



2023 ENROLLMENT IS NOW OPEN!!! RENEW YOUR MEMBERSHIP TODAY. [RENEW ONLINE.](#)

* Membership dues will be good until **December 31st, 2023**

***Deadline to renew/join 3/15/2023**



**SAVE THE DATE FOR RBNA's
ANNUAL HOLIDAY GATHERING
DECEMBER 10th, 2022!!**

Time: 8 pm

Location: TBD

Birthdays



WE WANT TO ACKNOWLEDGE & CELEBRATE YOUR BIRTHDAY!!! Please send [Dr. Griffin](#) your MM/DD.

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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. Sheniece 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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Scholarship & Benefits

FOREVER NURSING



Undergraduate Scholarship Application

Now Available!

Undergraduate scholarships are available to students currently enrolled in a state-approved nursing program leading to an associate degree, baccalaureate, diploma, direct-entry master's degree, RN to BSN/MSN completion, LPN/LVN to RN, or accelerated programs. Scholarship awards up to \$10,000 per award may only be used for tuition, books, and academic fees.

Don't Miss Out...Apply Now!

↓Click Here To Apply↓

[Apply - 2023 Undergraduate Scholarship Application](#)

Applications must be **submitted by Midnight Eastern Standard time**
Deadline Friday, January 27, 2023.

All applicants will be notified of a decision in March 2023



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Upcoming Events



Virtual sessions every other week from 3-4:30 ET

Register here: <https://www.nursingworld.org/practice-policy/workforce/racism-in-nursing/national-commission-to-address-racism-in-nursing/project-echo/>



SEPTEMBER 7
Unconscious bias and microaggressions
GINA BROWN, PHD, MSA, RN, FAAN-DEAN
College of Nursing and Allied Health Sciences
Howard University



NOVEMBER 2
Handling retaliation
KENYA BEARD, EDD, AGACNP-BC, ANEF, FAAN
Associate Provost
Chamberlain University
Social Mission & Academic Excellence
2012 Macy Faculty Scholar



SEPTEMBER 21
Imposter syndrome and the burden of representation
FREIDA OUTLAW, PHD, RN, APRN, FAAN
Executive Program Consultant
Minority Fellowship Program
American Nurses Association



NOVEMBER 16
Racism in clinical practice
MARIFE ACZON-ARMSTRONG, PHD, MSN, MSCP, CCM, RN-BC
Assistant Professor, Roseman University College of Nursing
AANPINA of NV Founding President



OCTOBER 5
Nursing Code of Ethics and Racism
DANIELA VARGAS, MSN, MPH, MA-BIOETHICS, RN, PHN
Registered Nurse
Doctoral Student at University of San Francisco



NOVEMBER 30
Racism in Academia
KELLIE BRYANT, DNP, WHNP, CHSE
Assistant Dean of Clinical Affairs and Simulation
Columbia University School of Nursing



OCTOBER 19
Courageous Conversations and Allyship
ERIKA BROWN, PHD
Dean of Faculty Affairs
The Geisel School of Medicine at Dartmouth University



DECEMBER 14
Lessons learned: where do we go from here?
BART BAILEY
Owner, Courage to Care LLC.



ROCHESTER ORGANIZING FOR SOCIAL, ECONOMIC, AND RACIAL JUSTICE!

- [Here is the next RED Organizing Meeting](#) -- this is for members interested in volunteering.
- [Here is the RSVP link](#) and the [Facebook event](#) for the Town Hall with City Council VP Mary Lupien on the RED Campaign. This is meant to be a huge mass event, so high turn out of anyone interested is critical! If you could emphasize this event as needing lots of people to show up, we would be grateful.
- [Here is the RSVP link to the next Organizing Meeting for the Campaign for NY Health](#) -- this is great for members who want to learn more and are interested in volunteering.



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CONFERENCES




Register: <https://www.aacnursing.org/Diversity-Symposium/registration>

SN: Dr. Conyers & Dr. Griffin's Poster Abstracts will be available to see at this Symposium

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TESTIMONIALS



Young Women's College Prep Charter School
133 Hoover Street
Rochester, NY 14615
Telephone (585) 254-0320


September 2022

To RBNA and Strong Hospital Department of Medicine,

On behalf of the students and staff at Young Women's College Prep Charter School, please accept our heartfelt gratitude for the school supplies that the Rochester Black Nurses Association and the Department of Medicine at Strong Hospital donated. Many of our students will benefit from these supplies that you generously donated. Community partners like yourself are an important part of the success of our youth and your support is greatly appreciated.

Please know a portion of your donation has been dispersed to the teachers to have for immediate students access in their classroom and the remainder will be distributed during our School Family Gathering occurring within the next week.

Your generosity has not gone unnoticed. Thank you again for your support.

Sincerely,

Dr. Idonia Owens
Interim Principal of YWCP



August 20, 2022

Rochester Black Nurses Association
Attn- Pamela Walker
1485 Howard Road
PO BOX 64535
Rochester, NY 14624

On behalf Common Ground Health, I want to thank you for your \$250 sponsorship for the Speak Life! Health Equity Conference held on April 23, 2022.

The Conference, hosted by Common Ground's African American Health Coalition and Latino Health Coalition focused on disparities and inequities in our healthcare system. The 2022 theme, REVIVE! set goals to unite, teach, reach and motivate community members toward moving forward in hope and healing. Prominent community leaders and experts tackled issues of racism, discrimination, and mental health to create actionable plans that establish healthcare and social systems throughout our communities.

