

Sheniece L. Griffin, DNP, RN, CNL
Nursing Director for Diversity, Equity, & Inclusion

EDUCATION

United Way, Rochester Ny African American Leadership Development Program	2022
American Association of Colleges of Nursing, Washington D.C Diversity Leadership Institute, Cohort 2	2022
Ghandi Institute, Rochester Ny Restorative Justice Training	2022
URMC Enlightened Leadership Cohort 5 with Jeffrey Ring, Rochester Ny Leadership and Health Equity	2022
University of Rochester, Rochester NY Doctorate of Nursing Practice, DNP	2021
University of Rochester, Rochester NY Master of Science, Clinical Nurse Leadership	2019
Saint John Fisher College, Rochester NY Bachelors of Science, Nursing	2010
SUNY University at Buffalo, Buffalo, NY Bachelor of Arts, Psychology	2008

HONORS/AWARDS

Recipient, Rochester Black Nurses Association 2022 RBNA Nurse Pioneer Award	2022
Recipient, Sigma Theta Tau Sigma Theta Tau Epsilon Xi DNP Scholarly Project Award	2022
Recipient, National Black Nurses Association 40 Under 40 Award	2022
AACN's Diversity, Equity, & Inclusion Leadership Network	2022
ICARE Strong Star	2018
Recipient, Michele Unger Leadership Memorial Award	2017
Inducted, Sigma Theta Tau Honor Society	2017
Recipient, ICARE Strong Star	2016
Recipient, ICARE Strong Star	2014
National Technical Honor Society	2003

PROFESSIONAL WORK EXPERIENCE

<u>University of Rochester Medical Center- Department of Nursing Practice</u> Rochester, New York	
<i>Nursing Director for Diversity, Equity, and Inclusion</i>	2021- Present
Serves as the inaugural Nursing Director for a large academic medical center with more than 4000 nurses who are primarily white women. My responsibilities include: developing, implementing and evaluating training and coaching programs for Nursing Practice leaders to develop and enculturate competencies that promote a positive unit culture related to equity and inclusion, assisting in the design and implementation of strategies to promote recruitment and retention of a diverse Nursing Practice workforce, and assisting nursing leadership and staff in developing effective skill sets to promote positive unit culture, staff engagement programs and strategies. Diversity at the University of Rochester is a guiding philosophy of inclusiveness and respect that not only recognizes racial and ethnic differences, but diversity of gender, religion, ability, experience, and socio-economic background. Through formal initiatives and informal dialogues, we strive to create a welcoming learning environment that reflects and values the diversity of faculty, staff, and students at the University. We expose our nurses to	

different viewpoints and life experiences to create a better educated, more culturally sensitive and attentive health care workforce that will be well-prepared to meet the needs of patients, families, and the community. We are united by mutual respect, understanding, and a love for learning. Some strategies include:

- Provide strategic and programmatic leadership for diversity and inclusion initiatives
- Assist in the design and implementation of strategies to promote recruitment and retention of a diverse Nursing Practice workforce
- Assist in the planning and implementation of leadership education programs to foster equity and inclusion in the workplace.
- Identify Nursing Practice opportunities to enhance diversity on the leadership team
- Develop, implement and evaluate training and coaching programs for Nursing Practice leaders to develop and enculturate competencies that promote a positive unit culture related to equity and inclusion
- Serve as liaison to Directors and Nurse Managers in addressing equity and inclusion issues at the unit and/or service levels.
- Evaluate new technology, systems efficiencies and other strategies to promote a healthy and productive work environment for nurses in order to support a diverse workforce.
- Represent Nursing Practice at UPMC on various nursing, hospital and equity and inclusion committees
- Assist nursing leadership and staff in developing effective skill sets to promote positive unit culture, staff engagement programs and strategies
- Develop and implement strategies in conjunction with NPEC and hospital HR that promote equity and inclusion and fosters a collaborative working relationship with all disciplines.
- Serve as a resource to Nurse Managers, the Professional Nursing Council (PNC) Cultural Inclusion Council and oversight for the Diversity Champions.
- Work collaboratively with the Teen Health & Success Partnership Director and Employment Navigators/Health Project Coordinators to identify high school students for the THSP program
- Facilitate hiring, unit placements and training/onboarding.
- Act as resource for both Managers and Students to assure a smooth transition/introduction to patient care areas
- Serves as Mentor/Coach to students.
- Consult with nurses within Rochester Black Nurses Association for assistance with programming, workshops, and trainings.
- Collaborate with UR School of Nursing to identify and problems solve inclusion and diversity issues.
- Disseminate knowledge of equity and inclusion

University of Rochester – School of Nursing

Rochester, New York

Assistant Professor of Clinical Nursing

2021-Present

- Consult with nurses within Rochester Black Nurses Association for assistance with programming, workshops, and trainings.
- Collaborate with UR School of Nursing to identify and problems solve inclusion and diversity issues.
- Act as resource for both Managers and Students to assure a smooth transition/introduction to patient care areas
- Serves as Mentor/Coach to students

