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Juanita Hunter

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#69
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4 MARCH 85

DEAR JUANITA:

THE UNITED NATIONAL BANK ROOM
AT THE SKILON BAPTIST CHURCH
FAMILY LIFE CENTER HAS
BEEN RESERVED FOR SATURDAY
APRIL 6, 1985 FROM 9AM - 9PM.

COST: \$50 FOR 4 HR (OR \$100 IN
OUR CASE) IF 10 PEOPLE
EAT IN THE TUNING FORK
4 HOURS IS FREE. I
GUARANTEED 10 MEALS

SPECIAL NOTE: I WILL PAY
THE \$50 FEE UNLESS YOU FEEL
PERSONS ARE WILLING TO CON-
TRIBUTE \$2.50 - \$5.00 APIECE

HOWEVER: THE FLC OFFERS HOME-
COOKED MEALS IN THE
TUNING FORK RESTAURANT
ON THE GROUND LEVEL.
EACH PERSON CAN WALK
DOWN TO THE RESTAURANT,
ORDER/PAY FOR THEIR
MEAL AND RETURN TO
THE SECOND FLOOR RM
TO EAT. Note: This is less
costly than catering

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I HOPE THESE ARRANGEMENTS
ARE SATISFACTORY.

Sincerely,
Barbara J. Hatcher

#69
minority
caucus

NAME MARIAN D. Whiteside Phone No.: Home _____

ADDRESS 1415 Lord Foxley Dr. Business _____
Greensboro, N.C. 27405

Yes, I am interested in attending this meeting.

No, I am not interested in attending this meeting. *This letter is sent from Spain - I am uncertain of my return date. Have a good meeting*

If interested would you be available on the following dates:

- | | | |
|----------|-----|----|
| March 2 | YES | NO |
| March 9 | YES | NO |
| March 16 | YES | NO |
| March 23 | YES | NO |
| April 6 | YES | NO |

The following persons should be contacted about this meeting:

I have the following suggested agenda items:

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caucus

Minority Nurses' Caucus Followup Meeting

DATE: Saturday, April 6, 1985
PLACE: ANA Headquarters, Washington Office
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
TIME: 9 A.M. - 3 P.M.
PARTICIPANTS: See Attachment 4

I. Call to Order - the meeting was called to order by Dr. Juanita Hunter. Introductions followed.

II. Purpose of meeting was identified and discussed by Dr. Hunter. Dr. Hunter explained how the idea for the meeting originated and thanked those persons who assisted in helping to get the meeting organized. Many people not present had expressed an interest in attending this meeting but had circumstances that prevented their presence. A copy of the minutes will be mailed to each of them.

III. Major Issues

A. How and means of supporting minority candidates. Should we support each minority on the ballot? Some discussion related to the issue of developing a mechanism for supporting identified candidates followed. Pros and cons of each strategy were discussed.

B. Strategies to help minorities attain leadership roles in the professional association.

1. The possibility of an educational packet was discussed - the Cabinet on Human Rights was identified as the vehicle for implementation if this program.

C. Strategies to get minorities elected.

A discussion followed regarding fund raising, budgeting, and how to campaign effectively. Also discussed was how to assist candidates in gaining broad based support. It was pointed out that the informal networking to obtain delegate votes was often lacking due to the candidates putting most of their efforts into the scheduled convention time or House of Delegates Meeting.

D. Networking

It was emphasized that networking is an important vehicle to share information and to supporting each others efforts.

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Minority Nurses' Caucus
Followup Meeting

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E. Planning for placing minorities on ballot for 1986.

Discussion included need to encourage minorities to run for elective office. This will be encouraged at the Minority Caucus which will be held at the House of Delegates meeting in July, 1985. It was also pointed out that the new structure of a modified federation increases the importance of minority nurse involvement within the state association and as delegates to ANA conventions. There will also be further discussion of the possible endorsement of an ANA presidential candidate by minority nurses.

IV. Strategies to support minorities in their leadership roles once attained. There was much discussion about support of each other and how to support each other. One strategy identified was to have leadership conferences centered on the process of mentoring and development of leadership skills.

V. Development of strategies to maintain viability of Associate Degree and Baccalaureate Degree.

This issue was discussed in relation to the Board of Directors' Report to the House of Delegates on "Titling for Licensure." There were concerns related to the recommendations on pg. 2. Suggestions made which might strengthen the statements included: (1) providing incentives for minorities, (b) increasing minority enrollment, (3) increasing outreach programs, (4) developing mechanisms to support associate degree programs, and (5) assuring that scope of practice of technical nursing be consistent with current nurse practice acts. Participants were encouraged to address these issues at the hearing during the House of Delegates Meeting.

