

# 2024 Diversity Impact Conference

*Representation Matters: Breaking Down  
Contributing Factors of Health Inequities*

**July 18–19, 2024**  
**Virtual Event – Zoom**



**FRONTIER NURSING  
UNIVERSITY®**

[frontier.edu](http://frontier.edu)

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

# Accessibility Statement

As we aim for inclusive excellence, we recognize that not all needs may be met. Please let us know how we can best support you or improve our access to this event in the future. If you have access needs that are not being met throughout the conference, please feel free to directly message Amy Holt, Disability Services Coordinator, at Amy.Holt@frontier.edu.

**Live Captioning:** This event will be live captioned to ensure accessibility for all attendees.

**ASL Interpreters:** ASL interpreters will be featured on the screen for the duration of the entire conference. During breakout sessions, one breakout room will have an ASL interpreter available. Please contact Amy Holt, Disability Services Coordinator, Amy.Holt@frontier.edu, at least one day before the conference to be placed in the ASL breakout room.

**Presentation Materials:** A PDF copy of the content will be provided 24 hours prior to the conference start date.

**Event Recording:** The event will be recorded, and a version with embedded captions will be posted on our website after the conference.

**Speaker Descriptions:** Speakers will describe themselves visually at the beginning of their session.

**Access Checks:** Access checks will be conducted both mornings and afternoons. Attendees are encouraged to contact Amy Holt during the virtual event if additional access needs arise.

**Participant Interaction:** We ask that all participants provide a visual description and identify who is speaking with each interaction during the conference.

# 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 14th annual Diversity Impact Conference. We are excited to expand this event outside the borders of FNU as a virtual event once again.

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 "Representation Matters: Breaking Down Contributing Factors of Health Inequities." Health inequities are the systematic, avoidable, and unfair differences in health outcomes observed between populations, social groups within the same population, or as a gradient across a population ranked by social position (McCartney 2019a). Simu Liu states, "Representation matters. And it's about more than just actors on a screen. It's about snacks, it's about food, it's about culture, in every possible way." At 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,

**Chris Turley**, MS, BS

Diversity, Equity, and Inclusion Coordinator  
Frontier Nursing University

## MEET THE TEAM



**Tanya Belcheff**

DNP, CNM  
any/all  
Director of Diversity,  
Equity, and Inclusion



**Chris Turley**

MS, BS  
he/him/his  
Diversity, Equity, and  
Inclusion Coordinator



**Amy Holt**

BS, BA  
she/her/hers  
Disability Services  
Coordinator



**Taisha Bates**

M.P.A  
she/her/hers  
Student Services  
Coordinator

# Message from the President



## Dear Friends,

Welcome to Frontier Nursing University's 14th annual Diversity Impact Conference! We are so delighted to reunite with those who have attended past conferences and welcome those new to this important event.

The theme of this year's conference is "Representation Matters: Breaking Down Contributing Factors of Health Inequities." This theme reminds me of why FNU made diversity, equity, and inclusion a strategic focal point nearly two decades ago.

In 2003, the Sullivan Commission on Diversity in the Healthcare Workforce published "Mission Persons: Minorities in the Health Professions."<sup>1</sup> The Commission's 200-page report stated, "As the population has become increasingly diverse, glaring disparities in the quality of care, especially for racial and ethnic minorities, have led to thousands of premature deaths each year and incalculable hours of lost productivity, pain, and suffering... Today's physicians, nurses, and dentists have too

little resemblance to the diverse populations they serve, leaving many Americans feeling excluded by a system that seems distant and uncaring."

Influenced by the Sullivan Commission's insistence that a more diverse healthcare workforce was essential to better healthcare for all in the U.S., FNU included objectives to increase student body diversity in the university's 2006 strategic plan. At that time, the percentage of Frontier students identifying as students of color was 9%. Among the many steps Frontier took to increase that number was marketing directly to students of color through organizations such as the Black Nurses Association and establishing relationships with undergraduate nursing programs that graduated large numbers of students of color.

Our first well-planned and coordinated effort to increase the diversity of our student body was the PRIDE (Promoting Recruitment and Retention to Increase Diversity) program, which we established in 2010. The ultimate goal of the PRIDE program was to recruit and retain qualified underrepresented students in our graduate school of nursing to meet the healthcare demands of an increasingly diverse population.

The PRIDE initiative was a comprehensive program that included targeted recruitment activities, retention programs, partnerships with undergraduate nursing programs, and scholarship assistance. Monthly meetings allowed students to discuss challenges and build relationships, and the university's Diversity Impact program – now the annual Diversity Impact Conference – was established.

In the years since, the diversity of the FNU student population has steadily increased, and I am proud to share that at the end of 2023, FNU's enrollment of students of color reached 30% for the first time. What does 30% mean? It means more representation in clinics and hospitals across the country. It means increased access to culturally concordant care.

It also means that we have much to talk about and learn during this conference. I am so thankful that you have chosen to take the time to be a part of this important conversation, where we will learn from our amazing presenters and from one another. I hope that you come away from this experience with a better understanding of why diversity, equity, and inclusion should and do matter to all of us.

Sincerely,

A handwritten signature in black ink that reads "Susan Stone". The signature is fluid and cursive, written in a professional style.

