

2023 Diversity Impact Conference

*Better Together: Advancing a Culture of
Identity and Belonging in Healthcare*

June 8–9, 2023
Virtual Event – Zoom



FRONTIER NURSING
UNIVERSITY®

frontier.edu

HOSTED BY:
THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

Message from the Conference Planner



Dear Friends,

On behalf of Frontier Nursing University's Office of Diversity, Equity, and Inclusion (DEI), I welcome you to FNU's 13th annual Diversity Impact Conference. We are excited to expand this event outside the borders of FNU for the first time as a virtual event, allowing everyone to participate safely.

Although we are apart physically, this conference continues to bring people together, and we look forward to this year being the same. We look forward to learning from our nationally recognized insightful speakers as they share their experiences, ideas, and blend of unique perspectives throughout the conference. We hope that we all come away with perspectives, knowledge, and energy as we make a difference at our respective places of employment.

The Diversity Impact Conference is one of the signature initiatives led by the Office of DEI. Launched in 2010, the event opens the door for healthcare professionals to join in collaborative discussions, address health disparities, and find proactive solutions to improve minority health among underrepresented and marginalized groups. The year will mark over a decade of bringing national thought leaders and speakers together to engage with conference

attendees on important topics facing the healthcare workforce.

This year's theme for our conference is "Better Together: Advancing a Culture of Identity and Belonging in Healthcare." According to Brene Brown, "A deep sense of love and belonging is an irreducible need of all people. We are biologically, cognitively, physically, and spiritually wired to love, to be loved, and to belong. When those needs are not met, we don't function as we were meant to. We break. We fall apart. We numb. We ache. We hurt others. We get sick." Advancing a culture of identity and belonging is a hallmark of FNU. We aim to continue breaking down barriers by engaging stakeholders and impacting every community we touch. I am looking forward to seeing each of you at the conference.

Sincerely,

A handwritten signature in black ink that reads "Chris Turley".

Chris Turley, MS, BS

DEI Coordinator

Frontier Nursing University

MEET THE TEAM



Paula Alexander-Delpech

APRN, PMHNP-BC

she/her/hers

Chief Diversity and Inclusion Officer



Chris Turley, MS, BS

he/him/his

DEI Coordinator



Audrey Stewart

she/her/hers

Administrative Assistant

Message from the President



Dear Friends,

When Frontier Nursing University first held the Diversity Impact Conference over a decade ago, we chose the name carefully. “Diversity” and “conference” were obvious choices, but the word that truly describes what this conference is all about is “impact.” Diversity is more than a concept or a pie chart. Whether in an organization, a neighborhood, a business, or a school, diversity has impact. That impact comes in many forms. In Frontier’s particular area of preparing advanced practice nurses and nurse-midwives, the impact of a diverse student body, diverse faculty, and diverse staff results in diverse graduates who are equipped to answer the call to serve in the communities in which they live all over the country. Too many of our nation’s population live in healthcare deserts and underserved communities where access to care is sparse and culturally concordant care even more scarce. For example, data from the Centers for Disease Control and Prevention shows that American Indian, Alaska Native, and Black women are two to three times more likely to die of pregnancy-related causes than White women in America. These disparities are tragic and simply unacceptable.

Change doesn’t happen overnight, and it takes more than one university to make it happen. Nonetheless, Frontier has long been committed to being a leader for change. In addition to this annual conference, we have prioritized increasing the diversity of our student population. Our enrollment of students of color has grown from 9 percent in 2010 to over 27 percent today. We have a three-person Diversity and Inclusion Office, a Board of Directors Diversity, Equity and Inclusion (DEI) Committee, a Faculty DEI Fellowship program, student interest groups, and many other DEI-focused initiatives. All of these are ongoing – we have not reached the finish line. Like the rest of the world, we are a work in progress, and progress is indeed being made at Frontier Nursing University.

We have learned a great deal and have so much more to learn. That’s part of the impact of this conference. It is an opportunity to step away from our daily to-do lists and be reminded and educated about why DEI is important and what being diverse, equitable, and inclusive actually looks and feels like in our places of work, our communities, and our lives in general.

This year, the Diversity Impact Conference has more impact than ever before as, for the first time, we have opened the conference to participants from outside the Frontier community. Not only does this give us an expanded opportunity to share the insights and expertise of our distinguished speakers and panelists with a broader audience, but it also enables us to welcome even more people, all of whom bring with them different perspectives from which we can learn and grow.

Simply put, the Diversity Impact Conference makes us all better, individually and collectively. It is an amazing opportunity to listen and learn, to consider other viewpoints, to ask tough questions, and to receive honest and sometimes challenging answers. It is how we grow our impact as a university, as a leader, and an agent for change.

