

**Boston College, William F. Connell School of Nursing**

AHANA students perceived that Caucasian students are tired of talking about diversity.

Support for Gay, Lesbian, Bi-Sexual students- felt there is support amongst students but not administration.

D. Willis discussed focus groups. Females feel more pressure socially.

Self-doubt related to body image. Pressure to look a certain way.

Working closer with faculty facilitate building self-confidence.

Opting out of the BC culture to maintain a sense of self.

More being done around Black student development.

- ◁ Discussed logic models for the Diversity Advisory Board circulated prior to DAB meeting - T. Nguyen.

Group asked for feedback re if anything was missing in terms of what the Task Force identified. Group asked to think how to collect data, and how to measure.

Have to build structure to build survey. LinkedIn

have startup packages, which are helpful with recruiting. What is needed to retain great people was discussed.

Members encourage to send information about what other schools

**5. Update on Diversity Numbers at CSON: Danny Willis (1:30 1:35)**

- ◁ D. Willis discussed and shared a brief update about diversity numbers.

**6. Price Foundation/KILN Update: Cathy Read (1:35 -1:40)**

- ◁ 6 year of the KILN program. Started out as diversity workforce. Program has evolved. Stipends have to qualify as in need of funds on financial aid. As we move forward, trying to get additional funding for next year. Trying to quantify university. Program opened to broader areas. Financial benefits of KILM can only go so far.
- ◁ Dean- how are we talking to everyone as a whole? T. Nguyen looking at who

Working on having a retreat for sophomore students. How do we help the formal class? How do we get together sophomores? Building nursing leaders. How do we look at the curriculum?

Members asked for input about what other types of things should be considered.

Annual Newsletter circulated

**7. Leadership Succession Plan - DAB Chairperson: Danny Willis (1:40-1:45)**

- ◁ D 3rd year as Chairperson of committee.  
Dr. Tam Nguyen to take role. Mentor/mentee relationship ~~started~~ She will take the helm in the fall. Tam Nguyen thanked.  
Vision- Kellogg model  
Looking forward to working with everyone. Help organize.

**8. Brainstorming: Next Steps & Action Plan: Attendees (Group) (1:45 2:00)**

- ◁ D. Willis interested in hearing about members thoughts re how to engage and have more inclusivity and expanding (staff, students, faculty, & external).  
DAB to meet twice a year.  
How unique are we?  
Are we connecting with other schools in terms of DAB? How much do we interact with similar types of committees? Discussion ensued. D. Willis has been looking at the state level i.e. Simons, Emanuel, and UMass etc. A number of folks were there, but B  
  
Dean Gennaro has tried to support those things but asked what is it we should be doing next?  
Dean asked for suggestions to move within that trajectory:
- ◁ L. Gordon talked about diversity- faculty and staff, and student population.  
Focusing on how to embed issues of cultural in

Buzz words that distract and detract.

Find lingo that more embracing. Embed in similar ways of ethics and

Cross-cultural: Allyssa

- < A. Harris talked about how we market ourselves- step back and think about talking about BC (in local community papers such as the Dorchester news; Haitians Local community papers).
    - Dean Gennaro- are there specific places here at BC with Public Affairs. Angela Bowser to talk with them.
    - Can Allyssa talk with Angela Bowser re: students from those communities to highlight?
  - < V. Benavente talked about students wanting to encourage other students to apply for scholarships.
    - CSON pays for conferences.
    - There is academic and financial criteria.
    - Scholarships discussed.
    - National Hispanic Nurses Association discussed. Not many students know about this.
    - V. Benavente to connect with Julianna Gonzalez
  - < L. Nugent talked about reflecting on getting the word out.
    - Tool kit and publication piece discussed.
    - J. Flanagan mentioned BC general survey lack of mingling issue.
- Dean Gennaro mentioned that CLG has asked faculty affairs about some a Work life balance committee.
- Faculty and staff planning what we as a community are doing.
- Students- nothing at the moment.
- < Next mtg April 24<sup>th</sup>, 12-2PM
  - < Meeting adjourned