### Dr. Susan Stone

DNSc, CNM, FACNM, FAAN  
President  
Frontier Nursing University

### Frontier Nursing University Academic Deans

**Paula Alexander-Delpech**, PhD, PMHNP-BC, APRN  
Dean of Inclusive Excellence  
and Student Success

**Joan Slager**, CNM, DNP, FAAN, FACNM  
Dean of Nursing

### 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

#### Audra Cave

, DNP, FNP-BC

Chair, Department of Family Nursing

#### Nancy Pesta Walsh

, DNP, CNP, FNP-BC

Clinical Director, Department of  
Family Nursing

#### Kevin Scalf

, DNP, PMHNP-BC, CNEcl

Chair, Department of  
Psychiatric-Mental Health

#### Susan Piper

, DNP, APRN, PMHNP-BC

Clinical Director, Department of  
Psychiatric-Mental Health

#### Khara' A. Jefferson

, DNP, APRN, FNP-C

Director, Doctor of  
Nursing Practice Program

# Conference Theme and Learning Outcomes

This year is the 14th Anniversary of the Diversity Impact Conference, **“Representation Matters: Breaking Down Contributing Factors of Health Inequities.”** 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:**

Define representation and examine its impact on health outcomes

•

Examine the state of maternal health in the United States

•

Examine the state of health disparities faced by people with disabilities in the United States

•

Reflect on ways to make health equity a shared value and organizational vision

# THURSDAY

# JULY 18, 2024

TIME	ACTIVITY	SPEAKER(S)/MODERATOR(S)	TOPIC
9:00 am – 9:10 am	Welcome / Introductions by the President	<b>Susan Stone</b> , CNM, DNSc, FAAN, FACNM President	Introduction from FNU leadership
9:10 am – 9:25 am	Greetings from the Director of DEI and Conference Planning Chair	<b>Tanya Belcheff</b> , DNP, CNM Director, Diversity, Equity, and Inclusion <b>Chris Turley</b> , MS, BS Diversity, Equity, and Inclusion Coordinator	Greetings from the CDIO and Conference Planning Chair
9:25 am – 9:40 am	Land Acknowledgment	<b>Venus Evans</b> , Kentucky Native American Heritage Commission, Commissioner at Large	Land Acknowledgment
9:40 am – 9:55 am	Meditation/Mindfulness	<b>Shea Rose</b> , BA	Yoga + Voice
9:55 am – 10:00 am	Break	I-Spy Bingo	Break
10:00 am – 11:15 am	Keynote Address	<b>Lucinda Canty</b> , PhD, CNM, FAAN, FACNM	“Using the Power of Diversity to Address Racial Disparities in Maternal Health”
11:15 pm – 11:30 pm	Break	I-Spy Bingo	Break
11:30 pm – 12:30 pm	Plenary Session	<b>Nikia Grayson</b> , PhD, CNM	“Reclaiming Our Roots: Expanding Black Midwifery through Reproductive Justice in the South”
12:30 pm – 1:30 pm	Lunch	Lunch	Lunch
1:30 pm – 4:15 pm	Poster/Podium Presentations	<p><b>1.</b> 1:30 – 1:50 pm EST <b>Mariana Da Costa</b>, DNP, RN</p> <p><b>2.</b> 1:55 – 2:15 pm EST <b>Katherine Atcheson</b>, MPH, CHES</p> <p><b>3.</b> 2:20 – 2:40 pm EST <b>Charles R. Davis</b>, Ph.D., MSN, FNP-C, RN <b>Nancy Pesta Walsh</b>, DNP, FNP-BC, PMHNP-BC</p> <p><b>4.</b> 2:40 – 3:00 pm EST <b>Meghan Garland</b>, PhD, CNM, FACNM</p> <p><b>5.</b> 3:00 – 3:20 pm EST <b>Vanessa Cameron</b>, MSN, RN, NPD BC, CEN, CNL</p> <p><b>6.</b> 3:25 – 3:45 pm EST <b>Erica Nelson</b>, DNP, APRN, CNM, WHNP-BC</p> <p><b>7.</b> 3:50 – 4:10 pm EST <b>Melina Embury</b>, MS, RN, CNS <b>Tanisha Lewis</b>, RN, MSN, CNL</p>	<p><b>1.</b> Representation Matters: Breaking Down Contributing Factors of Health Inequities</p> <p><b>2.</b> Examining PrEP Provision for Black Cisgender Women: Provider and Patient Insights from Title X Funded and Comparable Settings</p> <p><b>3.</b> Finding Clinical Preceptors-A Critical Challenge for NP Students &amp; Underserved Healthcare Ecosystems</p> <p><b>4.</b> The Importance of Culturally Tailored Interventions for Evidence-Based Practice and Quality Improvement</p> <p><b>5.</b> Measuring Ableism in Healthcare Environments: Instrument Evaluation for Future Research</p> <p><b>6.</b> Organizational Policy Changes to Promote Language Equity for Spanish-Speaking Clinic Patients</p> <p><b>7.</b> More than Hair: Improving Healthcare Equity Through Haircare</p>
4:15 pm – 4:25 pm	Circle Up	<b>Tonya Nicholson</b> , DNP, CNM, WHNP-BC, CNE, FACNM	Circle Up
4:25 pm - 4:30 pm	Evaluations	<b>Chris Turley</b> , MS, BS <a href="#">Main Room</a>	Evaluations

\*For this session we will have space for people to get up and move around between each presentation. Five (5) minute breaks will be offered at 1:50, 2:15, 3:30, 3:45, and 4:10 pm EST.

Share about your Diversity Impact experience on Facebook, Instagram and X using [#DiversityImpact24](#).

