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Human Rights

to Center

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720



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

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director

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

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

JKH:KST:njh

Enclosures

**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.

JH:LDE:mw:70

cc: Lyndall Eddy
Karen Tucker

bcc: Juanita Hunter

Human Rights

State University of New York at Buffalo



DEPARTMENT OF UNDERGRADUATE NURSE EDUCATION
School of Nursing

FACULTY OF HEALTH SCIENCE

School of Dentistry
School of Health Related Professions
School of Medicine
School of Pharmacy

November 13, 1984

Affiliated Hospitals:
Buffalo Children's
Buffalo General
Erie County Medical Center
Millard Fillmore
Veterans Administration Medical Center

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

JKH:pbe
cc: Members, Cabinet on Human Rights

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720



Washington Office:
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Suite 200
Washington, D.C. 20005
(202) 789-1800

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director

October 22, 1984

Ethelrine Shaw-Nickerson, Ph.D., R.N., F.A.A.N.
School of Nursing
Newton Hall, Room 360
The Ohio State University
1585 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

JKH:KST:nlh:55

Enclosure

ANA — An Equal Opportunity Employer

Human
Rights

American Nurses' Association, Inc.

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(816) 474-5720

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director



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

October 22, 1984

Teresa Bello, R.N.
23 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 K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

JKH:KST:nlh:55

Enclosure

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Washington, D.C. 20005
(202) 789-1800

October 22, 1984

Lorene Farris, M.S.N., M.S., R.N.
900 N.E. 89th Street
Miami, Florida 33138

Dear Ms. Farris:

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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Sincerely,

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

JKH:KST:nlh:55

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Washington, D.C. 20005
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October 22, 1984

Gean Mathwig, Ph.D., R.N.
100 Bleecker Street, Apt. 15-F
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

JKH:KST:nlh:55

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Executive Director



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October 22, 1984

Ildaura Murillo-Rohde, Ph.D., R.N., F.A.A.N.
College of Nursing
Downstate Medical Center
State University of New York
450 Clarkson Avenue
Brooklyn, New York 11203

Dear Dr. Murillo-Rohde:

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

JKH:KST:nlh:55

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Executive Director



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Washington, D.C. 20005
(202) 789-1800

October 22, 1984

Lauranne Sams, Ph.D., R.N.
P.O. Box 435
Tuskegee, Alabama 36083

Dear Dr. Sams:

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

JKH:KST:nlh:55

Enclosure

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Judith A. Ryan, Ph.D., R.N.
Executive Director



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

October 22, 1984

Betty Williams, Dr.P.H., R.N., F.A.A.N.
5630 Arch Crest Drive
Los Angeles, California 90043

Dear Dr. Williams:

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

JKH:KST:nlh:55

Enclosure

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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.

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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

JKH:EST:nlh:55

Enclosure

ANA — An Equal Opportunity Employer

State University of New York at Buffalo



DEPARTMENT OF UNDERGRADUATE NURSE EDUCATION
School of Nursing

FACULTY OF HEALTH SCIENCE

School of Dentistry
School of Health Related Professions
School of Medicine
School of Pharmacy

Affiliated Hospitals:
Buffalo Children's
Buffalo General
Erie County Medical Center
Millard Fillmore
Veterans Administration Medical Center

August 17, 1984

Board of Directors
c/o Eunice Cole, President
American Nurses' Association
2420 Pershing Road
Kansas City, Missouri 64108

Dear Colleagues:

I am writing to express my surprise and concern about your June 29 appointments to the Cabinet on Human Rights. As you may recall, two members were elected to the cabinet at the convention who had not previously served on the cabinet. Subsequent to the delegate elections you met at the post convention board meeting and appointed two individuals who also had not served on the cabinet. The net result of this action is that four of the seven members of the Cabinet on Human Rights will be new and unfamiliar with the work of the Cabinet as the 1984-86 biennium begins.

When I was informed of your action I was disturbed. However, I became perplexed and mystified when I was told that the board was unaware of any cabinet recommendations for appointments. Still later I was informed that the Cabinet recommendations were discussed but not accepted for unknown reasons.

