



2025 Diversity Impact Conference

*Rising Strong: Better Together to
Advance Wellness Initiatives for All*

July 23–24, 2025
Virtual Event – Zoom



**FRONTIER NURSING
UNIVERSITY®**

frontier.edu

HOSTED BY:
THE OFFICE OF STUDENT ENGAGEMENT, ACCESS, AND SUCCESS

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 Student Engagement, Access, and Success, I welcome you to FNU's 15th annual healthcare workforce conference! This conference brings together renowned thought leaders and speakers to increase awareness of the importance of achieving health equity and reducing health disparities in patient care delivery across healthcare settings. The **FREE virtual conference** features speakers and panelists from all over the U.S. and several engaging activities.

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 Student Engagement, Access, and Success. 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 "Rising Strong: Better Together to Advance Wellness Initiatives for All." People working together in a strong community with a shared goal and a common purpose can make the impossible possible" (Tom Vilsack). 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
Director of Student Engagement
Frontier Nursing University

THE OFFICE OF STUDENT ENGAGEMENT, ACCESS, AND SUCCESS Meet the Team



Paula Alexander-Delpech
PhD, APRN, PMHNP-BC, FAANP
Dean of Student Success



Chris Turley
MS, BS
he/him/his
Director of Student
Engagement Conference
Planning Chair



Tanya Belcheff
DNP, CNM
any/all
Director of Student
Retention and Success



Sarah Juett
MSSW
she/her
Director of Academic
Advising and Student
Success



Janice Ponstein
M.Ed.
she/her
Director of Academic
Records and Registrar



Rainie N. Boggs
MBA
Director of
Enrollment Management

Message from the President



Dear Friends,

Welcome to Frontier Nursing University's 15th 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." 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 "Brooke A. Flinders".

Dr. Brooke A. Flinders

DNP, RN, APRN-CNM, FACNM

President

Frontier Nursing University

Frontier Nursing University Academic Deans

Paula Alexander-Delpech, PhD, PMHNP-BC, APRN

Dean of Student Success

Kristin B. Ashford, PhD, WHNP-BC, FAAN

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

Video Message from Dr. Ashford



Dear Participants,

I am Dr. Kristin Ashford, Dean of Nursing at Frontier. Welcome to Frontier Nursing University's 15th Annual Diversity Impact Conference! We are so appreciative that you have taken the time to join us as we all share, learn, and grow together over the next two days.

This year's conference theme is "Rising Strong: Better Together to Advance Wellness Initiatives for All." At a time when our country can feel very divided, this conference represents an important opportunity for us to come together with a common and important goal to improve the quality of and access to healthcare in our communities. Our expert presenters and group discussions will help us gain a better understanding of what it means to make accessible, informed, and equitable healthcare equally available to everyone.

The Diversity Impact Conference is an interactive experience. I encourage you to be active listeners, empowered to share your own ideas, experiences, and questions. What you bring to and take from this experience enhances the shared value for all of us as we learn and grow together.

I want to thank all of our presenters and panelists, as well as our Diversity Impact Conference committee which works year-round to plan this event. Most of all, thank all of you for making the commitment and taking the time to join us.

Sincerely,

A handwritten signature in black ink that reads "Kristin B. Ashford". The script is elegant and cursive, with the first letters of the first and last names being capitalized and prominent.

Dr. Kristin B. Ashford

PhD, WHNP-BC, FAAN

Dean of Nursing

Frontier Nursing University

Conference Theme and Learning Outcomes

This year is the 15th Anniversary of the Diversity Impact Conference, “*Rising Strong: Better Together to Advance Wellness Initiatives for All.*” This conference brings together renowned thought leaders and speakers to increase awareness of the importance of achieving health equity and reducing health disparities in patient care delivery across healthcare settings.

Learning Outcomes:

Identify current policies that impact wellness

•

Recognize strategies for effective collaboration across disciplines to promote wellness

•

Discuss advocacy for policies that prioritize the determinants of health and wellness

Share your Diversity Impact experience on Facebook and Instagram using **#DiversityImpact25**.