# FRIDAY

# JULY 19, 2024

TIME	ACTIVITY	SPEAKER(S)/MODERATOR(S)	TOPIC
9:00 am - 9:05 am	Greetings from the Conference Planning Chair	<b>Chris Turley</b> , MS, BS Diversity, Equity, and Inclusion (DEI) Coordinator	Introduction
9:05 am - 9:20 am	Meditation/Mindfulness	<b>Shea Rose</b> , BA	R.A.D.I.C.A.L
9:20 am - 9:25 am	Break	I-Spy Bingo	Break
9:25 am - 10:00 am	Presentation from the President	<b>Susan Stone</b> , CNM, DNSc, FAAN, FACNM President	"Addressing Race and Racism in Nursing Education: Where Do We Go From Here?"
10:00 am - 10:05 am	Break	I-Spy Bingo	Break
10:05 am - 11:20 am	Keynote Address	<b>Lisa Meeks</b> , PhD, MA	"Increasing Disability Representation in Nursing Education: Reducing Ableism and Taking Action."
11:20 am - 12:20 pm	Workshop	<b>Lisa Meeks</b> , PhD, MA <b>Brandy Jackson</b> , MSN, MBA, RN <b>Amy Holt</b> , BS, BA	"Increasing Disability Representation in Nursing Education: Reducing Ableism and Taking Action."
12:20 pm - 1:20 pm	Lunch	Lunch	Lunch
1:20 pm - 2:50 pm	Panel of Experts	<b>Vanessa Cameron</b> , MSN, RN, NPD-BC, CEN, CNL <b>Sabrina Ali Jamal-Eddine</b> , PhD, BSN, RN <b>Justin Daily</b> , BSN, RN	"Increasing Disability Representation in Nursing Education: Reducing Ableism and Taking Action"
2:50 pm - 3:00 pm	Break	I-Spy Bingo	Break
3:00 pm - 4:00 pm	Staff Ambassador Capstone Project Presentations	<b>1. Jamie Wheeler</b> , MA <b>2. Brittney Kinison</b> , MBA, PMP <b>3. Susan Capley</b> , Horticulturist/Groundskeeper Lead	<b>1. New Veterans Affairs Staff Position</b> <b>2. Inclusive Campus Decorations</b> <b>3. Celebrate DEI</b>
4:00 pm - 4:15 pm	Circle Up	<b>Megan W. Arbour</b> , PhD, CNM, CNE, FACNM	Circle Up
4:15 pm - 4:25 pm	Conference Recap	<b>Paula Alexander-Delpech</b> , PhD, PMHNP-BC, APRN	Conference Recap
4:25 pm - 4:30 pm	Evaluations	<b>Chris Turley</b> , MS, BS <a href="#">Main Room</a>	Evaluations

For IT issues contact FNU IT Support [here](#) or (859) 251-4551.

# CONFERENCE ROOM LINKS

THURSDAY, JULY 18, 2024

ZOOM ROOM	LINK	PASSWORD
Zoom Main Room	<a href="https://events.zoom.us/ejl/AI_zPs2deCDJqLoumEN5dZl6xJeWlcGpOoaUNdENXfrb5GxVvAJF~A-2VDM4SN5x5I4DMY-XLbfpQOJ14aMeBRv-ZFNJTiyV0_buvjaF-ixONc8B85QoPdTKC-9s0LfZuY-lmJ5g-Hp-DWbsu7Bm_OuFFymd-VzOQug">https://events.zoom.us/ejl/AI_zPs2deCDJqLoumEN5dZl6xJeWlcGpOoaUNdENXfrb5GxVvAJF~A-2VDM4SN5x5I4DMY-XLbfpQOJ14aMeBRv-ZFNJTiyV0_buvjaF-ixONc8B85QoPdTKC-9s0LfZuY-lmJ5g-Hp-DWbsu7Bm_OuFFymd-VzOQug</a>	Meeting ID: 830 1220 7057 Password: 809009

FRIDAY, JULY 19, 2024

ZOOM ROOM	LINK	PASSWORD
Zoom Main Room	<a href="https://events.zoom.us/ejl/AI_zPs2deCDJqLoumEN5dZl6xJeWlcGpOoaUNdENXfrb5GxVvAJF~A-2VDM4SN5x5I4DMY-XLbfpQOJ14aMeBRv-ZFNJTiyV0_buvjaF-ixONc8B85QoPdTKC-9s0LfZuY-lmJ5g-Hp-DWbsu7Bm_OuFFymd-VzOQug">https://events.zoom.us/ejl/AI_zPs2deCDJqLoumEN5dZl6xJeWlcGpOoaUNdENXfrb5GxVvAJF~A-2VDM4SN5x5I4DMY-XLbfpQOJ14aMeBRv-ZFNJTiyV0_buvjaF-ixONc8B85QoPdTKC-9s0LfZuY-lmJ5g-Hp-DWbsu7Bm_OuFFymd-VzOQug</a>	Meeting ID: 870 0057 5343 Password: 405466



# Diversity Impact 2024 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](mailto:quincy.fuehne@frontier.edu) will win. When you see something from the Bingo card in someone else's background or on the screen 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	<b>FREE SPACE!</b>	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**