You may be interested in knowing that six members of the Cabinet met on Thursday, June 28 after the election results were announced to determine recommendations for appointments. Those recommendations were then forwarded to Karen Keithley per instructions of Karen Wilson, staff member for the Cabinet and included the names of Ruth Hutchison, Shirley Gilford and myself for Chairperson.

Inasmuch as Cabinet members put much thought into making those decisions and thoroughly considered the needs of the Cabinet, the board actions raises many unanswered questions. Would you kindly clarify this matter for myself and Cabinet members.

Thank you for consideration of this matter.

Sincerely,

Juanita K. Hunter, Chairperson

JKH:pbe
cc: Members, Cabinet on Human Rights

Human Rights

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TO: M. Elaine Wittmann, Ed.D., R.N.
Chairperson
Committee on Bylaws

FROM: Juanita K. Hunter, Ed.D., R.N. *JKH*
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, "8. 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:mvc

cc: Lyndall D. Eddy, M.P.A., R.N.
ANA — An Equal Opportunity Employer

American Nurses' Association, Inc.

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Judith A. Ryan, Ph.D., R.N.
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Washington Office:
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TO: Ellen Manchester, R.N.
Chairperson
Cabinet on Economic and General Welfare

FROM: Juanita K. Hunter, Ed.D., R.N. *JKH*
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:mvc

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

ANA — An Equal Opportunity Employer

Human Rights

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2420 Pershing Road, Kansas City, Missouri 64108
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Judith A. Ryan, Ph.D., R.N.
Executive Director



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Washington, D.C. 20005
(202) 789-1800

TO: Eunice R. Cole, R.N.
President

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

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

cc: Lyndall D. Eddy
Karen S. Tucker

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TO: Delight Tillotson, M.S.N., R.N.
Chairperson
Cabinet on Nursing Education

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

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.

JH:KT:mc

cc: Lyndall D. Eddy, M.P.A., R.N.
Catherine Foster, Ph.D., R.N.
Karen Tucker
Karen Wilson

Human Rights

AMERICAN NURSES' ASSOCIATION

TO: ANA Conference Committee
FROM: Juanita Hunter, Ed.D., R.N. *JH*
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

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President

Judith A. Ryan, Ph.D., R.N.
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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.

JKH:KST:mvc

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

Human Rights

AMERICAN NURSES' ASSOCIATION

TO: ANA Conference Committee
FROM: Juanita Hunter, Ed.D., R.N. *JH*
Chairperson
Cabinet on Human Rights
DATE: October 29, 1984
RE: Request for Consideration of a 1986 Conference on
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Executive Director



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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
ANA — An Equal Opportunity Employer

Human Rights

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

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

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director

September 5, 1984

Lorraine Baugh
Past President
National Black Nurses' Association
P.O. Box 18358
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

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

ZJH:mw:54

Enclosures

Human Rights

KT

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720



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Suite 200
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Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director

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

JKH:KST:mvc

Enclosure

National Black Nurses' Association, Inc.

Post Office Box 18358
Boston, Massachusetts 02118
Telephone: (617) 266-9703

October 5, 1984

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OCT 11 1984

GOVERNANCE SUPPORT

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

c/o Karen S. Tucker
Coordinator
Governance Support Services
American Nurses' Association
2420 Pershing Road
Kansas City, Missouri 64108

Dear Juanita,

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.

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

- 1) Quality of care to the disinfranchised
- 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,

O Long
Ophelia Long
President

cc: Sadako Holmes

- California President
- Atlanta, Ohio 1st Vice President
- New York 2nd Vice President
- Illinois Secretary
- California Treasurer
- Alabama President Emeritus
- Massachusetts Past President



- Akron, Ohio
- California
- Michigan
- Chicago, Illinois
- Norman, Oklahoma
- Chicago, Illinois
- Texas
- Texas
- Washington, DC
- Missouri Representative
- Massachusetts
- Parliamentarian
- California
- Arkansas