

Title: *A Journey of Accountability: Measuring Progress in Addressing Racism in Nursing Academia*

Objectives:

1. Understand the steps in developing a comprehensive assessment tool that measures and tracks progress in addressing systemic racism within nursing academia.
2. Analyze the effectiveness of existing assessments in identifying and addressing racial inequity within nursing schools by evaluating their strengths and limitations.
3. Evaluate (and synthesize) various strategies for creating a collaborative framework that fosters the sharing of best practices and insights on assessment methodologies in nursing academia to combat racism and bring about equitable change collectively.

Summary:

Delve into the critical topic of measuring progress in combating systemic racism within nursing academia. Participants will explore the development of a comprehensive assessment tool that tracks and evaluates advancements in addressing racial disparities, assessing the effectiveness of existing approaches while identifying their strengths and limitations. Additionally, the panel will evaluate diverse strategies aimed at fostering a collaborative framework, enabling the exchange of best practices and insights to collectively bring about equitable change and eradicate racism within nursing schools.

Panelists:

1. Dr. Quanna Batiste-Brown DNP, RN, NEA-BC
2. Dr. Charlotte Gullap-Moore DNP, MSN, APRN, ANP-BC, RN
3. Shontaya Carrico MSN, APRN, ACNS-BC, CPHQ
4. Lourdes Moldre MSN, BSN, RN, ACNP-BC
5. Jared Fesler

Panelists Bios:

Dr. Quanna Batiste-Brown DNP, RN, NEA-BC



Dr. Quanna Batiste-Brown is a highly accomplished healthcare professional currently serving as Chief Nursing Officer, Ambulatory Care at UCLA Health, overseeing nursing care at over 275 ambulatory clinics. Additionally, she is an Adjunct Associate Professor at UCLA School of Nursing, lecturing on Organizational and System Leadership and Disseminating Scholarship in the DNP program.

Dr. Batiste-Brown has received numerous accolades for her exceptional contributions to the field. These include the UCLA Health Director's Award and the UCLA Healthy Work Environment Award in Ambulatory Nursing. She has been recognized as a Fellow of the UCLA Health Center of Creative Leadership Academy, a Rising Executives Fellow by the Advisory Board, and a recipient of the Evidence-Based Practice Nursing Research Grant from the American Academy of Ambulatory Care Nurses.

Dr. Batiste-Brown combines her strong academic background with a passion for community outreach. She

founded a Medical Assistant Program in partnership with UCLA Health and UCLA Extension to address healthcare gaps. She is currently involved in a task force with the American Nurse Association – California, focusing on combating racism in healthcare and addressing health disparities.

Dr. Batiste-Brown earned her DNP from Capella University, her MSN-HCSM from Loyola University and her BSN from University of Phoenix.

Dr. Charlotte Gullap-Moore DNP, MSN, APRN, ANP-BC, RN



Dr. Gullap-Moore is a board-certified Adult Nurse Practitioner, CEO of Moore On Health TM, Anti-Racism Activist, Healthcare Policy Advocate, and Santa Barbara City College (SBCC) Board Trustee. Throughout her 24-year career, she has worked to improve the health outcome of populations most marginalized and underrepresented. Dr. Gullap-Moore dedicates her time to advancing the nursing delivery care model of patient care and educating nursing students on reducing racial and ethnic health disparities by explicitly highlighting that race and racism factor into health care resulting in unnecessary expenditures and mortality.

In addition to her clinical work and academician role, she has distinguished herself by serving on several board-level leadership roles within nursing organizations, various community non-profits, two appointed positions in Santa Barbara, and the other within the California Board of Nursing. Dr. Gullap-Moore views her professional healthcare experience as a personal calling - to give back to the next generation of nursing scholars, strengthen the advanced practice nursing profession (APRN), and eradicate antiquated processes that limit equitable and sustainable access to care and representation. Dr. Gullap-Moore's diverse professional career experiences led her to run for SBCC Board Trustee because she understands the value of educational attainment and how it plays a vital role in a person's health by shaping opportunities, employment, and income. Dr. Gullap-Moore wants to assist SBCC in becoming the beacon of Community Colleges by creating a sustainable diversity, equity, inclusion, accessibility, and anti-racism culture through school policy and pedagogy implementation.

When she is not managing patients, teaching, or serving on a board, you can find her in the garden hanging out with her husband and their chickens.

Shontaya Carrico MSN, APRN, ACNS-BC, CPHQ



Shontaya Carrico is an experienced Board-Certified Adult Clinical Nurse Specialist for Quality and Patient Safety at Palomar Health.). She holds a Master of Science Nursing in Nurse Educator/Adult-Gerontology Clinical Nurse Specialist from the University of Detroit Mercy and a Baccalaureate of Science in Nursing from the University of Michigan. Shontaya is pursuing her Ph.D. at the University of California Davis in Nursing Science and Healthcare Leadership. Her areas of research interest are health disparities, health policy, and improving healthcare quality by addressing systemic and institutional racism in healthcare. In addition to her academic pursuits, Shontaya is an active National Association of Clinical Nurse Specialists DEI subcommittee member. She is also a member of the National Association for Healthcare Quality, the California Association of Clinical Nurse Specialists, and the Capital City Black Nurses Association.

Lourdes Moldre MSN, BSN, RN, ACNP-BC



Lourdes Moldre is a Nurse Executive Patient Care Director at UCSF Health Mount Zion Hospital in San Francisco. She has over 19 years of healthcare experience as a front-line registered nurse, an acute care nurse practitioner and finally in her role as a nurse leader. In her current role, Lourdes oversees 24/7 inpatient hospital operations, which include acute care settings. Most recently, she was recognized as one of 2022 honoree for 40 under 40 given by San Francisco Business Times, given to young leaders across the region. Lourdes also received the Healthcare Hero Award last year in 2021, awarded by the California State Senator Richard Pan, for her ongoing work with focused Covid-19 education within the Filipino communities. Lourdes has only been a PNAA member for only 2 years but has been very active. She is the current PNANC President-Elect, and an advisor for both PNA Napa/Solano and the newly launched PNA California Capital City chapter. Lourdes Moldre is a female Filipino immigrant, a working mother of 3 biracial children, and a resilient exec nurse leader wanting to improve healthcare equity and access to the underrepresented and be the voice for Filipino nurses.

Jared Fesler



Jared Fesler is the Communications and Programs Manager at the American Nurses Association\California and project manager for both of ANA\California's Racism in Nursing Workgroups. He brings a wealth of marketing experience to his role with a proven track record of success in developing and executing strategic communications plans and implementing programs that support the organization's mission. His business and marketing skills have made him a valuable asset to the ANA\California team, where he has been instrumental in increasing engagement and awareness of the organization's campaigns and developing new value propositions for its members. Before ANA\California, Jared co-founded media startup Credder.com in 2016 and graduated with a Bachelor's degree in Business and Marketing from CSU, Chico in 2013.