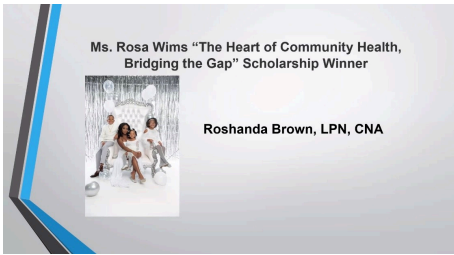


Volume 2, Issue 27|October 30th, 2022 📄

Announcements



Roshanda Brown, LPN, CNA is the proud community recipient of the Ms. Rosa Wims "The Heart of Community Health, Bridging the Gap" Scholarship Winner. Congratulations Roshanda on your accomplishments.



**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



Victoria Thompson, Nazareth BSN Student is the proud recipient of the 2022 Beta Chi Scholarship Winner. Congratulations Victoria, keep up the great work.



Dr. Sheniece L. Griffin successfully completed her Association of College and University Educators Inclusive Teaching for Equitable Learning Course. Congratulations Dr. Griffin.

Dr. Yvette Conyers, President of Rochester Black Nurses Association and Dr. Celia McIntosh, Vice President of Rochester Black Nurses Association joined forces together to present their project titled: "Addressing the Mental Health Crisis: How DNP's are Preparing Mental Health First Aiders (MHFA) to Bridge the Gap," at the 2nd Annual DNP's of Color (DOC's) Conference in Baltimore Maryland. Job well DOC's.



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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## NBNA SCHOLARSHIPS 2023

### Scholarship Eligibility Criteria

- Must be a **current** NBNA member
- Must be **currently** enrolled in an accredited nursing program
- Must have at **least one year** before graduation
- Must have an official transcript sent to the national office (**before deadline**)
- Letter from Registrar (**enrollment & expected date of graduation**)\*
- 2-Page Personal statement/Essay
- Two LOR (SON & local Chapter President/VP)\*
- CV or resume
- **Submission deadline – April 15, 2023 by 5 pm EST**
- **On-line upload only (JotForm)**

National Black Nurses Association  
8330 Forest Green, Suite 910  
Silver Spring, MD 20901  
www.nbna.org | 301-598-3300



### NBNA NOY Award Program Overview

- To award members for their outstanding achievements, contribution to the profession, and impact as it relates to a specific area
- Nurse of the Year Awards
  - Administrative
  - Advanced Practice
  - Student
  - Nurse Entrepreneur
  - Nurse Educator
  - Community Service
  - Nurse Researcher
  - Staff Nurse
  - Outstanding LPN/LVN
  - Uniformed Services
- ✓ **Plaque**

National Black Nurses Association  
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Silver Spring, MD 20901  
www.nbna.org | 301-598-3300

### NOY Eligibility Criteria

- Must be a **current** NBNA member
- Cannot be a current board member or held position 2 years prior to application
- Must be **nominated by Chapter President/VP\***
- Only one person can be nominated **per category** for each chapter\*
- A member can only be nominated for **only one award\***
- 2-Page Personal statement/Essay
- Include only activities within the **last 5 years\***
- Two LOR (One must be from current Chapter President/VP)\*
- CV or resume
- **Submission deadline – May 15, 2023 by 5 pm EST**
- **On-line upload only**

National Black Nurses Association  
8330 Forest Green, Suite 910  
Silver Spring, MD 20901  
www.nbna.org | 301-598-3300

### NBNA Daisy Foundation Health Equity Awards

- To recognize excellence for members that go over and beyond to address health equity and work to mitigate one or more of the social determinants of health
  - Frontline Registered Nurse
  - LPN/LVN Nurse
  - Student
  - Chapter President Leadership
  - NBNA Chapter (Team)
    - **Must** describe at least one chapter project in detail\* (3-page max)
      - Bio, resume, CV, & career/personal statement unnecessary
- ✓ **Healer's Touch Sculpture & Daisy Certificate (Conf. grant, reduced cert.)**
- **Deadline May 15, 2023 by 5 pm (EST)**

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### General Award Criteria

- Must be a current full member of NBNA.
- Must not be a current Board member .
- Must not have held a Board position two (2) years prior to date of application.
- Outstanding achievement in the designated area for the award
  - **Additional criteria based on category**
    - Uniformed Services of the United States consist of the five (5) Armed Forces branches (Army, Air Force, Navy, Coast Guard, and Marines); U.S. Public Health Services (under the Department of Health & Human Services); and National Oceanic & Atmospheric Administration (under the Department of Commerce).
- Member can only be nominated for **one award\***

National Black Nurses Association  
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www.nbna.org | 301-598-3300