We are so proud to welcome you to this annual event. I hope that it has a positive impact on you and that you can, in turn, share what you learn and experience with those around you. Thank you for taking the time to be here and to join us for this very special event.

Sincerely,

A handwritten signature in dark ink that reads "Susan Stone".

Dr. Susan Stone

DNSc, CNM, FACNM, FAAN
President
Frontier Nursing University

Dean

Joan Slager, CNM, DNP, FAAN, FACNM

Department Chairs and Clinical Directors

Eileen J.B. Thrower

PhD., APRN, CNM, CNE, FACNM
Chair, Department of Midwifery and
Women’s Health

Eva Fried, DNP, WHNP, CNM

Clinical Director, Department of Midwifery and
Women’s Health

Lisa Chappell, PhD, FNP-BC, CRNP

Chair, Department of Family Nursing

Audra Cave, DNP, FNP-BC

Clinical Director,
Department of Family Nursing

Jess Calohan, DNP, PMHNP-BC

Chair, Psychiatric-Mental Health
Nurse Practitioner Program

April Phillips

DNP, PMHNP-BC, FNP-BC
Clinical Director, Psychiatric-Mental Health
Nurse Practitioner Program

Khara A. Jefferson, DNP, APRN, FNP-C

Director, Doctor of Nursing Practice Program

Conference Theme and Learning Outcomes

This year is the 13th Anniversary of the Diversity Impact Conference, **“Better Together: Advancing a Culture of Identity and Belonging in Healthcare.”** This conference aims to increase awareness of the importance of diversity, equity, and inclusion (DEI) in healthcare and to recognize trailblazing nurse midwives and nurse practitioners who have been influential in integrating DEI into healthcare.

Learning Outcomes:

Identify specific strategies to create a culture of belonging amongst peers and the larger community

•

Discuss the causes behind healthcare disparities and their effect on creating a culture of belonging

•

Reflect on ways to effectively engage in spaces to promote diversity in identity

•

Practice ways to build collaborative communities

Share about your Diversity Impact experience on Facebook, Instagram and Twitter using **#DiversityImpact23**.

THURSDAY

SCHEDULE AT A GLANCE

THURSDAY, JUNE 8, 2023

| TIME | ACTIVITY | SPEAKER(S)/MODERATOR(S) | TOPIC |
|---------------------|---|--|--|
| 9:00 am – 9:20 am | Welcome/Introductions by the President/ Dean | Susan Stone , CNM, DNSc, FAAN, FACNM President Joan Slager , CNM, DNP, FAAN, FACNM Dean | Introduction from FNU leadership |
| 9:20 am – 9:30 am | Greetings from the CDIO and Conference Planning Chair | Paula Alexander-Delpech , PhD, PMNHP-BC, APRN Chief Diversity and Inclusion Officer (CDIO) Chris Turley , MS, BS Diversity, Equity, and Inclusion (DEI) Coordinator | Greetings from the CDIO and Conference Planning Chair |
| 9:30 am – 9:35 am | Land Acknowledgment | Rachel Risner , PhD, DNP, APRN, C-FNP, CNE | Land Acknowledgment |
| 9:35 am – 9:50 am | Meditation/Mindfulness | Shea Rose , BA | Yoga + Voice |
| 9:50 am – 10:00 am | Break | Scavenger Hunt I-Spy Bingo | Break |
| 10:00 am – 11:15 am | Keynote Address | Tia McNair , PhD, MA, BA | “Intentionality By Design: Diversity, Equity, and Belonging” |
| 11:15 pm – 12:00 pm | Activity | Tia McNair , PhD, MA, BA | “Intentionality By Design: Diversity, Equity, and Belonging” |
| 12:00 pm – 1:00 pm | Lunch | Lunch | Lunch |
| 1:00 pm – 2:00 pm | Plenary Session | Patricia Bradley , PhD, RN, FAAN | “Creating a Culture of Inclusion and Belonging in Nursing Education” |
| 2:00 pm – 2:10 pm | Break | Break | Break |
| 2:10 pm – 3:10 pm | Plenary Session | Heidi Loomis , DM, CRNP, CNM | “Graduate Midwifery Students’ Experiences of Bias in the Clinical Setting” |
| 3:10 pm – 3:30 pm | Break | Scavenger Hunt I-Spy Bingo | Break |
| 3:30 pm – 4:30 pm | Plenary Session | Shea Rose , BA | “Rhythm + Rhyme + Flow” |
| 4:30 pm – 4:45 pm | Circle Up | Charlotte E. Morris , DNP, CNM, FACNM | Circle Up |
| 4:45 pm – 4:50 pm | Evaluations | Chris Turley , MS, BS | Evaluations |

Share about your Diversity Impact experience on Facebook, Instagram and Twitter using **#DiversityImpact23**.

