



# Pennsylvania's Healthcare Mosaic

*Achieving Excellence  
in Care for All*

June 26, 2018 • Philadelphia, PA

Focus Seminars: June 27

Presented by the  
Nurse Diversity Council of the  
Pennsylvania Action Coalition





The Pennsylvania Action Coalition (PA-AC) is part of the Campaign for Action, a national initiative of the Robert Wood Johnson Foundation and AARP, coordinated by the Center to Champion Nursing in America. The PA-AC works to implement the recommendations of the Institute of Medicine's Future of Nursing report by building strategic partnerships within and beyond nursing to improve health and healthcare in Pennsylvania.

The PA-AC's Nursing Diversity Council (NDC) is dedicated to enhancing nurses' knowledge, skills, and attitudes regarding diversity, promotion of inclusion in the workforce, and provision of culturally competent care to all clients, families, and communities. The NDC works to foster relationships among individuals and communities with the goal of promoting culturally competent nursing care to Pennsylvania's diverse residents and beyond.

The NDC philosophy of *Gracious Space* allows members to create environments that respect diverse perspectives, generate multiple alternatives, and facilitate creation of sustainable environments that honor and dignify diverse individuals and groups. *Gracious Space* is a spirit and setting where we *invite the stranger* and *embrace learning in public*. *To invite the stranger* is defined as being open to diverse perspectives in order to gain clarity. Learning in public is defined as truly listening to new thoughts or conflicting ideas, with openness to changing our minds.

— Patricia M. Hughes and Bill Grace (2004). *Gracious space: A practical guide for working better together*. Seattle, Washington: The Center for Ethical Leadership.

<http://ethicalleadership.org>

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 Diversity videos

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**#PAHealthMosaic**

We would like to extend a warm thank you to our conference planning committee and our sponsors.

**Conference Planning Committee:**

Rita K. Adeniran, DrNP, RN, CMAC, NEA-BC, FAAN, Assistant Clinical Professor, Drexel University College of Nursing and Health Professions, Co-Chair, PA Action Coalition Nurse Diversity Council

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Dawndra L. Jones, DNP, RN, NEA-BC, Vice President, Patient Services and  
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University of Pennsylvania School of Nursing

# TUESDAY, JUNE 26, 2018

<p><b>8–8:45 a.m.</b> <b>Behrakis Hall</b></p>	<p><b>Registration and Networking Breakfast</b></p>
<p><b>8:45–9:00 a.m.</b> <b>Mandell Theater</b></p>	<p><b>Opening Remarks</b> Veronica Carey, PhD, CPRP, Associate Clinical Professor, Assistant Dean for Diversity, Equity, and Inclusion, Drexel University College of Nursing and Health Professions Laura Gitlin, PhD, Dean, Drexel University College of Nursing and Health Professions Lorina Marshall Blake, MGA, President, Independence Blue Cross Foundation introduced by Sarah Hexem, Esq, Executive Director, PA Action Coalition</p>
<p><b>9:00–9:45 a.m.</b> <b>Mandell Theater</b></p>	<p><b>Gracious Space: Creating A Safe Environment for Authentic Dialogue</b> Rita K. Adeniran, DrNP, RN, CMAC, NEA-BC, FAAN</p>
<p><b>9:45–10:45 p.m.</b> <b>Mandell Theater</b></p>	<p><b>Keynote Address on Culture and Health: Bridging the Gap to Improve Outcomes for All</b> Deputy Surgeon General Rear Admiral Sylvia Trent-Adams, PhD, RN, FAAN</p>
<p><b>10:45–11:10 a.m.</b> <b>Behrakis Hall Part B</b></p>	<p><b>Networking Break and Poster Session I</b></p>
<p><b>11:10–11:55 a.m.</b> <b>Mandell Theater</b></p>	<p><b>Chasing the Boogiemán: A Biopsychosocial Approach to Racism in Health</b> Kevin Ahmaad Jenkins, PhD</p>
<p><b>12:00–1:00 p.m.</b> <b>Mandell Theater</b></p>	<p><b>Plenary Session II: Ignite Spark Presentations</b> Facilitated by Veronica Carey, PhD, CPRP</p>
<p><b>1:00–1:45 p.m.</b> <b>University Club</b></p>	<p><b>Networking Lunch</b></p>
<p><b>1:45–2:30 p.m.</b> <b>Mandell Theater</b></p>	<p><b>Building Healthy Communities Together To Reduce Health Disparities... Listening To The Voices Of The Community and Responding</b> Loretta Sweet Jemmott, PhD, RN, FAAN</p>
<p><b>1:45–2:30 p.m.</b> <b>Behrakis Hall Part C</b></p>	<p><b>From Awareness to Action: Cultural Competence Capacity Building in Education, Practice, &amp; Organizational Leadership</b> Rani Srivastava, RN, PhD</p>
<p><b>1:45–2:30 p.m.</b> <b>Behrakis Hall Part A</b></p>	<p><b>Addressing the Social Determinants of Health in Clinical Practice</b> Robert Like, MD, MS</p>
<p><b>2:35–3:30 p.m.</b></p>	<p><b>Breakout 2</b></p>