### General Award Criteria (cont.)

- A completed typed or printed application form.
- Two letters of recommendation
  - One letter **must** be from current Chapter President/VP who can validate the information in your application, and your qualifications for the award being nominated for\*
  - The second letter can be from a patient, teacher, work supervisor, pastor, executive director of community-based organization, etc.
- One-page bio
- Copy of your current resume or CV
- Personal career statement (Two-page max)
- Current high-resolution photo
- Uploaded on-line

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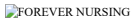
### Key Points

- Be aware of **changes**
- Start the application process early
- Send for official transcripts in advance (**scholarship applications without transcripts will not be reviewed**)
- Submit all required and supporting documents at the same time (one PDF)
- President/VP LOR is important
- Only one member per chapter per award category
- All applications submitted on-line
- **Scholarship deadline – April 15<sup>th</sup> by 5 pm (EST)**
- **Award deadline – May 15<sup>th</sup> by 5 pm (EST)**
- **"Thank You" to Scholarship Sponsors**

National Black Nurses Association  
8330 Forest Green, Suite 910  
Silver Spring, MD 20901  
www.nbna.org | 301-598-3300

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## Scholarship & Benefits



### 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

**Project ECHO:**  
**Addressing Racism in Nursing**

National Commission to Address Racism in Nursing **ECHO**

Adapting an all teach, all learn model to dismantle racism

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/wolect-echo/>

 <p><b>SEPTEMBER 7</b> <b>Unconscious bias and microaggressions</b> GINA BROWN, PHD, MSA, RN, FAAN-DEAN College of Nursing and Allied Health Sciences Howard University</p>	 <p><b>NOVEMBER 2</b> <b>Handling retaliation</b> KENYA BEARD, EDD, AGACNP-BC, ANEF, FAAN Associate Provost Chamberlain University Social Mission &amp; Academic Excellence 2012 Macy Faculty Scholar</p>
 <p><b>SEPTEMBER 21</b> <b>Imposter syndrome and the burden of representation</b> FREIDA OUTLAW, PHD, RN, APRN, FAAN Executive Program Consultant Minority Fellowship Program American Nurses Association</p>	 <p><b>NOVEMBER 16</b> <b>Racism in clinical practice</b> MARIFE ACZON-ARMSTRONG, PHD, MSN, MSCP, CCM, RN-BC Assistant Professor, Roseman University College of Nursing AAPNA of NV Founding President</p>
 <p><b>OCTOBER 5</b> <b>Nursing Code of Ethics and Racism</b> DANIELA VARGAS, MSN, MPH, MA-BIOETHICS, RN, PHN Registered Nurse Doctoral Student at University of San Francisco</p>	 <p><b>NOVEMBER 30</b> <b>Racism in Academia</b> KELLIE BRYANT, DNP, WHNP, CHSE Assistant Dean of Clinical Affairs and Simulation Columbia University School of Nursing</p>
 <p><b>OCTOBER 19</b> <b>Courageous Conversations and Allyship</b> ERIKA BROWN, PHD Dean of Faculty Affairs The Geisel School of Medicine at Dartmouth University</p>	 <p><b>DECEMBER 14</b> <b>Lessons learned: where do we go from here?</b> BART BAILEY Owner, Courage to Care LLC.</p>

Annual BPN Conference/Cocktail Party

*Dorothy*  
**ROBERTS, J.D.**  
SPEAKER



Save The Date  
SATURDAY, NOVEMBER 12, 2022





THETA OMICRON SCHOLARSHIP FOUNDATION, INC.  
THETA OMICRON CHAPTER OF OMEGA PSI PHI FRATERNITY, INC. PRESENTS

# ANNUAL Clambake

& ACHIEVEMENT WEEK CELEBRATION

**NOV 19 2022**

**FEATURING: Carlton Wilcox & DJ Big Reg**

HOLIDAY INN DOWNTOWN ROCHESTER | 70 STATE STREET, ROCHESTER, NY 14614  
6PM HORS D'OEURVE & COCKTAIL HOUR | 7PM DINNER & AWARD CEREMONY

*Tickets*

STEAK \$95 | SALMON \$95 | CHICKEN \$85 | VEGETARIAN \$85

TICKETS CAN BE PURCHASED ONLINE:  
<https://www.zefly.com/ea/35/ticket/6/28213179-6d60-4d01-bc6e-a86c95e2c76>



HOTEL ACCOMMODATIONS: HOLIDAY INN DOWNTOWN PH: 585-546-3450  
WWW.HOLIDAYINN.COM/ROCHESTERDWTN | RATE: \$99/NIGHT | CODE: TSF

Theta Omicron is an unincorporated chapter of Omega Psi Phi Fraternity, Inc.



# UMOJA Karamu

CULTURAL UNITY FEAST CELEBRATING "THE OTHER THANKSGIVING"

*Saturday, November 19*

DINNER GIVEAWAY

Stop by to receive a dinner box for your family's unity feast with items representing the five periods of African American/Black life.