WEDNESDAY

JULY 23, 2025

TIME	ACTIVITY	SPEAKER(S)/MODERATOR(S)	TOPIC
9:00 am – 9:10 am	Welcome / Introductions	Brooke Flinders , DNP, RN, APRN-CNM, FACNM President Kristin B. Ashford , PhD, WHNP-BC, FAAN; FNU Dean of Nursing Paula Alexander-Delpech , PhD, APRN, PMHNP-BC, FAANP FNU Dean of Student Success	Introduction from FNU Leadership
9:10 am – 9:25 am	Greetings from the Conference Planning Chair	Chris Turley , MS, BS	Greetings from the Conference Planning Chair
9:25 am – 9:40 am	Land Acknowledgment	Venus Evans	Land Acknowledgment
9:40 am – 9:55 am	Meditation/Mindfulness	Katie Moriarty , PhD, CNM, CAFCI, FACNM	Meditation/Mindfulness
9:55 am – 10:00 am	Break	Break	Break
10:00 am – 11:00 am	Keynote Address	Kimberly Robinson , J.D., B.A.	“Policy and Management”
11:00 am – 11:15 pm	Break	I-Spy Bingo	Break
11:15 pm – 12:15 pm	Plenary Session	Bennyce Hamilton , EdD	“From Burnout to Breakthrough: Cultivating Nurse Resilience to Support Community Wellness.”
12:15 pm – 1:15 pm	Lunch	Lunch	Lunch
1:15 pm – 3:30 pm	Poster/Podium Presentations	Poster/Podium Presentations	“Workplace Wellness”
3:30 pm – 3:40 pm	Break	I-Spy Bingo	Break
3:40 pm – 4:40 pm	Plenary Session	Paula Alexander-Delpech , PhD, APRN, PMHNP-BC, FAANP	“Real Self-Care Amid Chaos”
4:40 pm – 4:50 pm	Circle Up	Jenkins Michelle Lawhorn , DNP, CNM, RNC-OB	Circle Up
4:50 pm – 4:55 pm	Evaluations	Moderator(s): Chris Turley , MS, BS	Evaluations

For IT issues contact FNU IT Support [here](#) or (859) 251-4545.

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THURSDAY

JULY 24, 2025

TIME	ACTIVITY	SPEAKER(S)/MODERATOR(S)	TOPIC
9:00 am - 9:05 am	Greetings from the Conference Planning Chair	Chris Turley , MS, BS	Introduction from the Conference Planning Chair
9:05 am - 9:20 am	Meditation/Mindfulness	April Phillips , DNP, FNP-c, PMHNP-BC	Meditation/Mindfulness
9:20 am - 9:30 am	Break	Break	Break
9:30 am - 10:45 am	Keynote Address	Kenya Beard , EdD, AGACNP-BC, ANEF, FAAN, FADLN	"Beyond the Bill: Why Diversity Is Key"
10:45 am - 11:00 am	Break	I-Spy Bingo	Break
11:00 am - 12:30 am	Workshop	"Everybody's Work" Film Viewing	"Everybody's Work" Film Viewing
12:30 pm - 1:30 pm	Lunch	Lunch	Lunch
1:30 pm - 3:00 pm	Panel Discussion	Kenya Beard , EdD, AGACNP-BC, ANEF, FAAN, FADLN (Facilitator) Roberta Waite , EdD, RN, PMHCNS, ANEF, FADLN, FAAN Deborah C. Stamps , EdD, MBA, MS, RN, GNP, NE-BC, CDE®, FADLN, FAAN Ashley Graham-Perel , EdD, MS, RN, CNE	"Everybody's Work"
3:00 pm - 3:10 pm	Break	I-Spy Bingo	Break
3:10 pm - 4:00 pm	Plenary Session	Victoria Burslem , MSN, CNM, APRN, CNE(cl), FACNM Jill Alliman , CNM, DNP	"Tips for Effective Legislative Advocacy"
4:00 pm - 4:15 pm	Circle Up	April Phillips , DNP, FNP-c, PMHNP-BC	Circle Up
4:15 pm - 4:20 pm	Evaluations	Moderator(s): Chris Turley , MS, BS	Evaluations

For IT issues contact FNU IT Support [here](#) or (859) 251-4545.