Founded in 1974, Common Ground Health is one of the nation's oldest and most effective regional health planning organizations. Located in Rochester, the nonprofit serves the nine-county Finger Lakes region. We bring together leaders from health care, education, business, government and other sectors to find common ground on health challenges. Using the region's most comprehensive health data, together we hammer out strategies for better care, smarter spending and healthier people.

Through extensive data collection and analysis, we identify community health needs, and through community engagement and collaboration, we develop ways to address those concerns.

Currently, we are undertaking critical research to identify the drivers of health disparities in the region. This work includes a community survey exploring the barriers to optimum health, as well as a series of health equity reports. We also play a vital role in improving children's access to healthy foods and physical activity, identifying health disparities for Latinos and African Americans, and improving high blood pressure.

Thank you for your support of Common Ground Health and our many projects. We could not do it without you.

Warm regards,

Wade Norwood, Chief Executive Officer

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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://bprroc.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-AMIR TURNER, LMHC, NCC | 585-208-7106
POPULATIONS SERVED: ADULTS, COUPLES, CHILDREN AND FAMILIES. SOME INSURANCES ACCEPTED.

ELLI 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 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 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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Monthly Meeting Information

The Role of the Foot Care Nurse in Addressing Disparities

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



Tuesday November 22, 2022, 7-8pm
<https://connect.son.rochester.edu/register/footcare>

[Register for CEU's today](#)

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National (NBNA) News

<https://rocbna.org/news.php?print=1&id=30>



The webinar will be held via Zoom on 12 P.M. EST / 11 A.M. CST

Wisdom Wednesdays Series Dates
 8/31 - Prison Reform, Recidivism, and Reentry
 9/7 - Health Issues of Incarceration
 9/14 - What Happens to Our Incarcerated Daughters, Mothers, and Sisters?
 9/21 - Impact of Incarceration on Families and Communities
 9/28 - Mass Incarceration

NBNA Ad-Hoc Population Health Committee for Prisoners and Homeless Populations
 Dr. Carol Neil, Dr. Joan Smith, Dr. Pier Broaduax

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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RBNA Fundraising Activities

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

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Community Service

- **Sigma Theta Tau Education Table Event:** November 10th, 2022 5-6p (UR Saunders Research Building Atrium)
 - 1 additional volunteer needed

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](#)
- [THE RISE OF DIVERSITY, EQUITY, AND INCLUSION \(DEI\) PRACTITIONERS IN ACADEMIC NURSING](#)

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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, CFCO

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.



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

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
 4402 University Commons Center, Corson 3, 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) created and filled in June 2021. • Due to the inaugural role, there is a lack of structure and foundation 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 of DEI initiatives • Identified current resources gaps • Revisited Professional Nursing Council Cultural & Inclusion Sub-Council • Identified Nursing Practice DEI Advisory Council • Identified potential roles and responsibility • Planned service line DEI representation 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 PNAC education series • Increase visibility through DEI efforts • Organize a Nursing DEI Advisory Council • High retention, 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>Outcomes</p> <ul style="list-style-type: none"> • Established a working foundation for DEI in Nursing Practice at URMC • Established 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 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 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

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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
Terece Veivo	Natalie Lewis
Shantis Balkum	Ashlynn Boler
Pamela Walker	Asia Harrison
Nisia Nedd	Shanette Simpson
Jean Marie Vianney Ndagijimana	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. Ceila 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	Dr. Lawrence Brumfield
Victoria Thompson	Dr. Wendy Hou
Dr. Mitchell Wharton	

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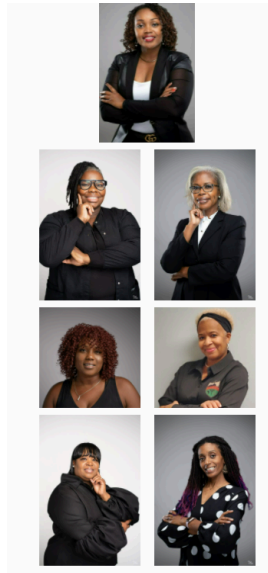
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 Dr. Celia McIntosh- Vice President
 Dr. Wilhelmina Sizer- Parliamentarian
 Yachica Johnson- Historian
 Samantha House- Recording Secretary
 Pam Walker- Treasurer
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 Lawrence Brumfield
 Mary Starks
 Devina Horton
 Sylvia Pearl
 Anissia Calhoun
 Sheila Johnson
 Dr. Karen Keady
 Ja'Mia Hewitt
 Da'hila Beckford Manhertz
 Rebecca Dellavilla
 Assontou Diakshy
 Marissa Michael
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 Asia Harrison
 Jean Marie Vianney Ndagijimana

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 Quintella Lauderdale
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 Andrea Johnson
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Meet the 2021-2023 Executive Board

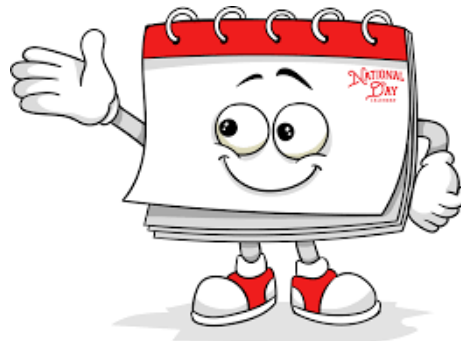


Dr. Yvette Conyers-President
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Pam Walker- Treasurer
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RBNA Calendar



[Access RBNA's Calendar](#)

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