



Nigerian Nurses Association of Georgia (NNAG)

ANNUAL NEWSLETTER

Volume 5 Issue 2(2024)



Editors Corner



Ladies and gentlemen, it is once again that time of the year. Our newsletter is ready for you to read. NNAG has continued to grow and do many positive things for the community, the past year has seen the organization through many activities, and we hope to keep moving forward.

NNAG members continue to progress at school and work, seeking ways to enhance their performance in the workplace, make an impact, and set an example for others. They are more committed than ever to making a difference in whatever they do. The various committees within the association have been integral to making the organization function at a high level. We want to thank all the members of the different committees for the awesome work they have done in the past year.

Dr. Nkechi Amaeze.

Members of the Newsletter Committee

Dr. Chinomso Nwozichi

Dr. Chichi Okoli

Dr. Ebele Oraka

Dr. Nkechi Amaeze

Rufina Noragbon

History of NNAG

Compiled by Dr. Chichi Okoli

NNAG was founded on June 30, 2007, by Helen Aisien and Mercy Ekpoudom after the death of a fellow Nigerian nurse after working a night shift schedule at Grady Memorial Hospital in Atlanta Georgia. She was supposed to work the night shift again but did not show up to work. This incident prompted the birth of NNAG in 2007. Sister Mercy Ekpoudom and family were so kind to allow the first meeting and the subsequent meetings at the initial phase of NNAG at her house with the founding members – Mercy Ekpoudom, Helen Aisien, Regina Uzamere, Evelyn Nwoko, and Comfort Nsentip of blessed memory.

Mercy Ekpoudom was elected the first NNAG president while Helen Aisien was elected the first financial secretary. NNAG has had four presidents since it was founded: IZ Asoro preceded Mercy Ekpoudom, next was, Dr. Nkechi Amaeze, and Rufina Noragbon. Through the various committees and partnerships with other organizations, NNAG has given back and is still serving the community, as well as upholding its goals which include promoting good healthcare practices, providing health education in the community, conducting health fairs/screening, mentoring, and conducting active fundraising to help the community. NNAG members also support each other individually and professionally.

NNAG became affiliated with the National Association of Nigerian Nurses in North America (NANNNA) in 2010 and in so doing has created a wider avenue for nurses to get involved and make a difference in the lives of a broader community.



Mercy Ekpoudom & Helen Aisien

OFFICE OF THE PRESIDENT



Rufina Noragbon BEd, BSN, RN

End-of-Year Statement from the President of the Nigerian Nurses Association of Georgia

Dear great nurses, excellent and scientific nurses,

As 2024 draws to a close, I deeply thank God for another successful and impactful year. My name is Rufina Noragbon, and it has been a distinct honor to serve as the President of the Nigerian Nurses Association of Georgia (NNAG). In my second term, I am continually inspired by the love, unity, and shared purpose that define this remarkable organization, a bond that transcends differences and propels us toward greatness.

This love is most evident in our unwavering passion for giving back. In 2023, NNAG proudly donated over \$22,000 to various causes, including orphanages, widows, Sickle Cell Associations, and Schools for the Blind. These charitable acts highlight our collective commitment to making a difference far beyond the nursing profession.

Membership Growth and Organizational Strength

NNAG is a vibrant organization comprising Nigerian nurses by birth or marriage, all of whom are licensed in the state of Georgia. This year, we achieved a significant milestone with membership surpassing 150 members. This growth reflects not only our organizational strength but also the dedication of our members to NNAG's mission.

Our committees, the backbone of NNAG, have worked tirelessly this year to serve both our members and the wider community. Through their efforts, NNAG successfully hosted numerous health fairs at venues such as the Nigerian Consulate, local churches, and the Nigerian Independence Day celebration. These events provided vital health education and services to the community.

Notable Achievements in 2024

One of the standout achievements this year came from the **Domestic Violence Prevention Committee**, which performed an impactful play, *Disempowered Wife*, at the NANNNA Conference. This creative project shed light on the pervasive issue of domestic violence, its medical consequences, and available treatment options. The committee also organized the annual **Couple's Trivia Game Show**, fostering stronger relationships among couples while promoting violence prevention uniquely and engagingly. Our members continue to excel in their professional endeavors, with many pursuing advanced degrees, including master's and doctoral programs. NNAG takes pride in its highly qualified members who consistently provide guidance and consultation at health fairs and other community events.

