



 **SHIFT** FILMS

EVERYBODY'S WORK

Healing what hurts us all

HOST-A-SCREENING KIT

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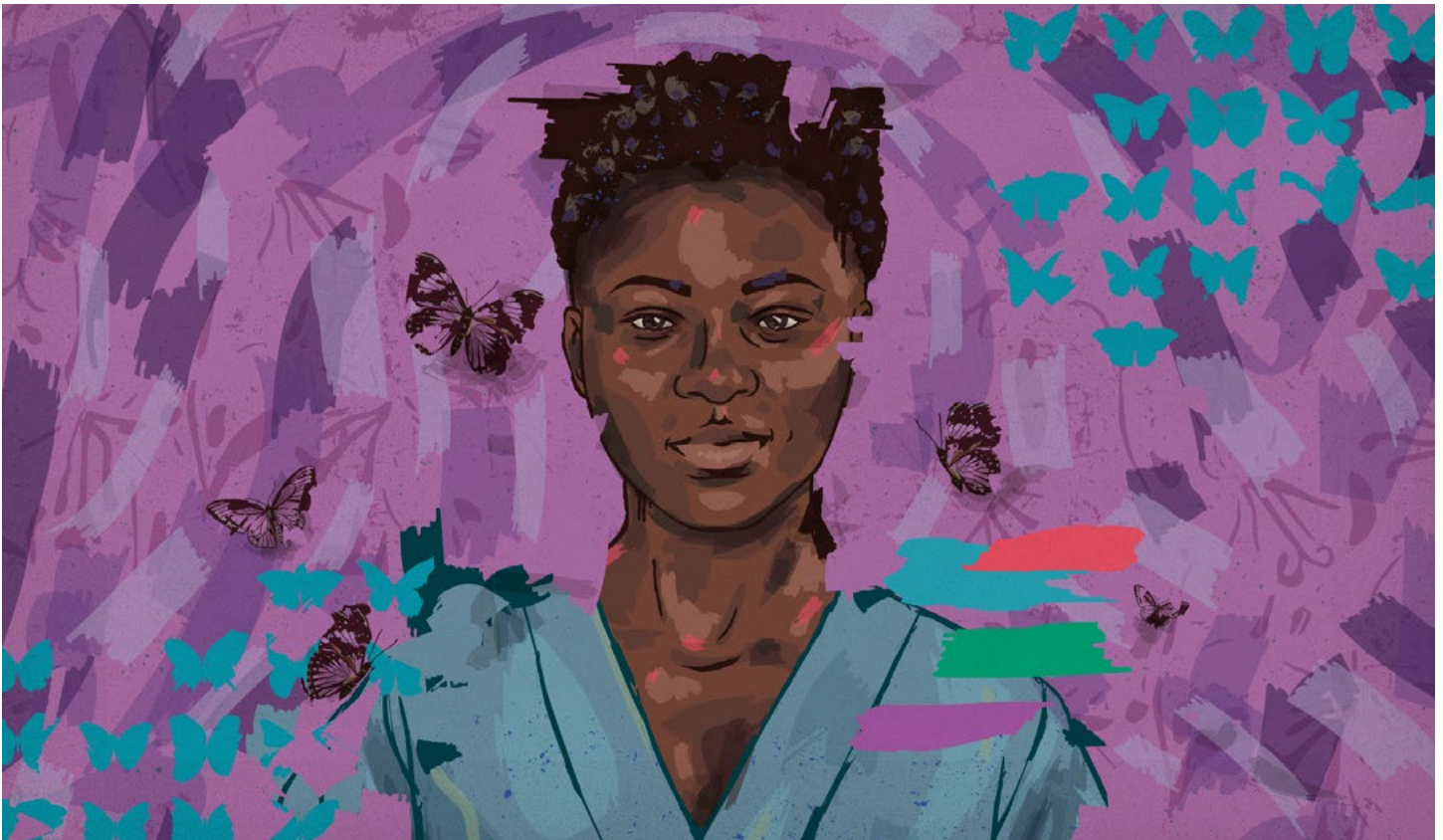
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ABOUT SHIFT

SHIFT is a community for nurses to listen, read, laugh, cry, think and talk about big issues — together. We believe in the power of community because we know that nurses can shape the future of nursing. But none of us can do it alone.

We started this community around a podcast. In Season 2 of “[SHIFT Talk](#),” we turned our focus to health equity. And knew we had to take our storytelling to the next level.

“Everybody’s Work” is our second film. We hope it encourages, motivates, and inspires this generation of nurses to be advocates for health equity — and see their potential as leaders in the community.

In the fight for health equity, it’s not about what will make a difference, but who. Please reach out if you’d like to become a part of this work.

SHIFT — and the production of this film — is supported by the Robert Wood Johnson Foundation.





ABOUT THE FILM

Some are treating the schools. Others are treating the workplaces. But it will take everyone standing up and speaking out to heal racism.

“If we focus on storytelling that embraces shared values, highlight stories where people see reflections of themselves and lead with grace, we can build a broader coalition of anti-racist nurses.”

CHAD TINGLE, DIRECTOR



OVERVIEW

“Everybody’s Work” examines the hidden disease plaguing healthcare in the United States: structural racism. Through the lens of fearless nurses, this documentary not only exposes the biases that result in worse healthcare outcomes for people of color, but it captures the painful impact they have — both on patients and nurses.



A stark reality emerges through their stories: the experiences with healthcare, in nursing school, and at the bedside drastically differ for people of color compared to their white counterparts. But because healthcare remains a white-dominated field, those painful experiences largely go unaddressed. This film challenges the notion that if racism isn’t personally experienced, it doesn’t exist. It urges us to confront the reality that it impacts us all.

As the largest and most trusted body of healthcare professionals, nurses are uniquely positioned to lead the charge against structural racism. Rooted in the foundational values of nursing, they hold the power to dismantle barriers to health equity. But every individual must consciously commit to changing and addressing systems and behavior every day to confront and combat racial bias. Remaining passive or turning a blind eye only perpetuates a cycle that harms us all.

Discover how nurses who dare to challenge the status quo by fostering a community-driven approach, embracing equity-minded practices, and advocating for inclusive education are paving the way toward a healthier future for all. This film serves as a rallying cry, reminding us that healing from racism is a collective responsibility that transcends individual professions and identities.

It’s everybody’s work.

