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#53

COUNCIL ON HUMAN RIGHTS

THE NEW YORK STATE NURSES ASSOCIATION

AGENDA #17

REPORT TO THE BOARD OF DIRECTORS

COUNCIL ON HUMAN RIGHTS

January 26-27, 1989

The Council on Human Rights held its first meeting on November 21, 1988. Future meetings are planned for February, April and September.

I. CONVENTION PLANS

The Council reviewed the evaluations from the 1988 NYSNA Convention, the results of the Council questionnaire, and the Voting Body actions.

- A. The Council booth was well located in the registration area. Conferees demonstrated an enthusiastic interest in the several bibliographies made available by the Council.
- B. One hundred and seventy-three (173) questionnaires were returned. The groups eliciting the most concern or interest by the participants were (1) Homeless, (2) Elderly, and (3) Medically Indigent.

There was also interest in a workshop related to cultural diversity and/or non-traditional students.

C. Voting Body Resolutions

The Council is eager to collaborate with the Council on Nursing Practice and the Community Health Nursing Clinical Practice Unit to implement the resolution on homelessness.

D. 1989 Convention Plans

The Council is interested in sponsoring a pre-Convention workshop and sensitization program related to Cultural Diversity in the Curriculum and in the Student Body.

The Council is also interested in co-sponsoring any programs related to homelessness, the elderly, or on the overall issue of poverty and its relationship to nursing and health care.

The Council booth will highlight the activities and interests of the Council.

II. COUNCIL ON HUMAN RIGHTS GOALS FOR 1988-1989

The Council reviewed and reaffirmed goals remaining from 1987-1988.

- A. The Council will continue to work on recruitment and retention of ethnically diverse individuals into the nursing profession.
- B. The Council will promote increased awareness of optimal nursing practice environments.
- C. The Council will continue to influence the development of content related to cultural diversity in the curriculum and will consider development of a sensitization program for nursing faculty working with non-traditional students.

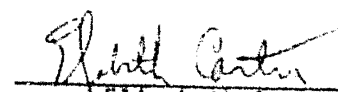
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COUNCIL ON HUMAN RIGHTS

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The following goals were added:

- D. The Council will collaborate with other NYSNA structural units to facilitate nursing and health care for the homeless, the elderly and the medically indigent.
- E. The Council will develop liaison relationships with members of ethnic nursing organizations (e.g. Black Nurses Association, Hispanic Nurses Association and the Philippine Nurses Association).
- F. The Council will contact the ANA Cabinet on Human Rights to ascertain their goals and interest and offer to assist or collaborate in national and international human rights concerns as appropriate.


Elizabeth Carter
Deputy Director

COUNCIL ON HUMAN RIGHTS

Kathleen Colling, Chairperson
Carolyn Braddock
Barbara May
Juanita Taylor
Claude Willis

EC:k
1-9-89

THE NEW YORK STATE NURSES ASSOCIATION

Jett

Council on Human Rights

NYSNA New York City Office
One Madison Avenue
New York, NY

September 23, 1988

MINUTES

I. CALL TO ORDER

The meeting was called to order at 10:00 a.m. by Dr. Kathleen Colling, Chairperson.

II. ATTENDANCE

Present

Kathleen Colling
Dorothy Ramsey
Claude Willis

Absent

Carolyn Braddock
Barbara May

Staff

Elizabeth Carter, Deputy Director

III. MINUTES - June 24, 1988

Correct page 2, B. 2., paragraph 3, by deleting the entire sentence.

The minutes were accepted as corrected.

IV. NYSNA 1988 CONVENTION

A. Council Booth

1. The Council reviewed the bibliographies and handouts. Several additions were suggested.
2. Staffing schedule - The Council members present reviewed the Exhibit times:

Monday, October 17

Set-up: K. Colling, D. Ramsey, C. Willis
8:00 a.m. - 2:00 p.m.: Kathleen Colling

Tuesday, October 18

1:00 - 4:30 p.m.: Claude Willis, Dorothy Ramsey
7:00 - 8:00 p.m.: Kathleen Colling

The other Council members will be asked to assist in the remaining time periods.

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COUNCIL ON HUMAN RIGHTS

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3. Minority Nursing Associations

Elizabeth Carter reported that follow-up phone calls have been made to the associations with some success. Dorothy Ramsey will pursue contact with the National Black Nurses Association.