### **Lucinda Canty, PhD, CNM, FAAN, FACNM**

#### **“Using the Power of Diversity to Address Racial Disparities in Maternal Health”**

Dr. Lucinda Canty is a certified nurse-midwife, Associate Professor of Nursing, and Director of the Seedworks Health Equity in Nursing Program at the University of Massachusetts Amherst. She earned a bachelor’s degree in nursing from Columbia University, a master’s degree from Yale University, specializing in nurse-midwifery, and a PhD from the University of Connecticut. Dr. Canty has provided reproductive health care for over 29 years. Her research interests include the prevention of maternal mortality and severe maternal morbidity, reducing racial and ethnic health disparities in reproductive health, promoting diversity in nursing, and eliminating racism in nursing and midwifery. She is an artist, poet, and historian. She uses her art and poetry to bring awareness to maternal health. She provides women’s health care at Planned Parenthood of Southern New England. She currently hosts web discussions Overdue Reckoning on Racism in Nursing. She founded Lucinda’s House, a Black Maternal Health Collective, to promote maternal health equity through community collaboration and programs that provide

support and education. Dr. Canty has received funding for her research from the Robert Wood Johnson Foundation. She has published in various journals, including AJN, American Journal of Nursing, Nursing Inquiry, Journal of Advanced Nursing, Birth, and Nursing Philosophy. Dr. Canty is a contributing editor for the Journal of Midwifery and Women’s Health’s Ask the Midwife Column. Additionally, she is a sought-after nurse scholar in addressing both maternal health equity and anti-racism initiatives. She is a frequent featured speaker virtually and in person at local, regional, national, and international conferences focused on the challenges of reducing disparities in maternal morbidity and mortality. She is a fellow in the American Academy of Nursing and the American College of Nurse-Midwives. She is the 2023 Yale School of Nursing Alumni Association (YSNAA) Distinguished Alumni Award Recipient and the recipient of the 2023 Florence S. Wald Award from the Connecticut Nurses’ Association. She is the 2024 Columbia University School of Nursing 2024 Distinguished Alumni Award for Nursing Practice.

## Plenary Session



### **Nikia Grayson, PhD, CNM** **“Reclaiming Our Roots: Expanding Black Midwifery through Reproductive Justice in the South”**

Dr. Nikia Grayson, DNP, MSN, MPH, MA, CNM, FNP-C, FACNM (she/her) is a trailblazing force in reproductive justice, blending her expertise as a public health activist, anthropologist, and family nurse-midwife to champion the rights and health of underserved communities.

Graduating with distinction from Howard University, Nikia holds a bachelor’s degree in communications and a master’s degree in public health. Her academic journey also led her to the University of Memphis, where she earned a master’s in medical anthropology, and the University of Tennessee, where she achieved both a master’s in nursing and a doctorate in nursing practice. Complementing her extensive education, she completed a post-master’s certificate in midwifery at Frontier Nursing University.

With over 15 years of experience in public health and nursing, Nikia has dedicated herself to advancing reproductive rights and justice, birth justice, and midwifery. Her passion for midwifery shines through in her commitment to diversifying the workforce of

midwives and birth workers, especially in the southern United States. As a fervent disruptor of the current healthcare system, Nikia is pioneering new models of care that prioritize midwifery and center the needs of Black and brown communities. Every day, she works tirelessly to ensure that all individuals have the agency and resources to make informed decisions about their sexual and reproductive health.

At CHOICES Center for Reproductive Health, Nikia serves as the Chief Clinical Officer, spearheading initiatives that have led to the establishment of the first nonprofit comprehensive reproductive health care center, the first Black midwifery fellowship program and the city’s inaugural birth center. Beyond her clinical leadership, Nikia sits on the Board of Directors for both the American College of Nurse-Midwives and SisterReach, Tennessee’s foremost Reproductive Justice organization. Driven by a profound sense of purpose, Nikia Grayson is transforming the landscape of reproductive healthcare, leaving an indelible mark on the lives of those she serves and the communities she uplifts.

## Poster / Podium Presentations

**1:30 PM – 1:50 PM**



**MARIANA DA COSTA**  
DNP, RN  
“Representation Matters:  
Breaking Down Contributing  
Factors of Health Inequities”

Mariana Da Costa is an Assistant Professor and Program Director for the Traditional BSN program at Western Carolina University’s School of Nursing. Dr. Da Costa is dedicated to student success, with a particular focus on supporting first-generation students and students from underrepresented backgrounds in pursuing an undergraduate nursing degree. She advises inclusive excellence and

community engagement programs and works as a float pool nurse and educator at rural community hospitals in western North Carolina.

Dr. Da Costa focuses on addressing health disparities, promoting culturally competent care, and diversifying the nursing workforce. With extensive nursing experience ranging from acute care, nursing leadership, and hospice and palliative care, she also serves on the board of Kids Advocacy Resource Efforts (KARE) and the Child Medical Collaborative. Recognized as one of the Great 100 Nurses in North Carolina, Dr. Da Costa has been a nurse since 2007. She holds degrees from the University of Florida, University of Miami, East Tennessee State University, and Duke University.

**1:55 PM – 2:15 PM**



**KATHERINE ATCHESON**  
MPH, CHES  
“Examining PrEP Provision for  
Black Cisgender Women: Provider  
and Patient Insights from Title X  
Funded and Comparable Settings”

Katherine Atcheson is a senior program manager with the Clinical Training Center for Sexual and Reproductive Health (CTC-SRH), where she produces the regular podcast, Clinical Chats, co-develops training materials, and directs attendee engagement and special events for the annual National

Reproductive Health Conference. Prior to joining CTC-SRH, she worked as a health educator for Planned Parenthood of the Great Plains and an STD/HIV contact tracer for the state of Kansas. Katherine earned her MPH from Boston University’s School of Public Health, with a concentration in maternal and child health, in 2014, and her BA in anthropology from Grinnell College in 2012. Additionally, Katherine has continually held a Certified Health Education Specialist qualification from the National Commission on Health Education Credentialing since 2015. Katherine is based in Kansas City, Missouri, and enjoys baking, stand-up comedy, and Pilates.