FRIDAY

SCHEDULE AT A GLANCE

FRIDAY, JUNE 9, 2023

| TIME | ACTIVITY | SPEAKER(S)/MODERATOR(S) | TOPIC |
|---------------------|--|--|--|
| 9:00 am - 9:05 am | Greetings from the Conference Planning Chair | Chris Turley , MS, BS Diversity, Equity, and Inclusion (DEI) Coordinator | Introduction |
| 9:05 am - 9:15 am | Meditation/Mindfulness | Shea Rose , BA | R.A.D.I.C.A.L |
| 9:15 am - 9:20 am | Break | Break | Break |
| 9:20 am - 10:10 am | Presentation from the President | Susan Stone , CNM, DNSc, FAAN, FACNM President | Presentation from the President |
| 10:10 am - 10:15 am | Break | Scavenger Hunt I-Spy Bingo | Break |
| 10:15 am - 11:30 am | Keynote Address | Rebekka Eshler , EMT | "Why Pronouns and Names Matter" |
| 11:30 am - 12:15 pm | Activity | Rebekka Eshler , EMT | "Why Pronouns and Names Matter" |
| 12:15 pm - 1:00 pm | Lunch | Lunch | Lunch |
| 1:00 pm - 2:30 pm | Panel of DEI Experts | Jean Edward , PhD, RN, CHPE Kendra Barrier , PhD, MSN, RN, CNE Michelle Hampton , PhD, RN, MS, Robert Lucero , PhD, MPH, RN, FAAN, Vicki Hines-Martin , PhD, PMHCNS, RN, FAAN | "Best Practices for Advancing Identity and Belonging in Higher Education" |
| 2:30 pm - 2:45 pm | Break | Scavenger Hunt I-Spy Bingo | Break |
| 2:45 pm - 3:45 pm | Plenary Session | Marisa Hamamoto , MA | "Creating the World You Want to Live In: How Small Actions Can Lead to Big Change" |
| 3:45 pm - 3:55 pm | Circle Up | Tonya Nicholson , DNP, CNM, WHNP-BC, CNE, FACNM | Circle Up |
| 3:55 pm - 4:05 pm | Recap | Bobbi Silver , FNU Chief Advancement Officer | Conference Recap |
| 4:05 pm - 4:10 pm | Evaluations | Chris Turley , MS, BS | Evaluations |

Virtual Scavenger Hunt!

Frontier Nursing University Diversity Impact Conference Virtual Scavenger Hunt

Take part in this virtual scavenger hunt for a chance to win prizes! To enter, complete as many tasks below as you can to earn points. You must be willing to tag Frontier Nursing University in your posts (on Facebook, Instagram, or Twitter) and use **#DiversityImpact23** from 8 am EST June 8 to midnight EST June 10 (yes, you have one extra day after the conference to complete these tasks!). You also must be following our social media accounts to be entered. Be creative! Make it fun!

Disclaimer: Posting the same answer on multiple platforms will only earn you one set of points (i.e., answering the freebies or bonuses on Twitter and Facebook will only earn you 5 total points).

The grand prize winner will receive a t-shirt, FNU cup, and various FNU swag! Additional prize winners will receive fun FNU swag! All winners will be announced after 10 am EST on June 12 on FNU's Facebook, Instagram, and Twitter pages. The more you play, the more chances you have to win prizes!

*Here are some prompts for the 20-point video opportunity!

- ☐ Which session this week was most impactful or powerful for you? Explain.
- ☐ How do you feel your Diversity Impact experience will help you as you navigate your career?
- ☐ Do you feel Diversity Impact will enhance your ability to serve your community? How?
- ☐ Many of our students and alumni are answering the call during these challenging times. How do you feel you are "Answering the Call"? How does Diversity Impact help you in this endeavor?

THURSDAY, JUNE 8

- ☐ **Comment** on our pinned Facebook post and tell us one thing you're most excited about for the conference.— **10 points**
- ☐ **Tweet** about the one thing you're most excited about for the conference on our pinned post; be sure to **tag** us @FrontierNursing and use #DiversityImpact23. — **10 points**
- ☐ **Comment** on our DI Conference [Instagram](#) check-in post and tell us what you're most excited about! — **10 points**
- ☐ **Post** an [Instagram](#) Story showing you participating in the Conference and **tag** @FrontierNursingUniversity — **10 points**
- ☐ **Post** on any platform your biggest takeaway from today's keynote session. Be sure to **tag** Frontier Nursing University and use #DiversityImpact23 — **10 points**