SCREENING ESSENTIALS

HOW TO HOST A SCREENING

STEP 1: ONE MONTH OUT

Reach out to SHIFT and request permission for hosting a screening. Include estimated size of the audience, location, and details of the event. SHIFT will send a screening rights letter, promotional materials (like this kit), and a private link to the film.*

STEP 2: TWO WEEKS OUT

Let friends know that you're hosting a screening of "Everybody's Work." Print out posters, share to social media, and share the trailer. Each of those elements is included in this kit.

STEP 3: ONE WEEK OUT

Do a dry run of the show! Send discussion questions to potential panelists, send an agenda to the venue, and follow up with potential attendees. We've included discussion questions in this kit. Let SHIFT know the size and scale of your event, so we can offer the appropriate support for screening the film and post it to our website. We want the world to know the reach of this film!

STEP 4: DAY BEFORE EVENT

Send out reminders the day before the event. Post the trailer to social media. Confirm the final RSVP list and head count.

STEP 5: DAY OF EVENT

It's showtime! In this kit, you'll find a pre-roll video and sample questions for a panel or breakout groups.

STEP 6: AFTER THE SHOW

Encourage your audience to visit EverybodyWork.com to dive deeper into the issues discussed. We've included articles in this kit to distribute.

Share a recap post of the event on social media! Include audience reactions. Tag us on Instagram @SHIFTNursing and on Facebook.

Use hashtags #StartYourSHIFT
#MySHIFTStartsNow #EverybodyWork
#EverybodyWorkFilm

STEP 7: THE NEXT DAY

Follow up with your audience after the screening and ask them to share their thoughts on the film using [this survey](#).

Encourage them to submit an endorsement at EverybodyWork.com.

Let us know how the screening went at hello@shiftnursing.com.

**Special Note: Organizations do not have permission to charge for screenings of "Everybody's Work" unless that screening is part of a larger event (conference, academic course, film festival) with a cost of admission.*

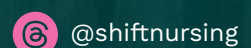
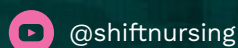
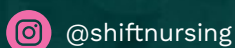
How to watch the film: EverybodyWork.com/WatchFilm

Contact us for support at hello@shiftnursing.com

For more resources, visit EverybodyWork.com

Promotional Materials: dropbox.com/scl/fo/kf9a29cwaebpbtug6a7k/

WE WANT TO HEAR FROM YOU!
LET US KNOW WHAT YOU THOUGHT
OF THE FILM AND YOUR KEY
TAKEAWAYS IN THIS SURVEY:



HOW TO HOST A SCREENING

FREQUENTLY ASKED QUESTIONS

1. DOES IT COST ANYTHING TO HOST A SCREENING?

It's free to host a screening – so we ask that you extend that to your audience. We will not be able to provide the film for screenings that charge their attendees. However, if the screening is part of a conference or other event that requires a cost of admission, that is permissible.

2. HOW LONG IS THE FILM?

The film is just over an hour. It's the perfect length for a movie night or special department event. We recommend scheduling your event for 90 minutes to allow time for screening additional content about SHIFT Films before the film and discussion after.

3. HOW MANY PEOPLE NEED TO ATTEND TO HOST A SCREENING?

Your screening could be as small as a classroom or as large as an amphitheater. All that we ask is that you please let us know your attendance and estimated group size, so that we can continue to measure impact of this work and who it reaches.

4. CAN WE PROMOTE OUR SCREENING PUBLICLY?

Definitely! In fact, we encourage it and provide materials in this kit to help you spread the word online and off.

5. WHAT HAPPENS AFTER I SIGN UP TO HOST A SCREENING?

We will follow up to confirm the details and provide a permission letter to give your organization rights to screen the film for a defined period of time. Once that is confirmed, you will receive a private Vimeo link with a password. We will also provide this Host-a-Screening Kit and any additional materials you may need.

6. I'M READY TO HOST A SCREENING! WHAT'S NEXT?

If you received this kit without filling out a form online, please visit EverybodysWork.com and fill out the host a screening form, so that we can start the process.

The background is a textured teal color. In the upper left, a hand reaches out towards the center. In the lower right, another hand reaches out towards the center. At the bottom, two hands are clasped together, with one hand wearing a blue and pink patterned bracelet and the other a purple patterned bracelet.

PROMOTIONAL MATERIALS

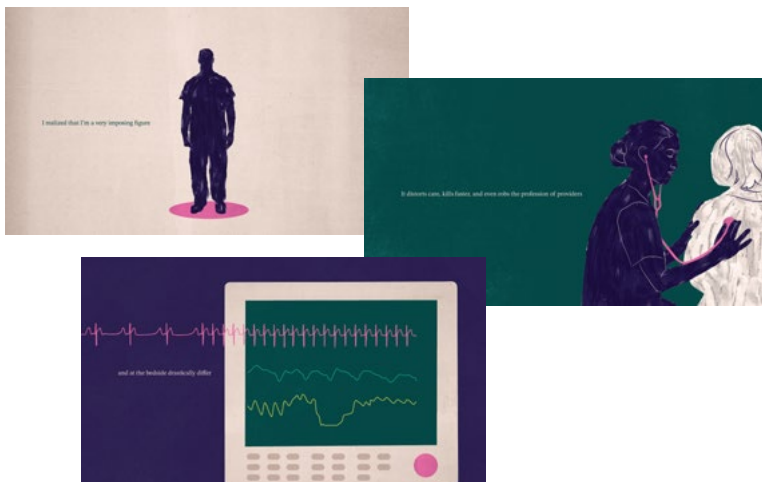
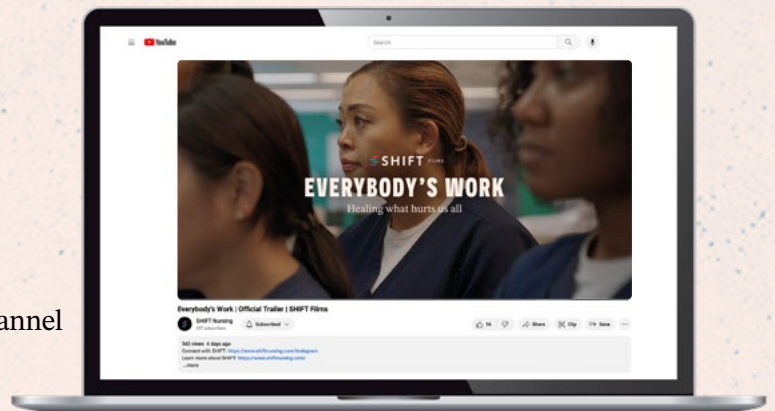
To heal from racism, everyone must
speak out and stand up.