Engagement in National Initiatives

NNAG actively participated in the **National Association of Nigerian Nurses in North America (NANNNA) Conference**, held this year in North Carolina. This event offered education, and inspiration, encouraging members to engage deeply in their professional roles.

A key takeaway from the conference was this advice: Everyone should work hard to be at the table where decisions are made because you will be on the menu if you are not at the table. If you are called for a meeting take your chair and be there on time.

The conference also celebrated Nigerian culture with events like the Palace Party, where I proudly wore a Cinderella-themed outfit, and the Convention Dinner, which showcased the vibrant diversity of Nigerian states through colorful "asoebi" attire, dancing, dining, and fundraising.

Looking Ahead to 2025

As we step into 2025, our vision remains clear: to continue growing as an organization, uplifting our members, and making a meaningful impact in our communities. With God's guidance and the continued support of our members and partners, I am confident that NNAG will achieve even greater milestones in the coming year. Thank you to all who have contributed to the success of 2024. Thank you to the NNAG executives for their great support and for always showing up when called at any time. I also appreciate the committee chairs for their hard work. Together, we will continue to advance NNAG's mission, leaving a legacy of excellence, compassion, and service.

Before I end, I also want us to remember our beloved hero Sister Felicia Oguntoye. Thanks, everyone for honoring our sister's family when in time of need. Also, the loved one of our members who has gone to be with the lord. May the souls of the departed rest in perfect peace.

Best regards, Rufina Noragbon President, Nigerian Nurses Association of Georgia (NNAG)

NNAG OFFICIALS

President: Rufina Noragbon
Vice President: Dr. Chinwe “Chichi” Okoli
PRO: Dr. Chinwe Ibaim
Secretary: Nkem Ike
Assistant Sec: Grace Ogboro
Financial Sec: Dr. Ebele Oraka
Assistant Fin: Dr. Patience Ogunleye
Treasurer: Amina Afiwa
Assistant Tre: Ngozi Nwaogwugwu
Provost: Kate Ekwenchi

NNAG COMMITTEES AND CHAIRS

Newsletter: Dr. Nkechi Amaeze
Health fair: Julie Ekwune
Domestic Violence: Mercy Ekpoudom/Dr. Oladunni Faminu
Membership: Bosede Balogun
Welfare: Christina Alaike
Education Committee: Dr Nkechi Amaeze
Mentorship: Nkem Ike
National Working Committee: Nkem Ike and Jennifer Igieobo
IT Committee: Dr. Ebele Oraka
Grant Writing: Ngozi Nwaogwugwu
APRN: Dr. Chinwe Ibiam

Enhancing Interpersonal Relationships through Courtesy and Respect: The NNAG Approach

By Dr. Chichi Okoli DNP-Ed, MSN-HI, RN



Introduction

Nurses are professionals who radiate great qualities that make them stand out in any community. A nurse does not need to say "I am a nurse," even when not wearing her nurse's uniform, because the nurse's character speaks volumes. A nurse is professional, confident, a good communicator, a problem solver, a critical thinker, pays attention to details, possesses leadership skills, is caring, resilient, empathetic, compassionate, and has integrity. The nurse is expected to live by example wherever they find themselves.

A nursing association should be where nurses with great minds connect and advocate to promote good health practices in the community, by providing health education, conducting health fairs, mentoring, and participating in active fundraising which helps to better the community. To achieve this goal, the association members should have healthy interpersonal relationships and be willing to work together respectfully. Courtesy and respect should be the most important characteristics of all members in fostering a positive environment to achieve the set goal. This article emphasizes how nurturing, navigating, appreciating, and growing within an association can significantly enhance interpersonal relationships, fostering a respectful and courteous environment for all members.

The NNAG Approach should be applied to enhance interpersonal relationships through courtesy and respect in our association. The NNAG Approach acronym stands for

N - Nurture

N - Navigate

A - Appreciate

G – Grow

Nurture: We must nurture one another within our association by caring and encouraging each other's growth or development. This can be done by actively listening to colleagues and showing

empathy and support. For example, regularly checking in with team members to see how they are doing personally and professionally helps with nurturing.

Navigate: Carefully managing interactions to maintain harmony and productivity is necessary for any good relationships. This can be achieved by handling conflicts diplomatically, seeking win-win solutions, and maintaining open communication. Active listening and conflict resolution techniques should be used to address misunderstandings without escalation.

Appreciate: The deepest principle in human nature is the craving to be appreciated. Gratitude is not only the greatest virtue but the parent of all others. Recognizing and valuing the contributions of others helps to yield positive outcomes. This can be done by publicly acknowledging team member's efforts and success in meetings or through internal communications.