## TUESDAY, JUNE 26, 2018

<b>2:35 – 3:30 p.m.</b> <b>Mandell Theater</b>	<b>Building Cultural Sensitivity for Diverse Populations</b> Mary Jo I. MacPherson, BSN, RN, CBC Marcus Henderson, BSN, RN Ian McCurry, BSN, RN
<b>2:35 – 3:30 p.m.</b> <b>Behrakis Hall Part A</b>	<b>Building the Capacity of Professional Programs to be Inclusive of Diverse Settings and Individuals</b> Darrell Spurlock Jr., PhD, RN, NEA-BC, ANEF Lidys Rivera, MD Theresa Brosche, MSN, RN, CCRN-K, CHSE Daniel Weber, MD
<b>2:35 – 3:30 p.m.</b> <b>Behrakis Hall Part C</b>	<b>Interprofessional Approaches to Address Social Determinants of Health</b> Katherine K. Kinsey, PhD, RN, FAAN Rachel Mark, Esq.
<b>3:30 – 3:55 p.m.</b> <b>Behrakis Hall Part B</b>	<b>Networking Break and Poster Session II</b>
<b>3:55 – 4:50 p.m.</b> <b>Mandell Theater</b>	<b>Health Equity in Action: A Conversation with Pennsylvania Healthcare Leaders</b> Moderated by Lisa Lewis, PhD, RN, FAAN Panelists: Terri Lipman, PhD, CRNP, FAAN Erin Kitt-Lewis, PhD, RN David Saunders, M.Ed
<b>4:50 – 5:00 p.m.</b> <b>Mandell Theater</b>	<b>Closing Remarks</b> Dawndra Jones, DNP, RN, NEA-BC, Chief Nursing Officer, VP of Patient Care Services at UPMC and Co-Chair, PA Action Coalition Nurse Diversity Council Monica J. Harmon, MSN, MPH, RN, PhD Student, Villanova University M. Louise Fitzpatrick College of Nursing, Incoming Co-Chair, PA Action Coalition Nurse Diversity Council

## WEDNESDAY, JUNE 27, 2018

<b>8:00 – 8:30 a.m.</b> <b>Behrakis Hall Part B</b>	<b>Registration and Networking Breakfast</b>
<b>8:30 – 11:30 a.m.</b> <b>Behrakis Hall Part A</b>	<b>Creating an LGBT-inclusive Health Culture (The Training Institute at Bradbury-Sullivan LGBT Community Center)</b>
<b>8:30 – 11:30 a.m.</b> <b>Behrakis Hall Part C</b>	<b>Board Service 101 (United Way of Greater Philadelphia and Southern New Jersey)</b>

# EVENT SPONSORS:

## INDEPENDENCE BLUE CROSS FOUNDATION

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### Continuing Education:

For nurses: The PA-AC and the University of Pittsburgh School of Nursing are collaborating to offer continuing education credits. Nurses participating in the activity and completing the evaluation tool may receive a maximum of 9.16 contact hours (6.16 will be provided for just attending the Main Conference Day). The University of Pittsburgh School of Nursing is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

For physicians: This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of University of Pittsburgh School of Medicine and the PA Action Coalition. The University of Pittsburgh School of Medicine is accredited by the ACCME to provide continuing medical education for physicians. The University of Pittsburgh School of Medicine designates this live activity for a maximum of 9.25 AMA PRA Category 1 Credits (6.25 will be provided for just attending the Main Conference Day). Physicians should claim only the credit commensurate with the extent of their participation in the activity.