PROMOTIONAL MULTIMEDIA

TRAILER:

“Everybody’s Work” uncovers the pervasive issue of racism in healthcare, revealing its harmful effects on patients and nurses alike. Through the courageous stories of nurses and patients of color across the country, this documentary challenges the belief that racism only exists if personally experienced. It urges us to confront the reality that it impacts us all.

Watch the trailer on the SHIFT Nursing YouTube channel at youtu.be/0VoxSTjOsFc?si=LgG7YKjD1opVKDiZ.



PRE-ROLL:

As your audience finds their seats, consider playing this short video before the film begins.

Watch "Official Screening Pre-roll Video" on the SHIFT Nursing YouTube Channel at youtu.be/--Rc5KwS_R4.



SURVEY QR CODE:

Please share the survey QR code with your audience after the screening and ask them to share their thoughts on the film using [this survey](#).

EXTENDED FOOTAGE:

“Everybody’s Work” tells the stories of courageous nurses and patients of color across the country who are fighting for health justice at work, at school, and at their institutions. There’s much more to this conversation than what made the final film.

Explore extended footage in the “Everybody’s Work” playlist at youtube.com/@SHIFTNursing/playlists.



DOCUMENTARY

SOCIAL POSTS

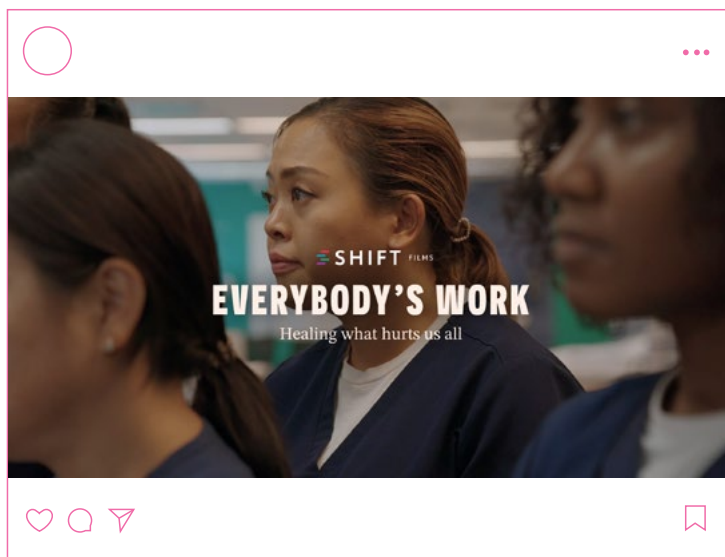
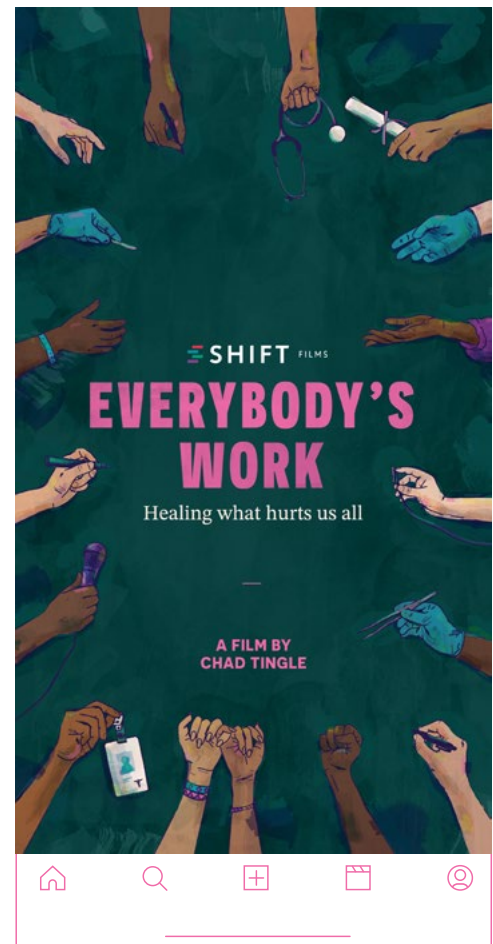
Here are some sample posts to share and discuss “Everybody’s Work” on social media. Find assets in the files accompanying this kit.

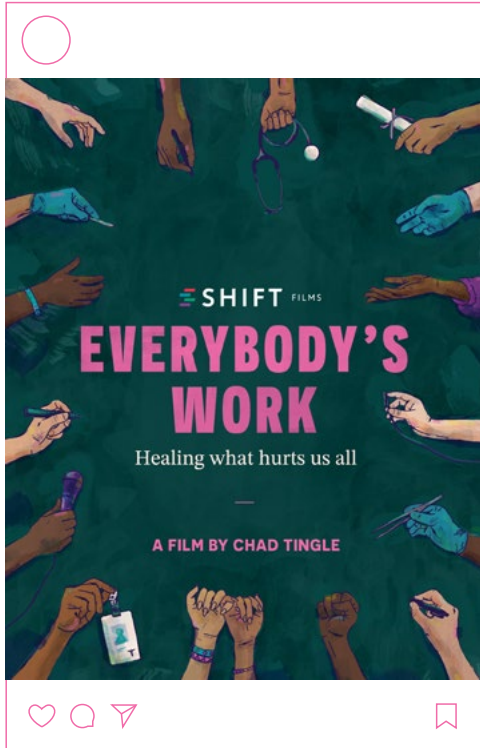
POST #1

In workplaces, schools, and organizations across the country, these fearless nurses are standing up and working to address racism in healthcare. Watch their story in “Everybody’s Work: Healing What Hurts Us All.” EverybodyWork.com

POST #2

Join a group of fearless nurses who are fighting for health justice. Their stories emphasize the continuous work that everyone needs to do to create a more just, equitable, and inclusive environment for nurses — and their patients. Learn more: EverybodyWork.com





POST #3

The new film “Everybody’s Work: Healing What Hurts Us All” examines how discrimination in healthcare continues to negatively impact patients and their care teams. It’s told through the personal experiences of fearless nurses trying to make a difference and asking everyone to join them in this work. Are you ready to #StartYourShift? EverybodysWork.com

POST #4

Racism continues to plague healthcare in the United States. Through the eyes of fearless nurses, the film “Everybody’s Work: Healing What Hurts Us All” reveals the painful impact racism has on both patients and the providers who care for them. Learn more: EverybodysWork.com