FRIDAY, JUNE 9

- ☐ Take a picture attending the conference from your home workspace! **Post it** on your preferred platform, tag FNU, and use **#DiversityImpact23** — **10 points**
- ☐ Create an Instagram Reel about what you learned during the panel discussion today. **Tag** FNU and use the **#DiversityImpact23** hashtag. — **15 points**
 - ☐ You can create an Instagram post or story as an alternative — **5 points**
- ☐ Share a Facebook **post** about your favorite session from today. What were your biggest takeaways and how will you implement them in your life? — **10 points**

Additional Opportunities on Your Preferred Platform

- ☐ **Share** a post on ways your followers or friends can create a culture of belonging — **5 points**
- ☐ Take a picture of your BINGO game and let us know how you're doing! — **5 points**
- ☐ Take a screenshot of your Circle Up room (cameras on!) and share it on your preferred social media platform.— **5 points**
- ☐ **Post a video that's a minute or less that summarizes your #DiversityImpact23 experience!*** — **20 points**



@FrontierNursing



@FrontierNursing



@FrontierNursingUniversity

Diversity Impact 2023 Virtual BINGO!

Play Virtual BINGO throughout the Diversity Impact conference for a chance to win FNU Swag!

The first three people to submit their **fully covered** Bingo card to quincy.fuehne@frontier.edu will win. When you see something from the Bingo card in someone else's background during sessions, you can mark it off your card! We will be using the honor system for this game. Good luck!

DIVERSITY IMPACT BINGO

I Spy ...

| | | | | |
|-------------------------|--------------------|------------------------|---------------------|---------------------------|
| FNU Apparel or Decor | A Child | Something Blue | A Clock | A TV |
| A Beach Background | A Painting | An Animal | Coffee Cup | Earphones or a Headset |
| A Phone | A Door | FREE SPACE! | House Plant | Fruit |
| A Couch or Chair | A Map | Glasses | A Fireplace | A Lamp |
| Motivational Quote | A Pen or Pencil | A Book | Something Yellow | Water Bottle |

Keynote Speaker



Tia McNair, PhD, MA, BA

“Intentionality By Design: Diversity, Equity, and Belonging”

Dr. Tia Brown McNair is the Vice President in the Office of Diversity, Equity, and Student Success and Executive Director for the Truth, Racial Healing, and Transformation (TRHT) Campus Centers at the American Association of Colleges and Universities (AAC&U) in Washington, DC. She oversees both funded projects and AAC&U’s continuing programs on equity, inclusive excellence, high-impact practices, and student success. McNair directs AAC&U’s Summer Institutes on High-Impact Practices and Student

Success, and TRHT Campus Centers and serves as the project director for several AAC&U initiatives, including the development of a TRHT-focused campus climate toolkit. She is the lead author of *From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education* (January 2020) and *Becoming a Student-Ready College: A New Culture of Leadership for Student Success* (July 2016 and August 2022 Second edition).

1:00 PM – 2:00 PM

Plenary Session



PATRICIA BRADLEY
PhD, RN, FAAN
“Creating a Culture of Inclusion
and Belonging in Nursing
Education”

Patricia K. Bradley PhD, RN, FAAN is an Associate Professor and the Inaugural Associate Dean of

Inclusive Excellence at the Fitzpatrick College of Nursing (FCN) at Villanova University.

Dr. Bradley’s current work focuses on diversity, equity and inclusion and fostering cultural humility in students, faculty, staff, and healthcare providers. Her research and service activities represent her commitment and contribution to ensuring a “voice for the voiceless” and to developing a culture of trust with vulnerable populations who lack access to address their concerns.

Dr. Bradley is a fellow in the American Academy of Nursing. She is the immediate past Chair of the Academy’s Health

Equity Expert Panel and a mentor for the Academy’s Jonas Policy Scholars Program’s National Policy Mentoring Council (NPMC).

A graduate of the American Association of Colleges of Nursing’s (AACN) 2022 Diversity Leadership Institute, Dr. Bradley is the chair-elect for AACN’s Diversity Equity and Inclusion Leadership Network (DEILN) and a contributor to the Diversity, Equity, and Inclusion Faculty Tool Kit.

At Villanova, Dr. Bradley serves as faculty co-advisor for the newly formed Multicultural Student Nurses Organization (MSNO), a service organization developed by students and dedicated to fostering an inclusive environment for historically underrepresented nursing students. Dr. Bradley is also chair of a parallel program, the FCN’s steering committee for Healthy Work Environment Initiatives working with faculty and staff to foster an inclusive environment where all faculty, staff, and students are respected, accepted, and valued.