CONFERENCE ROOM LINKS

WEDNESDAY, JULY 23, 2025

ZOOM ROOM	LINK
Zoom Main Room	https://events.zoom.us/j/AhLUETsYiC1b5aZFFB572FBCrnaHPGeeTGNcgpucVRGYwYvbqy8A~A6Qu2QYxZrP6W-ze-w1nzz-Vg47hfyAB58-OaqXG52npwf3EFjn-V1DuL0N-iVgNE42o-fArNq_mO-5W8iMTP-QPlvOE2u6JCya7ha-Z6Qxvw/home

THURSDAY, JULY 24, 2025

ZOOM ROOM	LINK
Zoom Main Room	https://events.zoom.us/j/AhLUETsYiC1b5aZFFB572FBCrnaHPGeeTGNcgpucVRGYwYvbqy8A~A6Qu2QYxZrP6W-ze-w1nzz-Vg47hfyAB58-OaqXG52npwf3EFjn-V1DuL0N-iVgNE42o-fArNq_mO-5W8iMTP-QPlvOE2u6JCya7ha-Z6Qxvw/home

Diversity Impact 2025 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 marketing@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	Child	Clock	TV	Animal
Coffee Cup	Glasses	Lamp	Something Yellow	Water Bottle
Book	Phone	FREE SPACE!	Picture Frame	Door
Headphones or Headset	Chair	Pen or Pencil	Something Blue	Paper
Plant	Lanyard	Fruit	Something Purple	Fireplace

Keynote Speaker

“Policy and Management”



Kimberly Robinson, J.D., B.A.

Kimberly Jenkins Robinson is a professor at the School of Law as well as a professor at both the School of Education and Human Development, and the Batten School of Leadership and Public Policy. She is one of the nation's leading education law experts and speaks throughout the United States about K-20 educational equity, school funding, education and democracy, equal opportunity, civil rights, Title IX and federalism.

In 2023, Robinson launched the Education Rights Institute with \$4.9 million in funding from an anonymous donor. Under her leadership, the Education Rights Institute will support scholarship and engagement about a federal right to education, the key building blocks of a high-quality education and opportunity gaps in the delivery of those building blocks, as well as how school districts can best comply with Title VI of the Civil Rights Act of 1964.

Robinson's analysis of the Supreme Court decision on affirmative action was published in *The Conversation*, and her insights on one approach to increase student diversity in admissions without affirmative action was published in the *Harvard Law Review*. Robinson was nominated and selected to be a recipient of the 2023-24 All-University Teaching Award at UVA, which recognizes the most dedicated instructors at the university. She serves as director of the Law School's Center for the Study of Race and Law.

Robinson is a prolific scholar who has published two edited books and a diverse array of articles, book chapters and editorials. In 2019, the New York University Press published her edited volume *A Federal Right to Education: Fundamental Questions for Our Democracy*. In the book, Robinson brings together some of the nation's leading law and education scholars to examine why the United States

should consider recognizing a federal right to education, how the United States could recognize such a right and what the right should guarantee.

In 2015, Harvard Education Press published her book, edited with Professor Charles Ogletree Jr. of Harvard Law School, *The Enduring Legacy of Rodriguez: Creating New Pathways to Equal Educational Opportunity*. In it, scholars analyze the impact of the 1972 U.S. Supreme Court decision *San Antonio Independent School District v. Rodriguez*, which held that the U.S. Constitution does not protect a right to education. Scholars also propose innovative federal, state and local reforms for remedying the harms of *Rodriguez*.

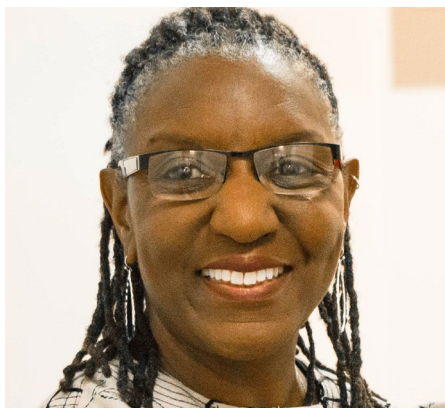
Her scholarship has been published widely in leading journals, including the *Harvard Law Review*, the *Stanford Law & Policy Review*, the *University of Chicago Law Review*, the *North Carolina Law Review* and the *Boston College Law Review*. She wrote a report published in 2021 by The Learning Policy Institute titled “Education as a Civil Right: Remedying Race-Discrimination and Ensuring a High-Quality Education.” This report analyzes how both federal and state laws fail to protect education as a civil right and recommends how such laws could be reformed to accomplish this goal. In 2022, the *Harvard Journal of Legislation* published her article “Strengthening the Federal Approach to Educational Equity During the Pandemic.” It examines the educational harms inflicted by the pandemic, critiques the flaws of the federal approach to equity as it responded to the pandemic, and recommends a more impactful federal approach for educational equity for the future.