POST #5

As the largest and most trusted body of healthcare professionals, nurses are uniquely positioned to lead the charge against racism in healthcare. That’s what “Everybody’s Work: Healing What Hurts Us All” is all about. Join the movement: EverybodysWork.com

POST #6

@shiftnursing, an online nursing community, has debuted its second documentary, “Everybody’s Work: Healing What Hurts Us All.” It’s a film about a group of fearless nurses brave enough to dismantle structural racism within healthcare. But it reminds us all that it’s everybody’s responsibility to stand up and speak out. Check it out: EverybodysWork.com

HASHTAGS:

- #MyShiftMatters
- #StartYourShift
- #EverybodysWork
- #EverybodysWorkFilm



A FILM BY CHAD TINGLE

SHIFT FILMS

EVERYBODY'S WORK

Healing what hurts us all

SHIFT FILMS PRESENTS

SUPPORTED BY THE ROBERT WOOD JOHNSON FOUNDATION A FILM BY CHAD TINGLE
MUSIC BY QUINCY GRIFFIN EDITOR JEFF BOYETTE DIRECTOR OF PHOTOGRAPHY JOHN ANDERSON BEAVERS COSTUME DESIGNER OSCAR MARTINEZ
PRODUCTION DESIGNER DESIRÉE A. DUNCAN EXECUTIVE PRODUCERS CHELSEA RICE AND BRIDGET BENIEST
PRODUCED BY ROB PERKINS PRODUCED BY COURTNEY TRENT MANAGED BY KACEY PASSMORE LEAD BY VICTORIA DAVIS

EVERYBODYSWORK.COM

EDITABLE POSTER

We've made it easy to promote your screening event with customizable options of the poster.





DIG DEEPER



In this country, the way we're treated because of our skin still determines whether we're healed — or harmed.

To move away from racism and toward a more just and compassionate world, healing must start inside the profession that, at its foundation, cares for and addresses human suffering: nursing.

In the following pages, find articles to distribute to your audience that dive deeper into the issues discussed in the film.





ACADEMIA

Although registered nurses (RNs) make up the [largest number of healthcare workers](#), the racial and ethnic disparities inside the profession have downstream effects on patient care.

The future of nursing — and the fight for health equity — requires solutions that remove these barriers, unlocking access to nursing education while fostering diversity, inclusivity, and equity for those who want to enter the profession.

Building a more diverse nursing workforce begins with academia, but as fearless nurses like Dr. Kenya Beard, inaugural dean and chief academic officer for the School of Nursing at Mercy University, say in “Everybody’s Work,” there are clear cracks in the nursing academia pipeline, and, unfortunately, those who fall through are nurses of color more often than not. As she points out, when nursing schools hold tight to stringent criteria like “two strikes, you’re out” policies, patients miss out on getting the care they need from providers who represent them, even in the face of the ever-present [nursing shortage](#).

Students of color experiencing racism in nursing school presents another significant barrier to a quality education and professional advancement. Research from the Robert Wood Johnson Foundation found that [more than 4 in 10 nurses believe that racism and discrimination were part of their nursing school culture.](#)

According to the National League for Nursing, approximately 25% of nursing students leave their programs before graduation. A 2019 study found that nursing students of color may experience an attrition rate of double that of their white classmates.

Racial biases, discrimination, and microaggressions manifest as isolation, and a lack of support creates hostile learning environments, especially for students of color. Nursing school cultures like these impede not only the academic success of nurses of color but also their well-being and psychological safety. When these norms go unchallenged, they reinforce stereotypes in nursing school and become part of the education of the larger professional nursing culture. This conditioning can and does negatively impact patient care, leading to incorrect assumptions in healthcare like the idea that [Black people have “thicker skin”](#) and feel less pain.

Challenging these norms is difficult but imperative to providing equitable care for patients of color. Nursing schools and institutions have a responsibility to their students and the nursing profession to prioritize anti-racism efforts through comprehensive policies, training programs,

and institutional support systems. According to the [National Commission to Address Racism](#) in Nursing, prioritizing these efforts requires schools of nursing to rethink supporting both students and faculty of color to address these cultural issues.

Whether it's implementing zero-tolerance discrimination policies, ensuring the faculty represent [diverse lived experiences](#), advocating for improved textbooks, or defining safe spaces for students to address and challenge instances of racism, there are many potential levers to pull to begin a path to change. But first, nursing institutions must be mindful of the intersection of race, health disparities, and social justice to make education more equitable and ethical for students. Adopting [holistic admissions practices](#), creating pipeline programs to [support students from diverse backgrounds](#), and alleviating financial burdens to education are just a few of the ways that nursing institutions can create environments where all aspiring nurses can thrive and improve health outcomes for diverse populations.





WORKPLACE

In the complex and intricate fabric of nursing culture, woven with the stories of nurses like Florence Nightingale, Mabel Keaton Staupers, and Mary Seacole, there exists a paradox: the inherent nurturing and care within the profession at times doesn't extend to its own.

Some call it a rite of passage; others call it a myth. Yet, “nurses eating their young” is a pervasive sentiment in the culture that harms nurses’ mental well-being and even drives them out of the profession. Nursing demands compassion, skill, and resilience, but in the face of hierarchical structures that impede so many from advancing, the values that nurses are meant to exemplify get lost, threatening the integrity of the profession as we know it.

This harm is particularly acute for underrepresented nurses. Nurses report a prevalence of racism and discrimination in the workplace; almost [8 out of 10 nurses have experienced or seen it from patients](#), while 6 out of 10 report experiencing it from their own colleagues. Male nurses, [who make up about 12%](#) of the workforce, face their own unique challenges in a landscape fraught with racism that is also perceived as “women’s work.” Much like another fearless subject, Ernest J. Grant, Vice Dean Diversity, Equity, Inclusion, and Belonging at Duke University School of Nursing, describes, these incorrect and biased assumptions hurt both nurses and patients. Racism and sexism in healthcare is pervasive and insidious, and it poisons nursing, [worsening care delivery and health outcomes](#) for minoritized populations. More than that, the incivility drives nurses of color out of the profession entirely [at twice the rate of their white counterparts](#).