Grow: Personal and professional growth should be encouraged in an association. For an association to continue to evolve, the members should be evolving. Individually, members would need to grow professionally, educationally, psychologically, and socially. They should be encouraged to set goals, define them, want them, believe them, write them down, split them up, review them, schedule them, and make them happen. To achieve set goals a mentor is needed. It is also important that when the set goal is achieved, helping to mentor other members to achieve their respective goals becomes eminent and honorable. Organizing opportunities for learning, mentorship of colleagues, and support of member's careers should be encouraged. Offering educational sessions, organizing workshops, training programs, and mentorship schemes to help with new skills development is important. A memorandum of understanding (MOU) with colleges and universities may encourage members to go back to school at a discounted rate. Education is a way of achieving growth. Self-development helps the member achieve self-accomplishment, and self-confidence, as well as develop skills that may indirectly enhance interpersonal relationships in the association.

Practical Steps for Implementing the NNAG Approach

1. Nurture

- Host regular one-on-one meetings when necessary to listen and provide feedback.
- Create a supportive environment where everyone feels heard and valued.

2. Navigate

- Develop clear communication channels and conflict resolution protocols.
- Train members in active listening and empathy.

3. Appreciate

- Implement recognition programs to highlight outstanding contributions.
- Encourage a culture of gratitude through regular thank-you notes and appreciation events.

4. Grow

- Establish continuous professional development programs.
- Encourage members to set personal growth goals and provide the resources to achieve them.

Benefits of the NNAG Approach

- Improves morale and member satisfaction in the association
- Enhances teamwork and collaboration in the association
- Increases productivity and innovation in the association
- Leads to a stronger, more resilient association culture

Conclusion

For the association to grow and progress, courtesy and respect among members must be the utmost virtue. This should be observed during meetings and collaboration among members. The rules and regulations of the organizations should be enforced and observed by all members without hesitation. Good interpersonal relationships through courtesy and respect should be encouraged and supported. Applying and following the practical steps of the NNAG approach will help the association build a stronger interpersonal relationship among members and enhance the organization's daily interactions. So, let's Nurture, Navigate, Appreciate, and Grow !!!
Thanks.

References

Dutton, J. E., & Workman, K. M. (2020). Caring for people: Building relationships that work. Berrett-Koehler Publishers.

Edmondson, A. C. (2019). The fearless organization: Creating psychological safety in the workplace for learning, innovation, and growth. Wiley.

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Brown, B. (2021). Dare to lead: Brave work. Tough conversations. Whole hearts. Random House.



Dr. Chichi Okoli DNP-Ed, MSN-HI, RN

The Salmon Bias Effect and Its Contribution to Cancer Care Disparities Among Immigrant Populations

Chinomso Nwozichi PhD, RN, CMSRN, OCN, FAAN

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Background

Imagine moving to a new country in search of a better life, only to find yourself facing barriers to healthcare that make you long for the comfort and familiarity of your homeland. For many immigrants, this scenario becomes a reality when faced with a serious illness like cancer. The "salmon bias effect," named after the instinct of salmon to return to their birthplace to spawn and die, describes the tendency of immigrants to return to their country of origin during advanced stages of illness or near the end of life. While this phenomenon is deeply rooted in cultural and emotional ties, it has far-reaching implications for understanding and addressing disparities in cancer care (Dunlavy et al., 2022)

The salmon bias effect is not just an evocative metaphor; it significantly skews our understanding of cancer survival rates and mortality statistics in immigrant populations. When immigrants leave the host country to receive end-of-life care back home, their deaths often go unrecorded in the host country's health data. This creates a misleading picture, suggesting that immigrants fare better in cancer outcomes than they actually do (Santiago-Rodríguez et al., 2023). Beneath these skewed statistics lies a complex web of systemic inequities, cultural dynamics, and personal decisions that deserve closer examination.

Implications of the Salmon bias effect

One critical aspect of the salmon bias effect is its distortion of cancer survival statistics in immigrant populations. When immigrants return to their home countries during advanced stages of illness, their subsequent deaths are often not recorded in the host country. This creates a statistical illusion, making it appear as though immigrant populations experience better cancer outcomes than they actually do. Consequently, this underestimation of mortality and disease burden can obscure the real disparities in cancer care faced by these groups, further complicating efforts to address healthcare inequities.