B. Questionnaire on Cultural Diversity

The Council developed a brief questionnaire to be included in the Convention packets. (See attached)

V. CULTURAL DIVERSITY IN THE CURRICULUM

A. Sensitivity Workshop

If the Convention questionnaire indicates broad interest for such workshops, the Council will develop the necessary materials.

B. Deans and Directors of Senior Colleges and Universities in New York State

The next meeting is on October 7, 1988 at New York University. The Council has been invited to participate at 1:00 p.m. Elizabeth Carter and Dorothy Ramsey will attend.

Specifically, the Council wishes to :

1. encourage the integration of concepts and content related to culturally diverse clients throughout every nursing curriculum; and
2. elicit the interest in faculty workshops related to working with culturally diverse or non-traditional students.

VI. CONFERENCE ON ENTRY INTO PRACTICE FOR UNIFICATION AND IMPLEMENTATION

Kathleen Colling and Claude Willis discussed their participation in this conference. There continues to be consensus on the two careers in nursing at the baccalaureate and associate degree levels.

Consensus is lacking on the title and scope of practice for the associate degree prepared nurse.

NYSNA will continue to pursue the goal of legislation for entry into practice.

There was some belief that nursing's unified opposition to the AMA, RCT proposal may be an avoidance of the more difficult entry into practice concerns.

VII. RESOLUTION ON IMPROVEMENT OF WORKING CONDITIONS OF REGISTERED PROFESSIONAL NURSES

The Council reviewed the work of the past year on this resolution and concluded that they would continue at least one outstanding activity, the development of a brochure for nurses and students of nursing in the assessment and selection of a practice environment.

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VIII. FOLLOW-UP OF THE ARDEN HOUSE CONSORTIUM REPORT

The Council commended the Consortium for its work and hopes to utilize the Elements of An Ideal Practice Environment in a brochure for nurses and student nurses.

IX. COUNCIL ON HUMAN RIGHTS GOALS FOR 1988-1989

- A. The Council will continue to work on recruitment and retention of ethnically diverse individuals into the nursing profession.
- B. The Council will promote increased awareness of optimal nursing practice environments.
- C. The Council will assess needs and concerns of members (through the Convention questionnaire) to provide future directions for the Council.
- D. The Council will continue to influence the development of content related to cultural diversity in the curriculum and will consider development of a sensitization program for nursing faculty working with non-traditional students.
- E. The Council will consider these goals and others at their fall meeting.

X. OTHER

- A. The Council reviewed the Annual Report to be presented at Convention.
- B. The Council reviewed a letter from a SUNY Binghamton nursing student related to day care legislation. (See attached) The Council will request the Council on Legislation to look into the inequities in the Social Services funding of day care
- C. The Council noted with regret that this was the last meeting for Dorothy Ramsey. They wished her well and offered support for her future goals.

XI. ADJOURNMENT

The meeting was adjourned at 1:00 p.m.

Kathleen Colling
Kathleen Colling
Chairperson

KC:EC:k
10-3-88

Attachments

#53

COUNCIL ON HUMAN RIGHTS

THE NEW YORK STATE NURSES ASSOCIATION

ATTACHMENT

Council on Human Rights

Convention 1988

ASSESSMENT QUESTIONNAIRE

Directions: The NYSNA Council on Human Rights is interested in soliciting input from NYSNA membership in order to plan for future programs. Please complete the following questionnaire and return to:

- the box in the Registration Area
or
- the Council on Human Rights Booth
or
- mail directly to NYSNA, 2113 Western Avenue,
Guilderland, NY 12084

Thank you very much for your assistance.

1. Nurses have expressed interest in the human rights of many groups in our society. Please indicate your degree of personal and professional concern for the following groups.

	<u>HIGH</u>	<u>MEDIUM</u>	<u>LOW</u>
A. Migrant Workers	_____	_____	_____
B. Homeless	_____	_____	_____
C. New Immigrants	_____	_____	_____
D. Culturally Diverse Clients	_____	_____	_____
E. Medically Indigent	_____	_____	_____
F. Single-Parent Mothers/Fathers	_____	_____	_____
G. Elderly	_____	_____	_____
H. Youth	_____	_____	_____
I. AIDS Clients/Families	_____	_____	_____
J. Other Groups (Please indicate)	_____	_____	_____

2. The Council on Human Rights has considered the development of workshop materials related to educating culturally diverse and/or non-traditional nursing students.

Would you be interested in attending such a workshop?

