Crowley, Kourtney Hamilton, Janet Hehir, Michele Hubley, Sean Sendall, Anya Villatoro, Cheryl Walrod

Undergraduate Students: Teresa Kim

Guests:

- Yvonne McBarnett, Program Director
Montserrat Coalition, Campus Ministry
- Tyonne Hinson, DrPH, MSN, RN, NE-BC
Director, Nursing Diversity Initiatives and Nursing Career Lattice Program
Boston Children's Hospital

Diversity Advisory Board:

- Deborah Washington, RN, PhD
Director, Nursing & Patient Care Services Diversity Program
Massachusetts General Hospital
- Eva Gómez, RN-BC, MSN, CPN
Boston Children's Hospital
- Leah Gordon, DNP, RN, CNP, FNP-C
- Norma Martinez Rogers, PhD, RN, FAAN
University of Texas Science Center
- Rollie Perea, RN, MSN, RNP
CareWell Urgent Care
- Cheryl Tull, MS, BSN, RN, NE-BC
Associate Chief Nursing Officer, Boston Medical Center

Chair: Dr. Nadia Abuelezam

Co-Facilitator: Julianna Gonzalez-McLean

Recorder: Brandon Huggon

Date: Friday, April 3, 2020

Place: Virtual Zoom Session

Time period: 12:00p – 2:00p

Date Approved: Friday, October 16, 2020 (presumed)

Next meeting: Friday, October 16, 2020 (tentative)

<i>TOPIC</i>	<i>DISCUSSION</i>
1. Introductions	<ul style="list-style-type: none"> □ Welcome issued by Diversity Advisory Board (DAB) chair Dr. Nadia Abuelezam □ Dr. Abuelezam provided an overview of the meeting agenda □ Dr. Abuelezam provided a space for members of the community to react to the ongoing COVID-19 crisis.
2. Call to Order/Review of Minutes	<ul style="list-style-type: none"> □ Attendees (virtually) reviewed minutes from Spring 2019 □ <u>Motion to approve:</u> Andrew Dwyer □ <u>Seconded by:</u> Sheila Tucker <p style="text-align: center;">Minutes approved by participants</p>
3. Review on-going work and action items	<p>Dr. Abuelezam and Julianna Gonzalez-McLean provided a review of the following initiatives:</p> <ul style="list-style-type: none"> □ <u>Activities for students</u> <ul style="list-style-type: none"> ○ SCRUBS Retreat 2020 ○ Seacole Scholars ○ Microbiology Summer Program ○ KILN Programming ○ Study Halls <ul style="list-style-type: none"> ▪ Anatomy and Physiology I & II ▪ Pharmacology ▪ Statistics ○ Visits to CSON classes <ul style="list-style-type: none"> ▪ Population Health ○ Advising Lunches for MSE Students ○ Vitals Retreat – Fall 2020 ○ Microbiology – Summer 2020 □ <u>Activities for faculty and staff</u> <ul style="list-style-type: none"> ○ Monthly faculty/staff newsletter ○ CSON Department Presentations <ul style="list-style-type: none"> ▪ Course objectives – October 2019

	<ul style="list-style-type: none"> ○ CSON Book Club: “<i>So You Want to Talk About Race?</i>” ○ Racial Identity in Teaching and Learning (Fall 2019 Diversity Advisory Board Meeting) ○ Resilience workshop for staff – October 2019 and January 2020 ○ Presentation at new clinical faculty orientation – August 2019 and January 2020 ○ Workshopping slides with faculty ○ Major ILA Grant – Ijeoma Oluo visit March 2021 <p>Major ILA Grant – Book Club Lunches (Fall 2019 – Spring 2020)</p>
<p>4. Faculty Book Club Overview and Faculty Panel</p>	<ul style="list-style-type: none"> □ Dr. Abelezam provided an overview of the CSON faculty bookclub initiative. This overview included anecdotes, quotes, and data from 2019-2020. □ A faculty panel shared their experience participating in the bookclub with the CSON community. <ul style="list-style-type: none"> ○ Faculty Panelists <ul style="list-style-type: none"> ▪ Andrew Dwyer ▪ William Fehder ▪ Cathy Read □ Meeting participants shared their thoughts about the bookclub and other ongoing initiatives in CSON to advance diversity and inclusion.