Before Robinson began her career as a professor, she practiced law in the General Counsel's Office of the U.S. Department of Education and as an education litigation attorney with Hogan & Hartson law firm in Washington, D.C. (now Hogan Lovells). She also served as a clerk for Judge James R. Browning of the U.S. Court of Appeals for the Ninth Circuit in San Francisco. Robinson graduated cum laude from Harvard Law School and with a B.A. in foreign affairs from the University of Virginia, where she was an Echols Scholar and a recipient of the University Achievement Award.

Robinson is a member of the American Law Institute, a senior research fellow of the Learning Policy Institute and a faculty senior fellow with UVA's Miller Center. She is a past chair of the Education Law Section of the Association of American Law Schools. Robinson is frequently interviewed by the media and has published editorials in *The Hill*, *Education Week* and other news outlets.

Plenary Session

“From Burnout to Breakthrough: Cultivating Nurse Resilience to Support Community Wellness”



Dr. Bennyce Hamilton, EdD

Dr. Bennyce E. Hamilton is a distinguished educator, equity leader, and former public safety professional with a dynamic career spanning over 30 years across higher education, K-12 education, emergency services, and community engagement. Currently, she serves as the Regional Director of the Center for Diversity, Equity, and Inclusion and Deputy Title IX Coordinator at Miami University Regionals. In this role, she leads institutional efforts to foster inclusive learning environments, support underrepresented students, and ensure compliance with Title IX federal guidelines. She is a key member of the Vice President/Dean's Regional Executive Council and contributes to the College of Liberal Arts and Applied Science (CLAAS) Diversity Council.

Dr. Hamilton's professional journey reflects a deep commitment to educational equity, access, and leadership development. She previously served as the Director of Diversity, Equity, and Inclusion for Dublin City Schools, where she led district-wide professional development, chaired the Justice, Equity, Diversity, and Inclusion Committee, and collaborated with educators and community stakeholders to embed inclusive practices in school curricula.

Over the years, Dr. Hamilton has held several key roles at Miami University Regionals, including Regional Director of Diversity and Multicultural Services, Regional Deputy Title IX Coordinator, and adjunct instructor. She teaches

courses such as “Strength Through Cultural Diversity,” “Critical Race and Ethnic Studies,” and “An Introduction to College,” guiding students through academic and personal development rooted in cultural understanding and social justice. Her leadership also extends to managing federal grants, including oversight of a \$1.5M Upward Bound Project.

Before her career in higher education, Dr. Hamilton served the Cincinnati Fire Division as a firefighter and paramedic for 25 years, where she played a vital role in emergency response, community safety education, and firefighter recruitment. She has also worked as an English teacher and adjunct professor at multiple institutions including Wilmington College, Cincinnati State, Gateway Community and Technical College, and Union Institute and University. Her instructional experience spans developmental education, cultural studies, literacy, and public safety.

Dr. Hamilton is an accomplished public speaker and published scholar. Her writings explore the intersections of identity, leadership, and pedagogy, including contributions to *Becoming a Diversity Leader on Campus* and *Educational Action Research*. She has delivered impactful presentations at regional and national conferences, addressing topics such as leadership, diversity in education, and culturally relevant teaching.