University of Rochester Medical Center- Department of Social Work

Rochester, New York

Home Care Liaison

2017-Present

- Out of county home care referrals; Obtain DME/oxygen/wound vac/home TPN and feeds; Collaborate with on-call social worker; Complete patient review instruments (PRI); Coordinate Home hospice referrals; Assist with Outpatient Pharmacy Lovenox program

RN Acute Care Coordinator

2015-2017

- Coordinate continuity of care for the unit; Manage home health referrals; Obtain DME/oxygen/wound vac/home TPN and feeds' Collaborate with unit social worker; Ensure patient and family education; Complete patient review instruments; Facilitate unit flow and discharge process; Maintain ongoing communication with community PCP; Make follow up appointments; Coordinate Home hospice referrals; Facilitate interdisciplinary rounds; Prescription Management; CHF initiatives; Lead Interdisciplinary Rounds

University of Rochester Medical Center- Primary Care Network

Rochester, New York

Clinical Nurse Care Manager

2017-2021

- Project Manager for Opioid Team Stewardship pilot; Project Manager for Optimizing care management initiative; Medical care coordination using medical home model; Provide ongoing support to patients; Assist with developing and implementing care plans for complex patients; Identify barriers; Coordinate use of clinical and ancillary resources; Adhere to HIPPA, TJC, and OSHA regulations and policies; Provide health promotion and maintenance; Collaborate with data coordinators with office metrics; Patient self-management and education of chronic diseases; Collaborate with primary care providers and essential team members; Act as resource to clinical staff; Huddles with providers; Patient advocate; Assess social determinants and barriers to self-management; Collaborate with SW and inpatient care coordinators; Patient triage; Care Coordination; Bridge gaps between transitions of care; Provide crisis interventions; Collaborate with community resources; Population health management; AHP/URMC Leadership Council; Interprofessional Collaboration and develop care manager protocols; Chronic disease management; Length of stay initiatives; Follow up discharge phone calls; Collaborate with community care managers; Service Recovery

University of Rochester Medical Center- Department of Nursing Practice

Rochester, New York

Per Diem Registered Nurse Level III- Unit 612

2018-2021

Registered Nurse Level III- Unit 612

2010-2013

Unit Care Coordinator

2013-2015

Shorewinds Nursing Home

2015- 2016

Rochester, New York

Nursing Supervisor

Wegmans Food Market

2001 –2010

Rochester, New York

Deli Customer Service

Highland Hospital

2007- 2013

Rochester, New York

Student Nurse Patient Care Technician

Registered Nurse

2012-2013

Educational Opportunity Program Office

2006 –2007

Buffalo, New York

Student Advisor

New Visions Medical Program

2002-2003

Rochester, New York

Internship

SCHOLARSHIP

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- 2022 “Juneteenth”, Professional Nursing Council
 - 2022 “Building the Foundation for an Inaugural Nursing Director for Diversity, Equity, and Inclusion Role”, Nursing Practice Executive Council,
 - 2022 “Racism in Nursing” Coalition of Regional/Rochester Nursing Organizations Educational Meeting, Panelist
 - 2022 “Introduction to the Nursing Diversity, Equity, and Inclusion Office”, URMC Nurse Residency Program
 - 2022 Rochester Black Nurses Association Nurses Week Virtual Career Panel, Panelist
 - 2022 “Pathways to the Medical Field from Professionals”: Kearns 2022 Pre-Health Panel, Panelist
 - 2022 “Moorish Science Temple of America and Islamism”, URMC Professional Nursing Council

- 2022 “Stop Acting Black”: Racism in Pediatric Healthcare, URM’s 27th Annual Pediatric Conference, presenter, Rochester, NY
- 2022 Advancing Your Career: Building on the CNL Skill Set, American Association Colleges of Nursing CNL Summit, Panelist
- 2022 Understanding Difference-Cultural Humility, URM Nursing Practice Leadership Orientation
- 2022 Diverse Nursing Pioneers, URM Ambulatory Leadership Group
- 2022 Nursing Leadership Orientation: Diversity, Equity, & Inclusion Resources, URM Nursing Practice Leadership Orientation
- 2021 URM’s Inaugural Role, URM Professional Nursing Council
- 2021 Nursing Office for Diversity, Equity, & Inclusion, URM Professional Nursing Council
- 2021 Evaluating and Improving Complex Care Management for High-Risk Patients in a Patient Centered Medical Home Primary Care Practice, presented as part of a scholarly DNP project, Rochester, NY

- 2019 Implementation of Team-based Opioid Stewardship Program, presented as part of a scholarly Capstone project, Rochester, NY

- 2015 Nursing Interventions for Smoking Cessation, presented at the 24th Annual Adult Medical Surgical Nursing Convention, Las Vegas, NV