The salmon bias effect is not merely a statistical artifact; it also reflects deeper systemic issues. Immigrants may choose to return to their countries of origin for end-of-life care because of substantial barriers to accessing adequate cancer treatment in the host country. Language barriers, financial constraints, lack of health insurance, and experiences of discrimination are among the most significant challenges. These obstacles can deter immigrants from seeking timely cancer care or lead to delays in diagnosis and treatment. In addition, many immigrants find emotional and cultural solace in their home countries, where they can receive care that aligns with their cultural and familial values. The decision to return home often underscores the inadequacy of culturally competent care in the host country's healthcare system.

In a recent discussion with Dr. Tingting Zhang, the nuanced implications of the salmon bias effect were further illuminated. We examined how this phenomenon complicates the interpretation of cancer-related data in immigrant populations. For instance, mortality rates and survival data in the host country are often used to shape public health policies and allocate resources. If these statistics fail to account for the salmon bias, policymakers may underestimate the healthcare needs of immigrant communities, perpetuating the inequities these populations face. Moreover, such misinterpretations can hinder the development of targeted interventions designed to address the specific challenges of immigrant groups.

Addressing the salmon bias effect

Addressing the salmon bias effect requires a multifaceted approach. First, improved tracking and follow-up of immigrant health outcomes, even after individuals leave the host country, are essential. Collaborative efforts between host and home countries to share health data could help provide a more accurate picture of disease burden and outcomes among immigrants. For example, bilateral agreements to share health records could enable researchers to include the outcomes of return migrants in their analyses, thereby improving the reliability of cancer survival statistics.

Second, addressing the barriers that drive return migration is crucial. Policymakers and healthcare providers must focus on mitigating the structural and systemic obstacles that prevent immigrants from accessing adequate cancer care. Expanding access to health insurance, reducing language barriers through professional interpretation services, and combating discrimination in healthcare

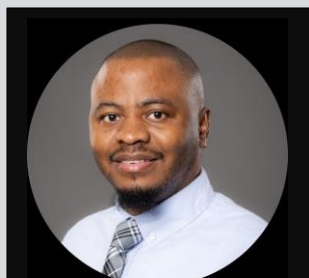
settings are critical steps. By addressing these barriers, immigrants may feel less compelled to seek end-of-life care in their home countries.

Finally, incorporating culturally competent care practices is paramount to making cancer care more accessible and acceptable for immigrant populations. Culturally competent care involves tailoring healthcare delivery to meet the cultural, linguistic, and emotional needs of diverse patient groups. For example, healthcare providers can be trained to understand the cultural beliefs and practices surrounding cancer care and end-of-life decisions among immigrant communities. Additionally, hiring bilingual and bicultural healthcare staff can help bridge communication gaps and foster trust between immigrants and the healthcare system.

The salmon bias effect highlights a critical intersection between migration, cultural identity, and healthcare disparities. Its implications extend beyond statistical distortions, revealing the lived realities of immigrants who navigate complex barriers to cancer care in host countries. By acknowledging and addressing this phenomenon, researchers, policymakers, and healthcare providers can work toward reducing cancer care disparities and promoting equitable health outcomes for immigrant populations. Addressing the salmon bias effect is not only a matter of improving data accuracy but also a step toward achieving a more inclusive and just healthcare system for all.

References

- Dunlavy, A., Cederström, A., Katikireddi, S. V., Rostila, M., & Juárez, S. P. (2022). Investigating the salmon bias effect among international immigrants in Sweden: a register-based open cohort study. *European journal of public health*, 32(2), 226–232. <https://doi.org/10.1093/eurpub/ckab222>
- Santiago-Rodríguez, E. J., Shariff-Marco, S., Gomez, S. L., & Hiatt, R. A. (2023). Disparities in Colorectal Cancer Screening by Time in the U.S. and Race/Ethnicity, 2010-2018. *American journal of preventive medicine*, 65(1), 74–82. <https://doi.org/10.1016/j.amepre.2023.01.033>



Chinomso Nwozichi PhD, RN, CMSRN, OCN, FAAN

GALLERY OF EVENTS 2024



Health fair at the ANOG Picnic



Health fair at Christ Ang. Church, Marietta GA



Health fair at the ANOG Picnic



NNAG Donation to the Sickle Foundation Lagos



Great Men of NNAG



2024 NANNA Conference

2024 NANNNA ANNUAL CONFERENCE PICTURES



NNAG Outing During the 2024 Conference



SOCIAL EVENTS



Mr. & Mrs. Dessie (Lucy Ayeni's Daughter)