\*For this session, we will have space for people to get up and move around between each presentation. Five (5) minute breaks will be offered at 1:50, 2:15, 3:30, 3:45, and 4:10 pm EST.

## Poster / Podium Presentations

### 2:20 PM – 2:40 PM



**CHARLES R. DAVIS**  
PHD, MSN, FNP-C, RN  
“Finding Clinical Preceptors–  
A Critical Challenge for NP  
Students & Underserved  
Healthcare Ecosystems ”

Charles R. Davis, Ph.D., MSN, FNP-C, RN is a practicing school nurse and family nurse practitioner with Pierre Van Cortlandt Middle School (Croton-on-Hudson, NY) and Vassar College (Poughkeepsie, NY), respectively. Dr. Davis practices patient-

centered care and the nursing model of delivering evidence-based healthcare to his patients, with a focus on promoting and building healthcare access to everyone. This has been most recently demonstrated, in part, to his leadership that resulted in the construction and opening of the first, school-based health center in the mid-Hudson Valley region of New York State. He is a healthcare researcher with numerous publications in the peer-reviewed literature and at technical conferences, as well as an invited healthcare panelist. Dr. Davis is also a member of numerous expert healthcare committees and advisory boards.



**NANCY PESTA WALSH**  
DNP, FNP-BC, PMHNP-BC  
“Finding Clinical Preceptors-A  
Critical Challenge for NP Students  
& Underserved Healthcare  
Ecosystems ”

Nancy Pesta Walsh, DNP, FNP • Clinical Director • Faculty since 2010. • Regional Clinical Faculty for FNP students Work experience: • Currently employed clinically as a family

nurse practitioner in a same-day care/urgent care setting.  
• Previous employment was in a family practice setting.  
Educational background: • Doctor of Nursing Practice, Frontier Nursing University, 2010 • Master of Science, Frontier Nursing University, 2008, Family Nurse Practitioner • Bachelor of Science Degree in Nursing, College of St. Benedict, 1993 Teaching Interests: • Role of the APRN • Independent practice issues • Urgent care practice • Nursing Education Committee Involvement: • Sigma Theta Tau International Chi Pi Chapter President. • Scholarship Committee

### 2:40 PM – 3:00 PM



**MEGHAN GARLAND**  
PHD, CNM, FACNM  
“The Importance of Culturally  
Tailored Interventions for  
Evidence-Based Practice and  
Quality Improvement ”

Meghan Garland, PhD, CNM, FACNM (she/her) is a dedicated researcher specializing in physical activity during pregnancy among Black women. Her dissertation, which received an Aurora Health/Midwest Nursing Research Society Dissertation Grant Award, focused on the associations among background determinants of physical activity, modifiable theoretical determinants of physical activity, and measures of physical activity during pregnancy. Meghan’s research

identified factors such as older age, lower pregnancy-specific stress, and previous childbirth experience that influence physical activity levels during pregnancy. As a tenure-track assistant professor at Loyola University Chicago, Marcella Niehoff School of Nursing, Meghan has published six manuscripts and one abstract and presented at numerous international, national, regional, state, and local conferences. Her research experience has prepared her for a mentored patient-oriented research career development award, which she aims to pursue to further her research career. Dr. Garland’s passion for research and mentorship in nursing drives her to continue making significant contributions to understanding physical activity during pregnancy.

\*For this session, we will have space for people to get up and move around between each presentation. Five (5) minute breaks will be offered at 1:50, 2:15, 3:30, 3:45, and 4:10 pm EST.

## Poster / Podium Presentations

**3:00 PM – 3:20 PM**



**VANESSA CAMERON**  
MSN, RN, NPD-BC, CEN, CNL  
“Measuring Ableism in Healthcare  
Environments: Instrument  
Evaluation for Future Research”

Vanessa Cameron works for  
Vanderbilt University Medical  
Center in Nursing Education &

Professional Development. She is also attending George

Washington University and progressing towards a PhD  
in Nursing with an emphasis on ableism in nursing. After  
becoming disabled in April 2021, Vanessa’s worldview  
and perspective changed, and a recognition of the ableism  
present within healthcare and within the culture of nursing  
was apparent. She has been working since that time to  
provide educational foundations for nurses about disability  
and ableism, provide support for fellow disabled nursing  
colleagues, and advocate for the disabled community within  
healthcare settings to reduce disparities.

**3:25 PM – 3:45 PM**



**ERICA NELSON**  
DNP, APRN, CNM, WHNP-BC  
“Organizational Policy Changes  
to Promote Language Equity for  
Spanish-Speaking Clinic Patients”

With extensive experience in both  
clinical practice and education,  
Dr. Erica Cristina Nelson is deeply

committed to advancing the nursing profession through  
innovative teaching and leadership development. As a faculty  
member at the University of Utah’s College of Nursing, Dr.  
Nelson teaches maternity nursing, emphasizing evidence-  
based practice and compassionate patient care with a  
focus on addressing health inequities in maternal health.  
Additionally, Dr. Nelson leads nursing leadership courses,  
preparing future nurse leaders to navigate the complexities of  
healthcare.

Dr. Nelson has been a preceptor for Frontier Nursing  
University for over 10 years, working closely with student

nurse-midwives and student nurse practitioners as they  
complete their clinical requirements. She is known for her  
dynamic teaching style and dedication to student success, and  
she is passionate about shaping the next generation of nursing  
professionals.

