

**NEW YORK STATE EDUCATION DEPARTMENT (NYSED)
STATE BOARD FOR NURSING**

**Meeting Minutes
Wednesday, May 12, 2021
10:00 AM**

WebEx conference

Members present: Valerie Aarne, RN, Chair; Anne Coonrad, RN, Vice Chair; Edonn Ball, RN; Maria Vezina, RN; Kenya Beard, RN, Diane Ceravolo, RN; Ralph Derrico, RN; Samantha De La Santos, Public Member; Frances Iacobellis, RN; Sherley John, RN; Gwendolyn Lewis, RN; Heidi Mix RN; Jamesetta Newland, RN; Edmund Pajarillo, RN

Members excused: David Hedman, RN

Board Office Staff present: Suzanne Sullivan, RN, Executive Secretary; Ann Bentzen, RN, Associate in Nursing Education; Eileen Avery, RN, Assistant in Nursing Education

Guest Observers: Jeanine Santelli, RN, ANA-NY Executive Director; Amy Kellogg, Harter, Secret & Emery; Deborah Elliott, Executive Director, Center for Nursing at the Foundation of NYS Nurses; Jincy Chacko, RN, Indian Nurses Association of New York; Catherine Collins, RN, Regent; Sarah Benson, NYSED, Deputy Commissioner; Victoria Hay, NYSED, Associate Attorney; Erin Morigerato, NYSED; Assistant Counsel; Dolores Cottrell, D.D.S, NYSED, Executive Secretary of State Boards for Dentistry, Optometry & Chiropractic; and, Stephanie Maes, Paul Thompson, and Chris Halpin (NYSED).

Guest Presenters: Jose Perpignan, RN, Greater New York City Black Nurses Association, Inc.; Waryl Remegio, DNP, RN, Philippine Nurses Association of New York, Inc.; and Bindu Varghese RN, Angel John, RN Aimee George, RN, Indian Nurses Association of New York.

Call to Order: The meeting was called to order at 10:10 AM.

News and Reports/Announcements:

On behalf of Regent Collins and the State Education Department, Ms. Sullivan wished BON Members a Happy Nurses Week and thanked them for their dedication to the health of New Yorkers and to the nursing profession. Ms. Sullivan briefly described two bills that would address nurse staffing in hospitals. She announced that the National Academies of Sciences, Engineering and Medicine published a report entitled "The Future of Nursing 2020-2030 Charting a Path to Achieve Health Equity". She noted that the report focuses on how nurses can reduce health disparities in the United States and improve health care quality.

Exploration of the Impact of the COVID 19 Pandemic on Nurses who are Practicing in New York State

To learn more about how the COVID 19 pandemic has affected historically vulnerable or under-represented groups of nurses, BON members invited nurses from the Greater New York City Black Nurses Association, Inc., the Indian

Nurses Association of New York, Inc. and the Philippine Nurses Association of New York to speak about the impact of the COVID 19 pandemic in New York on their members.

Jose Perpignan, RN, Co-Founder, Greater New York City Black Nurses Association, Inc.

Mr. Perpignan, who works as an RN in a New York Hospital, provided an overview of the history and mission of the Greater New York City Black Nurses Association, Inc. He described the organization's prodigious efforts, during the COVID 19 Pandemic, to protect and improve the health of New Yorkers from underserved communities. He explained how the organization, through community engagement, gained the trust of these New Yorkers, which enabled the organization to ensure that they received health care and health guidance to stay well and safe. The organization also advocated on behalf of nurses, and underserved communities and provided outreach to nursing education programs.

Mr. Perpignan also described the experiences, early in the COVID 19 pandemic, of black nurses who provided patient care despite poor and unsafe working conditions. He described the harmful health and social impact that the COVID 19 pandemic had on these nurses, their families, and communities. In response, the organization stepped-up its efforts to support nurses. For example, it created "Voices from the Frontline" an electronic forum for frontline workers to voice their experiences with COVID 19 and also for legislators and other stakeholders to learn about these experiences. When the COVID 19 pandemic spread to other parts of the United States, organization members shared their experiences with COVID 19 with health care workers in these locations. Mr. Perpignan described injustices that many black nurses continue to face and potential solutions, but these injustices still need to be addressed.