2:10 PM – 3:10 PM

Plenary Session



HEIDI LOOMIS
DM, CRNP, CNM
“Graduate Midwifery Students’
Experiences of Bias in the
Clinical Setting”

Heidi Loomis, DM, CRNP, CNM enjoys supporting clinical midwifery and women’s health

nurse practitioner students and their preceptors in her role as Regional Clinical Faculty at Frontier Nursing University. She recently completed a Doctorate of Midwifery degree at The Midwifery Institute at Jefferson. Her doctoral research focused on biases that midwifery students across the US experience in their clinical settings – the types and prevalence of bias as well as its impact on midwifery students’ commitment to the completion of their academic programs and to the profession of midwifery. Part of her research also included the emotional responses and behavioral coping

mechanisms employed by students in response to bias, whether midwifery students witnessed anyone intervening, and whether or not students reported experiences of bias. For this work, Heidi received the American College of Nurse-Midwives Foundation’s 2022 W. Newton Long Award for the Advancement of Midwifery. Heidi has been interested in culturally respectful care and the growth of midwifery for decades. She has presented to academic, government, non-governmental, and private institutions on topics including anti-racism, privilege, and midwifery. Heidi also enjoyed clinical practice as a family nurse practitioner and certified nurse-midwife for over 30 years in Pennsylvania, Massachusetts, and Connecticut. She is a graduate of Juniata College, Yale School of Nursing, Frontier Nursing University, and The Midwifery Institute at Jefferson, College of Health Professions, Thomas Jefferson University in Philadelphia.

3:30 PM – 4:30 PM

Plenary Session



SHEA ROSE

BA

“Rhythm + Rhyme + Flow”

Shea Rose has held a variety of titles throughout her career, including singer-songwriter, yogi, style icon, and music curator, to name a few. Her music, influenced by soul, hip-

hop, rock, and folk, addresses identity, self-acceptance, and spiritual transformation. Former Boston Globe music critic Steve Morse described her as “that rare artist who can bridge diverse styles such as soul, funk, rock, rap, and jazz — and bring her unique stamp to each.”

Rose is a featured songwriter and vocalist on two Grammy Award-winning jazz albums by legendary drummer Terri Lyne Carrington, *The Mosaic Project*, and *Money Jungle: Provocative in Blue*. She has received numerous accolades for her musical abilities, including multiple Boston Music Awards, a SESAC National Performance Activity Award, the Songwriters Hall of Fame’s Abe Olman Scholarship, and, most recently, the Andrea C. Silbert Rising Star Award from the Center for Women & Enterprise for her Embodied Voice & Yoga business.

Rose has independently released three full-length solo projects: *Little Warrior Mixtape*, *Rock’ n Rose EP*, and *D.T.M.A. (Dance This Mess Around) EP*. In 2020, Rose recorded a cover of Sinéad O’Connor’s “Black Boys on Mopeds,” a powerful commentary on police brutality in black communities. The music video was published and promoted by TEDxTalks. Rose has performed in Barbados, Cuba, Jamaica, Italy, Greece, and Romania, as well as at Symphony Hall in Boston, the Blue Note Jazz Club, and SXSW.

Rose is an Assistant Professor at Berklee College of Music. When she’s not on the stage offers Embodied Voice & Yoga coaching and consulting to individuals and organizations. Embodied Voice & Yoga Coaching by Shea Rose is a certified Women and Minority Owned Business whose mission is to empower brown and black women and girls to communicate their highest goals with courage, compassion, and clarity.

For more on Shea Rose, visit:

www.shearose.com

www.instagram.com/shearose

Presentation from the President



Susan Stone, DNSc, CNM, FACNM, FAAN
President

Dr. Susan Stone, FNU President DNSc, CNM, FACNM, FAAN, has led Frontier as its President since 2001 and once upon time as dean. She has been instrumental in the growth and success of FNU, a distance-learning graduate school of nursing with a historic campus in Hyden, Kentucky which has, now, moved to Versailles, KY. Enrollment at Frontier has grown from just 200 students in 2006 to a current enrollment of over 2,500 students representing all fifty states and many

countries. Dr. Stone has maintained a focus on educating nurses who will serve diverse, rural, and underserved populations. The school has received high-profile rankings from US News and World Report and has been named one of the best universities to work for. FNU is a four-time winner of the Higher Education Excellence in Diversity (HEED) Award as a result of diversity, equity, and inclusion efforts.

Keynote Speaker



Rebekka Eshler, EMT “Why Pronouns and Names Matter”

Born in Orange, California, and raised in the beautiful state of Oregon, Rebekka Eshler has had an adventurous life. Being raised by her wonderful grandmother, she learned valuable life lessons earlier than her peers. After graduating high school and a few confusing years in college, Rebekka decided it was time to make a change and decided to join the United States Army and becoming a Fire Support Specialist Paratrooper. Rebekka was stationed all the way up in the last frontier state of Alaska. Even before transitioning, she was embraced by the LGBTQIA community.