Prince Chidalu and Dr. Erica Okoli
(Juliet Aibangbee's Daughter)

NNAG GRADUATES 2024



Uloaku Azubuike, MSN-Ed, RN
Capella University



Dr. Oladunni Faminu DNP, RN
Frontier Nursing University

NNAG ANGEL Felicia Oguntoye



Felicia Ajayi Oguntoye was born on April 15, 1957, to Pa Samuel Ajilore Ajayi and Mrs. Dorcas Ajilore Ajayi. She attended Otapete Primary School, Imesi-Ile, in the Obokun local government area of Osun state, and Local Government Commercial School, Imesi-Ile, for secondary education. She left Imesi-Ile in 1978 for Lagos. She got her first job at the Rainbow Agency on Agege Motor Road. She later joined her then-husband in Miami, Florida, in August 1986.

She began her nursing career at Brenau University in Gainesville, Georgia, USA. Upon graduation as a professional Nurse, she joined the Veteran Administration Hospital in Atlanta, where she worked first in the Oncology unit and later in the medical telemetry unit. She retired from the VA hospital in 2022 and accepted a part-time RN position with Emory University Hospital in the Oncology/Hospice unit.

Nursing was truly Sister Felicia's calling. She was meticulous about her role as a care provider and was passionate about her patients. Her kindness was also reflected in the culturally sensitive care that she delivered to her patients, as she was very knowledgeable about the impact of culture on health and wellbeing. She was not just a colleague but also a friend and a mentor.

Sister Felicia's absence leaves a void in our sisterhood, but her legacy will live on because of the permanent marks that she has left in our hearts. Farewell, our sister, and friend!

Latifat Adebayo RN

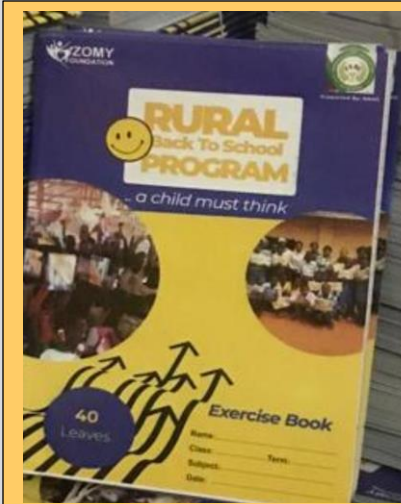
**NNAG MEMBERS AND NANNA MEMBERS AT THE FUNERAL SERVICE OF
LATE FELICIA OGUNTOYE**



At the Funeral Service of our Beloved Late Felicia Oguntoye

2023/2024 NNAG DONATIONS

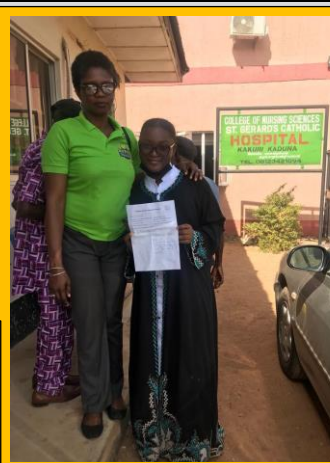
Back to School Program: 5 schools in Kaduna State, 5 Schools in Anambra State, 2 Schools in Enugu State and 1 School in Kogi State through Zomy Foundation



School Fees Paid for the needy



Back to School in Different Schools in Nigeria



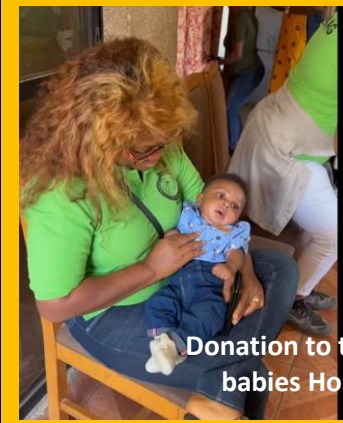
School Fees Paid for a Nursing Student in Kaduna State