VI. Working lunch groups were developed to continue discussion and to strategize on three major areas. They included:

1. Elections to National Office.
2. Leadership Development of Minority Nurses.
3. Education.

VII. Reports of Work Groups

A. Strategies for Election to National Positions (see attached report).

- B. Leadership Development for Minority Nurses (see attached report)
1. Mentoring roles and development of relationships seen as very important.
 2. Leadership conference identified as a positive, productive approach for development of leaders.
 3. Suggestion was made to collaborate with formalized groups such as Chi Eta Phi and National Black Nurses Association, etc. in this endeavor.
 4. Develop a minority nurses corner in the American Nurse for information sharing.

Minority Nurses' Caucus
Followup Meeting

-3-

C. Education as it relates to minorities.

Specific recommendations included: (1) development of a position paper on the under-representation of minority nurses in the profession and the association, (2) request that ANA develop a program to increase minority participation, (3) request ANA to award incentives to those schools which recruit, retain, and successfully graduate minority students. (See attachment 3 for full report).

VIII. Convention program planning for 1986.

In response to an expressed concern about presentation of programs at convention which are unique to minorities a task group was developed to write at least one proposal by the May 1 deadline. This group consists of Barbara Holder, Eura Lennon and Dr. Ildaura Murillo-Rohde. Suggested topics include:

- A. Health Problems of Minorities especially related to Mental Health and Access to Care.
- B. Food and Shelter - current crisis of hunger and homelessness.
- C. Election of Minorities.
- D. Organ Transplants - Effect on Minorities.
- E. DRG's - Potential Negative Impact on Minorities.

IX. Issues and Concerns which will be discussed at the 1985 House of Delegates.

Ten major areas were mentioned. There will be further discussion in the Minority Caucus before the 1985 House of Delegates Meeting. Major areas include: (1) Titling and Licensure, (2) ANA Center for Credentialing, (3) the process for presidential endorsement, (4) Association priorities, (5) policies and procedures for ANA nominations and appointments.

X. Issues and Concerns for Cabinet on Human Rights

1. Protection of human rights in this time of cost conscious era and high technology.
2. Can cabinet get states to be concerned about giving help to black nurses pursuing degrees.
3. Health care as a right vs. a privilege.
4. Access to care.

XI. Next Meeting - Fall 1985.

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ATTACHMENT 1

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April 6, 1985

Strategies for Election to National Positions

1. Encourage minority nurses to join state nurses associations. Become active at district and state levels. Encourage minority nurses to run for elective offices at all levels. Explain to these nurses it is important for them to be involved in the nursing association at all levels.
2. Encourage minority nurses to run for ANA delegate positions.
3. Teach minority nurses the election process, how to vote and how to make your vote count.
4. Develop strategies that will give support to minority elected leaders. Encourage individual nurses and support a certain number of minorities; articulate these choices to your state nurses' delegates in a positive manner. Do not speak negatively or downgrade those minorities that you are not supporting.
5. Encourage minority nurses to negotiate with each other so as not to cancel each other out when running for elected office.
6. Begin campaign early, gain support of your nursing association at all levels.
7. Develop a "How to Get Elected Kit."

ATTACHMENT 2

-5-

Leadership Strategies

1. Ask minority organizations and groups to identify nurses with leadership potential and assist in grooming process.
2. Develop a mentoring group; identify ways this group can assist; use concept of each one teach one.
3. Plan and implement a leadership conference (Cabinet on Human Rights).
4. Develop a leadership development group - (Could this be legitimized?)
5. Look into Leadership Program at Spellman College--ask them to do a special program.
6. Those in leadership positions might invite potential nurse leaders to shadow them.
7. Identify a potential network system or people who would offer assistance in particular areas (resource persons).

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ATTACHMENT 3

-6-

Minority Nurses Followup Caucus - April 6, 1985

Report of the Sub-Committee on Titling and Licensure

Participants:

Hazelon Blakeney, Della Goodwin, Gwendolyn Jones, Rosetta Sands
Rhetaugh G. Dumas

Division:

The sub-committee convened over lunch to discuss issues raised by the Board of Directors' Report to the 1985 House of Delegates on "Titling for Licensure." Recommendations of the Board of ANA served as a form for discussion. The sub-committee came to consensus in three areas as modified through discussion.

Consensus:

Recommendation No. 1 - Establish the Baccalaureate with a major in nursing as the minimum educational requirement for licensure to practice professional nursing and to retain the legal title, Registered Nurse, for that license.

- The ANA should adopt a position statement that acknowledges the under-representation of blacks and other minorities in university nursing programs.
- ANA should create and grant recognition awards that will motivate Baccalaureate nursing programs to increase the number of black nurses graduated annually. Such awards should be a part of the current awards program at biennial conventions.
- Recognize programs that can serve as national models for articulation with Associate Degree and practical nurse programs (2+2 or 1+3 programs).
- Increase recruitment strategies to attract high academic achievers to nursing in Baccalaureate programs.

Recommendation No. 2 - Establish the Associate Degree with a major in nursing as the educational requirement for licensure to practice technical nursing.

