

Addressing Anti-Black Racism in Nursing Declaration of conflicts of interest Feb. 2026

Note: Expert panel members made declarations of conflict of interest on three occasions during the BPG development process: (1) upon recruitment; (2) at recommendation development; and (3) prior to publication.

Name and Title	BPG Panel Role	Conflict(s) of Interest Declared (Y/N)	Type of Conflict of Interest Declared				Details of Conflict of Interest	Management Strategy
			Financial	Intellectual	Personal	Other		
Dr. LaRon E. Nelson, RN, PhD, FNP, FNAP, FNYAM, FAAN	Expert panel co-chair	No – no conflict of interest to declare					n/a	n/a
Dr. Bukola Salami, RN, MN, PhD, FCAN, FAAN	Expert panel co-chair	No – no conflict of interest to declare					n/a	n/a
Akil (Aakilah) Ade, RN	Expert panel member	No – conflict of interest declared					n/a	n/a

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			Financial	Intellectual	Personal	Other		
Dr. Patricia K. Bradley, RN, PhD, FAAN	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Bobbett Bradley, RN, BScN, MHM	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Dr. Angela Cooper Brathwaite, RN, CM, PhD, O.Ont, FAAN, Dr. of the University	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Damilola Iduye, RN, MN, MPH, PhD(c)	Expert panel member	Yes – conflict of interest declared		✓			My research focuses on anti-Black racism in nursing, health workforce, and healthcare settings.	Open Disclosure

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Dr. Keisha Jefferies , RN, MN, PhD	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Tania Lafleur , RN, BScN, CDE (Oct 2023- Nov 2024)	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Christine Sipiwe Khiyaza , RN, BScN (Hons), PGDip, MScN	Expert panel member	Yes – conflict of interest declared	✓				I received funding to complete my RNAO ACPF in August 2023	Open Disclosure
Chinyere Mbah , Nursing Student	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Janet Montague , RN, BScN, MN, PhD(c)	Expert panel member	No – no conflict of interest to					n/a	n/a

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		declare						
Ovie Onagbeboma, RN	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Mary Olukotun, RN	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Magdelene Ogudu, RPN	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Dr. Nadia Prendergast, RN, PhD.	Expert panel member	Yes – conflict of interest declared		✓			I am currently researching teaching anti-Black racism in the classroom. This is on-going	Open Disclosure

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							and began before this initiative by RNAO. My findings from my previous research (in process of publishing) is not conflicting with RNAO.	
Shakirat Simms , RN, BScN, MN	Expert panel member	No – no conflict of interest to declare					n/a	n/a
Dania Versailles , RN, MN	Expert panel member	Yes – conflict of interest declared			✓		I am a co-founding member and have been cochair of the Black Nurse Leading Change Interest Group of RNAO from	Open Disclosure

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							2021-2023. I am currently sitting as a past co-chair on the executive of the BNLC IG.	