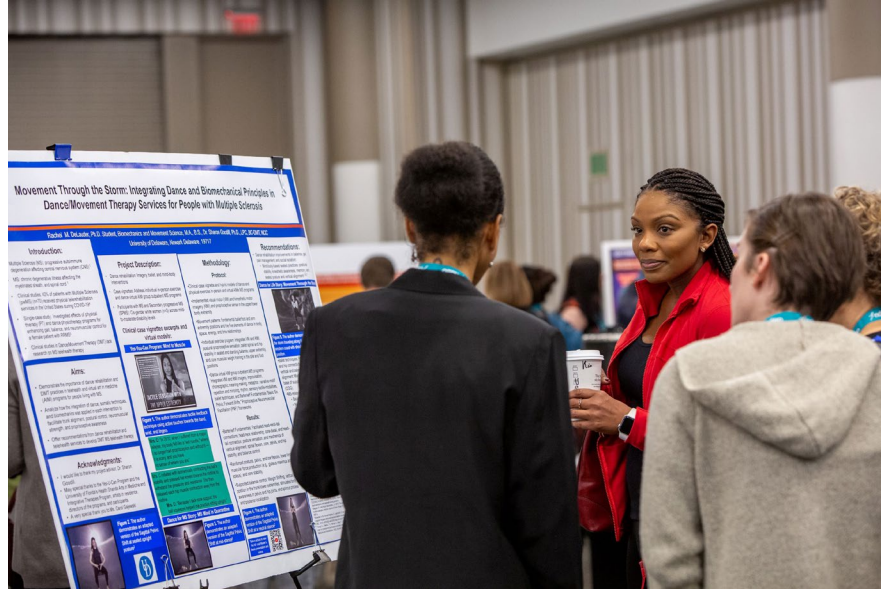
A dedicated community leader, Dr. Hamilton serves on the boards of the YWCA Hamilton (where she is Board President), the Citywide Hamilton Internship Program (CHIPs), and the Greater Hamilton Equity Alliance. She is also a former board member of Habitat for Humanity of Greater Cincinnati and the Fitton Center for the Arts.

Dr. Hamilton earned her Doctor of Education (EdD) in Literacy from the University of Cincinnati, with a research focus on reflexive, culturally relevant pedagogical practices. She also holds a Master of Education in Secondary Education and a Bachelor of Science in Psychology from Kentucky State University.

Her life's work is grounded in service, advocacy, and empowerment—shaping institutions and communities to be more just, inclusive, and transformative for all.

Poster / Podium Presentations

“Workplace Wellness”



*For this session, we will have space for people to get up and move around between each presentation.

Plenary Session

“Real Self-Care Amid Chaos”



Paula Alexander-Delpech,
PhD, APRN, PMHNP-BC, FAANP

Dr. Alexander-Delpech’s journey is marked by a deep-rooted commitment to education, healthcare innovation, and advancing Inclusive Excellence both at Frontier Nursing University (FNU) and on a national scale. With a solid educational foundation, including a Bachelor of Science and Master of Science in Nursing from Florida International University, a Doctor of Philosophy from Barry University, and a post-master’s in Psychiatric Mental Health from the University of Cincinnati, she brings a wealth of expertise and transformational leadership to the table.

For over 30 years, Dr. Alexander-Delpech has demonstrated visionary leadership in nurturing the minds of future nurses in both undergraduate and graduate programs, embodying her dedication to shaping the next generation of healthcare professionals through innovative pedagogical approaches and mentorship excellence. As a Board-Certified Psychiatric Nurse Practitioner (PMHNP), her clinical practice revolves around community-based healthcare, where she strategically utilizes telehealth to bridge gaps in mental health services while leading initiatives that expand access to underserved populations. Her research endeavors echo her collaborative leadership style and commitment to addressing global health inequalities, with a special focus on the Caribbean and its Diaspora.

At FNU, Dr. Alexander-Delpech serves as the Inaugural Dean of Inclusive Excellence and Student Success, where she demonstrates transformational leadership by pioneering programs designed to foster inclusive excellence and bolster student retention rates. Her strategic leadership in DEI extends beyond the university through her executive role at the national level. As the chair of the American Association of Colleges of Nursing (AACN) Diversity, Equity, and Inclusion Leadership Network, she exemplifies thought leadership at the forefront of shaping policies and practices that promote inclusivity in nursing education nationwide.

Through her entrepreneurial leadership, she founded “Black Advanced Practice Nurses of South Florida,” a non-profit organization dedicated to meeting the health and wellness needs of the region’s Black and Caribbean population through education, advocacy, and training. Her accolades, including the Faculty Superior Accomplishment Award, attest to her collaborative leadership approach, unwavering dedication, and innovative contributions to academic nursing that consistently drive institutional and professional advancement.