TEACHING & MENTORING

- 2022 Clinical Preceptor for Roberts Wesleyan College
- 2022 Introduction to the Nursing Diversity, Equity, and Inclusion Office, URM Nurse Residency Program
- 2022 Diverse Nursing Pioneers, URM Ambulatory Leadership Group
- 2022 Nursing Leadership Orientation: Diversity, Equity, & Inclusion Resources, URM Nursing Practice Leadership Orientation
- 2021 Cultural Humility: Understanding Difference & Mitigating our own Assumptions, URM New Nurse Manager Development Program
- 2021 URM’s Inaugural Nursing Director for Diversity, Equity, and Inclusion Role, UR Leadership Development Series
- 2021 Nursing Leadership Orientation: Diversity, Equity, and Inclusion: Resources for New Leaders
- 2021 Nursing Office for Diversity, Equity, & Inclusion
- 2021 Clinical Preceptor for UR School of Nursing Clinical Nurse Leadership Capstone Program, NLX 476
- 2018 Diabetes Overview for Community Awareness, Omega Psi Phi Fraternity 63rd Anniversary Conference

SERVICE

University of Rochester Medical Center- Nursing Practice

- 2022- Advisor, Student Letter of Recommendation
- 2022- Planner, Professional Nursing Council Retreat Planning Committee
- 2022-Member, Office of Equity and Inclusion Diversity and Inclusion Quality Assurance Subcommittee
- 2022- Chair, Nursing Practice Diversity, Equity, & Inclusion Advisory Council
- 2022- Current Member, Visitation Committee
- 2022- Current Member, Workplace Safety Committee
- 2022- Current Member, URM Health Equity Education Task Force
- 2022- Current Nursing Representative-URM Black/African American Patient and Family Advisory Council (PFAC)
- 2022- Current Member, Health Equity Steering Committee
- 2022- Nurse Residency Advisory Council
- 2022- Member, Nursing Succession Planning Committee
- 2021-Current Member, Nursing Practice Executive Council

2021-Current Member, Strong Memorial Hospital Department Heads Executive Committee
 2021-Current Member & Advisor, Cultural Inclusion Council
 2021- Current Member, Golisano Children’s Hospital Diversity, Equity, & Inclusion Planning Council
 2021- Current Member, Health Equity and Anti-Racism Task Force
 2021- Current Member, ICARE Committee
 2021- Current Member, Inclusive Excellence Conference Committee
 2021- Current Member, Hospital Ethics Committee
 2021- Current Member, Hospital Ethics Community Engagement Subcommittee
 2021- Current Member, Office of Equity & Inclusion Advisory Committee
 2021- Current Member, Diversity Officer Committee
 2021-Current Co-Facilitator, Theatre for Healthcare Equity
 2010-Current Member, Professional Nursing Council

Rochester Black Nurse’s Association

2022- Men’s Health Week Health Fair, Volunteer
 2022- Nurses Week Virtual Nursing Career Panel, Panelist
 2022- Scholarship and Awards Brunch Planning Committee, Member
 2022- Nurses Week Planning Committee, Member
 2022- Monroe Community College Fair- Presenter
 2021- Colon Cancer Awareness Walk, Participant
 2021- Website Maintenance, Programmer
 2021- Biweekly Newsletter Developer, Programmer
 2021-Executive Board Member, Membership Chair
 2021-Current Member, National Black Nurse’s Association, Diversity & Inclusion Committee
 2021- Excellus Youth Uplifting Program, Planner

National Black Nurse’s Association

2021-Current Member, Rochester Chapter
 2022- Membership Subcommittee, Member

New York Organization of Nurse Leaders

2021-Current Member
 2022- Member of Education Committee

American Association of Colleges of Nursing Diversity, Equity, & Inclusion Ad Hoc Committee

2022-Diversity, Equity, & Inclusion Content Expert

VOLUNTEER WORK/ ORGANIZATION AFFILIATES

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- Executive Board Member of National Black Nurses Association, Rochester Chapter 2021- Present
 - University at Buffalo, Alum Student Advisee & Mentor 2020- Present
 - RASE Commission Healthcare Workgroup, Research Intern, City of Rochester 2020- 2021
 - Secretary for Moorish Science Temple of America, Syracuse Branch Temple 11 2018- Present
 - Member of Sigma Theta Tau, University of Rochester Chapter 2017- Present
 - Science, Technology, Engineering, Mathematics (STEM) for urban children, SWAN 2016- 2017

CERTIFICATIONS

Mental Health First Aider, National Council for Behavioral Health
Safe Space, URMC Office of Equity and Inclusion
Adult and Infant CPR/AED, American Heart Association, Rochester, New York
Hospital/Community Patient Review Instrument (PRI) Assessor, New York State Department of Health
Clinical Nurse Leader Certification, Commission of Nurse Certification

