



**Diversity Advisory Board Annual Report
2013-2014 Academic Year**

Boston College
William F. Connell School of Nursing
Diversity Advisory Board Annual Report
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The Diversity Advisory Board conducted two formal meetings in the academic year 2013-2014 during the fall and spring semesters. In addition, during the spring semester 2014, Diversity Advisory Board Chairman Danny Willis, Associate Dean Catherine Read, and faculty Jane Flanagan, Allyssa Harris, and KILN program assistant director Debra Pino, participated in the Massachusetts Diversity in Schools of Nursing initiative. This event was spearheaded by Dr. Deborah Washington of MGH and Danny Willis. Faculty and diversity leaders within various schools of nursing throughout MA were in attendance. Various diversity leaders from MA schools of nursing showcased and discussed best practices for diversity and inclusion efforts, including representatives from Boston College, Simmons College, UMass Boston, UMass Lowell, and Emmanuel College. Danny Willis and Associate Dean Catherine Read presented a PowerPoint presentation and overview of many diversity initiatives at CSON and the university including, but not limited to: Diversity Advisory Board, KILN (Keys to Inclusive Leadership in Nursing), Robert Wood Johnson New Careers in Nursing, curriculum-focused on social determinants of health, both clinical sites and faculty research that are focused on vulnerable and marginalized populations, various language and cultural immersion opportunities through CSON and the university as well as a Hispanic studies minor in CSON, professional socialization and liaison with regional and national organizations (NERBNA, AAMN, NHNA, PNA, etc.), university-based Montserrat Program, university-wide MLK Scholarship Day (recipient of the 2014 MLK award was Patience Marks, a student from CSON), university-based PULSE program, and university-based LGBTQ resources.

In-depth discussions during the Fall 2013 Diversity Advisory Board meeting and Spring 2014 meeting included best practices for diversity and inclusivity in schools of nursing. Dr. Deborah Washington of the Massachusetts General Hospital (Diversity Advisory Board member) proposed Boston College CSON as representing a best practice model. Further discussion and planning have been ongoing, including strategizing ways to clearly document and showcase the various and multiple dimensions through which CSON addresses diversity and inclusivity.

During the Spring 2014 meeting, Dean Gennaro chaired the meeting in the absence of Danny Willis. Plans were developed to further strategize around best practices, including mapping goals, initiatives, and outcomes. Faculty volunteers and Deborah Washington agreed to meet during the summer and prior to the Fall 2014 meeting to work on coordinating and mapping these efforts at identifying and mapping best practices outcomes. Chairman Willis requested a meeting in August and September 2014 to advance this work prior to the Diversity Board Fall meeting (to be held in November). Other priority action items in the fall semester include letters of appreciation/recognition to diversity board members pertaining to prior service, as well as outreach to potential new board members throughout the year.

Respectfully Submitted,
Danny G. Willis (Chair, Diversity Advisory Board)