Keynote Speaker

“Beyond the Bill: Why Diversity is Key”



Dr. Kenya Beard

EdD, AGACNP-BC, ANEF, FAAN, FADLN

Kenya V. Beard, EdD, AGACNP-BC, ANEF, FAAN, FADLN is the inaugural Dean and Chief Nursing Officer at Mercy University's School of Nursing and the past chair of the New York State Board of Nursing. An esteemed health equity expert and transformational leader, she consults with organizations nationwide to build inclusive healthcare environments that expand access and improve the quality of care for all. Her visionary approach has reshaped nursing education, policy, and practice, making her a highly sought-after speaker and global leader in the field.

Dr. Beard's influence extends beyond academia into public and policy spheres. As a 2012 Macy Faculty Scholar, she established the Center for Multicultural Education and Health Disparities, a pioneering hub for research and scholarship aimed at improving health outcomes among culturally diverse populations. She has partnered with institutions across the country, including the Harvard Macy Institute, where she delivers sessions on negotiations and transformational leadership in their Leading Innovations in Health Care & Education program. Her sessions have empowered clinical leaders to drive impactful change.

Her contributions also extend into media and public health. Dr. Beard co-produced healthcare disparity segments on WBAI-FM, reaching over 400,000 listeners, and served as a Senior Fellow at the Center for Health Policy and Media Engagement, where her expertise informed national

conversations around health equity. She currently serves on the board of Public Health Solutions, the largest non-governmental nonprofit public health organization in the U.S., which delivers essential services to underresourced communities.

A policy influencer, Dr. Beard served as a reviewer for the *Future of Nursing 2020-2030* report and co-edited the book, *Future of Nursing 2020-2030: Global Applications to Advance Health Equity*, offering key insights into integrating global equity frameworks in nursing. She also led the development of one of the nation's first national nursing faculty residency programs, designed to support and prepare faculty in building innovative learning environments. Her current initiatives include integrating artificial intelligence into nursing education to advance health equity and equip future nurses with cutting-edge tools for patient care and learning.

A fellow of the American Academy of Nursing, the Academy of Nursing Education, and the New York Academy of Medicine, Dr. Beard serves on the editorial board of the *American Journal of Nursing* and the American Academy of Nursing's Institute for Nursing Leadership. She also co-founded the Academy of Diversity Leaders in Nursing (ADLN), a national organization committed to improving the delivery of equitable healthcare.

THURSDAY, JULY 24, 2025 | 11:00 AM – 12:30 PM

Workshop – Film Viewing

“Everybody’s Work”



WEBSITE

<https://www.shiftnursing.com/everybodys-work/>



WATCH THE FILM

<https://dev-rwjf-shift.pantheonsite.io/everybodys-work/watch-the-film/>

Panel Discussion

“Everybody’s Work”



DR. KENYA BEARD

EdD, AGACNP-BC, ANEF,
FAAN, FADLN
(Facilitator)



DR. ROBERTA WAITE

EdD, RN, PMHCNS, ANEF,
FADLN, FAAN (Panelist)

Roberta Waite, EdD, PMHCNS, RN, ANEF, FADLN, FAAN, is a nationally recognized leader in nursing education and healthcare innovation. She currently serves as

the inaugural Dean of the independent School of Nursing at Georgetown University, providing strategic and operational leadership across prelicensure, master’s, doctoral, and PhD programs. Dr. Waite’s work sits at the intersection of social justice, anti-Black racism, mental health, and community wellness, fusing education, practice, research, and engagement to drive transformative change.

A dynamic advocate for equity and access, Dr. Waite has received numerous accolades, including the President’s Lifetime Achievement Award from the National Black Nurses Association (2023) and the Outstanding Alumni Award from the University of Pennsylvania School of Nursing (2024). She is a Fellow of the American Academy of Nursing, the Academy of Nursing Education, and the Academy of Diversity Leaders in Nursing, placing her among a distinguished group of pioneers dedicated to advancing health and healthcare transformation.

Prior to joining Georgetown, Dr. Waite served as Professor and Associate Dean for Community-Centered Health & Wellness and Academic Integration at Drexel University’s College of Nursing and Health Professions. She also led the

Stephen & Sandra Sheller 11th St. Family Health Services, a federally qualified health center, and provided strategic oversight of four additional clinical sites—counseling and family therapy, nutrition, physical therapy, and the wellness center. During her tenure, she founded the Macy Leadership Program as an inaugural Macy Faculty Scholar, training future leaders in healthcare through a social justice lens across multiple disciplines.