NASW-PA Chapter is a co-sponsor of this workshop. Up to 9.5 CEs will be awarded for completion of this course. NASW has been designated as a pre-approved provider of professional continuing education for social workers (Section 47.36), Marriage and Family Therapist (Section 48.36) and Professional Counselors (Section 49.36) by the PA State Board of Social Workers, Marriage & Family Therapists and Professional Counselors.

## PRESENTERS:



As Deputy Surgeon General, Rear Admiral (RADM) **Sylvia Trent-Adams** advises and supports the Surgeon General regarding operations of the U.S. Public Health Service (USPHS) Commissioned Corps and in communicating the best available scientific information to advance the health of the nation. She served as the Chief Nurse Officer of the USPHS from November 2013 through May 2016. In this role, she advised the Office of the Surgeon General and the U.S. Department of Health and Human Services (HHS) on the recruitment, assignment, deployment, retention, and career development of Corps nurse professionals.

RADM Trent-Adams received her Bachelor of Science in Nursing from Hampton University, a Master of Science in Nursing and Health Policy from the University of Maryland, Baltimore, and a Doctor of Philosophy from the University of Maryland, Baltimore County. She became a Fellow in the American Academy of Nursing in 2014.

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**Rita K. Adeniran, DrNP, RN, CMAC, NEA-BC, FAAN** is currently an Assistant Clinical Professor in the MSN, Advanced Role Department of Drexel University College of Nursing and Health Professions and also serves as the President and CEO of Innovative and Inclusive Global Solutions (IIGS). IIGS is a consulting firm that specializes in helping healthcare organizations and academic institutions to leverage the total capacity of their workforce for enhanced productivity and optimal outcomes. Dr. Adeniran's consulting work focuses on assisting organizations to capitalize on the exceptional creativity and innovation that is found among diverse teams while mitigating the

distrust and conflicts that is often amplified. She is nationally and globally recognized as a consultant, educator, and author and a leader and fearless advocate for the vulnerable and culturally disenfranchised. With an infectious passion for social justice, ethics of inclusion and spirit of graciousness, she is shaping solutions to the long-standing disparities in health and healthcare. Leveraging the concept of "Gracious Space," an innovative approach that helps individuals and groups to cultivate understanding insights and skills, she inspires authentic dialogue that promotes inclusiveness, leaving her participants with a more profound commitment to appreciate the unique contributions of diverse team members in addressing organizational strategic priorities. Dr. Adeniran is a highly sought-after keynote speaker and consultant for her engaging and effective speeches, along with her readily applicable strategies that accelerate team spirit and high-performance. Dr. Adeniran is a Fellow of the American Academy of Nursing (FAAN), the highest recognition for nurses making meaningful contributions to nursing, health, and healthcare.

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**Dr. Loretta Sweet Jemmott** was appointed vice president for health and health equity, Drexel University, and professor in the College of Nursing and Health Professions and assumed these roles in September 2015. Dr. Jemmott had been a visiting professor and a member of the president's cabinet as special advisor for community health equity since fall 2014. She retired from a long and successful tenure at the University of Pennsylvania to join Drexel full time.

Dr. Jemmott, an expert in health promotion research, is one of the nation's foremost investigators in the field of HIV/AIDS prevention, with perhaps the most consistent track record of evidence-based HIV risk-reduction interventions. The team she and her husband, Dr. John B. Jemmott III, lead at Penn has attracted more than \$100 million in NIH funding over the past two decades to design and test interventions that reduce the risk of HIV and other sexually transmitted diseases among diverse populations. Her studies have proved successful in reducing both risk-associated behaviors and the incidence of infection.