After leaving the service, Rebekka delayed her transition as she started her professional piloting career at the University of Alaska Anchorage. After many nights of deep thought and struggle, Rebekka decided that she loved helping people and redirected her efforts towards a Political Science Degree. She also took biology and chemistry classes because she fell in love with medicine after becoming an Emergency Medical Technician. While at UAA Rebekka's passion for helping others and leadership got even stronger. She participated in many different student leadership organizations and even became the Student Veterans of America Chapter President at UAA. Rebekka also began working as a volunteer for the Non Governmental Organization Mobile Medics International,

that provides a medical response to natural disasters and humanitarian crises around the world.

After coming out as a proud trans woman in 2018, Rebekka began reconnecting with her local LGBTQIA community in Anchorage. She began being a major voice for the LGBTQIA Community in her final year of college. From being the first openly transgender SVA UAA Chapter President to working at the homeless shelter as an EMT, Rebekka wasn't afraid to speak up and make sure that everyone was receiving equal treatment. After Graduating in 2020, during the pandemic, Rebekka decided it was time to be more active and joined the board of the Transgender American Veteran Association as the Director of Strategic Partnerships and Collaborations. In this role, she built relationships with other Veteran organizations and LGBTQIA organizations.

Rebekka represented her state as Miss Trans Alaska 2022 and won Miss Congeniality at the national Miss Trans USA 2022 pageant. She is currently serving as the National President of The Transgender American Veteran Association.

Panel of DEI Experts

Kendra Barrier, PhD, MSN, RN, CNE

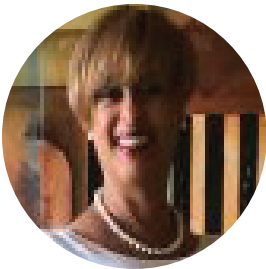
Jean Edward, PhD, RN, CHPE

Michelle Decoux Hampton, PhD, RN, MS

Robert Lucero, PhD, MPH, RN, FAAN

Vicki Hines-Martin, PhD, PMHCNS, RN, FAAN

“Best Practices for Advancing Identity and Belonging in Higher Education”



KENDRA M. BARRIER
PhD, MSN, RN, CNE

Louisiana State University Health Sciences Center-New Orleans School of Nursing (LSUHSC-NO SON)

Dr. Barrier is an Assistant Professor of Clinical Nursing, serving as

the Inaugural Associate Dean for Diversity, Equity, and Inclusion (2021 to present) and the former Assistant Dean for Student Services (2015-2021) at the Louisiana State University Health Sciences Center-New Orleans School of Nursing (LSUHSC-NO). She is also an Associate Faculty for the School of Graduate Studies at LSUHSC-NO, a National League for Nursing (NLN) Certified Nurse Educator, an American Association of Colleges of Nursing (AACN) Diversity Leadership Institute Fellow, and an AACN Elevating Leaders in Academic Nursing (ELAN) Fellow. She is a mentor for the third cohort of AACN Diversity Leadership Institute. She provides a strategic vision and leadership by engaging in quality improvement and programmatic development by promoting a culture of inclusive excellence. She is piloting the Diversity, Equity, and Inclusion Elements Tool (DEIET), threading DEI through the SON curricula. She is a mentor and coach, and is passionate about the academic success of under-representative minority students.

Externally, Dr. Barrier is the President of the New Orleans District Nurses Association (2020 to present). An active member of several committees and taskforce for the Louisiana State Nurses Association; the Chair of the AACN DEI Leadership Network; and a member of the AACN Organizational Leadership Network (OLN) Steering Committee and Co-Chair of the Communications Committee; a member of the National League for Nursing Education Awards Committee; a member of the American Nurses Association (ANA), a member of the Epsilon Nu Chapter-at-Large of Sigma Theta Tau International (STTI), and a member of the Southeastern Conference (SEC) DEI Collaboration. Dr. Barrier also serves as the Presidential Consultant for the Louisiana Association of Student Nurses. Lastly, she is a member of the New Orleans (LA) Chapter of The Links Incorporated.

Dr. Barrier has presented diversity, equity, and inclusion content, diversity leadership vision, and where DEI fits into Academic Nursing Education locally, regionally, and nationally. She has also been a member of several DEI panel presentations.

She earned her BSN (2000) and MSN (2009), in Nursing Education, from LSUHSC and received a PhD (2016), in Nursing Education and Administration, from William Carey University.



JEAN EDWARD
PhD, RN, CHPE

Jean Edward, PhD, RN, CHPE, is an Associate Professor and Assistant Dean for Diversity, Equity, and Inclusion at the College of Nursing, and Nurse Scientist for UK HealthCare's Markey Cancer Center.