Since 2010, Dr. Nelson has worked as a certified nurse-  
midwife and women’s health nurse practitioner in private  
practice. She has enjoyed caring for patients throughout  
their pregnancies, births, and beyond. As Team Lead for  
her midwifery group, Dr. Nelson was responsible for  
administrative and management functions. She collaborated  
with senior midwives, physicians, and the clinic administration  
team to develop administrative policies and clinical protocols  
that improved the work environment and practice outcomes.

As a Spanish-speaking provider, Dr. Nelson offers culturally  
and linguistically appropriate care for Hispanic women. Her  
scholarly work involves developing quality improvement  
initiatives to address health inequities for Spanish-speaking  
patients attending outpatient women’s health clinics.

\*For this session, we will have space for people to get up and move around  
between each presentation. Five (5) minute breaks will be offered at 1:50,  
2:15, 3:30, 3:45, and 4:10 pm EST.



## Poster / Podium Presentations

**3:50 PM – 4:10 PM**



**MELINA EMBURY**  
MS, RN, CNS  
“More than Hair: Improving  
Healthcare Equity Through  
Haircare”

Melina Embury is one of the nursing professional development practitioners (service nurse educator) at Golisano Children’s Hospital, overseeing the new hire orientation and assisting with the hospital-wide dissemination of education to our staff. I am also a part of the GCH Quality and Safety Team.



**TANISHA LEWIS**  
RN, MSN, CNL  
Tanisha Lewis, RN, MSN, CNL,  
earned both a BSN and MSN from  
the University of Rochester School  
of Nursing. She is currently the unit  
educator in the Pediatric Intensive  
Care Unit at Golisano Children’s

Hospital at the University of Rochester Medical Center. Tanisha is co-chair of the PICU’s Unit Performance Team and a Pediatric Nurse Cultural and Inclusion Council member.

\*For this session, we will have space for people to get up and move around between each presentation. Five (5) minute breaks will be offered at 1:50, 2:15, 3:30, 3:45, and 4:10 pm EST.

## President's Presentation



**Susan E. Stone, DNSc, CNM, FACNM, FAAN**  
**“Addressing Race and Racism in Nursing Education:  
Where Do We Go From Here?”**

Dr. Susan E. Stone, a certified nurse-midwife, is a leader in strategic development to increase the quality and capacity of the midwifery and advanced practice nursing workforce, with the specific goal of improving health care for families. Her primary position for the last two decades is as the President of Frontier Nursing University where she has grown the University from a community-based school of nurse-midwifery offering a basic certificate program with an enrollment of 200, to an accredited University offering masters and doctoral degrees to nurses seeking graduate education as nurse-midwives and nurse practitioners. Today the University has more than 2,500 graduate and doctoral nursing students enrolled from every state in the United States and several foreign countries.

Behind Dr. Stone's leadership, Frontier's focus is on educating primary care providers to serve rural and underserved populations. Within its degree programs, the university offers tracks leading nurses to certification as nurse-midwives, family nurse practitioners, women's health care nurse practitioners, and psychiatric-mental health nurse practitioners. Dr. Stone is the past president of the American College of Nurse-Midwives (2018-19) and was inducted into the National Academy of Medicine Class of 2018 as one of only two nurses in her class. She believes collaboration with other health care professionals is essential to improve the health of women and families and fosters this approach in her various roles. She can be reached at [sstone@frontier.edu](mailto:sstone@frontier.edu).



## Keynote Speaker



**Lisa Meeks, PhD, MA**

### “Increasing Disability Representation in Nursing Education: Reducing Ableism and Taking Action.”

Dr. Meeks is a Clinical Associate Professor in the Departments of Learning Health Sciences and Family Medicine at the University of Michigan Medical School and Executive Director of the Docs With Disabilities Initiative (DWDI) where she catalyzes work on disability inclusion across health professions training programs. In these roles she heads the Meeks Research Lab and oversees 12 programs within the initiative.

Meeks is internationally recognized for her work on disability inclusion in Medical Education and regularly collaborates with health professions associations. She is co-creator of the social media campaign #DocsWithDisabilities, co-host of the Docs With Disabilities Podcast, co-developer of the AAMC Disability Webinar Series, and lead author and PI of the AAMC Special Report: Accessibility, Inclusion, and Action in Medical Education: Lived Experiences of Learners and Physicians with Disabilities. Dr. Meeks also spearhead's

projects at the graduate medical education level and served as Disability Lead for the ACGME Equity Matters Initiative and is co-PI of the 2024 Macy Catalyst Awards for Transformation in Graduate Medical Education project *Multimedia Resource Hub for Disability Inclusion in GME*. Currently, she serves as an advisor to the ACGME committee on DEI.

She is widely published, serving as editor of 8 books on disability and DEI in medical and nursing education and more than 100 peer-reviewed articles and book chapters in leading medical journals. Her work has also been featured in popular media including on NPR, CNBC News, Bloomberg Law, and her initiative was featured in TIME magazine.

Dr. Meek's most valued contribution to academic medicine is mentoring the next generation of disabled physicians and scientists and creating space for DocsWithDisabilities to thrive.

## Workshop

Lisa Meeks, PhD, MA

Brandy Jackson, MSN, MBA, RN

Amy Holt, BS, BA

### “Increasing Disability Representation in Nursing Education: Reducing Ableism and Taking Action.”



**LISA MEEKS**  
PhD, MA

Associate Professor of Learning  
Health Sciences and Family  
Medicine

The University of Michigan  
Medical School

Executive Director, Docs With  
Disabilities Initiative

As an administrative leader and researcher, Dr. Meeks is helping to inform policy and best practice in the area of disability inclusion for medical education, training and practice. Her research interests include: Improving access to medical education for learners with disabilities, medical

student and resident well-being, and the performance and trajectory of learners and physicians with disabilities.

