

Volume 2, Issue 22|August 6th, 2022

Announcements

Dr. Yvette Conyers joins GW Nursing as full-time clinical faculty for B.S.N. program



Yvette Conyers, D.N.P., M.S., RN, FNP-C, CTN-B, CFCN, full-time clinical faculty for B.S.N. program, nursing not only provides her an avenue to improve the lives of others but to cultivate community through the world of medicine. For almost a decade, Conyers has worked vigorously to ensure the equitable treatment of patients and she has no plans of stopping any time soon.

As a well-respected educator who is an active and committed leader on race, diversity, and inclusion issues, she played an instrumental role in launching the Rochester chapter of the National Black Nurses Association. The association aims to create additional opportunities for students and licensed nurses from various backgrounds to come together for a common goal: to impact the community of color and address health care disparities.

Professionally, she has worked as a nurse and nurse practitioner for several community organizations, including Jordan Health Center, Hillside Family of Agencies, and Highland Hospital. She previously served as nursing director for Home Care of Rochester (HCR) African American Initiative, where she became a certified transcultural nurse.

In recognition of her leadership and community work, Dr. Conyers was a 2020 and 2021 Rochester Business Journal Power 100 Honoree, 2020 Greater NYC Black Nurse Association Educator of the Year Honoree, 2020 Forty Under 40 Rochester Business Journal Honoree, 2020 National Black Nurses Association 2020 Under 40 Award Honoree and a 2019 Health Care Achievement Award from the Rochester Business Journal.

Before joining GW Nursing, Conyers held roles as an assistant professor of nursing at St. John Fisher Wegmans School of Nursing and as co-director of the accelerated bachelor's in nursing program at the University of Rochester School of Nursing. As co-director, she helped shape academic programs that consistently attracted far more underrepresented students than the national average. Her work focused primarily on reviewing curriculum centering around providing culturally sensitive care for all patients, regardless of their background, income, religion, age, and sexual orientation, an area of the field which has guided much of Conyers' work and the way she approaches her patients' care.

Her decision to join GW Nursing was one made with extreme intention. She states, "It felt right for me and many times in life you have to go with that feeling." She hopes to use her time at GW Nursing as a platform to "become more involved in health policy" while also obtaining her certification as a nurse educator (CNE).

Dr. Lisa Kitko Selected as Dean of UR Nursing



Lisa A. Kitko, PhD, RN, FAHA, FAAN, an accomplished scholar, researcher, educator, and clinician, has been named the sixth dean of the University of Rochester School of Nursing.

The associate dean for graduate education and director of the PhD program at the Ross and Carol Nese College of Nursing at Penn State University, Kitko emerged as the leading candidate in a national search this spring to replace Kathy Rideout, EdD, PPCNP-BC, FNAP, who announced last year she was stepping down after 11 years as dean. Kitko will assume her new role on Sept. 1.



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.

ATTENTION VOLUNTEERS

WE NEED YOU!

Looking for volunteers to provide compassionate end-of-life companionship to those who do not have friends or family available at their bedside.

No One Dies Alone (NODA)
 This specialized service provides a gentle presence to allow for a dignified dying process for those nearing the end of life.

Patients who need us the most are:

- Code status of "do not resuscitate" and "do not intubate"
- Expected to pass within 24 to 72 hours
- Without local or involved family or friends available at bedside

Volunteers, like you, can provide a caring and compassionate presence at the bedside. This may include holding a patient's hand, gently singing or playing soothing music, or quietly sitting by the patient.

Ready to Make a Difference?


Step 1: Reach out to begin the application process

- Brittany Erickson (brittany_erickson@urmc.rochester.edu)
- Chris Larsen (christopher_larsen@urmc.rochester.edu)

Step 2: Obtain medical clearance through Employee Health and undergo background check

Step 3: Attend NODA orientation

Step 4: Begin service; NODA coordinator will schedule your time



NODALP_2023

If you are a Black Woman . . .

Who has delivered or had prenatal care at Strong in the past 5 years

We want to hear your story!

Join our Patient Advisory Council! Sharing your story will improve the birthing experience of all patients, especially Black women.

Here are some of the things we'd ask you to do:

- Meet once a month for a year.
- Participate in discussion groups to improve the quality of care and experience for patients.
- Review or help create patient education materials.

We will pay you for your time and expertise!

Group creators and facilitators:



Keisha Bell, PhD
Psychologist and Communication Specialist
Co-creator



Tracy Webber, DNP, CNM, MPA
Director, University Maternity Group,
Co-creator



Fabrizio Reed-Clark, LCSW-R,
Clinical Social Work Therapist
Group Facilitator

Join us! Together we can work to improve patients' care experiences!