Yes _____ No _____

{over}

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COUNCIL ON HUMAN RIGHTS

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3. The Council on Human Rights has also considered providing consultation to schools of nursing and/or health care delivery systems which assist ethnically diverse individuals.

Would you be interested in attending such consultation?

Yes _____ No _____

4. Please indicate any other activities, projects or future directions with which you think the Council on Human Rights should be involved.

5. Finally, could you share with us the following personal and professional information about yourself?

A. Sex: Female _____ Male _____

B. Age: Under 20 _____
 21-35 _____
 36-50 _____
 51-65 _____
 Over 65 _____

C. Ethnicity _____

D. Years in Nursing _____

E. Current Position _____

F. In your current position, with which of the following ethnic groups do you most frequently interact?

Black _____
 Hispanic _____
 Native American _____
 Alaskan Native _____
 Asian/Pacific Islander _____
 Caucasian _____
 Other _____

10-88

ATTACHMENT

9/20/88

Dear People:

I am a 25-year-old divorced parent attending SUNY Binghamton full-time in the nursing program. I applied for day care through Social Services for my three-year-old son while I attend school and work part-time at Lourdes Hospital. My request for day care was denied because my "curriculum was not approved" by the Employment Unit at Social Services.

I requested a Fair Hearing at Social Services to question the decision to deny me day care, but the decision was upheld by the judge based on the fact that SUNY is a four year college; New York State law mandates that day care will not be provided to students in four year programs, but will be provided to those in two year programs and vocational schools.

If I were to attend Broome Community College for an associates in nursing I would be eligible for day care funded through ADO funds because my curriculum would be approved; Because I attend a four year college to earn a bachelors degree in nursing, my curriculum cannot be approved. Can anyone explain to me why a BSN from SUNY is less satisfactory than an AN from Broome as a curriculum? As I see it, I will be more job-ready with the Bachelor's degree because more and more employers are looking for the four year degree instead of the two year degree.

The Bill to change this law is already in legislation and has been since 1986. Please write letters to our assemblyman James Tallon to let him know that there is support for this law to be changed. The bill number is 1773 and James Tallon's address is The Press Building, Room 404, 19 Chenango St., Binghamton, NY, 13902.

Thank you for your help.

Sincerely, Marie Egan

#53

COUNCIL ON HUMAN RIGHTS

THE NEW YORK STATE NURSES ASSOCIATION

Council on Human Rights

New York City Office
One Madison Avenue
New York, NY

November 21, 1988

MINUTES

I. CALL TO ORDER

The meeting was called to order at 10:10 a.m. by Dr. Kathleen Colling, Chairperson.

II. ATTENDANCE

Present

Kathleen Colling
Carolyn Braddock
Barbara May
Juanita Taylor

Absent

Claude H.H. Willis

Staff

Elizabeth Carter, Deputy Director

III. INTRODUCTION OF NEW MEMBER

Juanita Taylor was welcomed by the Council. Ms. Taylor is a gerontological nurse working in a long-term care setting which includes both a health related facility and a skilled nursing facility. Her background in long-term care will add another dimension to the Council members' areas of expertise.

IV. MINUTES, September 23, 1988

The Minutes of September 23, 1988 were accepted as written.

V. NYSNA 1988 CONVENTION EVALUATION

A. Council Booth

The booth was well located in the registration area. There was a demonstrated interest in the several bibliographies which the Council made available. Interest in the Council work was evident by the activity and discussions around the booth.

B. Council Questionnaire

One hundred and seventy-three (173) questionnaires were returned. The groups eliciting the most concern or interest by the participants were (1) Homeless, (2) Elderly, and (3) Medically Indigent.

There was also interest in a workshop related to cultural diversity and/or non-traditional students.

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COUNCIL ON HUMAN RIGHTS

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C. Voting Body Resolutions

The Council is eager to collaborate with the Council on Nursing Practice and the Community Health Nursing Clinical Practice Unit to implement the resolution on homelessness.

VII. MEETING WITH DEANS AND DIRECTORS OF SENIOR COLLEGES AND UNIVERSITIES

Elizabeth Carter and Dorothy Ramsey met with the Deans and Directors of Senior Colleges and Universities on October 7, 1988. Dorothy Ramsey presented the Council on Human Rights' interest in (1) increasing content related to transcultural nursing in curricula, and (2) developing workshop materials to assist faculties in becoming more sensitive to the needs and concerns of culturally diverse or non-traditional students.

