1979

Human Rights; Series II; File 51

Juanita Hunter

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January 24, 1985

Mary Elizabeth Carnegie, D.P.A., R.N., F.A.A.N.
345 West 58th Street
New York, New York 10019

Dear Dr. Carnegie:

The American Nurses' Association Board of Directors has called for nominations to the American Journal of Nursing Company Board of Directors for election by the AJN Stockholders. At its January 14-16, 1985, meeting, the Cabinet on Human Rights suggested you as a candidate for nomination.

Nurse members suggested as nominees for the AJN board are to have a broad background in the profession in relation to trends and directions in nursing, and social trends that might influence nursing, and business acumen, rather than business science.

In March 1985 the ANA board will nominate three nurse members. Three individuals will be elected in June 1985 by the AJN Stockholders Company. The term of office is for four years.

If you wish to have your name submitted by the Cabinet on Human Rights, please complete the enclosed consent to serve form and ANA Talent Bank form by February 15, 1985. Your materials must be postmarked by February 18, 1985, in order to be considered by the ANA board. If ANA has a current talent bank on file for you, please return the enclosed blank so noted.

The cabinet would be most pleased to forward your name as a suggested nominee for this prestigious position. If you have any questions about the requirements of the office, please contact Karen Keithley, assistant coordinator, Governance Support Services, for additional information. We look forward to hearing from you soon.

Sincerely,

Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

TO: Judith A. Ryan, Ph.D., R.N.
   Executive Director
FROM: Juanita Hunter, Ed.D., R.N.
   Chairperson
   Cabinet on Human Rights
DATE: January 25, 1985
RE: Office of Minority Affairs

The Cabinet on Human Rights met January 16-18, 1985. In the course of discussion the cabinet noted it had not received any recent information about the concept of an ANA Office of Minority Affairs. The cabinet continues to be interested in the progress on establishing such an office and would be pleased to receive further information.

cc: Lyndall Eddy
   Karen Tucker

cc: Juanita Hunter

ANA — An Equal Opportunity Employer
November 13, 1984

Judith Ryan, Ph.D., R.N.
Executive Director
American Nurses' Association, Inc.
2420 Pershing Road
Kansas City, Missouri 64108

Dear Dr. Ryan:

I noted with interest that you testified before the Subcommittee on Health of the Senate Finance Committee on the issue of health care for the medically disadvantaged. I was delighted to learn that attention has been given to this important issue.

As you already know, access to care is a priority issue for the Cabinet on Human Rights for the next biennium. And at the October 1 and 2 cabinet meeting a request was made that members of the cabinet be given an opportunity to testify before congressional groups and others on pertinent topics.

I would like to remind you that cabinet members are interested and willing to provide this service for the organization.

Thank you for consideration of this matter.

Sincerely,

Juanita K. Hunter, Chair
Cabinet on Human Rights

cc: Members, Cabinet on Human Rights

American Nurses' Association, Inc.
2420 Pershing Road, Kansas City, Missouri 64108
(816) 474-8720

Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 789-1800

October 22, 1984

Ethelrine Shaw-Nickerson, Ph.D., R.N., FAAN
School of Nursing
Newton Hall, Room 360
The Ohio State University
158 Neil Avenue
Columbus, Ohio 43210

Dear Dr. Shaw-Nickerson:

At its October 1-2, 1984, meeting, the Cabinet on Human Rights appointed a subcommittee to review the 1975 publication, Affirmative Action Programming for the Nursing Profession through the American Nurses' Association. As one of the original authors of this document, the cabinet is seeking your advice, comments, and recommendations for appropriate revision of this document. A copy is enclosed for your review.

The subcommittee will be meeting sometime in November, so your thoughts are needed within the next couple of weeks. I recognize this timeline may be difficult for you to accommodate. If you are unable to respond by November 8, 1984, you may still forward your comments for consideration at the cabinet's next meeting, January 14-16, 1985.

The cabinet anticipates receiving your thoughtful recommendations and looks forward to hearing from you soon.

Sincerely,

Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

JHN:KET:nlb:55

Enclosure
October 22, 1984

Terese Bello, R.N.
27 North Gate Avenue, Apt. 7
Daly City, California 94015

Dear Ms. Bello:

At its October 1-2, 1984, meeting, the Cabinet on Human Rights appointed a subcommittee to review the 1975 publication, *Affirmative Action Programming for the Nursing Profession Through the American Nurses' Association*. As one of the original authors of this document, the cabinet is seeking your advice, comments, and recommendations for appropriate revision of this document. A copy is enclosed for your review.

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The cabinet anticipates receiving your thoughtful recommendations and looks forward to hearing from you soon.