To apply use the following link: https://redcap.ink/PatientAdvisor_Apply
 Or point your camera at the QR code below and click on the banner that appears.




For more information or questions about becoming a patient and family advisor, contact keisha_bell@urmc.rochester.edu.

[Back to top](#)

Membership Spotlight



Members Xia Hong & Lee Rickman recently joined the workforce at University Medical Center both serving on Cardiovascular inpatient units. Congratulations on your recent employment. Welcome to the nursing workforce.

Unsung Hero of the Year Award

Dr. Wilhelmina Sizer



**Distinguished Faith/Ministry
Leader Award**

Sheila Rogers



[View more brunch photos here](#)



Congratulations Quintella Lauderdale BSN, RN on receiving your recognition of making the President's List Spring Quarter 2021 from Capella University. Keep up the great work!!



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.

[Back to top](#)

Upcoming Events

BPN EVENTS

COMMUNITY HEALTH FAIR
11am-6pm
AUGUST 20, 2022
Boys & Girls Club
500 Genesee Street

Exploring Youth Mental Health
Panel discussion with experts

BPNROC.org

BPN EVENTS

ANNUAL PICNIC
12pm-4pm
AUGUST 28, 2022
Genesee Valley Park
Canalside Shelter

BPNROC.org



Rise Up Rochester Incorporated
Presents a
"Back to School Health and Wellness Fair"
Saturday, August 13th 2022 12 to 4PM
1490 Hudson Avenue Walmart



For more information please call
JaNet Scott (585) 745-0070 or email JScott@ccsi.org; Retha Rogers (585)745-0069 or email RRogers@ccsi.org; Marcella Cunningham (585)745-0073 or email MCunningham@ccsi.org



CAMP OPEN ARMS
SAVE THE DATE
AUGUST 15- 19, 2022
9:00AM- 4:30PM
ROCHESTER ROTARY SUNSHINE CAMP
RUSH, NY

KNOW A CHILD AGE 5-12 IMPACTED BY
CANCER OR SICKLE CELL DISEASE?
VISIT OUR WEBSITE
CSCROCHESTER.ORG
REGISTRATION OPENS 3/1

WANT TO VOLUNTEER AS A
COUNSELOR? AGES 17+
Contact Carin Adams at
cadams@cscrochester.org



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

SUMMER PLAY DAYS!

FREE, OPEN RECREATION FOR YOUTH AGES 6-17
 Swimming, field trips, gardening, sports & fitness, dance, nature walks, bike rides and so much more! Breakfast and lunch served.

JULY 5 THROUGH AUG. 26, MONDAY-FRIDAY, 8:30 a.m.-5:30 p.m.
 Avenue D R-Center, 200 Avenue D • Carter Street R-Center, 500 Carter St.
 Lightfoot R-Center, 271 Flint St. • Douglass R-Center, 999 South Ave.
 Gantt R-Center, 700 North St. • Edgerton R-Center, 41 Backus St.
 Jackson R-Center, 485 N. Clinton Ave. • Ryan R-Center, 530 Webster Ave.
 Tyshaun Caldwell R-Center for Hope, 524 Campbell St.

For more info. contact:
kendra.hayle@cityofrochester.gov

Rcentral online * Participants must register on R-Central to reserve a place. Visit cityofrochester.gov/r-central

Malik D. Evans, Mayor City of Rochester, NY Rochester City Council

Annual BPN Conference/Cocktail Party


Dorothy
ROBERTS, J.D.
 SPEAKER

Save The Date
SATURDAY, NOVEMBER 12, 2022

[Back to top](#)

Monthly Meeting Information

Rochester Black Nurses Association Inc.



Open to all RNs, LPNs, Nursing Students, Retirees and those who support the mission of NBNA

NBNA's mission: To serve as the voice for Black nurses and diverse populations ensuring equal access to professional development, promoting educational opportunities and improving health

RBNA motto: "The Heart of Community Health: Bridging the Gap"

Chapter Meetings occur the 4th Tuesday of the month 6-8pm
Sponsored by University of Rochester, School of Nursing

CE topic: Posterior Reversible Encephalopathy Syndrome (PRES), Preeclampsia, and Stroke Presented by: Celia McIntosh, DNP, RN, FNP-C, PMHNP-BC

Location: Zoom ID 854 4269 2245
When: 4th Tuesday of the month
August 23rd
Time 6-8pm

Join our FB and Instagram @RochesterBNA
Email: Nbna.rochester@gmail.com
Website: rocna.org
Call/Text: 585.210.8374