Several members remarked that they have content related to cultural diversity or cultural anthropology in the curricula. Several others responded that increasing content in this regard would be desirable.

Dr. Edna Neumann from the City College of New York described programs which she has implemented at her school.

Dr. Ramsey would like to continue involvement in this aspect of the Council's work and believes Dr. Neumann would be a good resource for the Council.

VII. COUNCIL ON HUMAN RIGHTS GOALS FOR 1988-1989

The Council reviewed and reaffirmed goals remaining from 1987-1988.

- A. The Council will continue to work on recruitment and retention of ethnically diverse individuals into the nursing profession.
- B. The Council will promote increased awareness of optimal nursing practice environments.
- C. The Council will continue to influence the development of content related to cultural diversity in the curriculum and will consider development of a sensitization program for nursing faculty working with non-traditional students.

The following goals were added:

- D. The Council will collaborate with other NYSNA structural units to facilitate nursing and health care for the homeless, the elderly and the medically indigent.
- E. The Council will develop liaison relationships with members of ethnic nursing organizations (e.g. Black Nurses Association, Hispanic Nurses Association and the Philippine Nurses Association).
- F. The Council will contact the ANA Cabinet on Human Rights to ascertain their goals and interest and offer to assist or collaborate in national and international human rights concerns as appropriate.

-3-

VIII. PLANS FOR IMPLEMENTING THE GOALS

- A. The Council will continue to work on recruitment and retention of ethnically diverse individuals into the nursing profession

The Council will continue to work strategically with other structural units such as the Council on Nursing Education and the Council on Legislation to increase the recruitment and retention of ethnically diverse individuals into the nursing profession. Strategies will include increased financial aid and the development of workshop materials for faculties working with non-traditional students.

- B. The Council will promote increased awareness of optimal nursing practice environments.

The Council will utilize the Arden House Consortium work related to nursing environments to develop a brochure to assist nurses and nursing students to evaluate practice settings.

The Council members will begin this work by dividing the task:

- | | |
|--|--------------------|
| 1. Adequate Compensation Systems | - Barbara May |
| 2. Professional Practice Environment | - Carolyn Braddock |
| 3. Staffing and Scheduling | - Juanita Taylor |
| 4. Staff Development/Education | - Kathleen Colling |
| 5. Chief Nurse Executive and Corporate Structure | - Elizabeth Carter |

Brief specific points or questions will be identified for each area.

- C. The Council will continue to influence the development of content related to cultural diversity in the curriculum and will consider development of a sensitization program for nursing faculty working with non-traditional students.

The Council will invite Dorothy Ramsey and Edna Neumann to the April meeting to assist in the development of these materials. A pre-Convention workshop will be requested of the Convention Planning Committee.

- D. The Council will collaborate with other NYSNA structural units to facilitate nursing and health care for the homeless, the elderly and the medically indigent.

1. Homeless - The Council will look at what models of nursing care are available for the homeless. Council members will try to visit identified care areas in New York City, Westchester and Buffalo. The Council will let the Community Health Nursing Clinical Practice Unit know we will help with the resolution on homelessness. Also, that we would be willing to co-sponsor a program at Convention.
2. Elderly - The Council will contact the Gerontological Nursing Clinical Practice Unit to let them know of our interest in assisting them in their endeavors to assure nursing and health care for the elderly in whatever setting.

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COUNCIL ON HUMAN RIGHTS

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The Council was further interested in the pilot project being carried out by Dr. Jane Fielding related to quality assurance in long-term care settings. NYSNA is working closely with the Long-term Care Campaign.

3. Medically Indigent - The Council will support initiatives related to national health insurance. The Council is concerned about the overall issue of poverty and its relationship to nursing and health care.

- E. The Council will develop liaison relationships with members of ethnic nursing organizations (e.g. Black Nurses Association, Hispanic Nurses Association and the Philippine Nurses Association).

The Council will invite representatives from these organizations to meet with them at the April meeting to discuss issues of mutual concern.

- F. The Council will contact the ANA Cabinet on Human Rights to ascertain their goals and interest and offer to assist or collaborate in national and international human rights concerns as appropriate.

Elizabeth Carter will write to the ANA Cabinet on Human Rights in regard to this goal.

- G. Other

Anne Schott will be requested to write an article for Report related to the Council interests and activities. Members should be requested to communicate other concerns to the Council and be made aware that the bibliographies from the Convention booth are still available.