Dr. Jemmott is an outstanding translational and community-engagement researcher who has had global impact. She has partnered with community-based organizations, from churches and clinics to barbershops, housing developments and schools, and transformed her research outcomes for use in real world settings. To date, eight of her evidence-based interventions have been designated by the U.S. Centers for Disease Control and Prevention and Department of Health and Human Services Office of Adolescent Health for national and international dissemination. Those interventions are used in 50 states across the nation and eight nations across the globe.

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# PRESENTERS:



**Dr. Kevin Ahmaad Jenkins** is a dynamic speaker, author, and scholar who serves as a Vice-Provost's Postdoctoral Fellow and Associate Fellow within The Leonard Davis Institute of Health Economics at the University of Pennsylvania. He is appointed in the School of Social Policy and Practice as well as serves as a lecturer in the Department of Biobehavioral Health Sciences within the School of Nursing. Jenkins serves as the director of the Interpreting Attitudes toward Minorities in Medicine (IAM) Research Group.

Recognized as a thought-leader in medicine, Dr. Jenkins was named a 2017 National Quality Forum's 40 Under 40 Leader in Health. The Robert Wood Johnson Foundation (RWJF), the nation's leading philanthropy on health and health care, awarded Dr. Jenkins the highly-competitive New Connections award for early career scholars. After obtaining his bachelor's from North Carolina Central University and master's degrees from Florida A&M University focused in medical and legal history, Dr. Jenkins earned a Ph.D. in Sociology and Criminology & Law from the University of Florida. Jenkins is also a columnist for the number one African-American health news resource BlackDoctor.org.

This two-time national journalism award winner examines the influence of race, racism, and psychosocial stress within medicine. Dr. Jenkins serves as principal investigator on three currently funded studies that focus on the embodiment of racism among patients living with chronic kidney disease. Legendary rapper and radio personality, Chubb Rock, has teamed up with Dr. Jenkins to explore issues of health equity in a groundbreaking forthcoming documentary featuring celebrities battling chronic diseases. As an author, Jenkins is currently working on the book, *Hue Process: The Quantitative Measurement of Racism in Medicine*, and serves as co-editor of the forthcoming book *Contemporary African America* (New York University Press).



**Dr. Erin Kitt-Lewis** is an Assistant Research Professor in the College of Nursing at Penn State. She has worked in the undergraduate nursing program since 2005.

Currently, she is senior personnel on the National Institutes of Health (NIH)/National Institute of Aging (NIA) Enhancing Care of the Aged and Dying in Prison (ECAD-P). Erin's research foci are older adults and end-of-life care. Erin has played an integral role in several funded research projects, including a National Institute of Nursing Research - Infusing End-of-Life Care Into Complex Organizations: The Prison Study, multi-year project with the College of Nursing aimed at improving end-of-life care in prisons; Geriatric Workforce Enhancement Program, a multi-year project with the Center for Healthy Aging aimed at improving health outcomes for older adults; and the ReMind Study: Understanding Cognitive Complaints in Older Adults, a two study program of research to explore how adults interpret questions related to their memory and how self-perception of memory impacts older adults daily activities and mood.

Her teaching experience includes Pharmacology, Health Assessment, Fundamentals, Advanced Medical-Surgical, Critical Care, and Nursing Research and Evidence-Based Practice for the undergraduate nursing program.

## PRESENTERS:



**Dr. Lisa M. Lewis** is a Calvin Bland Fellow, Associate Professor and Assistant Dean for Diversity and Inclusivity at University of Pennsylvania School of Nursing. She is also Faculty Director of Gregory College House. Her program of research focuses on reducing racial disparities in blood pressure control with an emphasis on determinants of treatment adherence among hypertensive Blacks. In her work, Lewis identified the importance of psychosocial, socio-cultural, and clinical factors such as social networks, depression, spirituality, and perceived discrimination on hypertension treatment adherence. Her most recent work explores perceptions of masculinity in the behavioral management

