

**Boston College**

#### **4. Vision and Brainstorming (Continuing to Build Diversity in CSON):**

##### **A. Recruit students from diverse backgrounds:**

- 1) Undergraduate admissions is centralized and CSON does not have control over which students get admitted, which poses a challenge to increasing students from diverse backgrounds. Associate Dean Hutchinson talked about the Robert Wood Johnson recruiting minorities toolkit and will check if it is downloadable so that it can be distributed to the rest of DAB members.
- 2) Deb Washington talked about how CSON is a best practice school when it comes to the topic of diversity and brought up the idea that CSON needs to disseminate stories about its successes with regards to diversity. Stories and information need to be collected to create a narrative that can be brought up to the national level and help other schools as well. After this narrative and toolkit are created, articles for publication can be submitted to the Philippine Nurses Association (PNA) and National Association of Hispanic Nurses (NAHN) journals.
- 3) Group discussed ideas about having certain information visible on the website, such as Deb Washington's opinion as a quote and video diaries about the experiences of students who have participated in professional conferences. For example, Rollie brought up the idea that Denice Calub and Terry Bustos, who are going to the PNA Eastern Regional Convention, could do a video diary about their experience.

1) Danny Willis talked about the Lynch S



- C. In the past year, 200 applications were received and only 42 students with great credentials were accepted into the program. Thirty-three percent were from under-resourced and/or underrepresented backgrounds. The accepted students participate in a two-day training, which includes a self-assessment and activities that support their professional development.
- D. The KILN program and the New Careers in Nursing Program are discussing ideas to build synergy.
- E. Group talked about how professional nursing organizations can help promote the program. CSON is also updating the website to display information (such as opportunities for funding studies) in a way that is easily visible prospective students.
- F. Kathy brought up the importance of raising expectations and helping students from underrepresented backgrounds realize their potential to complete a master's or doctorate degree.

### **7. YWCA Stand Against Racism Campaign: Deborah Washington**

- A. National day in which various organizations take a stand against racism in various ways
- B. It will be on April 26, 2013
- C. Students, faculty, and administration can collaborate to create awareness of this day
- D. Students from the CSON senate will talk to the other members, brainstorm ideas, and express them to Dean Gennaro and Danny Willis.
- E. Another idea is to collaborate with other schools at BC, depending on how big of an event people want to make.
- F. Ronna Krozy thought of a phrase for a t-shirt "emBraCing Diversity" (front). Danny Willis thought "stand against racism" could go on the back.

### **8. Benchmark Opportunities: Danny Willis (for Jennie Chin Hansen)**

- A. See recruiting faculty and students

### **9. Other**

- A. Professional Socialization:
  - 1) When students have participated in conferences, they have expressed the need to learn more about professional socialization (networking, professional demeanor, etc.). The KILN program has brought nurse recruiters from Children's Hospital to talk with the students about resume, cover letters, and interviews. The seminar has been great for students because not only they learn about the basics, but they also hear about what recruiters do not like to see. Group discussed the idea of having similar seminars open to all the CSON students. Leona