School Of the Blind Afara Umuahia



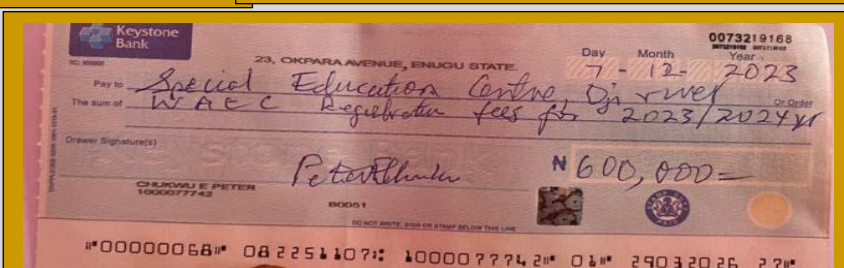
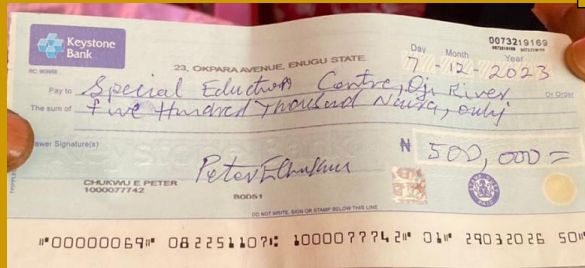
Sickle Cell Foundation Lagos, Nigeria

Donation to the Motherless Babies Homes

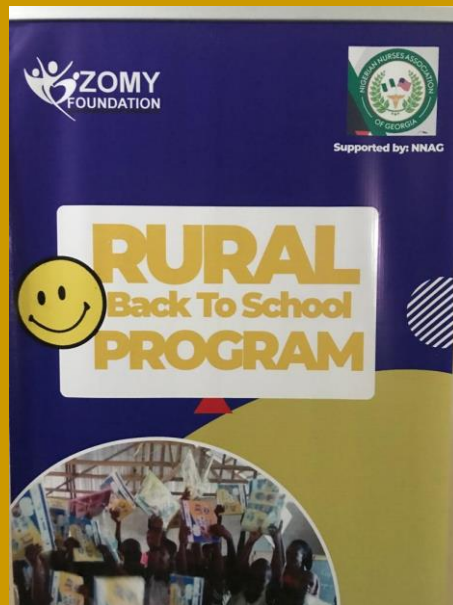


Donation to the Motherless babies Home in Abuja

School of the Blind Oji River Enugu State



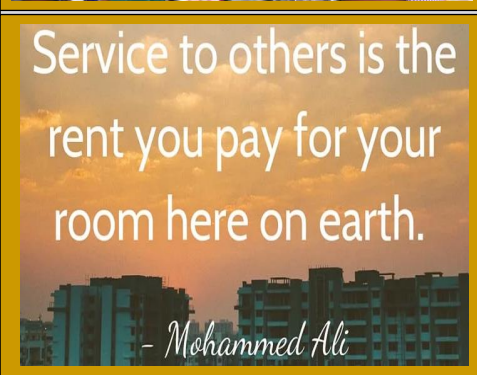
\$1000 Shared for the Needy in 2024



Students at the school of the blind Afara Umuahia admiring their gifts



Students at the school of the blind Afara Umuahia admiring their gifts



The Domestic Violence Prevention Committee (DVPC) presented a movie titled **“The Disempowered Woman”** written by Dr. Omotola Adebayo during the 2024 National Association of Nigerian Nurses in North America (NANNNA) Conference in North Carolina. Click on link below to watch on YouTube:

<https://youtu.be/yGD0RnFManY?feature=shared>

Left: A group picture of some of the DVPC members after the movie presentation



NNAG 2024 Christmas Party

CELEBRATING THE GIFT OF LIFE

**SUNDAY
DEC. 8TH 2024
5:00PM - 11:30PM**

**RAFFLE TICKET
\$5 each**

Venue:
Bash Event Hall
3870 Lawrenceville Hwy,
Lawrenceville,
GA 30044

● Floor Show Couples
Trivia Game Show

DRESS CODE: Christmas Colors

THE RAFFLE DRAW WINNERS WILL BE GIVEN THEIR PRIZES AT THE VENUE



Let's stay Healthy in 2025



Below are important screenings to do for the year. It is important to get these done annually. Early screening can prevent debilitating illness. As the saying goes, “Prevention is better than Cure.” Let’s get on board, reach out to your friends and family members, and encourage them to get screened.

Screenings for the New Year.

- ✓ **Mammogram**
- ✓ **Colonoscopy**
- ✓ **Annual Gynecological screening**
- ✓ **Annual comprehensive physical Exam**
- ✓ **Prostate Screening.**
- ✓ **Mental Health Screening**

2025 Here we come, NNAG is ready!



HAPPY NEW YEAR
GREAT NURSES!