

Volume 2, Issue 21|July 4th, 2022 🖨

Announcements



SCHOLARSHIP & AWARDS BRUNCH TICKET SALES END ON THIS SATURDAY ON JULY 16th!!!! Tickets will not be available for purchase after this date or at the door. Please plan to purchase your tickets SOON!!!



ELECTIONS WILL BE TAKING PLACE THIS FALL FOR BOARD TERM 2023-2025. INTERESTED IN A LEADERSHIP OPPORTUNITY AND READY TO GET OUT OF YOUR COMFORT ZONE. ENTER THE RUNNING FOR A BOARD POSITION OR COMMITTEE CHAIR ROLE (not part of the election process) TAKING PLACE THIS FALL FOR TERM 2023-2025. DONT KNOW WHAT IT TAKES TO BE A PART OF THIS ROLE?? You can either inquiry with the current board member OR review the roles and responsibilities located in your membership BYLAWS.

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Membership Spotlight



Please share something special going on in your life. New job, any accolades/awards received. We want to spotlight your hard work.

If you would like to be spotlighted in our **BIWEEKLY** membership newsletter, please send our corresponding secretary [Dr. Shenice L. Griffin](mailto:Dr.Shenice.L.Griffin) an email. When emailing, please include a photo of yourself, your credentials, and whatever content you wish to share in the newsletter, day changed to Sunday evening's now biweekly instead of weekly. Any time sensitive communication will be sent out immediately. Deadline for submissions is Fridays by 12:00pm. Look forward to spotlighting all of your hard work.

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Upcoming Events

2022
NURSES IN THE NEWS PANEL
STOP THE LEAK: PREPARING PRACTICE NURSES
& IMPROVING NURSE RETENTION

WEDNESDAY, JULY 13TH
6:30PM-8:00PM

DR. YVETTE CONYERS
Associate Professor & President RBNA

DR. MARILYN DOLLINGER
Retired Associate Dean/Professor & ANA-NY President

DR. KAREN KEADY
Vice President & Chief Nurse Executive, University of Rochester Health System

ROCHESTER BLACK NURSES ASSOCIATION PRESENTS
SCHOLARSHIP & AWARDS
Brunch
"BREAKING BREAD, BRIDGING THE GAP AND BUILDING COMMUNITY"

Keynote Speaker
MS. MAISHA BEARD 12PM-3PM

COSTS \$40 MEMBERS \$60 NON-MEMBERS

PURCHASE TICKETS AT WWW.ROCBNA.ORG
@ROCHESTERBNA • @ROCHESTERBNA

23 JULY

DAVINCI OF GREECE
1558 W RIDGE RD ROCHESTER, NY 14615

<https://rocbna.org/meetinginfo.php>



THE ROCHESTER ACADEMY OF MEDICINE

Hi everyone.

We are excited to kick-off our nomination process for the Rochester Academy of Medicine's **2022 Annual Awards!**

Our award program continues to grow in size, reach and popularity as we now have 15 awards spread across five newly designed award categories:

- *Lifetime Achievement*
- *Distinguished Service*
- *Academic*
- *Student Scholarship*
- *RAoM Volunteer of the Year*

We are also excited to share that, within the *Student Scholarship* category, we are proud to be partnering with The Rochester Black Nurses Association who is sponsoring a new student scholarship titled the "Ms. Rosa Wims - The Heart of Community Health, Bridging the Gap" award. This scholarship will be bestowed upon an undergraduate African American/Black nursing student. Details of this scholarship are within the link below.

Nominations are being accepted now through September 1, 2022 and you can view a full listing of the awards and nomination process by clicking this link: [RAoM 2022 Annual Awards](#).

The award program will be on **October 18, 2022 at 6:30 PM** both in-person (1441 East Avenue) and live-streamed.

Thank you, in advance, for joining in on the nomination process and we look forward to your submissions for what will most assuredly be an excellent award program in October!

