

From: [Brandford, Arica](#) [REDACTED]
To:
Date: 2/10/2023 8:01:25 AM
Subject: BHM Discussion Notes

Thank you for reaching out Dean McLennon and Dr. Dormire. Unfortunately, I cannot meet today as my calendar is full teaching my doctoral course as well as with my Houston Methodist Cancer Center commitments. I met with the Climate and Diversity Team Monday January 23, 2023, to introduce the revised diversity statement. At that time, there were no concrete plans in place for Black History Month (BHM) albeit it was starting in one week. A committee member asked me to join the planning committee for BHM and I agreed. Unfortunately, I was never contacted by the Climate and Diversity Team to collaborate or further discuss. While I appreciate you asking me for my input, it is already February 10th, and we are far beyond the planning stages. However, I do look forward to finding a mutually agreeable time of for us meet to further the dialogue on the points raised in my original email.

While I appreciate you reaching out, I think that putting together something now is not a solution but more of a band aid on the oversight. Honestly, the SON needs to take a step back, reflect, and do a true need analysis to address the problem not just treat the symptoms.. Black History Month should not be an afterthought, it should be well planned out specially to accomplish the SON vision, mission, values, and strategic plan. Lastly, one thing of importance to note is that while BHM is the designated calendar month to celebrate black history and accomplishments we should continually be activating change and implementing a multicultural advocacy process.

Although I cannot attend a meeting today, here are some suggested starting points.

- Define Black Resistance
 - How to it apply to nursing?
 - Black Resistance recognizes the history of racism in nursing perpetrated against Black Nurses
- Discuss the Racial Reckoning and Healing Program
 - Review ECHO by the American Nurses Association
 - Research Lucinda Canty and her body of work and website
- Identify Nurses that have resisted the status quo and fought for equality. The list of nurses provided below are the same nurses that are highlighted year to year. There are several other Black nurses with amazing bodies of work.
 - Mary Elizabeth Carnegie
 - P
- Consider a presentation on how implicit bias, racism, microaggressions, and macroaggressions within nursing affect patient outcomes such as the high morbidity and mortality rate in Black women. Consider a panel to discuss these issues. Panel members might include:
 - Delanor Manson at the Kentucky Nurses Association, she is one of the first graduates of the University of Kentucky's School of Nursing, Naval Officer (historic in appointment), and advocates both at the policy level and nursing level to address such issues
 - Who was your first Black-American (not of African descent) undergraduate nursing student and discuss what his/her experiences were like at the SON.
 - Include someone who was a firsthand witness of segregation and its impact on Black Nurses and has a research body that examines a patient outcome that is heavily influenced by racism (My recommendation would be Dr. Dormire)

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From: Dormire, Sharon L [REDACTED]
To: Brandford, Arica [REDACTED]
Date: 2/9/2023 4:49:05 PM
Subject: Re: Ideas

Amen to that!

From: Brandford, Arica [REDACTED]
Date: Thursday, February 9, 2023 at 4:41 PM
To: Dormire, Sharon L [REDACTED]
Subject: Re: Ideas

Yes, I've seen that in the news.

A panel is very intriguing.

If not now than when, and if not you then who!

Those words ring loud.

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From: Dormire, Sharon L [REDACTED]
Sent: Thursday, February 9, 2023, 4:19 PM
To: Brandford, Arica [REDACTED]
Subject: Re: Ideas

I hear you. Thank you for that.

Are you aware of the issues in Florida regarding an AP course in African American studies?

<https://www.nytimes.com/2023/02/09/us/florida-college-board-african-american-studies.html?>

That one you may have heard about. What really has me thinking is the restrictions on DEI being put in place by the Texas governor. Or the moves that repress voters.

Together they really highlight the importance of resistance. The cynical side of me thinks that the date of release of these restrictions is not coincidental.

But it strikes me that a panel discussion of being pushed back and its impact on nurses as well as on health could be stirring. This is just an emerging idea.

It strikes me as sad that only you and I are having this conversation. Neither of us were part of the team planning events. I believe we can change the dialogue.

Best
Sharon

From: Brandford, Arica [REDACTED]

Date: Thursday, February 9, 2023 at 4:06 PM

To: Dormire, Sharon L [REDACTED]

Subject: RE: Ideas

Yes, there are several places that reference the theme but if you research more closely Black Resistance is rooted in racial inequality particularly in political structures. (<https://www.pewresearch.org/fact-tank/2023/01/20/for-black-history-month-a-look-at-what-black-americans-say-is-needed-to-overcome-racial-inequality/>).

The theme of Black Resistance is health care/patient care/nursing/education is focused on confronting racism. See previous source as well as <https://voice.ons.org/news-and-views/the-case-of-the-resistance-relevance>.

Either way none of this was included in the original email or in any conversation regarding Black History at TAMU SON.

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"That visibility which makes us most vulnerable is that which is also the source of our greatest strength."

~Audre Lord

From: Dormire, Sharon L [REDACTED]

Sent: Thursday, February 9, 2023 3:58 PM

To: Brandford, Arica [REDACTED]

Subject: Re: Ideas

Hmmm, I am not sure where it began. In exploring the web today, I found several places referencing the theme. In looking for the origin of the themes I found this:

<https://asalh.org/black-history-themes/>

It seems from their writings that ASALH defines the theme annually. But that is not directly stated in the web information. It is more implied.

Your ideas help a great deal. Keep them coming if more arise!

Best

Sharon

From: Brandford, Arica [REDACTED]

Date: Thursday, February 9, 2023 at 3:21 PM

To: Dormire, Sharon L [REDACTED]

Subject: Re: Ideas

Dr. Dormire,

Thank you for reaching out and being a trusted advisor. My first question is where was the theme derived from? From my research it is actually attributed to Dr. McCamey the founder of DNP of Color from John Hopkins University School of Nursing. Maybe the starting point would be to give her credit and not take her work without giving recognition. Please see attached flyer.

For speakers, I could not say. For this month most speakers are fully booked. I would consider contacting Lucinda Canty (Racial Healing in Nursing) or Freida Outlaw (ANA) as possible speakers.

However, I think that should be up to the leadership and committee to decide. I would like to be informed and encouraged during this month. You may want to consider Dr. Troy Harden or Kenneth Taylor from the TAMU Bush School.

Hopefully, this helps.

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From: Dormire, Sharon L [REDACTED]
Sent: Thursday, February 9, 2023 2:54:17 PM
To: Brandford, Arica [REDACTED]
Subject: Ideas

Arica,

First of all, I thank you for trusting me. I so value our honest conversations. That is a priceless gift.

In working to open everyone's eyes, do you have any ideas I can carry forward to focus on the Black History month theme of Black Resistance? Do you know anyone from Prairie View who might be a provoking speaker, for example?

Sharon