Questions and Answers followed.

Warly Remegio, DNP, RN, President of Philippine Nurses Association of New York

Dr. Remegio described the Philippine Nurses Association of New York, Inc. (PNANY), which was founded in 1929 to support the professional, socio-cultural, and economic advancement of Filipino and Filipino-American nurses in New York State. PNANY advocates for high quality standards of nursing practice and works with professional, government and community organizations on initiatives consistent with its mission.

Dr. Remegio described the devastating impact that the COVID 19 pandemic and anti-Asian hate crimes had on Filipino and Filipino-American nurses, their families, and communities. He indicated that the high COVID death rate among Filipino and Filipino-American nurses continues to be acutely distressing. He also shared stories of people's achievements, resilience and kindness during this very dark time.

In response to the COVID 19 pandemic, PNANY continuously provided services, resources and social support for Filipino and Filipino-American nurses, their families, and communities. For example, PANY created the Filipino- American Health Forum on COVID-19, to inform health workers and the public about COVID 19, and ways to combat it. PNANY's forum also honored and provided much needed mental health support for nurses and recognized persons who died from COVID.

Questions and Answers followed.

Bindu Varghese, RN, Angel John, RN, Aimee George, RN representing the Indian Nurses Association of New York

Ms. Angel John, who works as an RN in a New York hospital, described the Indian Nurses Association of New York (INA-NY), which represents nurses and nursing students of Indian

heritage in New York State. During the COVID 19 pandemic, INA-NY supplied masks, food and resources to persons in need and created an outreach program to support nurses. Ms. John offered following advice for nursing students and new nurses: be ready for anything; be adaptable; and, we are all in this together. She recommended nursing coursework in maintaining positive mental health and new laws to promote safe patient staffing.

Ms. Aimee George, who worked on a COVID Unit in a New York hospital, described how the COVID 19 pandemic affected working conditions. She described how nurses struggled together to develop knowledge and skills to provide nursing care for patients with COVID 19 under often chaotic, stressful working conditions. She described the hospital's efforts to support nurses impacted by COVID 19. She also described workplace safety concerns, such as inadequate staffing and the risks of becoming infected by COVID and transmitting it to others.

Ms. Bindu Varghese also worked on a COVID Unit in a New York hospital. She described how the COVID 19 pandemic impacted health and living conditions of nurses. She noted that early on, nurses resorted to "trial and error" to find best ways to care for patients with COVID 19. However, after a few months, many nurses needed mental health support. The hospitals took unusual measures to support nurses, for example, by making mental health, child care and other services available. The nurses' greatest safety concern was contracting COVID 19 and/or transmitting it to others, particularly medically vulnerable family members. Some nurses changed careers due to COVID 19.

Questions and Answers followed.

Discussion

Board Members and guest speakers discussed common experiences among nurses practicing during the COVID 19 pandemic as well as ideas for strengthening the nurse workforce and nursing education. Guest speakers emphasized the importance of nurses and other health professionals working together to combat COVID 19, as well as the need for nurses to attend to their personal physical and mental health. They suggested integrating resiliency and mental health preparation into nursing education as well as mentorship to advance the profession. The group discussed ideas for promoting culturally competent care, such as providing opportunities for nursing students to interact with patients from varied cultural backgrounds and to self-reflect about biases, inclusion, and cultural awareness.

In response to a question regarding how the State Board of Nursing can better support nurses, guest speakers recommended that the Board maintain an open line of communication with organizations that represent nurses from different cultures, support cultural appreciation and more exchange of ideas among various nursing organizations and groups of nurses. Guest speakers also recommended that the Board support preparing nurses to be resilient (mentally and emotionally).

On behalf of the State Board for Nursing and the State Education Department, Ms. Sullivan thanked the guest speakers.

Approval of Prior Meetings Minutes

The Board approved the minutes for BON meetings held on the following dates:

1/15/20, 4/15/20, 7/22/20, 11/17/20, 1/27/21

Meeting was adjourned at 11:42 AM.

DRAFT