

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

**Date: December 4, 2009 Time: 1p-4p
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;
- <
- < Rolando Perea, RN, MSN, CS, Clinical Director, Fatima Emergency Department, Providence, RI, and Executive Officer, Philippine Nurses As-6(ff399.15 TmFBT/FqD-,yS ofne)77(nc)7w

4. Debriefing on faculty development event and brainstorming ideas for follow up faculty development program in fall of 2010:

A. For next fall: A cultural self-assessment and sharing seems appropriate. Norma recommended doing a cultural genogram so faculty could present who they are to each other. It should be done as a pre-assignment, drawn on paper. One can find common themes on what culture means for different people. The second step would

The third step would be to bring everything together and see how the faculty wants the institution to look like and compare it to the current state of the institution. There should be a mix of faculty members (full-time and part-time). Norma suggested that Deb Washington could facilitate this one day program.

B. Norma will provide Cathy with a written evaluation that includes the results of the cultural self-assessment. Cathy will share the evaluations and pre-test-post-test with selected faculty.

C.. Judi suggested providing the author and reference information for the cultural self-assessment survey sent out during November.

D . Scenarios provided an opportunity for people to express their opinions and feelings. Norma mentioned that not everyone feels safe and longevity can lead to feeling safe. Mentoring begins faculty to faculty and then it can become student driven.

E.. Faculty need Linda suggested giving students coping skills before going to clinical. Norma mentioned that faculty should approach students in a way that allows students to think and solve problems without changing who they are.

F. Eva asked if there is a culturally competent advisor for faculty. Rollie suggested creating culture of mentoring. LinkedIn is a good way to connect. CSON currently has a page on LinkedIn.

G. KILN students can be a good source for case studies so that faculty can learn more about cultural competence. Cathy gave John Sok a copy of the scenarios discussed at the faculty development program. These will also be posted on the KILN blog.

5. Mission statement and goals for DAB: Mission statement needs to be completed before starting the goals.

Suggestions for the mission statement:

A. Minority can be changed to cultural and associations can be taken amongst diverse and multi-cultural groups .

B. By all nurses can be substituted by students and nurses

C. Combine the last two sentences - all nursing students and professional nurses to achieve their highest potential.

1. KILN December Meeting: Ask students to bring recipes. This is a great way to start a conversation about the different traditions students have and learn from each other.

8. Other

A. Suggestions from Norma on minority faculty recruitment:

1. Questions needed to be answered by BC:

What is so valuable about BC? What is BC going to do for me?

Who can you introduce me at the school that shows me you are multicultural?

2. Network with presenters at the nursing associations and bring speakers to BC and vice versa.

3. A small community spirit that gives minorities a sense of a safe environment is appealing to those prospective minority students.

4. Have a consultant meet with personnel in charge of funds. Perhaps, BC needs to market the research aspect of CSON.

5. Individual mentoring within faculty

6. Include people from rural areas and other areas minorities can identify with.

B. Strategic Partnering: Establishing partnerships with organizations can open the doors to financial benefits and knowledge from outsiders. Rollie suggested targeting specific industries, people who write thank you notes for care received by student nurses, former students, urban league members, nonprofit organization members.

C. Norma suggested specifying which items at the DAB meetings are grant related.

D. ques Minorities are influenced by the expectations the majority population has about them. There is also a comfort zone and a language barrier that ques

E. Norma mentioned that faculty cannot be mentors to students. The mentoring program should be student driven. Also, gender influences the mentoring relationship.

F. Quarterly reports to DAB to keep them updated would be useful.

G. KILN Mentor Program: Need mentor training. Eva Gomez made a presentation and she offered to come and do a presentation for the KILN tutors. The presentation is about 1.5 hrs.

9. Next meeting: Friday April 9, 2010 12p-3p