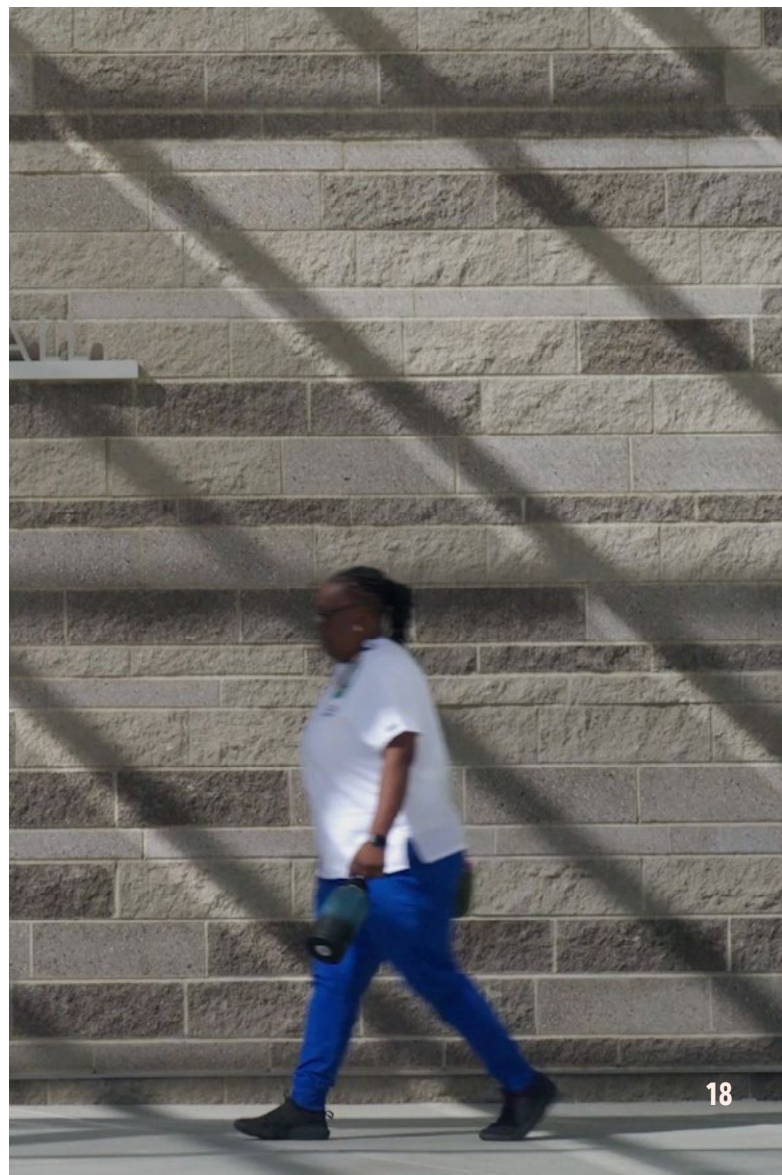
According to the Commission to Address Racism in Nursing, it's important for nurses to [view racism as a preventable harm](#) in the workplace in order to stop it at every turn. Like infection control, through a combination of policies and daily actions by individuals, it is possible to shift a culture toward acceptance and inclusivity. But it starts with acknowledgment. To start, declaring that racism exists in healthcare at the leadership level and outlining the impacts of structural racism on nurses and health outcomes enables everyone to own this work. Pointing it out distributes the charge to dismantle discriminatory practices and no longer turn a blind eye to something they've now been told is there.

Fostering healing and growth in nursing demands all hands on deck. Acknowledging racial identities and engaging in uncomfortable conversations are essential steps toward racial healing.

Building meaningful relationships between white nurses and nurses of color is vital for fostering trust and understanding within the profession. Influential white allies are needed in majority-white spaces. Their privilege affords them greater security to speak out and removes the onus from nurses of color to make diversity, equity, and inclusion an organizational priority on top of their nursing duties. It is in this way that silence, which has often been the default surrounding these issues, will be [no longer be acceptable](#).

The overdue reckoning within nursing demands proactive steps toward racial healing and professional growth. It requires confronting uncomfortable truths and dismantling entrenched biases. Allyship elevates the underrepresented and is paramount to reshaping workplace cultures and advocating for equitable career opportunities for all nurses.

Nursing culture stands at a crossroads that needs a joint effort to move forward. It will take embracing cultural humility, committing to removing barriers to professional development, and fostering inclusive workplaces to ensure that every nurse succeeds.





INSTITUTIONS

The tapestry of nursing associations, anchored by groundbreaking institutions like the [American Nurses Association \(ANA\)](#) and the [American Association of Colleges of Nursing \(AACN\)](#), reflects the evolving landscape of nursing culture and advocacy.

These associations have been instrumental in championing nurses' rights and, in their professional development of nurses, shaping policies that influence the broader healthcare sector. Recent events, namely the murder of George Floyd in May 2020, have awakened an urgent call for racial justice that nursing associations have answered. In the pursuit of racial healing, however, these associations have had to reckon with their own pasts, uncovering truths that reveal contributions to nursing's ills.

Spurred by the social justice movements in 2020, nursing associations took decisive action to find places in their history where they may have intentionally or unintentionally harmed nurses and perpetuated structural racism, even as far back as formation. Chief among them is the American Nurses Association, which established the [National Commission to Address Racism](#) in Nursing in 2021, alongside the [National Black Nurses Association \(NBNA\)](#), [National Coalition of Ethnic Minority Nurse Associations \(NCEMNA\)](#), and [National Association of Hispanic Nurses \(NAHN\)](#). It's a substantial step in the right direction for the nursing profession and nurses of color. But for many, it begs the question: "What took so long?"

Further reconciliation efforts include organizations [conducting surveys to identify pervasive biases](#), a definitive [Racial Reckoning Statement](#) from the ANA, investigating the problematic histories and roles of lauded nurses like [Florence Nightingale](#) and [Mary Breckinridge](#) in nursing education, and more. These initiatives are pivotal in dismantling institutional racism and fostering more inclusive healthcare environments.

Nursing is not immune to the [entrenched hierarchy, patriarchy, and discrimination](#) prevalent within the field. Much like the unfortunate reality of nurses “eating their young,” gatekeepers within healthcare perpetuate structures that inhibit diversity, prevent growth, and perpetuate biases. Efforts to diversify nursing, both demographically and in leadership roles, are essential to dismantling these barriers and fostering a more equitable profession.

Confronting racism within nursing and healthcare demands collective action and introspection. By delving into the [rich history of nursing associations](#) and related institutions, addressing systemic biases through research, and challenging entrenched hierarchies, nurses can jointly forge a path toward a more just and inclusive future for healthcare.