Marc

Marc Ambrosi

Executive Director

Rochester Academy of Medicine



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Monthly Meeting Information



NO CHAPTER MEETING IN JULY! ENJOY YOUR SUMMER

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Scholarship & Benefits



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CONFERENCES



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MENTAL HEALTH AND THE PANDEMIC

Text HOME to 741741 to connect with a Crisis Counselor

NEWLY ADDED MENTAL HEALTH RESOURCES ACCEPTING NEW CLIENTS:

Serena Viktor LMSW (Founder & Therapist @ Pila Hande Wellness Project LLC: ubunturoots@gmail.com (accepting self clients only)

214-772-1036

Danni Jo, LMHC: specializing in Maternal Health Mental Health with a certification in Perinatal Mental Health- 585-420-6174 (accepting new clients)

La Carla Holmes, FPMHNP: commonsensemh.com

National Suicide Prevention Hotline: 1-800-273-8255

YouthLine: Text teen2teen to 839863, or call 1-877-968-8491

<https://www.mharochester.org/>

<https://www.sankofafamilycounseling.com/>


<https://bpnroc.org/>

<https://www.psychologytoday.com>

<https://www.georgetownbehavior.com>

<https://www.augsburg.edu>

<https://blackmentalhealth.com>



BLACK MENTAL HEALTH PROVIDERS

AAJAYAH EL-AMIN TURNER, LMHC, NCC | 585-208-7106
POPULATIONS SERVED: ADULTS, COUPLES, CHILDREN AND FAMILIES. SOME INSURANCES ACCEPTED.

ELLIE E. ASSIORO-TIPOH, LMHC, NCC, BC-TMH | 585-502-8848
POPULATIONS SERVED: ADULTS & ADOLESCENTS. SOME INSURANCES ACCEPTED.

RELICIA REED-WATT, LCSW | 585-454-9334
POPULATIONS SERVED: ADULTS & ADOLESCENTS. SOME INSURANCES ACCEPTED.

NATURAL RESTORATION COUNSELING AND CONSULTING, JINI FIGUEROA, LCSW | 585-629-6750 | POPULATIONS SERVED: ADULTS, COUPLES, CHILDREN & FAMILIES

NEW BEGINNINGS PSYCHOLOGICAL SERVICES, DR. STEPHANIE DIETER | 585-287-2426 | POPULATIONS SERVED: ADULTS, CHILDREN & FAMILIES, COUPLES. SOME INSURANCES ACCEPTED.

SANKOFA FAMILY COUNSELING SERVICES, LCSW, PLLC
585-491-6646 | POPULATIONS SERVED: ADULTS, CHILDREN & FAMILIES. SOME INSURANCES ACCEPTED.

SYLVIA JOHNSON, LCSW | 585-271-2520 EXT. 1032
POPULATIONS SERVED: ADULTS. SOME INSURANCES ACCEPTED.

TAKE CARE COUNSELING AND CONSULTING SERVICES, VANESSA REAVY, LCSW | 585-316-0434 | POPULATIONS SERVED: ADULTS AND ADOLESCENTS.




Sharee L. Gunner, M.S., LMHC
Licensed Mental Health Counselor
585-280-4688
support@newwaymentalhealthcounseling.com
www.newwaymentalhealthcounseling.com

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BLACK HEALTHCARE PROVIDERS



- <https://bprnc.org/directory>
- <https://www.jacksonshealth.org/>

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RBNA Fundraising Activities



**ROCHESTER
BLACK NURSES
ASSOCIATION**

CAN & BOTTLE DRIVE

Drive Up & Drop Off

Westgate Park
1489 Howard Rd, Rochester, 14624



PROCEEDS WILL SUPPORT COMMUNITY INVOLVEMENT BY ROCHESTER BLACK NURSES ASSOCIATION



Hello! You have been invited by Wilhelmina Sizer to sign up for "Red Wings Concession." Please click on the button below to view the online [sign up sheet](#).

If interested in ordering RBNA apparel, please reach out to our historian, [Yachica Johnson](#)



Shop at [smile.amazon.com](#) and they'll donate to Rochester Black Nurses Association, at no cost to you.

Amazon donates 0.5% of the price of eligible purchases.

[Get started](#)



RBNA is set up to receive donations from Upstate Bottle Return 2599 E Henrietta Rd 14623, 4742 West Ridge RD Spencerport, or any of the other 7 locations in surrounding areas. Anyone can drop off bottles and cans and specify it is a donation for Rochester Black Nurses Association and we will receive credit. Check their website for locations upstatebottlere.com.