Register to receive CEU's for our August Chapter Meeting by visiting: <https://connect.son.rochester.edu/portal/RBNA>

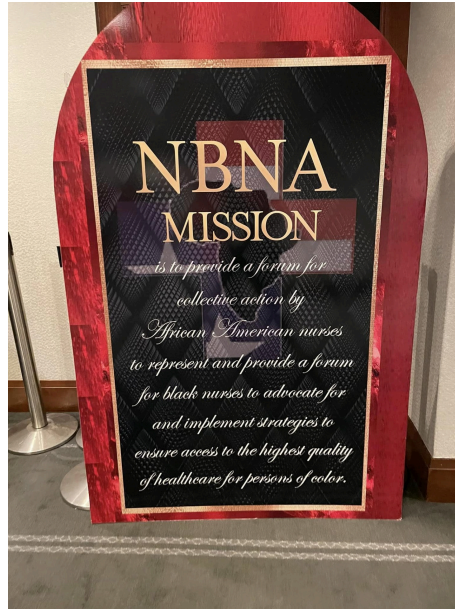
[Back to top](#)

Scholarship & Benefits



[Back to top](#)

NATIONAL BLACK NURSES ASSOCIATION 50th CONFERENCE 2022



This week members of [Rochester BNA ROC](#) gathered in Chicago for the National Black Nurses 50th annual institute and conference. Four members were recognized for their contributions to nursing including three for under 40 and one for researcher of the year.

Day 1- was the leadership institute for president and Vice Presidents. Pictures with NBNA 13th president Dr. [Martha Dawson](#) and founding member Dr. Betty Williams. Picture with Honolulu chapter president [Theresa Bowick](#).

Day 2- NBNA business meeting, plenary session and opening ceremony where [#BroomsTaylor](#) was recognized and made an honorable member of NBNA. RBNA chapter liaison and first VP Dr. Fields announced his plans to run for the 14th president and 2nd male president of NBNA.

Day 3- CE institutes including a discussion with Dr. Walena Gould and the future of Black [#nmas](#)

Day 4- Mens bow tie breakfast and I moderated my first NBNA session on [#brainhealth](#). Awards and scholarships celebration was so inspiring.

Lastly, the beautiful gala, celebrating 50 years of NBNA mission. [Greater New York City - Black Nurses Association, Inc.](#) showed up and as their sister chapter, we had to do a group photo too. Atlanta 2023, here we come, not only bigger, but taking home more awards. 🍀🍀🍀

NBNA 2022 Nurse Researcher of the Year Awardee

Nurse Researcher of the Year Award
"To recognize a nurse researcher who has completed an outstanding research study and who has excellent potential to develop and implement a program of research that contributes to the well-being and health care of minorities"



Natalie Marie LeBlanc, PhD, MPH, BSN, RN
Assistant Professor
University of Rochester School of Nursing
Rochester, NY
Rochester Black Nurses Association

Congratulations!!
❤️🖤💚

NBNA Nurse Researcher of the Year Award recognizes a nurse researcher who has completed an outstanding research study ad who has excellent potential to develop and implement a program of research that contributes to the well-being and health care of minorities.

Dr. Natalie LeBlanc, is the proud recipient of the National Black Nurses Association Nurse Researcher of the Year Award. This award goes to a nurse researcher who has completed an outstanding research study and who has excellent potential to develop and implement a program of research that contribute to the well-being and health care of minorities. Leblanc's research aims to improve sexual health and HIV-related outcomes with a focus on marginalized and vulnerable populations. Her current research focuses on health care provider perspectives and praxis in sexual health promotion, including across the HIV care continuum. Congratulations Dr. LeBlanc on your National Black Nurses Association award.

NBNA 2022 Under 40 Awardees



Sheniece L. Griffin, DNP, RN, CNL
Nursing Director for Diversity, Equity, & Inclusion
University of Rochester Medical Center
Assistant Professor of Clinical Nursing
University of Rochester School of Nursing
Rochester, NY
Rochester Black Nurses Association



Ja'Mia Hewitt, MSHA, BSN, RN, HACCP-CMS
Compliance Manager
Coordinated Care Services, Inc.
Rochester, NY
Rochester Black Nurses Association