Dr. Waite’s extensive board engagements include serving on Trinity Health’s corporate board, Georgetown MedStar Hospital board, the Independence Blue Cross Foundation, and the Family Process Institute. She contributed her expertise to the Governor’s Think Tank for a Trauma-Informed Commonwealth of Pennsylvania and the National Commission to Address Racism in Nursing. A sought-after speaker and prolific scholar, she has authored over 100 publications and presented nationally and internationally on leadership, health systems, and social impact.

Dean Waite earned her Bachelor of Science degree and Doctoral degree in Higher Education Administration Leadership from Widener University and her Masters of Science Degree in Psychiatric Mental Health Nursing from the University of Pennsylvania. Dean Waite completed a post-doctoral research fellowship focused on vulnerable women, children, and families at the University of Pennsylvania School of Nursing. Committed to recognizing and uplifting the humanity of all individuals, Dr. Waite continues to shape the future of nursing and health systems for collective well-being and liberation.

Panel Discussion

“Everybody’s Work”



DR. DEBORAH C. STAMPS

EdD, MBA, MS, RN, GNP, NE-BC, CDE®, FADLN, FAAN (Panelist)

Dr. Stamps is the founder and chief executive officer for Deborah Stamps Consulting, LLC. Dr. Stamps has almost forty years of progressive healthcare leadership

and is an internationally recognized authority on workforce development, diversity, equity, inclusion, justice, nursing education, and leadership. She has held various roles, from LPN, RN, Chief Nursing Officer, Vice President of Quality, Patient Safety and Innovation including founding President of the Rochester General College of Health Careers and the inaugural Chief Diversity Officer at Rochester Regional Health.

Dr. Stamps created the professional academic workforce (PAW) model to advance the educational and economic mobility of underrepresented minorities in nursing through establishing partnerships between healthcare, community,

and academic organizations. She has published peer-reviewed journals on the innovative, collaborative nurse leadership model, the Chief Nursing Officer Council, Diversity, Equity and Inclusion, workforce development and academic clinical practice partnerships. Dr. Stamps is a 2023 Academy of Nursing Fellow, the recipient of the Center for Nursing NY Driscoll Award and is a National Black Nurses Association 2024 inaugural Fellow in the Academy of Diversity Leaders in Nursing (FADLN).

Dr. Stamps holds membership in a few professional organizations such as the American Nurses Association, the National Black Nurses Association is currently the First Vice President and life member of Chi Eta Phi Sorority, Inc., has held offices including chartering President of Beta Ch Chi, Inc. in Rochester NY, Dean of Membership, Financial Secretary and Northeast Regional Director; She currently serves as vice chair of the New York State Board for Nursing, serves on the board of directors for the YWCA, Hillside, St. Joseph’s Neighborhood Center, and the International Collaboration for Community Health Nursing Research.

Panel Discussion

“Everybody’s Work”



DR. ASHLEY GRAHAM-PEREL
EdD, MS, RN, CNE
(Panelist)

Dr. Ashley Graham-Perel is a Registered Nurse and is triple certified in Medical Surgical Nursing, Nursing Professional Development, and as a Certified

Nurse Educator.

Prior to joining the faculty at Columbia University School of Nursing (CUSON) as the Director of the Office of Diversity and Cultural Affairs and Assistant Professor, she worked as a Clinical Instructor at New York University Rory Meyers College of Nursing and a Clinical Nurse Educator in an acute hospital setting. She has substantial experience in coordinating and directing innovative, nurse-driven projects and effectively orienting new graduate nurses to their professional roles. As an academician, Dr. Graham-Perel focuses on bridging the gap between theory and nursing practice in the development of student nurses’ transition from classroom to bedside. Dr. Graham-Perel’s research is centered on diversity and inclusivity in nursing with a focus on its impact on the admission, retention, and success rates of diverse nursing students. Furthermore, her research investigates the historical impact of the training of Black women in nursing at New York City’s Lincoln School for Nurses and is the presence of healthcare disparities among African-American communities. At CUSON, she is the co-chair of the Recruitment, Retention, and Advancement of a Diverse Workforce Taskforce committee and Anti-Racism