RBNA is set to receive donations from Upstate Bottle

Return

Located at:

2599 East Henrietta Rd.

2314 Lyell Ave.


4742 West Ridge Rd.

1694 Penfield Rd.


There are additional locations in Avon, Albion, Brockport, Caledonia, Hamlin, Holley, Medina & Lockport [see more](#)

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National (NBNA) News



THE NATIONAL BLACK NURSES ASSOCIATION
PRESENTS THE
AD HOC COMMITTEE ON END-OF-LIFE CARE



Dr. Marcia Lowe,
NBNA 2nd Vice-President and Chair



Dr. Alma Dixon, Co-Chair

Ad Hoc Committee on End of Life Care Members	
Dr. Helen Bhagwandin	Tiffany Johnson
Dr. Alma Dixon, <i>Co-Chair</i>	Dr. Marcia Lowe, <i>Chair</i>
Rev. Dr. Evelyn Collier Dixon	Dr. Ophelia McDaniel
Trilby Barnes Green	Seara McGarity
Rev. Chad Ricks	

End-of-Life Chapter Champions is what the Ad Hoc Committee wants **YOU** to be!

- **End-of-Life Chapter Champions** pledge to support the Ad Hoc Committee on End of Life Care in its mission to educate chapters and communities about hospice and palliative care.
- Chapters will be supported by the committee.
- Send your name, phone number, email address, and chapter to Dr. Marcia Lowe at lowkeyd@aol.com if you want to be an End-of-Life Chapter Champion.

Send us your Champion!

Calling All LPNs/LVNs

New & Seasoned
Interested in collaborating with other LPNs/ LVNs from other states?
Want to Learn about other Career and Leadership Opportunities as an LPN/LVN?

We have just the Place!

Join the NBNA LPN Forum Meeting
When: Every 3rd Monday of the Month
Where: Via Zoom

For more information contact:

LPN Board Member and Forum Chair Kim Cartwright, kimjenice@hotmail.com

or

LPN Forum Co-Chair Sabrina Newton, sabtnew72172@gmail.com



We are Nurses Today, Tomorrow & Always!



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Community Service

Committees in Need of Members Sign Up Today:

- Membership Committee
- Programs Committee
- Mentorship Committee
- Finance Committee
- Scholarship & Awards Committee
- Publicity & Public Relations Committee
- Nominating Committee

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JOURNAL ARTICLES

Articles that may be of interest to you!!

- [Creating a racial justice plan in a school of nursing: A journey of discovery and learning](#)
- [BarberED then screened: Disrupting the colorectal cancer disparity in urban Black men](#)

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POSTER PRESENTATIONS

Culturally Relevant Nursing Advising to Support Student Excellence in a Predominately White Institution

Yvette Conyers, DNP, MS, RN, FNP-C, CTN-B, CFCN, CFCG

Introduction and Background

- Role of advising and current advising method is not sufficient to meet the needs of our students, especially those who identify as Black/Brown and where English is not the primary language.
- Advising is the role of each faculty member but is not meaningful or relationship oriented. Advising orientation provided in detail
- Faculty Advisor randomly assigned to students as a sophomore during their first semester
- Disconnect between general advising and nursing major advising

Culturally Relevant Advising

- Takes into consideration the student's culture, history, and experiences and requires the advisor to use their comprehensive knowledge to engage with their students across cultural differences
- Acknowledging and addressing issues of race and racism, is important in establishing rapport between the faculty advisor and the student of Color.
- Advisors who engage in this style of advising may see positive student outcomes that result in higher levels of student satisfaction, trust, and feelings of empowerment.

Objective/Goals

- Create a culturally responsive nursing advising model with a focus on under-represented students and those where English is a second language.
- Increase satisfaction of advising for faculty and students
- Create an environment of academic students' success
- Recognize the role informal advising has on faculty tenure and promotion process.