IX. NYSNA CONVENTION PLANS, 1989

A. Pre-Convention Workshop and Programs

The Council will let the Convention Planning Committee know of their interests related to a pre-Convention workshop and on programs related to homelessness, the elderly and poverty.

B. Booth

The Council will again have a booth. Highlights of the activities and interests of the Council will be available on a poster and as a flyer.

X. OTHER

A. International Torture

An NYSNA member approached Kathleen Colling at the NYSNA Convention regarding her concerns about health professionals participating in international torture. We will ascertain if ANA's Cabinet on Human Rights is working on this issue.

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B. Health Care for Immigrants

Sister Mary Finnicks, President of District 1, discussed this issue at the NYSNA Convention. We will try to get more information.

Carolyn Braddock is working with an immigrant population in Rochester.

XI. NEXT MEETING DATES

February 28, 1989 - Albany

April 17, 1988 - New York City

September 25, 1988 - Site to be determined

XII. ADJOURNMENT

The meeting was adjourned at 2:00 p.m.

Kathleen Colling
Kathleen Colling
Chairperson

KC:EC:k
12-5-88

#53

COUNCIL ON HUMAN RIGHTS

THE NEW YORK STATE NURSES ASSOCIATION

18

REPORT TO THE BOARD OF DIRECTORS

COUNCIL ON HUMAN RIGHTS

January 21-22, 1988

The Council on Human Rights held its first meeting on January 11, 1988. Future meetings are planned for March, June and September.

I. CONVENTION PLANS

The Council reviewed the evaluations from the 1987 NYSNA Convention including the program on cultural diversity and the Council booth.

They have agreed to sponsor a program at the 1988 Convention and made several suggestions for improvement of the booth.

II. THE GOVERNOR'S ADVISORY COMMITTEE FOR BLACK AFFAIRS DOCUMENTS

The Council reviewed these two documents, deploring the lack of nursing input into these reports and the fact that nurses and nursing practice were not addressed.

III. RESOLUTION ON IMPROVEMENT OF WORKING CONDITIONS FOR REGISTERED PROFESSIONAL NURSES

The resolution on Improvement of Working Conditions for Registered Professional Nurses was reviewed. It was noted that the Council on Human Rights and the Economic and General Welfare Program are directed to undertake activities to facilitate the improvement of working conditions for all RNs; and support RNs in their struggle to provide safe and humane care to their patients.

Several possible strategies were identified.

It will be necessary for the Council on Human Rights and the E & GW Program to work in concert on this resolution, but at different points or levels of the problem.

IV. THIRD WORLD EDUCATION EXPERIENCE

The Guidelines for this experience are now being shared with SUNY Stony Brook, SUNY Binghamton and Adelphi University to determine interest in implementation.

The Council is now also considering the possibility of a less ambitious project such as a 2-3 week student study tour.

Respectfully submitted,

Elizabeth Carter

Elizabeth Carter
Deputy Director

COUNCIL ON HUMAN RIGHTS

Carolyn Braddock
Barbara May
Dorothy Ramsey
Claude Willis
Kathleen Colling, Chairperson

EC:k
1-19-88

THE NEW YORK STATE NURSES ASSOCIATION

15

REPORT TO THE BOARD OF DIRECTORS

COUNCIL ON HUMAN RIGHTS

September 17-18, 1987

The Council on Human Rights held its third meeting on June 29, 1987. A fourth meeting is scheduled for September 25, 1987.

I. THIRD WORLD EDUCATION EXPERIENCE

The Council collaborated with members of the Council on Nursing Education to develop a proposed course for nursing students to study the culture of a selected third world country and its nursing and health care delivery systems. The project is now ready to be discussed with selected schools of nursing for implementation.

II. CULTURAL DIVERSITY

The Council is concerned about inadequate curriculum related to concepts of cultural diversity in schools of nursing.

III. 1987 NYSNA CONVENTION

A program related to transcultural nursing research is planned for Convention.

IV. RECRUITMENT AND RETENTION

The Council reviewed the Arden House Conference recommendations and will continue efforts to increase enrollment of minorities in schools of nursing, especially baccalaureate and higher degreed programs.

