

About the Speakers:

Sandra Davis, Ph.D., MSN, RN is a seasoned nurse leader with over 30 years in healthcare industry experience. She serves as the Campus College Chair, College of Nursing for the University of Phoenix, Fresno. In addition, she works as a researcher for the California Institute for Nursing & Health Care (CINHC) and is responsible for developing the research agenda to support the work of CINHC in addressing the nursing workforce. Previously she was the Chief Nursing Officer at San Joaquin General Hospital in Stockton, California. She obtained her Ph.D. in Nursing from the University of California, San Francisco School of Nursing and in 2009 worked on a Kellogg Foundation Grant Committee looking at African American Student Dropout Intervention and Prevention. She has been recognized for her work by the Association of California Nurse Leaders and *NurseWeek* Magazine for excellence in nursing.

Pilar De La Cruz-Reyes, MSN, RN is the Diversity Director for the California Institute for Nursing & Health Care (CINHC). She held several administrative and executive positions with Community Medical Center and was the Chief Nurse Executive of the Fresno Heart Hospital for 3 years. She served as a board member of the Association of California Nurse Leaders representing Central California and serves on the Diversity Committee of the American Organization of Nurse Executives. As the Diversity Director for CINHC, she has led many of the efforts to increase the diversity of the nursing workforce in California and recently co-produced a DVD entitled, "Breaking the Barriers" which tells the story of several minority nurses who overcame barriers and obstacles to become a Registered Nurse. She has been recognized for her efforts by the California Wellness Foundation as one of the first recipients of the "Champions of Diversity" award and the American Organization of Nurse Executive's Prism Award presented for work in the field of diversity in the workforce.

Kimberly C. Horton, DHA, MSN, CNS, FNP, RN is the System Chief Nurse Executive for Alameda County Medical Center in Oakland, California. Prior to this assignment, she was the Vice President, Chief Nursing Officer for Catholic Healthcare West Mercy and Mercy Southwest Hospitals in Bakersfield. She received her Doctor of Health Administration from the University of Phoenix in 2008. She has served as a board member on the Association of California Nurse Leaders representing Central California and has also served on the Diversity in Health Training team for the Advisory Board. She has been the recipient of many nursing awards including the Lifetime Achievement Award from the Association of California Nurse Leaders, Kern County Chapter, the Excellence in Nursing Leadership Award from the Association of California Nurse Leaders and the San Joaquin Valley Coalition of Nursing Organization's RN of the Year Award.

Angie Millan, MSN, RN, NP is the current President of the National Association of Hispanic Nurses (NAHN). Prior to becoming President of the national organization, she was the President of the Los Angeles Chapter of NAHN, which has the largest membership in the 47 chapters of the national organization. She is currently the Children's Medical Services Assistant Nursing Director, County of Los Angeles, Department of Public Health. As President of the Los Angeles Chapter of NAHN, she worked diligently to provide local members with opportunities to give back to the community by way of sponsorships to nursing education and enhancing its members' professional image and leadership skills through participation on health and community committees. She is passionate about increasing the diversity in the California nursing workforce and devotes many hours to supporting diversity efforts. She has been recognized for her work by the California Legislature via an Assembly Resolution in 1998 and was the recipient of the Outstanding Latina of the Year recipient in 1997.

Katherine Abriam-Yago, Ed.D., MSN, RN is a professor in the School of Nursing at San Jose State University. She received her BSN from the University of San Francisco, her MSN from the University of San Diego and her Ed.D. from the University of San Francisco. Her work with the Teagle grant for multicultural students has been acknowledged as a "national program for maximizing the powerful benefits of cultural diversity" by Dr. Beverly Malone. She established the first Vietnamese Nursing Students Association and the first Filipino Nursing Students Association in the United States. She has received several nurse educator awards and was the recipient of the Presidential Award for Outstanding Achievement in Equity and Diversity. Dr. Abriam-Yago has been very active with the Philippine Nurses Association of America (National) as Board of Director as well as the Philippine Nurses Association of Northern California.

Additional Presenters:

Carolyn Drake, Ed.D., RN is the Vice President of the Central Valley Black Nurses Association and Dean of Health Sciences, Fresno City College.