Sincerely,

Juanita E. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

[Enclosure]

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October 22, 1984

Lorene Ferris, M.S.N., M.S., R.N.
500 N.E. 89th Street
Miami, Florida 33138

Dear Ms. Ferris:

At its October 1-2, 1984, meeting, the Cabinet on Human Rights appointed a subcommittee to review the 1975 publication, *Affirmative Action Programming for the Nursing Profession Through the American Nurses' Association*. As one of the original authors of this document, the cabinet is seeking your advice, comments, and recommendations for appropriate revision of this document. A copy is enclosed for your review.

The subcommittee will be meeting sometime in November, so your thoughts are needed within the next couple of weeks. I recognize this timeline may be difficult for you to accommodate. If you are unable to respond by November 8, 1984, you may still forward your comments for consideration at the cabinet's next meeting, January 14-15, 1985.

The cabinet anticipates receiving your thoughtful recommendations and looks forward to hearing from you soon.

Sincerely,

Juanita E. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

[Enclosure]
October 22, 1984

John Mathwig, M.D., R.N.
100 Bleecker Street, Apt. 15-P
New York, New York 10012

Dear Dr. Mathwig:

At its October 1-2, 1984, meeting, the Cabinet on Human Rights appointed a subcommittee to review the 1975 publication, Affirmative Action Programming for the Nursing Profession through the American Nurses' Association.

As one of the original authors of this document, the cabinet is seeking your advice, comments, and recommendations for appropriate revision of this document. A copy is enclosed for your review.

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The cabinet anticipates receiving your thoughtful recommendations and looks forward to hearing from you soon.

Sincerely,

Juanita K. Hunter, Ed.D., R.N.
Chairperson, Cabinet on Human Rights

Enclosure
October 22, 1984

Lauren Sane, Ph.D., R.N.
P.O. Box 435
Tuskegee, Alabama 36083

Dear Dr. Sane:

At its October 1-2, 1984, meeting, the Cabinet on Human Rights appointed a subcommittee to review the 1975 publication, Affirmative Action Programming for the Nursing Profession Through the American Nurses' Association.

As one of the original authors of this document, the cabinet is seeking your advice, comments, and recommendations for appropriate revision of this document. A copy is enclosed for your review.

The subcommittee will be meeting sometime in November, so your thoughts are needed within the next couple of weeks. I recognize this timeline may be difficult for you to accommodate. If you are unable to respond by November 8, 1984, you may still forward your comments for consideration at the cabinet's next meeting, January 14-16, 1985.

The cabinet anticipates receiving your thoughtful recommendations and looks forward to hearing from you soon.

Sincerely,

Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

Enclosure
October 22, 1984

Janice E. Ruffin, M.S., R.N.
3873 Orloff Avenue, 1-B
Bronx, New York 10463

Dear Ms. Ruffin:

At its October 1-2, 1984, meeting, the Cabinet on Human Rights appointed a subcommittee to review the 1975 publication, Affirmative Action Programming for the Nursing Profession Through the American Nurses' Association.

As one of the original authors of this document, the cabinet is seeking your advice, comments, and recommendations for appropriate revision of this document. A copy is enclosed for your review.

The subcommittee will be meeting sometime in November, so your thoughts are needed within the next couple of weeks. I recognize this timeline may be difficult for you to accommodate. If you are unable to respond by November 8, 1984, you may still forward your comments for consideration at the cabinet's next meeting, January 14-16, 1985.

The cabinet anticipates receiving your thoughtful recommendations and looks forward to hearing from you soon.

Sincerely,

Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

cc: Members, Cabinet on Human Rights
TO: M. Elaine Wittmann, Ed.D., R.N.
Chairperson
Committee on Bylaws
FROM: Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights
DATE: November 9, 1984
RE: Proposals for Amendments to ANA Bylaws

At its October 1-2, 1984 meeting, the Cabinet on Human Rights met with Linda Shinn, director, Division of Constituent Affairs, and was advised of the Committee on Bylaws' intent to propose an amendment to Article II, Section 3, that additional language be added to provide for human rights and affirmative action programs. Ms. Shinn asked for comment from the cabinet on this proposal. The cabinet is supportive of this proposal and passed the following motion:

That the Cabinet on Human Rights recommend that the Committee on Bylaws consider submitting a proposal to the 1985 House of Delegates, that in Article IV, section 3a, an additional statement be added to read, "provide for human rights and affirmative action program."

As the cabinet was reviewing the ANA Bylaws, as amended by the 1984 House of Delegates, several members were confused about Article IV, Section 10, and had questions as to whether or not this section pertains to officers, members of the Board of Directors, and ANA cabinets. As a result of this discussion, the following motion was passed:

That the Cabinet on Human Rights recommend that the Committee on Bylaws review the following proposal for submission to the 1985 House of Delegates: that the title of Article IV, Section 10, be changed to read, "Nominations and Elections for Officers, Board of Directors, and Cabinets," to clarify the purpose of this section.