V. CRITERIA FOR COUNCIL APPOINTEES

The Council members recommend the following criteria be utilized in future appointments:

- Demonstrated interest in the area of human rights.
- Evidence of involvement in human rights issues.
- Evidence of involvement in minority issues.
- Assurance that the Council is multi-ethnic.
- Assurance of representation from education, practice and nursing service.
- Assurance of a mix of educational backgrounds.
- Representation of at least one male nurse.

Elizabeth Carter
Elizabeth Carter
Deputy Director

COUNCIL ON HUMAN RIGHTS

Lolita Compas, Chairman
Kathleen B. Colling
Barbara C. May
Dorothy L. Ramsey
Claude H.H. Willis

EC:k
8-31-87

#53

COUNCIL ON HUMAN RIGHTS

THE NEW YORK STATE NURSES ASSOCIATION

REPORT TO THE BOARD OF DIRECTORS

COUNCIL ON HUMAN RIGHTS

May 27, 1987

15

The Council on Human Rights held its second meeting on March 27, 1987. Future meetings are planned for June and September.

I. THIRD WORLD EDUCATION EXPERIENCE

- A. The Council reviewed and revised the Student Screening Process.
- B. The Council is in the process of contacting schools of nursing to elicit interest and commitment to carry out this experience.

II. NYSNA 1987 CONVENTION

A. Program

The Council confirmed two speakers for the program on "Trans-cultural Nursing."

B. Booth

The Council will staff a booth to disseminate information about the Council activities.

III. MINORITY RECRUITMENT AND RETENTION

- A. The Council reviewed the "Action Plan for Recruitment and Retention" and agreed to participate in the suggested activities.
- B. Letters were sent to a variety of organizations, community centers and churches in communities with large minority populations to explain the Council's willingness to send materials or speakers addressing careers in nursing.

IV. PROGRAM

The Council is considering a statewide conference related to transcultural nursing.

Elizabeth Carter
Elizabeth Carter
Deputy Director

COUNCIL ON HUMAN RIGHTS

Lolita Compas, Chairman
Kathleen B. Colling
Barbara C. May
Dorothy L. Ramsey
Claude H.H. Willis

EC:k
5-5-87

THE NEW YORK STATE NURSES ASSOCIATION

Report to the Board of Directors

15

Council on Human Rights
(Program)

March 5-6, 1987
(Date of Board Meeting)

Organizational Unit or Person Requesting Action:

Council on Human Rights

Action Requested:

The Board of Directors is requested to appoint a new member to the Council to fill the unexpired term of Carol Schram. Preferably, the appointee will be from the upstate geographic area.

Background and/or rationale for request:

Ms. Schram is unable to attend Council meetings.

All four of the remaining Council members are from Districts 13 or 14.

MLO/lm
2/12/85

#53

COUNCIL ON HUMAN RIGHTS

THE NEW YORK STATE NURSES ASSOCIATION

REPORT TO THE BOARD OF DIRECTORS

15

COUNCIL ON HUMAN RIGHTS

March 5-6, 1987

The Council on Human Rights held its first meeting on January 30, 1987. Future meetings are planned for March, July and September.

I. NYSNA VOTING BODY RESOLUTIONS

Two Council members will work on a subcommittee of the Council on Nursing Education to develop a plan for recruitment and retention of minority students in nursing schools. The first meeting of this subcommittee will be on February 27, 1987.

The Council reviewed the Resolution on Nurses' Rights re Assignments. Several strategies were discussed. The Council believes a Bill of Rights for New York State nurses similar to those adopted by other SNAs might be useful.

II. THIRD WORLD EDUCATION PROGRAM

The Council continues to work on designing an education program for selected senior baccalaureate nursing students to study the culture of a selected third world country and its nursing and health care delivery systems.

III. CULTURAL DIVERSITY IN NURSING SCHOOL CURRICULUM

The Council met with Dr. Carl Miller, former Director, Division of Accreditation Services at NLN, to discuss the accreditation criteria related to cultural diversity. Several strategies were developed to insure an increased student and faculty sensitivity to multi-cultural populations.

IV. 1987 NYSNA CONVENTION PLANS

The Council will develop a program related to transcultural nursing for the 1987 NYSNA Convention.

The Council will encourage ethnic minority nurse researchers to contribute to the Council on Nursing Research Poster Sessions as well as nurse researchers studying diverse populations.

Elizabeth Carter
Elizabeth Carter
Deputy Director

COUNCIL ON HUMAN RIGHTS

Lolita Compas, Chairman
Barbara May
Dorothy Ramsey
Claude Willis