Framework-Inclusive Excellence Ecosystem for Academic Nursing

Implementation Plan

Discussion

- There are no formal evaluation of advisors, and area of change to support the promotion and tenure of faculty.
- Similar to class evaluation by students, advising feedback should be included in yearly evaluations
- It is important to note that advising is not always formal and should be taken into consideration.
- As the only faculty of color mainly in the undergraduate program, students who were mainly from under-represented groups would seek me out for general conversation.
- The feeling of having someone that is relatable and approachable is important to the success of a students

Next Steps

- Review previous evidence for student support in a PWI
- Complete a focus group/survey with current students on their experience with advising. The focus group should include those from under-presented groups and ESL.
- Add informal advising to evaluation of faculty as advisors
- Create advisee feedback tool for students to complete each semester on their advisor.
- Allow time during faculty meetings for advising discussion to review processes. This will allow for accountability of advisors.
- Include students on forming culturally relevant advising to be inclusive from the beginning
- Create stronger relationship between general advisors and nursing faculty advisors
- Be intentional in creating safe and inclusive spaces for students

Scan for References:

Building the Foundation for an Inaugural Nursing Director for Diversity, Equity, & Inclusion Role in an Academic Medical Center
Shenice L. Griffin DNP, RN, CNL
Director for Diversity, Equity, & Inclusion, UMMC Nursing Assistant Professor of Clinical Nursing, University of Rochester School of Nursing
AAACN Diversity Leadership Institute Grant - June 2022

Introduction & Background	Mission/Goals	Nursing Center for Diversity, Equity & Inclusion Goals	
<ul style="list-style-type: none"> • Inaugural role of Nursing Director for Diversity, Equity and Inclusion (DEI) developed and filled in June of 2021 • Due to the inaugural role, there is a lack of structure and functions to build infrastructure and support 	<ul style="list-style-type: none"> • Conducted a needs assessment via observation • Identified gaps in current nursing policies and practices • Explored the current structure of nursing practice councils • Identified early adopters to of DEI initiatives • Used current resources gaps • Researched Professional Nursing Council Cultural & Inclusion sub-Council • Developed Nursing Practice DEI Advisory Council • Identified potential roles and responsibility • Placed service line DEI representative for 6 months • Established timeline for DEI initiatives to be implemented 	<ul style="list-style-type: none"> • Design and justify a DEI budget • Develop organizational chart for FTE's • Provide DEI education through monthly PNC education series • Increase stability through DEI efforts • Organize a Nursing DEI Advisory Council • Align mission, vision, & goals with URS Equity & Anti-Racism Action Plan • Create timeline for implementation • Explore and assess the Diversity of our nursing workforce • Obtain nursing workforce demographic data • Obtain community population demographic data • Identify gaps or trends in the data • Develop strategies for increasing nursing practice workforce diversity 	
<ul style="list-style-type: none"> • Establish a working foundation for DEI in Nursing Practice at UMMC • Establish mission, vision & goals for Office of Nursing DEI • Explore gaps in nursing practice workforce diversity • Establish a culture of inclusivity & a sense of belonging • Increase awareness on DEI concepts 	<p>Initial Results of Needs Assessment</p>	<p>Diversity, Equity, & Inclusion Organizational Goals</p> <ul style="list-style-type: none"> • Short Term Goals <ul style="list-style-type: none"> -Implement Mentoring Program for Black Nurses • Long Term Goals <ul style="list-style-type: none"> -Increase DEI prepared representation at the unit level and leadership representation at the service level -Train self-identified DEI champions and representatives -Define what DEI prepared representation means -Identify tools and resources needed to prepare DEI champions and representatives -Establish roles and responsibilities for a successful DEI program within Nursing -Promotion of Nursing Practice's Equity & Anti-Racism Action Plan 	

* Yellow: Represents Inaugural Nursing Director for Diversity, Equity, & Inclusion with a direct report to Chief Nursing Officer
* Start date: June 14th, 2021

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2022 GRADUATES



RBNA Star to recognize:

Mary Starks

**Degree received: Master's of
Science-Family Nurse Practitioner**

**College attended : University of
Rochester School of Nursing**



RBNA star to recognize:

Marianna Scott

Degree received: Licensed Practical Nurse

**College attended: Isabella Graham Hart
(Honor Society)**



**RBNA Star to recognize:
Wilhelmina Sizer**

**Degree received: Doctor of Nursing Practice
(DNP)
College attended : St. John Fisher College**

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Current 2022 Members

Kashari Snowden	Sharon McCalla-Smith
Dr. Deborah Stamps	Feodora Offei
Dr. Karen Keady	K. Beasley
Donn Taylor	Easter Tucker
Tiffany Lewis-English	Bryanna Patterson
Theresa Carter	Melissa Cox
Dr. Sheniece L. Griffin	Mary Starks
Tereice Veivo	Natalie Lewis
Shantis Balkum	Ashlynn Boler
Pamela Walker	Asia Harrison
Nisia Nedd	Shanette Simpson
Jean Marie Vianney Ndagimana	Erin Vernetti
Faith Lambert	Dr. Tanya Wallace-Farquharson
Dr. Wilhelmina Sizer	Sheila Rogers
Dr. Sadandaula Rose Muheriwa	Samantha House
Leighann Collins	Antoinette Coley
Tanisha Lewis	Lee Rickman
Luzann Ampadu	Ja'Mia Hewitt
Brandi Henderson	Dr. Yvette Conyers
Susie Gatewood	Linda Collins
Quintella Lauderdale	Xia Hong
Eileen Davis	Dr. Casey Rosen-Carole
Dr. Celia McIntosh	Bertha Davis
Sylvania Pearl	Lavern Sleugh-Sharpe
Joan Oserogho	Anissia Calhoun
Marianna Scott	Caryle Jones
Dr. Natalie Leblanc	Drew Porter
Yachica Johnson	Michelle Windom
Sheila Johnson	Marissa Michael
Vernita Louison	Sheila Rogers
Andrea Brown Drysdale	Lawrence Brumfield

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Past 2021 Members

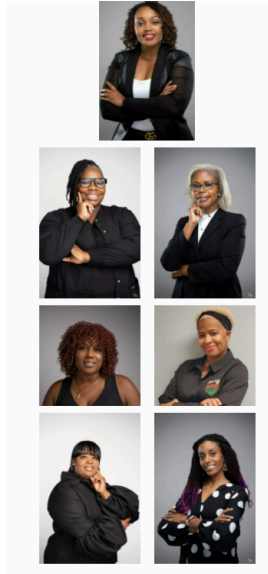
Dr. Yvette Conyers-President	Bertha Davis
Dr. Celia McIntosh- Vice President	Ashley Washington
Dr. Wilhelmina Sizer- Parliamentarian	Linda Collins
Yachica Johnson- Historian	Quintella Lauderdale
Samantha House- Recording Secretary	Dr. Kathy Rideout
Pam Walker- Treasurer	Samaria McClary
Dr. Sheniece Griffin- Corresponding Secretary	Kyanna Bertrand
Kashiyah Washington	Osariemen Edegebe
Dr. Mitchell Wharton	Shanae McKenzie
Daniel Giles	Ranae McKenzie
Casey Rosen Carole	Ashley Onsoze Aikhuele
Sheila Rogers	Brandi Henderson
Eileen Davis	Lisa Goff
Karen Genet	Susie Gatewood
Myriam Louis	Lavern Sleugh-Sharpe
Wilhelmina Sizer	Bridgette White
Dr. Deborah Stamps	Andrew Porter
Easter Tucker	Tyra Burton
Theresa Carter	Dr. Natalie Leblanc

Lawrence Brumfield
 Mary Starks
 Devina Horton
 Sylvania Pearl
 Anissia Calhoun
 Sheila Johnson
 Dr. Karen Keady
 Ja'Mia Hewitt
 Dahnla Beckford Manhertz
 Rebecca Dellavilla
 Aissatou Diakhaby
 Marissa Michael
 Lisa Rickman
 Asia Harrison
 Jean Marie Vianney Ndagijimana

Alexandria Kelley
 Carlye Jones
 Melissa Cox
 Nicole Edegbe
 Tanisha Lewis
 Sevon Holt
 LaToya Baldwin
 Bryanna Patterson
 Faith Lambert
 Omyka Quinn
 Jessica Cruz
 Xia Hong
 Natalie Lewis
 Andrea Johnson
 Ashlynn Boler
 Shanette Simpson

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Meet the 2021-2023 Executive Board



Dr. Yvette Conyers-President
 Dr. Celia McIntosh- Vice President
 Dr. Wilhemina Sizer- Parliamentarian
 Samantha House- Recording Secretary

Pam Walker- Treasurer
 Yachica Johnson- Historian
 Dr. Sheniece Griffin- Corresponding Secretary

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