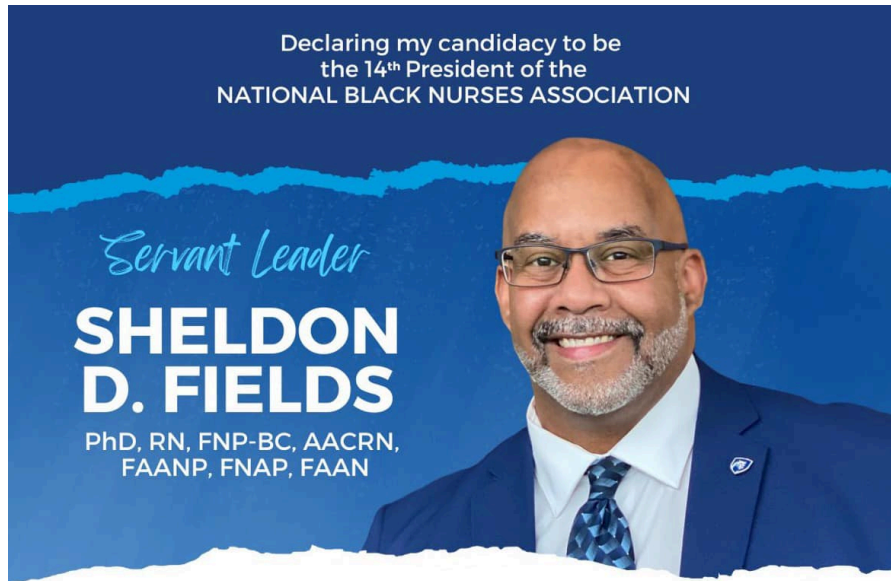
Bryanna Unique Patterson, BSN, RN
Living Liver Donor Advocate
University of Rochester
Rochester, NY
Rochester Black Nurses Association

Congratulations!!
❤️🖤💚

Congratulations Bryanna Patterson, Ja'Mia Hewitt, & Dr. Sheniece L. Griffin on your National Black Nurses Association award. Job well done.

NBNA young notables under the age of 40 who are rocking the nursing world through professional and educational achievement, leadership, and civic involvement in their NBNA chapters and in the communities they serve.





PROFESSIONAL ACCOMPLISHMENTS AND LEADERSHIP

- 30 Years of Nursing Experience
- 1st Black Male UPENN Nursing Ph.D. Graduate
 - ANCC Certified Family Nurse Practitioner
- Former Robert Wood Johnson Health Policy Fellow, Alum 2009
- Accomplished and highly published HIV/AIDS Prevention Research Scientist
- Full Professor, former Nursing Dean, Associate Dean for DEI Penn State University
 - Entrepreneur: CEO of "The S.D.F Group, LLC"
 - Triple Fellow: FAANP, FNAP, and FAAN

HELP TO ELECT NBNA'S SECOND MALE PRESIDENT IN ITS HISTORY

[Back to top](#)

CONFERENCES



[Back to top](#)

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 HEALERS NETWORK
OF GREATER ROCHESTER NEW YORK

BLACK MENTAL HEALTH PROVIDERS

- AALIYAH EL-AMIN TURNER, LMHC, NCC** | 585-209-7106
POPULATIONS SERVED: ADULTS, COUPLES, CHILDREN AND FAMILIES. SOME INSURANCES ACCEPTED.
- ELLI E. ASSIOBO-TIPOH, LMHC, NCC, BC-TMH** | 585-502-8848
POPULATIONS SERVED: ADULTS & ADOLESCENTS. SOME INSURANCES ACCEPTED.
- CELICIA REED-WATT, LCSW** | 585-454-9334
POPULATIONS SERVED: ADULTS & ADOLESCENTS. SOME INSURANCES ACCEPTED.
- NATURAL RESTORATION COUNSELING AND CONSULTING, JHI FIGUEROA, LCSW** | 585-620-6750 | POPULATIONS SERVED: ADULTS, COUPLES, CHILDREN & FAMILIES
- NEW BEGINNINGS PSYCHOLOGICAL SERVICES, DR. STEPHANIE GETER** | 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 PERRY, LCSW** | 585-316-0434 | POPULATIONS SERVED: ADULTS AND ADOLESCENTS.

[Back to top](#)

BLACK HEALTHCARE PROVIDERS



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

[Back to top](#)

RBNA Fundraising Activities

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 or cans and specify it is a donation for Rochester Black Nurses Association and we will receive credit. Check their website for locations upstatebottlereturn.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](#)

[Back to top](#)


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
Tribby 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 lonkeyd@aol.com if you want to be an End-of-Life Chapter Champion.

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!



Donate Today!

BECOME A FRIEND OF NBNA

NATIONAL BLACK NURSES ASSOCIATION

[Back to top](#)

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


[Back to top](#)

JOURNAL ARTICLES

- [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](#)


[Back to top](#)

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, CFCS



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

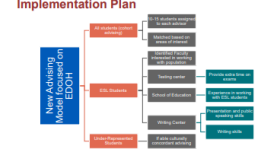
Create a culturally responsive nursing advising model with a focus on under-represented students and those where English is a second language.