55 FESSENDEN STREET  
ROCHESTER, NY 14611  
1PM TO 4PM

YEAR 2022 | ROCHESTER, NEW YORK

November 21st, 2022  
6:30pm - 9:30pm  
**The Little Theatre**  
240 East Ave, Rochester, NY 14604

Join us for a special screening of the award winning documentary **Aftershock**.

Immediately following the film, Dr. Tracy Webber will facilitate a panel discussion featuring invited guests from local Community-Based Organizations.

Brought to you by the University of Rochester Medical Center Office of Equity and Inclusion, Department of OICRN, and School of Nursing




**Aftershock**

[REGISTER FOR YOUR FREE TICKET TODAY WHILE SUPPLIES LAST](#)

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CONFERENCES



# DIVERSITY SYMPOSIUM

November 9-10, 2022 | Virtual Event



**The Voice of Academic Nursing**

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,

A handwritten signature in blue ink that reads "Dr. Idonia Owens".

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](mailto: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](http://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-AHMI TURNER, LMHC, NCC** | 585-200-7106  
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 OETER** | 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=31>



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 3<sup>rd</sup> Monday of the Month  
 Where: Via Zoom  
 For more information contact:

LPN Board Member and Forum Chair Kim Cartwright, [kimjenice@hotmail.com](mailto:kimjenice@hotmail.com)  
 or  
 LPN Forum Co-Chair Sabrina Newton, [sabtnew72172@gmail.com](mailto: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](https://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 [upstatebottlereurn.com](https://upstatebottlereurn.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, 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.

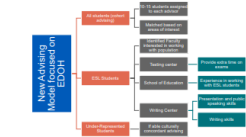
**Objective/Goals**

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

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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. Sheneice 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 Verneti
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. Ceia 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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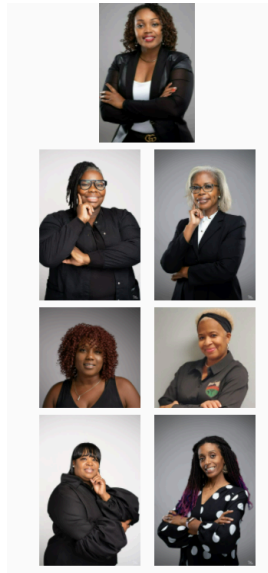
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Dr. Yvette Conyers-President  
 Dr. Celia McIntosh- Vice President  
 Dr. Wilhelmina Sizer- Parliamentarian  
 Yachica Johnson- Historian  
 Samantha House- Recording Secretary  
 Pam Walker- Treasurer  
 Dr. Sheniece Griffin- Corresponding Secretary  
 Kashiyah Washington  
 Dr. Mitchell Wharton  
 Daniel Giles  
 Casey Rosen Carole  
 Sheila Rogers  
 Eileen Davis  
 Karen Genett  
 Myriam Louis  
 Wilhelmina Sizer  
 Dr. Deborah Stamps  
 Easter Tucker  
 Theresa Carter  
 Lawrence Brumfield  
 Mary Starks  
 Devina Horton  
 Sylvia Pearl  
 Anissia Calhoun  
 Sheila Johnson  
 Dr. Karen Keady  
 Ja'Mia Hewitt  
 Daiblia Beckford Manhertz  
 Rebecca Dellavilla  
 Assontou Diakshy  
 Marissa Michael  
 Lisa Rickman  
 Asia Harrison  
 Jean Marie Vianney Ndagijimana

Bertha Davis  
 Ashley Washington  
 Linda Collins  
 Quintella Lauderdale  
 Dr. Kathy Rideout  
 Samaria McClary  
 Kyanna Bertrand  
 Oarriemen Edegbie  
 Shanae McKenzie  
 Ranae McKenzie  
 Ashley Omoze Aikhuale  
 Brandi Henderson  
 Lisa Goff  
 Susie Gatewood  
 Lavern Skelgh-Sharp  
 Bridgette White  
 Andrew Porter  
 Tyra Barton  
 Dr. Natalie Leblanc  
 Alexandria Kelley  
 Carlye Jones  
 Melissa Cox  
 Nicole Edegbie  
 Tamisha Lewis  
 Savon 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**

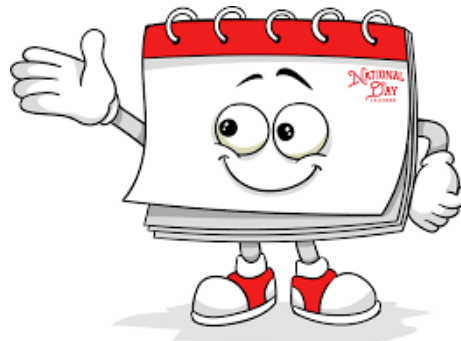


Dr. Yvette Conyers-President  
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**RBNA Calendar**



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