Her work has been published in leading medical journals and she has been featured on NPR, in the Washington Post, CNBC, Bloomberg Law, and in Time Magazine.

Dr. Meeks is the co-developer of both the AAMC Disability Webinar Series and edited and authored the leading books on the topic. She led the AAMC Special Report: Accessibility, Inclusion, and Action in Medical Education: Lived Experiences of Learners and Physicians with Disabilities and serves as co-PI of the 2024 Macy Catalyst Awards for Transformation in Graduate Medical Education project *Multimedia Resource Hub for Disability Inclusion in GME*. Currently, she serves as an advisor to the ACGME committee on DEI.



**BRANDY JACKSON**  
MSN, MBA, RN

Associate Professor of Learning Health Sciences and Family Medicine

The University of Michigan Medical School

Executive Director, Docs With Disabilities Initiative

Brandy Jackson serves as the Director of Undergraduate Nursing Programs and Assistant Educator at Wichita State University and Co-Director of Access in Nursing. Brandy is a seasoned educator with over 15 years of experience. Before entering academia, Brandy served in Hospital-based

leadership and Critical Care Staff nurse roles. Brandy is passionate about equity in nursing education with a focus on individuals with disabilities. Her current research interests include accommodations of nursing students with disabilities in clinical learning environments and breaking down barriers for historically unrepresented individuals to enter the nursing profession. Brandy is also actively engaged in Interprofessional Education development, creating IPE opportunities for faculty and students at Wichita State. Brandy is an active member of Wichita Women for Good and Soroptimist, with the goal to empower women and girls. Brandy is a TeamSTEPPS master trainer. She received the DASiY Award for Extraordinary Nursing Faculty in 2019 at Wichita State University.



**AMY HOLT**  
BS, BA

FNU Disability Services Coordinator

Amy Holt has served as the Disability Services Coordinator at Frontier Nursing University (FNU) for six years. In this role,

she collaborates with faculty, staff, and students to ensure that the needs of students with disabilities are met across all academic areas. Amy serves as an advocate with or on behalf of the students, ensuring they have access to the necessary resources and support.

Prior to her current role at FNU, Amy worked with the Kentucky Department of Vocational Rehabilitation Services in various capacities for nearly eight years. As an American

Sign Language (ASL) Interpreter for the D/deaf, DeafBlind, and hard of hearing populations, she adeptly navigated linguistic and cultural variations while thoughtfully applying ethical decision-making skills and best practices. Amy also provided collaborative support for independent living and life skills, advocating tirelessly for individuals' rights to access within the workplace and beyond. Her efforts aimed at removing barriers and fostering successful outcomes for individuals seeking to gain or maintain competitive integrated employment.

With experience spanning vocational sectors and regions across the Commonwealth of Kentucky, Amy's expertise in disability services, advocacy, and the success and social justice of individuals with disabilities drives her motivation. As an honored recipient of Frontier Nursing University's Culture of Caring Award, she remains dedicated to championing inclusivity, access, and empowerment for all.

## Panel of DEI Experts

**Lisa Meeks, PhD, MA**

**Vanessa Cameron, MSN, RN, NPD-BC, CEN, CNL**

**Sabrina Ali Jamal-Eddine, PhD, BSN, RN**

**Justin Daily, BSN, RN**

### “Increasing Disability Representation in Nursing Education: Reducing Ableism and Taking Action”



**LISA MEEKS**  
PhD, MA

Dr. Lisa Meeks is a distinguished scholar and leader whose unwavering commitment to inclusivity and excellence has significantly influenced the landscape of health professions education and accessibility.

She is the founder and executive director of the DocsWithDisabilities Initiative and holds appointments as an Associate Professor in the Departments of Learning Health Sciences and Family Medicine at the University of Michigan.

In addition to developing impactful programs, Dr. Meeks plays a pivotal role in advancing equity through her collaborations with health professions associations. Through these collaborations she spearheads efforts to ensure that

health science trainees and program leadership receive the support and resources they need to thrive in their respective specialties.

Dr. Meeks is a prolific scholar and widely recognized as a leading expert in this field. Her research findings have been published in leading journals, including the NEJM, Lancet, JAMA, and Academic Medicine, underscoring the significance of her work. Her contributions extend beyond research to the realm of education and advocacy, where she has co-created impactful social media campaigns and podcasts, working tirelessly to promote disabled clinicians and scholars and reduce harmful disability stereotypes in health professions training and STEM.

Within the wide range of accomplishments she holds, Dr. Meeks most valuable role to date is becoming a grandmother. She cites her time with her grandson Charlie as the most rewarding and “bucket filling” moments in her life.



**VANESSA CAMERO**  
MSN, RN, NPD-BC, CEN, CNL

Vanessa Cameron works for Vanderbilt University Medical Center in Nursing Education & Professional Development. She is also attending George Washington University and progressing towards a PhD in Nursing with an

emphasis on ableism in nursing. After becoming disabled in April 2021, Vanessa's worldview and perspective changed, and a recognition of the ableism present within healthcare and within the culture of nursing was apparent. She has been working since that time to provide educational foundations for nurses about disability and ableism, provide support for fellow disabled nursing colleagues, and advocate for the disabled community within healthcare settings to reduce disparities.