- 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 reliable and approachable is important to the success of a students

Next Steps


- Review previous evidence for student support in a PWH
- 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





WEGMANS SCHOOL of NURSING

St. John Fisher College

Scan for References:



Building the Foundation for an Inaugural Nursing Director for Diversity, Equity, & Inclusion Role
In an Academic Medical Center
Sheniece L. Griffin DNP, RN, CNL
Director for Diversity, Equity, & Inclusion, URMC Nursing Assistant Professor of Clinical Nursing, University of Rochester School of Nursing
400A University Laboratory Building, Suite 4, June 2021

Introduction & Background	Methodology	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 foundation to build infrastructure and support <p>Objectives</p> <ul style="list-style-type: none"> • Establish a working foundation for DEI in Nursing Practice at URMC • 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 	<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 • Identified current resources gaps • Reaffirmed Professional Nursing Council Cultural & Inclusion Sub-Council • Developed Nursing Practice DEI Advisory Council • Identified potential roles and responsibilities • Piloted 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 operational chart for FTE's • Provide DEI education through monthly PNC education series • Increase visibility through DEI advisory • Organize a Nursing DEI Advisory Council • High mission, vision, & goals with UR's 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 	
<p>Data Assessment</p>  <p>• Yellow Represents Inaugural Nursing Director for Diversity, Equity, & Inclusion with a direct report to Chief Nursing Officer. • Start date: June 14th, 2021</p>	<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 Monitoring 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 and DEI prepared representation means ◦ Identify tools and resources needed to prepare DEI champions and representatives ◦ Establish role and responsibilities for a successful DEI program within Nursing ◦ Promotion of Nursing Practice's Equity & Anti-Racism Action Plan 	

[Back to top](#)

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**

[Back to top](#)

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
Victoria Thompson	Dr. Wendy Hou

[Back to top](#)

Past 2021 Members

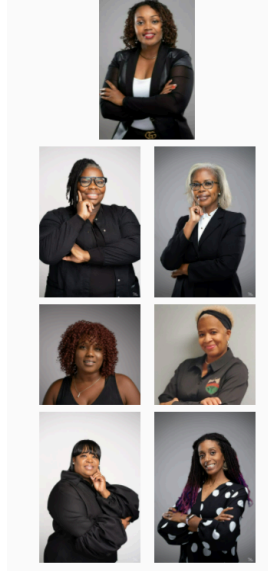
Dr. Yvette Conyers-President	Bertha Davis
Dr. Celia McIntosh- Vice President	Ashley Washington
Dr. Wilhelmina Sizer- Parliamentarian	Linda Collins
Yachica Johnson- Historian	Quintella Lauderdale
Samantha House- Recording Secretary	Dr. Kathy Rideout
Pam Walker- Treasurer	Samaria McClary
Dr. Sheniece Griffin- Corresponding Secretary	Kyanna Bertrand
Kashiyah Washington	Osariemen Edegbie
Dr. Mitchell Wharton	Shanice McKenzie
Daniel Giles	Ranace McKenzie
Casey Rosen Carole	Ashley Omoze Aikhuele
Sheila Rogers	Brandi Henderson
Eileen Davis	Lisa Goff
Karen Genett	Susie Gatewood
Myriam Louis	Lavern Sleugh-Sharpe
Wilhelmina Sizer	Bridgette White
Dr. Deborah Stamps	Andrew Porter

Easter Tucker
 Theresa Carter
 Lawrence Brumfield
 Mary Starks
 Devina Horton
 Sylvia Pearl
 Anissia Calhoun
 Sheila Johnson
 Dr. Karen Keady
 Je'Mia Hewitt
 Dalhila Beckford Manhertz
 Rebecca Dellavilla
 Aissatou Diakhaby
 Marissa Michael
 Lisa Rickman
 Asia Harrison
 Jean Marie Vianney Ndagijimana

Tyn Barton
 Dr. Natalie Leblanc
 Alexandria Kelley
 Carlye Jones
 Melissa Cox
 Nicole Edgebe
 Tanisha Lewis
 Savon Holt
 LaToya Baldwin
 Bryanna Patterson
 Faith Lambert
 Omiyika Quinn
 Jessica Cruz
 Xia Hong
 Natalie Lewis
 Andrea Johnson
 Ashlynn Boler
 Shunette Simpson

[Back to top](#)

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

[Back to top](#)