Dr. Edward's program of research is focused on promoting equity in healthcare access, affordability, and health outcomes for underserved communities by intervening on the social determinants of health. She utilizes mixed methods and implementation science approaches to design and implement

sustainable multi-level interventions that promote equity in access to and affordability of care. She has implemented several nationally funded oncology financial navigation programs to address financial toxicity of cancer experienced by pediatric and adult patients, survivors and caregivers. Dr. Edward has been funded by the National Cancer Institute, Robert Wood Johnson Foundation, American Cancer Society, Kentucky Nurses Association, Sigma Theta Tau International, and the Kentucky Pediatric Cancer Trust Fund. Her work has been published in over 40 peer-reviewed publications and presented at over 70 national, regional, and local conferences. She is the Associate Editor of Clinical Nursing Research and a fellow of the American Association of Colleges of Nursing's Diversity Leadership Institute.



MICHELLE DECOUX HAMPTON
RN, PhD, MS

Michelle DeCoux Hampton, RN, PhD, MS, is the Director of Academic Nursing and Patient Care Research in the Office of Research Patient Care Services at Stanford Health Care. Dr. Hampton formerly served in a variety of

academic roles at Samuel Merritt University (2005-2018), including as Professor and Director of the Doctor of Nursing Practice program and at San Jose State University (2018-2022) as Professor and Doctor of Nursing Practice Program Coordinator in the Valley Foundation School of Nursing, as well as Assessment Facilitator and Special Director of Diversity, Equity, and Inclusion in the College of Health and Human Sciences.

Her expertise and experience include psychiatric mental health nursing and research methods for undergraduate,

master's, and doctoral students with knowledge of student engagement in various modalities, including face-to-face, hybrid, online, and simulation. Her research and service interests are focused on promoting health equity for underserved populations, in part by increasing access to health professional education for members of underrepresented communities and by educating current students and practicing professionals regarding health equity. As an Advisory Council Member for the Salvation Army, Garden Street Center in Oakland, she spearheaded an initiative to create a certified nursing assistant program within the vocational education program as an entry point to the nursing profession for shelter residents and others in the local community. She also serves as a holistic admissions review consultant for the American Association of Colleges of Nursing, providing training for faculty and administrators in US nursing programs. Workshops educate participants on methods to increase diversity within nursing programs that are considering or have already implemented holistic admissions review and/or evaluation.



ROBERT J. LUCERO
PhD, MPH, RN, FAAN

Associate Dean for Diversity,
Equity, and Inclusion
Professor and Inaugural Audrienne
H. Moseley Endowed Chair in
Diversity, Equity and Inclusion
University of California,
Los Angeles, School of Nursing

As Associate Dean for Equity, Diversity, and Inclusion, I am directly responsible for strategy, policy, and community service related to increasing diversity of students and faculty and enabling a climate of equity and inclusion within the school across academic programs, research, student services, practice, and administrative support; including serving as an Equity Advisor and Strategic Liaison to the UCLA Vice Chancellor for Equity, Diversity and Inclusion and the University of California Vice President of Academic Health Sciences through the Office of the President. I have developed an Equity, Diversity, and Inclusion program that has garnered over \$1 million dollars in the past two years to support building and sustaining an equitable, diverse, and inclusive environment at the UCLA School of Nursing. I am a Fellow of the American Academy of Nursing and the New York Academy of Medicine. I am also the Chair of the American Medical Informatics Association Diversity, Equity, and Inclusion Committee.

My research is leading the way to inform infrastructure development for data-driven knowledge generation that serves as a model for organizations across the United States (US) to improve the quality of care for hospitalized older adults. I am leveraging electronic patient, clinical, and administrative data and data science methods to identify valid, modifiable factors that predict hospital-acquired falls (HAF), which affect annually approximately one million US

hospitalized patients. Using artificial intelligence approaches with electronic health record (EHR) data, I have discovered a set of six new clinical and organizational factors that can predict HAF. My lab also explores the use of registered nurses' (RNs') progress notes, or text data on patient observations, to predict HAF. We were the first to publish that RNs' notes contain information about clinical, environmental, and organizational factors that can predict fall risk. This cutting-edge health systems project is exploiting the use of text and structured EHR data to validate predictors of HAF and hospital-induced delirium.

