



Central Valley Area (Modesto and Manteca Medical Centers and Stockton Ambulatory Surgical Unit)

Message from Chief Nursing Executive (Interim),
Betty Lopez, DNP, MPA, RN

During my first month at Kaiser Permanente Central Valley Area (KP CVA), my most memorable moment was a genuine, heartfelt “new hire” welcome message to our incoming nurses, given by our then interim Associate Chief Nurse Executive, Matt Felton. Matt stated, “Every hospital has a mission and vision, but not everyone has OUR nurses.” He went on to describe what it means to be a “true blue” nurse. As Matt was speaking, the canvas of what nursing excellence means here at KP CVA, began to take shape with vivid colors, enveloping what it means to be curious, what it means to be a colleague, what it means to be accountable, and what it means to create the feelings of trust amongst our team members, while delivering the highest reliable and safest care for our members.

Each of us has our niche and contributes to the richness of what is known as KP CVA nursing. I am fortunate to have joined at the infancy of our Magnet journey, building, and setting the foundation of what we call and define as nursing excellence. Through our nurses’ work and faces, I clearly see the prisms and brilliance of excellence. Nursing excellence is exemplified in the focus of personalized care, provided methodically and meticulously, as scientific minds work through the nursing process assessing, conducting interventions, and evaluating outcomes.

I have witnessed resilient focus steadfastly amid a distraught mother’s tears, and fears in the commotion of transferring patients to higher levels of care. The focus on patient care by our nurses during these emotional and trying situations reflects KP CVA’s nursing excellence.

Nursing excellence is also present in how KP CVA nurses share knowledge and engage team members. The messages that are huddled daily, pushing us to be our best, are updated every week and delivered for diffusion and dissemination of knowledge, encouraging us to live our motto of delivering excellence for every patient, every day, every time. Our nurses, as avid learners, and educators, keep us accountable to ourselves and each other ensuring the most current evidence-based practice.

As our professional governance councils take shape, I witness the threads of curiosity and inquiry, weaving through each of the sessions—threads weaving together, as we ask, “Is there a better way? How do we know?” With these inquiries, I’m looking forward to the unveiling of abstracts introducing new knowledge for nursing practice that are generated by the collective, compassionate, and scientific minds of KP CVA nurses, driving nursing excellence.

As our unit-based and professional governance councils conduct their work, I will ensure the provision of the tools and resources needed to keep building on our foundation and structure.

I look forward to the evolving creation of our nursing excellence and its beautiful canvas.

Overview

Central Valley

Kaiser Permanente Central Valley serves the communities of Modesto, Manteca, Stockton, and surrounding areas and offers a broad scope of services. In Modesto, we have 159 hospital beds and 99 hospital beds in Manteca that provide care for adult medical, surgical, pediatric, and intensive care patients. Modesto's Maternal Child Health services have 12 Labor and Delivery beds with full-service state-of-the-art private birthing suites, 24 post-partum beds, and 24 Level III neonatal intensive care beds.

In 2023, the Modesto Emergency Department had 67,798 visits, and Manteca's Emergency Department had 51,737. Modesto's surgical services team completed 9480 procedures and 3715 in Manteca. Additionally, Modesto's Cardiac Catheterization Laboratory, Gastro-Intestinal, and Interventional Radiology attended to the increased needs of the Central Valley Area. The Stockton Ambulatory Surgery Center conducted 5050 surgical day procedures, including Ophthalmology, General Surgery, Podiatry, Ortho Sports Medicine, ENT, Gynecology, and Plastic Surgery.

Accreditations

Both Modesto and Manteca hospitals have achieved accreditation and awards – a few of which are noted:

Modesto and Manteca hospitals are:

- Certified by The Joint Commission as a Primary Stroke Center
- Accredited by the Commission on Cancer for their cancer care programs.

Modesto is also:

- Accredited by the National Accreditation Program for Breast Centers

Awards

Modesto and Manteca have been recognized by the American Health Association and American Stroke Associations "Get With the Guidelines®" quality recognition initiatives that include:

- Stroke Gold Plus Quality Achievement Award
- Target Stroke Honor Roll Elite Plus Award

Modesto has also been awarded:

- Heart Failure Gold Plus Quality Achievement Award

Both hospitals are recognized for:

- 2022 LGBTQ+ Healthcare Equality Leader – Kaiser Permanente recognized by the Human Rights Campaign Foundation
- California Department of Public Health Healthcare-Associated Infections (HAI) Program Antimicrobial Stewardship Program (ASP) Honor Roll
- Cal Hospital Compare Patient Safety Honor Roll
- Sleep lab accredited by the Accreditation Commission for Health Care.