CSON Diversity Advisory Board Meeting

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Friday, April 3rd, 2020
Nadia Abuelezam and Julianna Gonzalez-McLean

- ## Agenda
- Welcome, introductions, and ground rules
 - Call to order / review minutes
 - Coronavirus check-in
 - Review on-going work & action items from last meeting
 - Faculty book club review, discussion, and panel

Coronavirus Check-In

I CANNOT CONTROL
(So, I can LET GO of these things.)

- IF OTHERS FOLLOW THE RULES OF SOCIAL DISTANCING
- THE AMOUNT OF TOILET PAPER AT THE STORE
- THE ACTIONS OF OTHERS
- MY POSITIVE ATTITUDE
- TURNING OFF THE NEWS
- FINDING FUN THINGS TO DO AT HOME
- HOW LONG THIS WILL LAST
- MY OWN SOCIAL DISTANCING
- MY OWN SOCIAL MEDIA
- MY KINDNESS & GRACE
- HOW OTHERS REACT
- OTHER PEOPLE'S MOTIVES
- MY OWN SOCIAL DISTANCING
- MY KINDNESS & GRACE
- HOW OTHERS REACT

I CAN CONTROL
(So, I will focus on these things.)

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- ## Activities: Students
- SCRUBS retreat - February 2020
 - Seaton scholarship
 - KILN Lecture Series
 - Student Health
 - Anatomy and Physiology II
 - Pharmacology
 - Statistics
 - Visits to CSON classes
 - Population health
 - Advising lunches and programming for MSE students
 - VITALS retreat - August 2020
 - Microbiology - summer 2019
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Activities: Faculty and Staff

- Monthly faculty/staff newsletter
- Department meeting presentation on course objectives - October 2019
- “So You Want to Talk about Race?” Book Club - Fall 2019-Spring 2020
- “Racial Identity in Teaching and Learning” presentation - October 2019
- Resilience workshop for staff - October 2019 & January 2020
- Presentation at new clinical faculty orientation - August 2019 & January 2020
- Workshopping slides with faculty
- Major ILA Grant - Ijeoma Oluo visit March 2021
- Minor ILA Grant - Book Club lunches (Fall 2019-Spring 2020)



Faculty Book Club - AY 2019-202

So You Want to Talk About Race by Ijeoma Oluo



- 9 sessions discussing 2-3 chapters from the book per session
- 29 out of 52 CSON faculty signed-up and met regularly throughout the year.
- In mid-program feedback (N=18):
 - 100% felt that the time spent reading/discussing was worthwhile
 - 79% said their thoughts about race changed since starting to read the book
 - 90% would recommend the book club to other faculty members

Quotes from CSON Faculty About the Book Club

~~Ordering things all at once~~...“the structures of our society [are] embedded with racism. That in general, people who were brought up and live in America are racist, that we are all socialized to be racist. That we need to change a lot at the personal and collective levels. That we need a way to address racism when we see or hear it in ourselves and others, in a way that will change structures, mindsets, decisions. That we have a long way to go, but we are starting.”

~~Working in my class~~...“being more sensitive to the role of privilege and how it impacts the classroom. These discussions made me more aware that there was more that I can do.”

“It is easy to feel like the problem of racism is so much bigger than one person can affect, and at the same time, so important to find small things to work on to improve what I can.”

Panel Discussion

Andrew Dwyer, Bill Fehder, Cathy Read, & Jane Flanagan

1. Please introduce yourself and briefly describe your lived experience with race prior to this book club.
2. How has the book club influenced your views on race?
3. What has been your experience attending the book club?
4. What is your favorite quote from the book and why?

Favorite Quote - Andrew Dwyer

“If you are looking for a simple way to determine if something is about race, here are some basic rules. And when I say basic, I mean basic.

1. It is about race if a person of color thinks it is about race.
2. It is about race if it disproportionately or differently affects people of color.
3. It is about race if it fits into a broader pattern of events that disproportionately or differently affects people of color.”
(p.14-15)

Favorite Quote - Bill Fehder

“ But there is no even playing field right now. Over four hundred years of systemic oppression have set large groups of racial minorities at a distinct power disadvantage. If I call a white person a cracker, the worst that I can do is ruin their day. If a white person thinks I'm a [n word], the worst they can do is get me fired, arrested, or even killed in a system that thinks the same -- and has the resources to act on it.” (p.28)

Favorite Quote - Cathy Read

“ Even if you do not agree with the way in which someone is going to fight for racial justice, recognize when they are indeed fighting for it, and that you do have the same goals. When you instead shift your focus to getting people of color to fight oppression in a way in which you approve, racial justice is no longer your main goal -- your approval is.” (p.208)