The other cornerstone of my research program is developing health information technology (HIT) to promote chronic disease self-management. I pioneered and published a HIT design approach, known as Consumer-centered Participatory Design (C2 PD). We introduced this innovative approach and presented our findings to informaticians at the International Medical Informatics Association Nursing Informatics Congress in 2012. We demonstrated that using the C2 PD approach resulted in a highly useful and usable fall prevention self-management system for English- and Spanish-speaking older adults. Since then, multiple investigators of HIT development and systematic review articles have referenced the use of the C2 PD approach. I have disseminated further wide-ranging use of the C2 PD method, including creating a mobile Health (mHealth) application (app) interface for Hispanic caregivers of persons with dementia to self-manage chronic stress and burden and an mHealth app to support African American caregivers of children with chronic asthma and obesity. The lessons I learned developing the C2 PD approach are represented in a paper I co-authored that focuses on using HIT to engage communities to improve health and reduce health disparities in populations. This is significant to the work I am conducting among people living with HIV.



DR. VICKI HINES-MARTIN
PhD, MPH, RN, FAAN

Dr. Vicki Hines-Martin is a Professor and the Associate Dean, Office of Community Engagement and Diversity Inclusion in the University of Louisville School of Nursing. In addition, she holds a joint appointment as the Director of Community Outreach in the UofL Health Sciences Center Office of Diversity and Inclusion which serves the schools of dentistry, medicine, nursing, and public health. Dr. Hines-Martin is an associate director in the NIEHS funded UofL Center for Integrative Environmental Health Sciences and a Commonwealth Scholar in the Kentucky Commonwealth Institute. She has been a

psych-mental health clinical nurse specialist for 36 years. Her area of scholarship includes mental health disparities, culture, social justice/equity, and community engagement.

Dr. Hines-Martin has numerous presentations and publications which include the Routledge Handbook of Global Mental Health Nursing: Evidence, Practice and Empowerment. New York, NY: Routledge/Taylor & Francis Group (Yearwood, E. & Hines-Martin [Eds], 2017). Dr. Hines-Martin has received many awards and recognitions for her work from organizations such as The Global Alliance for Behavioral Health and Social Justice. Dr. Hines-Martin served as the President of the International Society for Psychiatric Mental Health Nursing and is a Fellow in the American Academy of Nursing.

2:45 PM – 3:45 PM

Plenary Session



MARISA HAMAMOTO
MA
Transformational Speaker &
Movement Artist | Founder,
Infinite Flow Dance
“Choreographing a Culture of
Infinite Inclusion: Transforming
Limitations into Limitless
Opportunities”

The first dancer to be named People Magazine “Women Changing the World,” and named InStyle Magazine Badass 50, Adidas “women reimagining sport,” CBS News “People Making a Difference”, and featured on Good Morning America and NBC Today, Marisa is an award-winning Transformational Movement Artist, Speaker, and Changemaker dedicated to creating a more inclusive just world where we can each feel alive, not just survive.

Marisa’s lived experiences of her body repeatedly not being accepted as a dancer, her Japanese American identity not fitting the box in many spaces, and surviving a stroke that initially paralyzed her from the neck down, eventually led her to create Infinite Flow, an award-winning nonprofit dance company that employs disabled and nondisabled artists with diverse, intersectional identities with a mission to use dance as a catalyst to dismantle biases and promote inclusion.

During the last year, Marisa was diagnosed with two invisible disabilities: PTSD and Autism. The diagnoses brought much clarity to the challenges she’s coped with throughout her life.

Marisa is passionate about transforming forward-thinking businesses through keynotes, performances, and content that inspire inclusivity and move hearts, bodies, and minds,

so that their teams become more connected, purpose-driven, and alive. She has brought unique unforgettable keynote presentations and performances to some of the biggest enterprises in the world, including Meta, Apple, Red Bull, NBCUniversal, Deloitte, PayPal, International Monetary Fund, Farmers Insurance, Kaiser Permanente, Porsche, McKinsey & Co, Clifford Chance, amongst other brands. Marisa made history along with wheelchair dancer Piotr Iwanicki by becoming the first dancer to perform at Apple’s Steve Jobs Theater, sharing the stage with Apple CEO Tim Cook.

Since 2015, Marisa has led Infinite Flow to perform at over 160 events, from large global events to local school assemblies & community festivals. Heading the creative & artistic direction, Infinite Flow’s videos have tracked over 100 million views on Facebook alone. During the Covid-19 pandemic, Marisa spearheaded Infinite Flow to turn its in-person elementary school assembly program into a virtual program, launching Scoops of Inclusion, a 47-minute short film celebrating diversity and empowering kids to take an active role in creating a more inclusive world where we each feel we belong.

Marisa is bilingual and bicultural. She completed her BA & MA from Keio University, Tokyo. She is an Honorary Member (Distinguished Artist) of the International Association for Dance Medicine and Science. She is a speaker, thought leader, performing artist, and multi-dimensional creator on the rise, seeking to creatively inspire inclusion, innovation, and transformation through movement, dance, and storytelling.

For more on Marisa Hamamoto, visit:

www.MarisaHamamoto.com

Conference Planning Team:



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