Moving nursing forward requires an honest and earnest acknowledgment of past harms. As nursing associations continue to evolve and adapt to the changing dynamics of healthcare, they must not waver in their commitment to diversity, equity, and inclusion. By leveraging their collective influence and resources, from allyship to political influence, nursing associations can create transformative change, ensuring that nurses of all backgrounds can thrive and contribute meaningfully to the advancement of healthcare.



An illustration of a hand holding a pen, positioned at the top center of the page. The background is a dark teal color with a textured, painterly appearance. The hand is rendered in shades of brown and tan, with the pen in a dark purple or blue color.

DISCUSSION DECK

We encourage you to dive deeper into the issues the film raises as a group and individually. After all, this is everybody's work.

Use the following cards to facilitate breakout conversations or a panel discussion.



ACADEMIA

- Discuss ways to interrupt established patterns that enable discrimination and bias when it happens.
- Share a patient experience that challenged an assumption or lesson learned within your nursing education.
- How can nurse leaders address barriers in nursing education?
- How can you help build community to prevent isolation among students of color in your academic institution?

WORKPLACE

- Why should nurses get to know patients beyond their vital signs?
- Discuss the importance of allyship between white nurses and nurses of color.
- Share moments in patient care when engaging with their personal or cultural background elevated the care you provided and/or the outcomes.

INSTITUTION

- Share what, if anything, your organization is doing to address institutional racism and bias in nursing.
- What information and resources do you use to learn more about racism in nursing?
- How is this wave of racial reckoning and reconciliation going to change nursing and healthcare overall?
- What individual efforts are you taking to push your organization and/or association to eliminate bias in nursing practice?

INTERPERSONAL




- How can white nurses be anti-racist?
- How can nurses from different generations and races be more in community with one another?
- How do better interpersonal relationships across nurses of different races better serve patient outcomes?
- How can you incorporate a plan of action for when you misstep or make mistakes that continue the harms of bias and discrimination?

BINGO GAME

Encourage your audience to engage with the details of the film — quotes, mentions, and visual details -- as they watch "Everybody's Work."

SHIFT FILMS

"EVERYBODY'S WORK" BINGO

"BIAS IS A MENTAL ERROR."	TITLE DROP 1: SOMEONE SAYS "EVERYBODY'S WORK."	"SÍ SE PUEDE."	NO MORE STOLEN SISTERS 	"EQUITY-MINDED NURSE."
"IF WE ADDRESS RACISM, ALL BOATS RISE."	"WHY ARE WE CREATING THIS BARRIER THAT ONLY BACHELOR'S NURSES SHOULD BE HIRED?"	PINK SOCKS	"YOU HAVE 30 SECONDS TO CALL A RAPID RESPONSE OR I'M GONNA CALL THE OPERATOR AND DO IT MYSELF."	NURSE FLAIR: STAR AND TURTLE BADGE REELS 
"YOU'RE GONNA MAKE A MISTAKE."	SERENA AND VENUS 	FREE	"COOKIES FROM BLACK ALLIES."	"OKLAHOMA HAD THE HIGHEST RATE OF BOARDING SCHOOLS."
NURSE FLAIR: LEMON AND PEACH EARRINGS	"WHO TAKES CARE OF YOUR LOVED ONES MATTERS."	"NURSING IS SHARED WORK. WE WORK IN SHIFTS FOR A REASON."	LEGO DOPPELGÄNGER 	TITLE DROP 2: SOMEONE SAYS "EVERYBODY'S WORK."
"GOLDEN GIRLS" STAY GOLDEN T-SHIRT (THANK YOU FOR BEING AN ALLY!) 	"I'M WEARING BLUE, I'M A NURSE."	NURSE FLAIR: BEADED STETHOSCOPE	"MOST PEOPLE COULDN'T TELL YOU A PIONEER LATINO NURSE, BUT WE EXIST."	"PEOPLE CAN'T BE WHAT THEY CAN'T SEE." 



THE FEARLESS

Learn more — and connect with — the fearless nurses
and co-conspirators fighting for health justice.

“I fundamentally believe that nurses are the people,
we are the profession that could actually lead us
out of polarization, out of racism.”

MONICA R. MCLEMORE, PHD, MPH, RN





ANNA MARIA VALDEZ, PHD, RN, CEN, CNE, CFRN, FAEN, FAADN
Professor of Nursing, Sonoma State University

Dr. Anna Maria Valdez, a professor and the chair of nursing at [Sonoma State University](#) in Rohnert Park, CA, says that the talk around building a diverse workforce isn't new. But in many ways, Dr. Valdez herself is a conversation starter.

In 2021, Dr. Valdez was asked to join the [National Commission to Address Racism in Nursing](#). After joining the commission, she served as a subject matter expert and was a contributing author of the [commission's foundational paper](#) on racism in nursing. In 2022 and 2023, Dr. Valdez was selected as one of [30 best nurse influencers to follow on social media](#). Dr. Valdez plans to continue the conversation of anti-racism in nursing both on and offline.

SOCIAL MEDIA:

[X @drannamvaldez](#)
[Instagram @drannamvaldez](#)
[LinkedIn](#)



ARON KING, MS, RN

*Assistant Nurse Manager, UC Davis Health
PhD Student, Betty Irene Moore School of Nursing, UC Davis*

As historian of the [Capitol City Black Nurses Association \(CCBNA\)](#), a recipient of the National Black Nurses Association's (NBNA) [40 Under 40 Award](#), and one of 10 recipients of a [year long mentorship through the Johnson & Johnson Minority Nurse Leadership Program](#), assistant nurse manager Aron King embodies the importance of diversity in nursing and bringing passion to the profession.

He understands the bigger picture of his role in serving the Black community and inspiring Black nurses. One way he does this is by leveraging a valued space in Black culture to fulfill the mission of eliminating health disparities through [Barbershop Health Talks](#). Aron is currently pursuing his doctoral degree at the [Betty Irene Moore School of Nursing at UC Davis](#).

SOCIAL MEDIA:

[LinkedIn](#)



ASHLEY GRAHAM-PEREL, EDD, NPD-BC, MEDSURG-BC, CNE, RN

Assistant Professor of Nursing, Columbia School of Nursing

Registered nurse and nurse educator Dr. Ashley Graham-Perel knows the importance of nurturing the nursing profession and emphasizing the essential connection between academia and the communities those nurses will ultimately serve. Before teaching at the [Columbia University School of Nursing](#), she worked at [NYU Rory Meyers College of Nursing](#) as a clinical instructor and as a nurse educator in an acute care setting.

