



National Black Nurses Association (NBNA) Minority Nurse Leadership Fellows Program

The National Black Nurses Association (NBNA) is honored to announce the 2025 – 2026 Minority Nurse Leadership Program participants. The program was launched during the NBNA 51st Annual Institute and Conference in Atlanta, Georgia, on Wednesday, August 2, 2023.

Despite the growing diversity of the U.S. population, Black and Brown nurses remain significantly underrepresented in healthcare leadership. While minority nurses make up approximately 19% of the nursing workforce, they hold only 10% of executive leadership positions. Increasing the number of minority nurses in leadership roles is essential to ensuring that nursing leadership reflects the communities it serves and brings diverse perspectives to healthcare decision-making.

To help address this gap, the National Black Nurses Association (NBNA) and Johnson & Johnson partnered through a Johnson & Johnson-sponsored grant to establish a leadership development initiative to prepare minority nurses for executive and leadership roles. Following the successful completion of the program's first two cohorts, NBNA assumed full sponsorship of the Fellows Program in 2025, reinforcing its commitment to cultivating the next generation of diverse nursing leaders.

The Fellows Program identifies and develops minority nurses at the mid-career and senior levels who demonstrate the potential and ambition to serve in executive and advanced-level leadership positions. Representing a diverse range of backgrounds across clinical practice, academia, research, and advocacy, fellows participate in a rigorous year-long leadership development experience designed to prepare them for the complex challenges of healthcare leadership.

The curriculum emphasizes critical leadership competencies, including strategic planning, organizational dynamics, executive presence, life-long learning, health policy, and effective decision-making, while also addressing key issues related to health equity, health disparities, and medical determinants of health. To translate learning into action, each fellow completes a capstone project focused on advancing meaningful change within their organization, academic institution, or community.

A hallmark of the program is its distinguished mentorship component. Fellows are paired with accomplished leaders—including chief nursing officers, senior executives, deans, and university presidents—who provide personalized guidance, coaching, and professional support. Collectively, these mentors contribute more than 400 years of experience in healthcare administration, clinical practice, higher education, and advocacy, helping to cultivate the next generation of transformational nursing leaders.



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About the National Black Nurses Association

Founded in 1971, the National Black Nurses Association (NBNA) is the premier professional organization representing more than 300,000 African American registered nurses, 100,000 licensed vocational/practical nurses, and nursing students across 33 states and the District of Columbia. The NBNA mission is to serve as the voice for Black nurses and diverse populations, ensuring equal access to professional development, promoting educational opportunities, and improving health. Through a robust network of local chapters, the NBNA delivers vital health education, mentorship, scholarships, and grassroots community engagement. These initiatives are driven by strategic collaborations with community-based partners, including faith-based organizations, civic and fraternal groups, hospitals, and schools of nursing.