Curriculum committee in the Masters Direct Entry (MDE) Program. She has presented her research at nursing and medical conferences and is a recent recipient of Columbia University’s 2022-23 Provost Interdisciplinary Teaching Award in Innovative Course Module Design for developing her *Colloquium in Nursing History and Anti-Racism Affirmation*. In addition, she was the 2023 recipient of the Estelle Osborne Award from New York University’s Rory Meyers College of Nursing. This award honors African American and Black nursing alumni and faculty who have advanced the professional development of nurses, have served as role models, and continue to be active leaders in the nursing profession. Dr. Graham-Perel was also one of the 2023 35th Annual Black Nurses Day Honorees for excellent service to the nursing profession and the community at large. The National Black Nurses Association (NBNA) has awarded her the “Nurse Educator of the Year” at the 2023 national conference. Dr. Graham-Perel is currently serving on the National League for Nursing’s Strategic Action Group tasked with producing the vision statement for “Transforming Nursing Education to Address the Impact of Structural Racism and Societal Inequities”. Lastly, she is one of ten distinguished thought leaders in nursing education chosen to participate in NLN and Walden University College of Nursing’s Institute for Social Determinants of Health and Social Change Leadership Academy.

Dr. Graham-Perel has an EdD from Teachers College Columbia University, MS in nursing education from New York University Rory Meyers College of Nursing, and BS majoring in nursing from New York City College of Technology.

Plenary Session

“Tips for Effective Legislative Advocacy”



Victoria Burslem
MSN, CNM, APRN, CNE (cl), FACNM

Victoria Burslem, MSN, CNM, CNE(cl), FACNM, has served on faculty at Frontier Nursing University teaching nurse-midwifery and APRN students since 2015. Additionally, she was on faculty for 7 years at the inception of Frontier's original Community-based Nurse-Midwifery Education Program (CNEP) and helped in development of its curriculum. Clinically, Vicki has extensive professional clinical experience providing full-scope nurse-midwifery care for over 35 years in both private and clinic settings – both in-hospital and at a freestanding birthing center. Vicki served as clinical manager for many years at a large Atlanta-based ob/gyn practice supervising the clinical practice of 10 nurse-midwives who attended over 200 births per month. With her strong commitment to evidence-based practice, Vicki has been an active participant on quality assurance and peer review committees throughout her career.

Professionally, Vicki is active nationally with the American College of Nurse-Midwives as Chair of the Continuing Education Committee and has served in various positions on the state-level with ACNM's Kentucky Affiliate and the

Kentucky Association of Nurse Practitioners and Nurse-Midwives. Vicki was the Team Lead for a 3-year initiative of the Institute for Medicaid Innovation on TeamKy's Midwifery Led Learning Collaborative funded by the Kellogg Foundation. In this season of her career as an educator, Vicki's commitment is to help prepare the next generation of nurse-midwives and nurse practitioners, supporting their efforts to achieve the goal of providing quality, evidence-based care and exemplary clinical skills upon completion of their APRN educational studies.

Vicki is active in supporting legislative initiatives, representing APRNs at the state level on proposed legislation that impacts patients' access to healthcare and scope of practice for advanced practice nurses. She understands the legislative process and the importance of developing relationships with senators and representatives, investing time to inform them about bills being considered as well as meeting with them when the legislature is not in session.

Plenary Session

“Tips for Effective Legislative Advocacy”



Jill Alliman
CNM, DNP

Jill Alliman has over 40 years of midwifery clinical and advocacy experience to improve access to maternity care for rural and underserved communities. She provided care in a rural birth center in Appalachian Tennessee for over 26 years. At AABC, she lobbied to pass the Birth Center Medicaid Bill in 2010 and serves on the Government Affairs Committee.

As Project Director of AABC Strong Start, she helped measure the impact of enhanced birth center care on outcomes for Medicaid beneficiaries. Data show that this

model of prenatal care reduces maternal and infant health disparities and significantly improves preterm, low birth weight and cesarean rates, even when women give birth in the hospital. Participants had higher rates of breastfeeding with longer durations than those in usual care.

As Assistant Professor at Frontier Nursing University, she teaches Master's and Doctoral APRN and CNM students about policy and collaboration skills impacting their future practice.



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