**SABRINA ALI JAMAL-EDDINE**  
PhD, BSN, RN

Dr. Sabrina Ali Jamal-Eddine is an Arab-disabled queer woman of color with a PhD in Nursing and an interdisciplinary certificate in Disability Ethics from the University of Illinois Chicago (UIC). Dr.

Jamal-Eddine's doctoral research explored spoken word poetry as a form of critical narrative pedagogy to educate nursing students about disability, ableism, and disability justice. Dr. Jamal-Eddine now serves as a Postdoctoral Research Associate in UIC's Department of Disability and Human Development and serves on the Board of Directors of the National Organization of Nurses with Disabilities (NOND). During her doctoral program, Sabrina served as a Summer Fellow at a residential National Endowment of the Humanities (NEH) Summer Institute at

Arizona State University (2023), a summer fellow at Andrew W. Mellon's National Humanities Without Walls program at University of Michigan (2022), a Summer Research Fellow at UC Berkeley's Othering & Belonging Institute (2021), and an Illinois Leadership Education in Neurodevelopmental and related Disabilities (LEND) trainee (2019-2020).

Dr. Jamal-Eddine's goal is to create transformative change within healthcare education praxis by developing engaging pedagogic strategies to educate healthcare students about ableism and intersectional identity-based oppression. Her long-term goal is to found an interdisciplinary, applied public-humanities community-engaged healthcare equity center in a university that confronts healthcare inequity, violence, and oppression and promotes intersectional, cross-identity liberation, humanization, and belongingness for all patients, students, and practitioners.



**JUSTIN DAILY**  
BSN, RN

Justin C. Daily, is a Chemo Nurse Educator at Ascension Via Christi St. Francis in Wichita, KS. He specializes in oncology, chemotherapy, bone marrow transplant, and cellular therapy.

Justin holds an Associate in Nursing degree from Hutchinson Community College and a Bachelor

of Science in Nursing from Bethel College. With 10 years of nursing experience, Justin started his career as a floor nurse on the oncology unit at St. Francis before serving as Director of Nursing at a rural Kansas hospital. He eventually returned to St. Francis and has been thriving in his current role as Chemo Nurse Educator for the past four years. Justin is also a respected panelist, having delivered the Nightengale Ceremony Keynote Address at Wichita State University in 2024.

## Staff Ambassador Capstone Project Presentations

The DEI Ambassador program is designed to develop and enhance DEI skills as an FNU employee. The Ambassador program aims to prepare staff members to increase their DEI capacity by identifying strategies to enhance the University's Culture of Caring. The inaugural program launched in 2023.

The capstone project is the final project in which the DEI Staff Ambassadors apply their expertise, skills, and training

to tackle a real-world challenge at the University. This project serves as the apex of the DEI Staff Ambassador program, allowing Ambassadors to showcase the knowledge and capabilities they have developed during the program. Following a format reminiscent of a "Ted Talk," Ambassadors had a platform to share their insights and viewpoints with all stakeholders at the University.

### 3:05 PM



**JAMIE WHEELER**  
"New Veterans Affairs Staff  
Position"

Jamie Wheeler is a clinical advisor for Frontier Nursing University. She has a MA-TESL from the University of Kentucky and a BA in English from the University of

Wisconsin. Jamie has been with FNU for over ten years, and prides herself on her patience, attention to detail, and

helping students achieve their academic goals. She loves to bake, cook, read, plant flowers, and be outside. Jamie is married to a wonderful husband and has two elementary-aged daughters, several guinea pigs, and two parakeets. She is honored to be part of the inaugural DEI staff ambassador program.

### 3:20 PM



**BRITTNEY KINISON**  
MBA, PMP  
"Inclusive Campus Decorations"

Brittney is the Director of Marketing and Communications at Frontier Nursing University where she has worked for more than thirteen years developing and

managing the overall marketing, branding, and advertising strategy. She graduated from the University of Kentucky with a bachelor's degree in business and an MBA and also holds certification as a Project Management Professional. Brittney's professional experience includes managing marketing and advertising programs, events, PR and communications, and creative services projects.

Brittney currently serves as secretary for the local chapter of the Public Relations Society of America and is a member of the Board for the Leadership Lexington Alumni Association. She is also a graduate of the Leadership Central Kentucky program and a member of the American Marketing Association and the American Advertising Federation.

She is married to her husband Scott and has two children, Austin and Brooklyn. She enjoys traveling, hiking, running, and just trying any new activity from rock climbing to skydiving. Her favorite thing is experiencing a variety of different restaurants and coffee shops in every place she visits. She is a local Yelp ambassador and member of a dinner club.

**3:35 PM**



**SUSAN CAPLEY**  
“Celebrate DEI”

Susan Capley has been the Horticulturist and lead Groundskeeper for Frontier Nursing University (FNU) for over two years. She is co-chairing the Wellness and Sustainability

Committee at FNU. She has a Bachelors of Science in Plant and Soil Science from the University of Kentucky with an emphasis in Enterprise Management. She has been working in her field for the past 30 years in many aspects of horticulture from greenhouse production, plant design, landscape maintenance, organic vegetable growing, and

plant curator. Her career claim to fame is being the first horticulturist hired at the UK/LFUCG Arboretum and Botanical Garden.

Susan spent 13 years as an Education Director at the New Orleans Botanical Garden (NOBG). Her roles at NOBG included teaching about plants from Pre-K to seniors, organizing symposiums and book signings, fundraising events, writing, and leading tours at NOBG and City Park and working with professional groups, boards, committees and volunteers. She was a member of the board that created the Master Naturalist Program in Louisiana that is very successful today. She likes to garden, cook, go hiking, fishing, and enjoys live music and dancing.





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