Now, Dr. Graham-Perel speaks out for academia and healthcare to join forces and address the issues that impede creating the diverse workforce we need to serve an increasingly diverse world. This call to action carries over into her research, which focuses on diversity and inclusivity in nursing education — particularly admission, retention, and student success rates. As an advocate for nursing's hidden figures, Dr. Graham-Perel endeavors to amplify their voices to the masses.

SOCIAL MEDIA:

[LinkedIn](#)



ERNEST J. GRANT, PHD, DSC (HON), RN, FAAN

*Vice Dean for Diversity, Equity, Inclusion and Belonging, Duke University School of Nursing
Immediate Past President, American Nurses Association*

Dr. Ernest J. Grant has led an extraordinary career marked by milestones in the field of nursing and beyond. In 2018, Dr. Grant became the first male president of the [American Nurses Association \(ANA\)](#) in the 128-year history of the organization.

This achievement is just one of many firsts: He was the first Black man to serve as president of the [North Carolina Nurses Association \(NCNA\)](#) and the first Black man to graduate with a PhD in nursing from the [University of North Carolina \(UNC\) at Greensboro](#). He is also the [first Black man to graduate from his LPN program](#), a milestone that began his career in nursing more than 30 years ago. In 2023, Dr. Grant became the vice dean of the [Office of Diversity, Equity, Inclusion and Belonging \(DEIB\)](#) at Duke University School of Nursing.

SOCIAL MEDIA:

[LinkedIn](#)



JANE NELSON, CAE

CEO, Oklahoma Nurses Association

As the chief executive officer for the [Oklahoma Nurses Association \(ONA\)](#), the state's largest nursing organization that represents the needs of 52,000 registered nurses, Jane Nelson advocates on behalf of Oklahoma nurses at the state legislature and regulatory boards and represents ONA at health- and education-related meetings and coalitions.

Under Jane's leadership, the association has supported advancing the nursing profession and providing tools and resources, including the development of the [Oklahoma MRC Nurses](#). Because she and the board believe that all nurses from all races deserve representation, Jane was influential in helping Sonya Frazier (Choctaw/Chickasaw) and Taloa Sharp (Choctaw/Chickasaw) start the [Oklahoma Indigenous Nurses Association](#) inside the ONA.

SOCIAL MEDIA:

[LinkedIn](#)



JANN MURRAY-GARCÍA, MD, MPH

Professor, Betty Irene Moore School of Nursing, UC Davis

Dr. Jann Murray-García, a pediatrician, is on a path to change the way we learn and “do” race in America. In the 1990s, Dr. Murray-García coined and developed the concept of “[cultural humility](#)” alongside Dr. Melanie Tervalon.

As a founding faculty member and clinical professor at the [Betty Irene Moore School of Nursing at UC Davis](#), Dr. Murray-García teaches about racism in healthcare, social determinants of health, health inequities, and population health. She has developed several innovative, immersive training experiences for students, staff, faculty, and health system leaders at UC Davis Health. From her career to her volunteer work to her passion projects, Dr. Murray-García demonstrates a commitment to diversity, equity, and inclusion in every facet of her life.

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KATIE BOSTON-LEARY, PHD, MBA, MHA, RN, NEA-BC

Director of Nursing Programs, American Nurses Association

Dr. Katie Boston-Leary has dedicated her career to changing institutions for the better. As the director of nursing programs at the [American Nurses Association \(ANA\)](#), she oversees the Nursing Practice and Work Environment Division and [Healthy Nurse, Healthy Nation™](#). Dr. Boston-Leary leads a team of policy advisors in building and establishing policy initiatives to empower nurses.

Of note, Dr. Boston-Leary served on staff during the creation of ANA's reckoning statement to address structural racism and acknowledge the association's actions in perpetuating it. Dr. Boston-Leary is passionate about helping rectify ANA's past by creating change from within. In 2019, HealthLeaders Media honored Dr. Boston-Leary as one of "[5 Chief Nursing Officers Who Are Changing Healthcare.](#)"

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KENYA V. BEARD, EDD, AGACNP-BC, ANEF, FAAN

Inaugural Dean, Mercy University School of Nursing

Dr. Kenya V. Beard is a national nurse leader driven by a passion for transforming nursing and eliminating healthcare disparities. Her role in shaping how the nation's nurses are educated extends to her positions as a former chairperson of the New York State Board of Nursing and as a current fellow of the [New York Academy of Medicine](#), the [American Academy of Nursing](#), and the [Academy of Nursing Education](#).

Dr. Beard is also a commissioner for [the National Commission to Address Racism in Nursing](#). Now, as the inaugural dean and chief nursing officer of the [School of Nursing for Mercy University](#), Dr. Beard works to set an example for academic institutions nationwide and urge them to prioritize faculty development by centering nursing students and their successes.

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LUCINDA CANTY, PHD, CNM, FAAN, FACNM

Associate Professor, Elaine Marieb College of Nursing, UMass Amherst

Dr. Lucinda Canty wears many hats: nurse-midwife, nursing professor, researcher, author, activist, historian, poet and dreamer. As an associate professor of nursing at the [University of Massachusetts Amherst](#), she, alongside mentor Peggy Chinn and Christina Nyirati, co-founded [Overdue Reckoning on Racism in Nursing](#), a series of discussions on racism in nursing, which started in late 2020 to center the voices of nurses of color that often go overlooked.

Dr. Canty is also the founder of [Lucinda's House](#), a maternal health collective that supports Black mothers and mothers of color and works to address structural and systemic issues in care through research, health education, and community engagement and also provides women's healthcare services at [Planned Parenthood of Southern New England](#).

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MONICA R. MCLEMORE, PHD, MPH, RN

Professor, Director, Manning Price Spratlen Center for Anti-Racism and Equity in Nursing, University of Washington

For Dr. Monica R. McLemore, making the nursing profession more equitable is “shared work.” In becoming a tenured professor of nursing and director of the [Manning Price Spratlen Center for Anti-Racism](#) and Equity in Nursing at the [University of Washington](#), Dr. McLemore came to the job prepared to hold her institution accountable to its declarations of ensuring diversity, equity, and inclusion.

Outside of her academic roles, Dr. McLemore serves as editor-in-chief of the [Health Equity Journal](#), a board member of the [Black Mamas Matter Alliance](#), and past chair of the [Sexual and Reproductive Health Section](#) of the [American Public Health Association](#).