Lourdes M. Nisperos, MSN, RN is President of the Philippine Nurses Association of Central California and prior to retirement, she was the Education and Training Coordinator & Nurse Educator at VA Central California Health Care System in Fresno.

Mary E. Solis, BSN, RN is the President of the San Joaquin Chapter of the National Association of Hispanic Nurses and Manager, Ambulatory Practice, Wilson Heart Center, Children's Hospital Central California

Brenda Starks, MSN, RN is President of the Central Valley Black Nurses Association and Director, Vocational Nursing, Fresno Unified School District

"Empowering Minority Nurse Leaders" "Breaking the Concrete Ceiling"

A joint venture of the:

Central Valley Black Nurses Association



*San Joaquin Chapter
National Association of
Hispanic Nurses*

and the

*Philippine Nurses Association
of Central California*



Saturday, February 26, 2011
0800 – 1430



Fresno City College
Health Science Building, Room 150
1525 E. Weldon Avenue
Fresno, California

“Empowering Minority Nurse Leaders”

DESCRIPTION

Minority nurses not only have to worry about how to break the glass ceiling, often they must overcome even greater odds and face a “concrete ceiling” that may be in their way.

The purpose of this program is to highlight the need for more minority nurse leaders in nursing. It will focus on strategies to help minority nurses overcome barriers, obstacles, and challenges in their quest to advance up the service and academic administrative ladder. Current nurse leaders will share their experiences about how they successfully managed to break the concrete ceiling and secure a position of leadership in their respective organizations. Attendees will have time during the breakout sessions to explore strategies and opportunities to help them also “break the concrete ceiling”.

WHO SHOULD ATTEND

Nursing students, graduate nurses, nursing faculty, nursing coordinators, supervisors, managers, directors who would like to move up the administrative / executive ladder.

OBJECTIVES

At the completion of this program, the learner will be able to:

1. State why there is a need for more minority nurse leaders,
2. Identify two strategies that can be utilized to promote leadership positions to minority nurses, and
3. List two barriers often faced by minority nurses in their quest to seek a leadership position.

CONTINUING EDUCATION UNITS

This program has been approved by the California Board of Registered Nursing for five (5) CEUs under provider number 00059.

Program

- 0800 – 0830 Registration/Continental Breakfast
Moderator: Pilar De La Cruz-Reyes
- 0830 – 0845 Welcome & Acknowledgments
Brenda Starks, MSN, RN
Mary Solis, BSN, RN
Lourdes Nisperos, MSN, RN
- 0845 – 0945 “Breaking Through the Concrete Ceiling”
Angie Millan, RN, MSN
- 0945 – 1000 **Break**
- 1000 – 1100 “Setting the Foundation”
Sandra Davis, Ph.D., RN
- 1100 - 1200 Panel Discussion
“Breaking Through the Cracks”
Moderator: Carolyn Drake, Ed.D., RN
Kim Horton, Ed.D., RN
Katherine Abriam-Yago, Ed.D., RN
Pilar De La Cruz-Reyes, MSN, RN
- 1200 – 1430 Moderator: Lourdes Nisperos
- 1200 - 1245 **Lunch**
- 1245 - 1345 Breakout Sessions
“Strategies to Increase Minority Nurse Leadership Opportunities”
- 1345 - 1415 Breakout Reports
- 1415 - 1430 Wrap Up and Evaluations

Registration

Name _____

Address _____

Phone _____

Email _____

Title _____

Agency/Organization _____

REGISTRATION FEE (lunch included)

Prior to February 21, 2011:

RN'S	\$30.00
Nursing Students	\$10.00

After February 21, 2011: additional \$ 5.00

Registration at the door: an additional \$10.00 charge for registration on the day of the program.

PLEASE MAKE CHECKS PAYABLE TO:
Central Valley Black Nurses Association (CVBNA)

Mail payment to:

Hospital Council of Northern & Central CA
1625 E. Shaw, Suite 139
Fresno, CA 93710

QUESTIONS

Contact: Pilar De La Cruz-Reyes
559.650.5693