If you have any questions about either of these proposals, please let me know. Thank you for your consideration of these requests.

JKH:KST:mv

cc: Lyndall D. Eddy
Barbara A. Caspers
Karen S. Tucker
Karen R. Wilson

TO: Ellen Manchester, R.N.
Chairperson
Cabinet on Economic and General Welfare
FROM: Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights
DATE: November 9, 1984
RE: Effects of Financial Cutbacks on the Employment Status of Historically Underrepresented Nurses

At its October meeting, the Cabinet on Human Rights reviewed and then discussed the report adopted by the 1984 House of Delegates, "Report on Access and Recognition for Services of Nurses," and questioned what effect, if any, financial cutbacks may be having on the employment of historically underrepresented nurses.

In the past, underrepresented nurses have been among the first to be affected by layoffs and reduced work schedules. The cabinet is seeking information that might substantiate concerns of individuals that this is happening at this time. Does the Cabinet on Economic and General Welfare have any data that would support or dispute these concerns?

The Cabinet on Human Rights appreciates your attention to this query, and looks forward to your response.

JKH:KST:mv

cc: Lyndall D. Eddy
Barbara A. Caspers
Karen S. Tucker
Karen R. Wilson
TO: Eunice R. Cole, R.N.  
FROM: Juanita K. Hunter, Ed.D., R.N.  
DATE: November 5, 1984  
RE: Minority Representation on the ANA Ballot for Election of Officers

The Cabinet on Human Rights continues to be concerned about adequate minority representation on the ANA ballot for election of officers.

At its October meeting, the cabinet noted that a new form, Affirmative Action Record Keeping Form for Elective Process, is now being used to collect information about a potential candidate's ethnicity. The cabinet is interested in learning how the collected information will be used, and requests that the collected information be shared with the cabinet, as appropriate.

Your consideration of our request is appreciated.

JKH:KST:mvc

c: Lyndall D. Eddy
Karen S. Tucker

TO: Delight Tillotson, M.S.N., R.N.  
FROM: Juanita Hunter, Ed.D., R.N.  
DATE: October 29, 1984  
RE: Revised Standards for Nursing Education

In March, the cabinet reviewed the draft of the revised Standards for Nursing Education and was pleased with the work of the cabinet on Nursing Education, and appreciated the opportunity to review the draft.

At its October 1-2, 1984 meeting, staff verbally reported to the cabinet that the Cabinet on Nursing Education met in September 1984 and approved the final draft for Standards for Professional Nursing Education and indicated standards for the second category will be forthcoming.

On behalf of the Cabinet on Human Rights, congratulations on completion of the Standards for Professional Nursing Education. The cabinet looks forward to seeing the new publication.

JKH:KST:

c: Lyndall D. Eddy, M.P.A., R.N.  
Catherine Foster, Ph.D., R.N.  
Karen Tucker  
Karen Wilson
TO: ANA Conference Committee
FROM: Juanita Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights
DATE: October 29, 1984
RE: Request for Consideration of a 1986 Conference on Access to Care Sponsored by the Cabinet on Human Rights

At its October 1-2, 1984 meeting, the Cabinet on Human Rights identified the need for a National Conference on Access to Care to be held in 1985 or 1986. Staff informed the cabinet of the policy that only councils would be permitted to sponsor conferences and that requests by cabinets to sponsor issues conferences would not be approved. The rationale provided was the limitations of available staff and financial resources and the increased demands on staff and financial resources with the convening of an Annual House of Delegates.

Recognizing these constraints, the cabinet still believes it important to sponsor a conference on Access to Care to share ideas about innovative ways of providing services, identifying strategies that have been used to improve access to cost effective care to disadvantaged populations, urge groups to pool resources to provide services, and establish a network of persons with expertise in this area.

The cabinet envisions a "call for papers" conference format with the publication of the papers following the conference. A complete conference proposal will be submitted if there is willingness to consider this request.

I urge the committee to seriously reconsider its policy on conference sponsorship and approve the Cabinet on Human Rights' proposal for a conference on Access to Care.

JH:KT:dh

American Nurses’ Association, Inc.
2420 Pershing Road, Kansas City, Missouri 64108
(816) 474-8720

TO: Mary Finnin, M.S.N., R.N.
Chairperson
Committee on Finance (Planning and Budgeting)
FROM: Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights
DATE: October 22, 1984
RE: Representation of the Cabinet on Human Rights at the International Congress on Nursing in Tel Aviv, June 16-21, 1985

At its October 1-2, 1984 meeting the Cabinet on Human Rights reviewed the Resolution on El Salvador adopted by the 1984 House of Delegates, and discussed the cabinet's role in international human rights concerns.