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NICOLE VANCE, MS, RN, CCRN

Registered Nurse, UC Davis Children’s Hospital

Nicole Vance is a nurse in the pediatric ICU at UC Davis Health and part-time clinical faculty for the [Betty Irene Moore School of Nursing](#) at UC Davis. Nicole worked with Carter Todd, current president and founding member of the [Capitol City Black Nurses Association \(CCBNA\)](#) (now a nurse manager at [Kaiser Health in Sacramento](#)), in the pediatric ICU at UC Davis Health.

In 2021, the nursing faculty recognized Nicole with an [Excellence in Community Connection](#) commendation for her graduate thesis exploring the ways that hospital cleaning staff provide emotional, mental and spiritual care for patients. She later published her research with the help of her co-author and thesis advisor, Dr. Kupiri Ackerman-Barger, also a member of CCBNA.

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PEGGY L. CHINN, RN, PHD, DSC (HON), FAAN

Nurse Scholar, Educator, Author

Dr. Peggy L. Chinn, nurse activist, author, editor of [Advances in Nursing Science](#) and professor emerita of nursing at the [University of Connecticut](#), has a strong core belief that has informed her decades-long career: [peace and power](#). It’s a framework she’s carried through to her writing, editing, and even mentorship — particularly of University of Connecticut School of Nursing grad Dr. Lucinda Canty.

Together, Dr. Chinn and Dr. Canty are exemplars of individual and collective power and allyship in their co-founding of [Overdue Reckoning on Racism](#) in Nursing. They are bringing the voices of nurses of color to the center and exploring the deep-seated persistence of racism in nursing to inspire a long-awaited reckoning.

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M. REBECCA O'CONNOR, PHD, RN (SHE/HER)

Associate Professor, University of Washington School of Nursing

Dr. Rebecca O'Connor is an associate professor at the [University of Washington School of Nursing](#), a [Betty Irene Moore Nurse Leaders and Innovators Fellow](#), and an affiliate member of the [Center for Pediatric Nursing Research](#) at [Seattle Children's Hospital](#). Dr. O'Connor believes implicit bias among healthcare providers is an urgent patient safety issue. To address this, she collaboratively developed the innovative IBIAS™ program that teaches health professions students skills to interrupt bias in care settings so that these skills and reflections become part of care they provide when they enter the workforce.

Through the Innovative Educator Fellowship, Dr. O'Connor also collaboratively developed and leads an annual three-day Anti-Racism and DEI Teaching Institute for Betty Irene Moore School of Nursing faculty. Dr. O'Connor received the School of Nursing's [student-nominated](#) Excellence in Promoting Diversity Through Teaching award in 2016, 2018, 2019 and 2021 and the Sandra Eyres Excellence in Graduate Teaching Award in 2022.

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SHEREE CRINER, MS, RN-BC

Director of Surgical Specialties, Kaiser Permanente South Sacramento

Oakland native Sheree Criner's path to nursing was an unconventional one. Starting as an LVN, she remembers the difficulty in forging a path toward becoming a registered nurse. Without the mentorship and guidance that pushes nurse hopefuls forward, she takes that experience to advocate and mentor girls to be more prepared for the nursing world.

Now, Sheree excels as nurse manager at [Kaiser Health](#) in Sacramento. She credits the master's program at the [Betty Irene Moore School of Nursing](#) at UC Davis Health with propelling her career forward. The supportive faculty, like Dr. Jann Murray-García and Dr. Piri Ackerman-Barger, and peers like Nicole Vance, give Sheree the fulfillment of knowing that achievement is possible when ambition and talent are nurtured early in a person's educational journey.

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SONYA FRAZIER, RN, BSN

Chickasaw/Choctaw

President, Oklahoma Indigenous Nurses Association

The complex work of addressing health inequities within Indigenous communities begins with a deep understanding of the culture and history — an understanding that Sonya Frazier, knows all too well. As the co-founder and president of [the Oklahoma Indigenous Nurses Association \(OINA\)](#), Sonya, who is both Chickasaw and Choctaw, works to elevate Indigenous nurses and make the nursing profession aware of their role as the natural healers of their communities.

Leading with compassion and the idea that Indigenous nurses must strike a balance between their world and the Western world, Sonya's work to train nurses on how to address disparities with compassion and educate Native American children on their heritage embodies the importance of cultural competency in nursing.

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TALOA SHARP, RN, BSN

Chickasaw/Choctaw

Secretary, NANAINA

OINA Rep. for National Commission to Address Racism in Nursing

Taloa's heart is her "okla," her people, of the Chahta and Chikasha Nations. Her life represents the fierce resilience, grounded spirituality, abiding humility, and unyielding compassion of the ones who walked before her. Taloa found her "iyyikowa," or service to others, in the nursing profession.

Taloa, along with her cousin, colleague, and mentor Sonya Frazier, founded the [Oklahoma Indigenous Nurses Association \(OINA\)](#) with the encouragement of Jane Nelson, CEO of the [Oklahoma Nurses Association](#). Taloa is excited for the opportunity to serve with [National Alaska Native American Indian Nurses Association \(NANAINA\)](#) and on the [ANA's National Commission to Address Racism](#). She is currently making plans to return to school to continue her journey of representing — and healing — her people.



THERESA PAK, RN, MS, NEA, BC

Inpatient Unit Director, Nurse Manager, UC Davis Health

For the past three decades, nurse manager Theresa Pak has built her career and reputation at [UC Davis Health](#) on equity-minded nursing and ensuring that compassion for patients remains core to the work of nursing. She leads with an unwavering focus on supporting her patients and her various teams that facilitate RBC and DEI, including [Re-Igniting the Spirit of Caring](#), [See Me as a Person \(SMAAP\)](#) and [Leading an Empowered Organization \(LEO\)](#).

Shaped by her experiences as a nurse during the HIV/AIDS epidemic and taking care of her sister in hospice, Theresa demonstrates that change in nursing takes not just bold leaders who step outside of the box but leaders who recognize the importance of preserving patients' humanity.

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TONJA COPELAND, MSN

Nurse, UC Davis Health

With 23 years of medical experience, Tonja Copeland is a licensed vocational nurse (LVN) at [UC Davis Health](#). A lifelong learner, Tonja wasn't content staying an LVN. She discovered the [Betty Irene Moore School of Nursing](#) through a co-worker at UC Davis Health. In 2019, with only a high school diploma and an LVN nursing certificate in hand, Tonja completed two associate's degrees, a business certificate, a bachelor's degree, and a master's degree in four years.

Tonja graduated from Betty Irene Moore in 2023. A nurse at UC Davis Health for seven years, she has been recognized with multiple honors.

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