of hypertension among Black men, with an emphasis on development and testing of mobile health interventions to improve their blood pressure management. She has been recognized for her work with hypertensive Blacks. She has received awards for her scholarship including the Clinical Article of the Year Award from the American Heart Association Council on Cardiovascular Nursing, Alumna of the Year from the University of Missouri-Columbia, and Forum of Executive Women Award for Emerging Women Leaders. As an educator, Dr. Lewis' main focus has been to prepare nursing students who provide health care to the nation's ever increasing diverse populations. She has mentored numerous undergraduate and graduate students in health disparities research. In 2017, she received the Undergraduate Award for Teaching and the Dean's Award for Exemplary Teaching in 2018. Dr. Lewis was appointed a Penn Fellow in 2015, is a fellow in the American Academy of Nursing (AAN), and member at large for the CVSN Leadership Committee of the American Heart Association. She chaired the American Heart Association National Peer Review Committee on Behavioral and Clinical Science from 2016-2017. Most recently, Dr. Lewis was appointed as a Standing Member of the National Institute of Nursing Research Peer Review Group. Committed to community service, Dr. Lewis serves on the Board of Directors for several agencies including Philadelphia Nursing Home/Fairmount Long Term Care, and the Pennsylvania Action Coalition. Dr. Lewis is a member of Zeta Phi Beta Sorority, Inc.

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**Robert C. Like, MD, MS** is Professor and Director of the Center for Healthy Families and Cultural Diversity, Department of Family Medicine and Community Health, Rutgers Robert Wood Johnson Medical School. He is a practicing family physician with a background in medical anthropology, and is nationally known for his work in the area of cultural competence and health professions education. Dr. Like has served as a member of the DHHS Office of Minority Health's CLAS Standards National Project Advisory Committee and the AHA Equity of Care National Advisory Committee, co-chair of the Society of Teachers of Family Medicine's Group on Multicultural Health Care and Education, and

on numerous national expert panels and committees. He is currently Chair of the New Jersey Statewide Network for Cultural Competence, and directs the Patient Centered Medicine 1 course at Robert Wood Johnson Medical School. Dr. Like was the principal investigator of an Aetna Foundation-funded study entitled, "Assessing the Impact of Cultural Competency Training Using Participatory Quality Improvement Methods," and was a 2004 and 2007 Pfizer/American Academy of Family Physicians Foundation Visiting Professor in Family Medicine. He is a member of the Rutgers Biomedical Health Sciences Master Educators' Guild, and is actively involved in developing predoctoral, residency, and continuing medical education programs relating to the delivery of patient-centered, culturally responsive and effective care to diverse populations.

## PRESENTERS:



**Dr. Terri Lipman** is the Assistant Dean for Community Engagement, the Miriam Stirl Endowed Term Professor of Nutrition and Professor of Nursing of Children at the University of Pennsylvania School of Nursing, Senior Fellow in the Center for Public Health Initiatives and a Distinguished Fellow of the Netter Center for Community Partnerships. Dr. Lipman developed and maintains the Philadelphia Pediatric Diabetes Registry, the only such ongoing registry in the country. The data are incorporated into the World Health Organization's International Study of the global incidence of diabetes. Since 2005, Dr. Lipman has been committed to partnering with the inner city community

through Community Based Participatory Research to develop strategies to address the major public health issues of obesity and diabetes. Her research is currently focused on disparities in the care and outcomes of children with diabetes- with an emphasis on addressing social determinants of health- and gender disparities in the evaluation of linear growth. She is funded by the NIH to study an Academic/ Community Partnership to Increase Activity in Youth and their Families, and by Children's Hospital of Philadelphia to integrate community health workers into care of underserved children with chronic disorders. Her community collaborative efforts have been recognized by a proclamation from the Mayor of Philadelphia and a citation from Philadelphia City Council. She developed the Dance for Health Program- an intergenerational program to increase activity in the community. The program is presently in five sites in West Philadelphia and has resulted in multiple awards and national scientific presentations by Penn pediatric nurse practitioner students and Philadelphia high school students. Dr. Lipman's honors and awards include the Lindback Award for Distinguished Teaching, the Spirit of Nursing Award- University of Massachusetts Boston, election as a member in the Society for Pediatric Research, a designated Edge Runner and Fellow of the American Academy of Nursing, the Excellence in Clinical Practice Award from Society of Pediatric Nurses and the Norma M. Lang Distinguished Award for Scholarly Practice and Policy.