- Discussion revealed consensus on the statement as it appears.
- There is lack of consensus on whether the licensing examination should continue as currently given with NCLEX for Registered Nurse.
- There was a recognition that Associate Degree graduates perform better on the Current NCLEX than the graduate of BSN Programs.
- There was discussion of the adequacy of the current NCLEX to test beyond the technical level.

Recommendation No. 3 - Assure that the educational preparation and scope of practice of those licensed to practice technical nursing are congruent. (Add: Consistent with Current State Practice Acts).

- a) Consensus was sought on the need to protect the scope of practice of the ADN graduate as a practitioner with some areas of independent function.

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- b) It was recognized that ADN graduates have demonstrated their competence as Registered Nurses for more than twenty-five years. The work place may have over-utilized this graduate.
- c) The phrase "consistent with the current state practice acts" was proposed as a closing to this recommendation. Eventually, each state could define the scope differently. This would disadvantage the graduate, especially minorities. Three of five model states have proposed a scope of practice that is at LPN assisting level.

Recommendation No. 4 - Continue efforts to develop consensus on the legal title for licensure to practice technical nursing.

- consensus was not obtained.
- discussion highlighted the alternatives of:
 - a. retaining R.N. title for both levels.
 - b. differentiate levels with hyphenated titles
 - RN, BSN
 - RN, ADN
 - RN, Technical
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 - c. any new title for one group will create risk of LPN scope or loss of identity from RN ranks.

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-7-

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ATTACHMENT 4

- 8 -

NAME

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Juanita Hunter
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(205) 887-6818- home
(205) 727-0550 x460- office

TV
CLIPS

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75 EAST NORTHFIELD ROAD / LIVINGSTON / NEW JERSEY 07039
(201) 992-6600 (800) 621-1160

DATE February 27, 1985
TIME 7:00-7:30 PM
NETWORK NBC
PROGRAM Nightly News

ACCOUNT NUMBER 2551

Tom Brokaw, anchor:

John Chancellor is here with his commentary now and tonight he's talking about that Harvard study which says that hunger in America is a public health epidemic. John.

John Chancellor, commentator:

You have to pay attention to a report like this one, a group of recognized experts from distinguished institutions working with federal government figures supported by a dozen foundations.

The battle against hunger in this country was just about won during the 1970s, but this report says that in the past few years, hunger has become an epidemic and that it's getting worse. The figures won't please an administration that's been talking about safety nets protecting the truly needy; there's more to it than that. Twelve billion dollars has been cut from food programs since 1982, and the House of Representatives, controlled by the Democrats, has been a partner in those cuts. What is most troubling about these findings is what they tell us about ourselves and our country. The economy is booming and most people think life is good, yet this report says there is hunger in America of dimensions not seen since the Great Depression. Most people didn't have any idea that it was that bad. Did journalism miss the story? Did the Congress fall asleep? Did hungry people become invisible? Or was it that nobody cared? Is the United States becoming a country in which most people have theirs and nobody bothers about those who don't have enough--a power abroad with an epidemic of hunger at home? John F. Kennedy once said he wanted an America which commands respect throughout the world not only for its strength, but for its civilization as well. But with twenty million Americans who don't have enough money to purchase an adequate diet or who periodically run out of food completely, that veneer of civilization seems to have worn very thin.

#69
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A MINORITY CAUCUS

MONDAY, JUNE 16

9³⁰ - 10³⁰ pm

~~7-9 P.M.~~

ANAHEIM HILTON HOTEL

LAGUNA

DISCUSSION:

- ✓ BY-LAWS ISSUES
- ✓ LONG RANGE PLAN
- ✓ CABINET ON HUMAN RIGHTS ACTIVITIES

General Exam. pass reg. impact on minorities

OTHER CONCERNS

- ✓ Future Membership
- Entry into Practice
- Role of this gpp
- Black legislators

✓ Council on Cultural Diversity

COME

COME

networking year round

1. Call ab on articles
2. Research Grants
- Jack Jones on Black Health

COME

COME

A

MINORITY CAUCUS

SUNDAY, JULY 21

3 - 5 P.M.

HYATT REGENCY HOTEL

VAN HORN C

DISCUSSION:

- BY-LAWS ISSUES
- TITLING AND CREDENTIALING - Della Hoodwin
- REPORT OF APRIL 6TH FOLLOW UP MEETING
- OTHER CONCERNS Representation of 64 section Committees of Councils
- ✓ Dr. Elizabeth Carnegie
- Helen Miller
- Planning '86
- Economic Sanctions
- Elections

networking
strategies to get message across
organize

3622
Perm 8-9 Empire
mick Benton A 9-10
M. Jackson

Need to have a statement
about members

Ila 3514
Bertha 3119
Betty - 2211
Lula - 2604
Jan - 3712

new issues emerging
practice -
ANA should be about
collecting accurate data

Hoodwin
wards

COME

COME

74 Caucus Northrup
Campaign workers
Suite 9pm