The cabinet believes it would be beneficial for a cabinet member to attend the International Congress on Nursing in Tel Aviv in 1985, and requests that the Committee on Finance advise the cabinet of the feasibility of the association's funding cabinet representation at this meeting.

Thank you for your consideration of this request.

JH:KT:mvcc

cc: Lyndall D. Eddy, M.P.A., R.N.
Karen S. Tucker
Kenneth E. Dyer
Carol Grimaldi

ANA — An Equal Opportunity Employer
TO: ANA Conference Committee
FROM: Juanita Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights
DATE: October 29, 1984
RE: Request for Consideration of a 1986 Conference on Access to Care Sponsored by the Cabinet on Human Rights

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The cabinet envisions a "call for papers" conference format with the publication of the papers following the conference. A complete conference proposal will be submitted if there is willingness to consider this request.

I urge the committee to seriously reconsider its policy on conference sponsorship and approve the Cabinet on Human Rights' proposal for a conference on Access to Care.

JH:KT:dh

cc: Lyndall D. Eddy, M.P.A., R.N.
    Robert Piemonte, Ed.D., R.N.
    Karen Keithley
    Karen Tucker

American Nurses' Association, Inc.
2420 Pershing Road, Kansas City, Missouri 64108
(816) 474-6750

TO: Kathleen Montgomery, B.S.N., R.N.
Chairperson
Committee on Committees
FROM: Juanita Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights
DATE: October 19, 1984
RE: Nominations Process for Appointed Officials

At its October 1-2, 1984 meeting, the Cabinet on Human Rights discussed the need for a different process for making nominations to the Board of Directors for appointment of cabinet members and Committees of the House of Delegates prior to the elections.

In 1984, organizational units were asked to submit names to the board for appointed positions before the elected composition of the designated organizational units had been determined and announced. The cabinet found it most difficult to make nominations that would assist the board in making appointments that would provide for adequate geographical and ethnic minority representation and representation from the desired areas of expertise.

Therefore, the following motion was made and passed by the cabinet:

That the cabinet request that the Committee on Committees look at the procedure used for making recommendations to the Board of Directors for appointments prior to the announcement of election results.

The cabinet is concerned from a human rights perspective that proper representation on all cabinets must be assured, and the procedure used in 1984 did not allow for that assurance.

Thank you for your consideration of this suggestion.

JH:KT:dh

cc: Lyndall D. Eddy, M.P.A., R.N.
    Robert Piemonte, Ed.D., R.N.
    Karen Keithley
    Karen Tucker
September 5, 1984

Lorraine Baugh
Past President
National Black Nurses' Association
P.O. Box 18158
Boston, Massachusetts 02118

Dear Ms. Baugh:

The American Nurses' Association Cabinet on Human Rights is scheduled to meet October 1-2, 1984, at ANA headquarters. At that time, the cabinet plans to review the programs and activities being conducted nationally and internationally that address affirmative action and human rights issues. The cabinet is interested in learning about any activities or programs your organization is sponsoring that deal with these national and international issues.

Also, the cabinet would like to receive a copy of your organization's bylaws, if available, to inform us of the purpose of your association.

A response form and return envelope are enclosed for your convenience. It would be most helpful to hear from you on or by September 24, 1984, so your materials can be shared with the cabinet at its October meeting. I appreciate your attention to this request and look forward to hearing from you soon.

Sincerely,

Juanita Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

Enclosures
October 31, 1984

Ophelia Long
President
National Black Nurses' Association, Inc.
Post Office Box 18358
Boston, Massachusetts 02118

Dear Ms. Long:

I received your letter of October 5, 1984 and appreciate your response to my inquiry.

I appreciated the opportunity to talk with you at the NBNA convention, and look forward to future dialogue around issues of common concern. I thought you might be interested in the Cabinet on Human Rights' Report to the 1984 House of Delegates on "Commitment and Action on Human Rights." A copy is enclosed for your information.

Best wishes for a happy holiday season.

Sincerely,

Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

October 5, 1984

Ms. Juanita Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

RECEIVED
OCT 11 1984

I received your request to Lorraine Baugh to late to respond in a timely manner. I do apologize for this being too late for your meeting.

As an organization are addressing through our chapters issues dealing with Human Rights in the area of:

1) Quality of care to the disenfranchised
2) Impact of new regulations on consumers i.e., DRG's
3) Lack of access to care by Black and poor Americans
4) Decrease in financial assistance for nursing education.

I enjoyed very much meeting with you in New Orleans and hope to hear from you soon.

Sincerely,

Sadako Holmes

cc: Ophelia Long

13th National Institute and Conference — St. Louis, Missouri — August 8-August 11, 1985