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**Dr. Srivastava** began her role as Chief Nursing Executive and Chief of Professional Practice at CAMH in 2010. In this role, she oversees the Professional Practice Office, which includes Professional Practice, Quality and Safety, Ethics and Client Relations. She also holds the position of Assistant Professor at the Lawrence Bloomberg Faculty of Nursing, University of Toronto, and Adjunct Professor at York University, Toronto and Dalhousie University, Halifax.

She is recognized as an industry leader in the area of diversity and cultural competence education. For her leadership on Cultural Competence, Diversity and Equity, in 2017 Dr. Srivastava was named by the Canadian Nurses Association as one of the 150 nurses for Canada who are strong public advocates and leaders in advancing patient centered approach to quality health care. Dr. Srivastava is the author and editor of a textbook entitled the Healthcare Professional's Guide to Clinical Cultural Competence and has written several book chapters and articles on topics such as culture, religion, ethics, and family centered care. She is a passionate advocate for integrating issues of equity, diversity, and access into day to day practice, at the individual and organizational level and developing academic practice environments through evidence, inquiry, and scholarship. She regularly serves as a consultant, speaker, and workshop facilitator for a variety of audiences.

Dr. Srivastava received a Bachelor of Nursing with Honors from Dalhousie University and earned a Master of Science in Nursing, and PhD, from the University of Toronto. She is a member of the executive committee for Academy of Chief Executive Nurses (ACEN) and serves on the board of Aurat Health Services, a non-profit agency dedicated to empowering South Asian women through education and community support.

## PRESENTERS:



In May of 2016 **David Saunders** joined the Pennsylvania Department of Health as the Director of Health Equity. In addition to more than 30 years of non-profit management experience, David brings with him extensive knowledge in the fields of education, public health, disparities and youth development.

He has collaborated on health disparity reduction initiatives, developed cutting edge programs targeting underserved communities, and established state training institutes; collaborating with state, county and local officials.

He has a Bachelor of Science degree from Lincoln University and a Master's in Education from the Pennsylvania State University. He comes to the Commonwealth after serving as School Health Education consultant with the California Department of Education and having worked for the American Cancer Society, and YMCA. He began his non-profit career as a health educator for a local health center in Harrisburg (Hamilton Health Center).

He is married, and has two adult children. In his spare time, he engages in community service activities through his fraternity (Alpha Phi Alpha), and church. For fun, he roots for New York sports teams, walks and hikes, and collects R&B and soul albums from the era of music from 1970–85.

# POSTER PRESENTATIONS:

Posters will be on display all day. Presenters will be available as follows:

## **Session I: 10:45 – 11:10 a.m.**

1. Racial differences in financial strain in caregivers of persons with dementia (201)  
Nancy Hodgson, PhD, RN, FAAN, Associate Professor, University of Pennsylvania
2. Characteristics of the informal caregiver: An integrative literature review (202)  
Jonanna Bryant, DNP, MS, RN, Nurse Consultant, Centers for Medicare & Medicaid Services
3. UPMC Mercy Trauma Services and GRIPS intervention to prevent violence (203)  
Rashida Henderson, BS, MSN, MBA, CMSRN, RN, Unit Director, UPMC Mercy
4. Planning for success: Creating a useful safety plan at discharge (204)  
Jessica Leonard, BSN, Milieu Therapist III, Western Psychiatric Institute & Clinic of UPMC

## **Session II: 3:30 – 3:55 p.m.**

5. Community based participatory research: A method to explore health care needs of a vulnerable population (301)  
Sandra Leh, PhD, RN, CNS, CNE, Associate Professor Immaculata University and Sylvia Saoud, MSN, RN, CNRN, Reading Hospital Tower Health
6. Culture Care Beliefs and practices of Ethiopian immigrants in an urban U.S. community (302)  
Beth Chiatti, PhD, RN, CTN, CSN, Assistant Professor Drexel University
7. What works? Recruiting strategies of minority nursing student participation in the future nurse academy mentoring program (303)  
Letitia Graves, MSN, RN, Pittsburgh Black Nurses in Action  
  
Dawndra Jones DNP, RN, NEA-BC, UPMC McKeesport Chief Nursing Officer Vice President of Patient Care  
  
Leah Danielle Johnson, Student, Future Nurse Academy