Over the past year, the Central Valley service area nurses have continued to provide excellent care as they work to obtain American Nurses Credential Center Magnet® designation. Achieving Magnet® designation affirms the high-quality nursing care that Central Valley Nurses provide every day. They are forming a professional governance structure. The professional governance structure formalizes a foundation for nurses to expand their professional practice in areas such as professional development, best practice, and new innovative practices. As the nurses in Central Valley progress in this journey, the 2023 annual report highlights some of the projects that underscore their commitment to their professional journey and the communities that they serve.

Structural Empowerment

Central Valley Area Voice of Nursing

The new structure for Central Valley Area's Professional Governance Councils kicked off with an informational and recruitment event in December 2023. Nurses working in the Stockton Ambulatory Surgical Area, Manteca, and Modesto Hospitals participated in a celebration of the upcoming Voice of Nursing meetings, to commence in January 2024. Nurses will meet on a single day together for educational in-services and in separate councils to promote nursing professional practice and governance. The five councils will be: Quality and Professional Practice, Evidence Based Practice / Nursing Research, Caring Science/Care Experience, Magnet Ambassadors, and Professional Development. The kickoff was well attended with nurses from all three campuses. Those nurses who were not able to attend in the cafeteria had food and information delivered. A great start for 2024!



Vida Tan, BSN, MAN, RN, Nursing Professional Development Consultant, J. Matt Felton, MSN, MBA, RN, Nursing Operations Director, Modesto and Manteca Hospitals, Farah Cardenas, BSN, RN, Perioperative Services, Modesto, Jeanne Gavina, MSN, BSN, RN, Medical Surgical Services, Modesto

Rewards & Recognitions (Lotus, PETAL, DAISY awards) in 2023

DAISY Award Recipients

March:

Jessica Vant Voort, RN
Intensive Care Nurse
Modesto Medical Center

March:

Mary Ann Pagsoligan, BSN, RN
Medical Surgical Nurse
Manteca Medical Center

June:

Christi Dalke, RN
Intensive Care Nurse
Modesto Medical Center

June:

Kriselda Dolendo, BSN, RN
Medical Surgical
Manteca Medical Center

September:

Jamison Stringfellow, RN
Intensive Care
Modesto Medical Center

November:

Victoria Pacheco, BSN, RN,
IBCLC
Maternal Child Health
Modesto Medical Center

December:

Jerri Khammanh, BSN, RN
Medical Surgical
Modesto Medical Center

December:

Mandip Kaur, BSN, RN
Medical Surgical
Manteca Medical Center

Congratulations to the Nurses for their Educational Achievements in 2023

Bachelors of Science in Nursing

Alicia Maduli, BSN, RN
Angela Jones, BSN, RN
Ashley Wright, BSN, RN
Brian Omar Moreno, BSN, RN
Casey Huffstutler, BSN, RN
Catherine Dela Fuente, BSN, RN
Heather Swan, BSN, RN
Ingrid Pellandini, BSN, RN
Ikneet K Sidhu, BSN, RN
Jennifer Nash, BSN, RN

Jessika Zaia, BSN, RN
Kristi Hartfield, BSN, RN
Maria Josefina Metz, BSN, RN
May Joy Arceo, BSN, RN
Michelle Hackett, BSN, RN
Myra Rodriguez, BSN, RN
Siby Matthew, BSN, RN
Stephanie Herbert, BSN, RN
Tiwalade Owalabi, BSN, RN
Vilma Capunden Falco, BSN, RN

Master of Science in Nursing

Jared Goslinga, MSN, RN
Jazmine Tanzania Fleming,
MSN, RN
Juli Joseph, MSN, RN
Kimberly Knobel-Haver, MSN, RN
Lucy Wangari Mburu, MSN, RN

Maju Mathew, MSN, RN
Manpreet Kaur, MSN, RN
Michelle Hackett, MSN, RN
Padma Joshi, MSN, RN

Doctorate of Nursing Practice

Sukhie Kaur, DNP, RN

Congratulations to the Nurses who Achieved Specialty Nurse Certification in 2023

Acute Care Nurse Practitioner – ANCC

Manju Mathew

Adult-Gerontology

Catherine Chukwuma

Advanced Public Health Nursing

Razia Dean

Advanced Oncology Certified Nurse

Maura Pierce-Padilla

Certified Emergency Nurse

Amanda Polugar

Ashlee Albrecht, RN, CEN, CPEN

Brooke Blandford

Dewayne Jantz

Doneil Bolos

Heather Estrada

Jade Lewis

Janee Adams, BSN, RN, CEN

Jennifer Mande

Jonathan Alvarado

Kimberly Knobel-Haver

Lisa Travis

Marchaz Stout

Medan Zimmerman

Mary Thanh Lewllen

Shirley Go-Sagucio

Certified Ambulatory Perianesthesia Nurse

Abigail Campos

Angela Jones

Kari Gary

Mary Nguyen, BSN, RN, CAPA

Certified Medical-Surgical Registered Nurse

Padma Joshi

Rajveer Gill

Vilma Capundan Falco

Certified Perioperative Nurse (CNOR)

Bincymol Joseph

Christina Serrado

Heather Swan

Sherri Pospisil

Clinical Nurse Leader

Eric Byrd, MSN, RN, CNL

Critical Care Registered Nurse – Adult

Joseph Ratto

Keith Blair

Melody Crista Hargrove

Nzubechi Chinaka

Rogenson Manipol

Stephanie Renee Bergstedt

Certified Pediatric Nurse

Jocelyn Lloyd, BSN, RN, CPN, RNC-OB

Extremely Low Birth Weight Neonate

Delia Clemente

Family Nurse Practitioner – AANPCP

Michelle Kendrick

Inpatient Obstetric Nursing

Crystal Havens

Dana Mankin

Estrellita Valeros

Megen Little

Shannon Rogers

International Board-Certified Lactation Consultant

Elizabeth Branco-Libano, BSN, RN, IBCLC

Mia Lucero

Victoria Pacheco

Medical-Surgical Registered Nurse

Cherry Ramos

Lindsay Wilson, BS, RN, Med-Surg-BC, WCC

Neonatal Intensive Care Nursing

Ami Williams

Clementina Herrera

Travis Dillon

Progressive Care Nursing (Adult)

Mariles Onoza Camungao

Stroke Certified Registered Nurse

California Maria Leder

Vascular Access-Board Certified

JoAnna Flores, RN, VA-BC

Melissa Barcelos

Vanessa Peterson, BSN, RN, VA-BC

KP-UCSF Leadership Programs

In 2023, the nurses of our Central Valley Area participated in many programs offered by the Kaiser Permanente Scholars Academy, and in partnership with University of California San Francisco (UCSF), including, but not limited to;

The first Evidence Based Practice Mentoring Program offered by KP Scholars

Shayna Gastellum, DNP, MSN-ED, RN-BC, PCCN

Mariles Camiwet, RN
Medical Surgical, Manteca

Rani K Dosanjh-Dulai, MSN, RN,
Nurse Professional Development

Leadership Program at UCSF

Seda Vash, MSN, RN, CNOR,
Clinical Nursing Director
Perioperative Services

Lorena Acevedo, MSN, RN, NE-BC

Emerging Leaders Development Program

Sukhie Kaur, DNP, RN
Director Nursing Professional
Development

Kaiser Permanente Nurse Scholars Academy / UCSF Leadership Institute Program Scholars

Academy for Interdisciplinary Leadership

MODESTO MEDICAL CENTER

Lorena Acevedo

STOCKTON MEDICAL OFFICES

Ngoc Quyen Nguyen

Foundations of Evidence-Based Practice Workshop

MANTECA MEDICAL CENTER

Christie Turner

Vivian Corpuz

MODESTO MEDICAL CENTER

Surjit Kaur

Lily Carbonell

Victoria Behr

Susan Thimon

Allisyn Gehring

Amie Fidanque

Sheri Taggar

Jennifer Ballantyne

Jenessa Vitaga

Rani Dosanjh-Dulai

Louie May Edroso

STOCKTON MEDICAL OFFICES

Stevie Sparrey

Kristie Silva

Shannon Byrd

Perla Jaramillo

Yasmeen Ali

Middle Management Institute – Assistant Nurse Managers

MANTECA MEDICAL CENTER

Nida Henry

Minnie Infante

MODESTO MEDICAL CENTER

Lyndi Simmons

Neha Chadha

Kristy Moret

STOCKTON MEDICAL OFFICES

Illumindo (Mike) Lime

Middle Management Institute – Nurse Managers

MODESTO MEDICAL CENTER

Elizabeth Abderrahman

Deborah Bolton

Seda Vash

STOCKTON MEDICAL OFFICES

Stevie Sparrey

Kristie Silva

Shannon Byrd

Perla Jaramillo

Yasmeen Ali

KAISER PERMANENTE CENTRAL VALLEY SERVICE AREA

Percentages of Nurses with BSN+ Degrees and Certifications

Manteca Medical Center

62% BSN
prepared
as of Dec. 2023

13% ANCC
certified
as of Dec. 2023

Modesto Medical Center

45% BSN
prepared
as of Dec. 2023

12% ANCC
certified
as of Dec. 2023

Stockton Medical Offices

67% BSN
prepared
as of Dec. 2023

29% ANCC
certified
as of Dec. 2023

Transformational Leadership

Community Health

The following is a condensed list of the many activities nurses in Central Valley participate in Modesto, Manteca, and Stockton throughout the year in our local communities. These events support underserved, underrepresented populations, provide relief for food insecurity, and housing of those in need.

- MLK Day of Service
- Second Harvest of Greater Valley Food Distribution
- Love Stanislaus County City-Wide Volunteer Day
- Color the Skies Children Garden Support
- Stockton Kings 209 Pantry w/Second Harvest and Kaiser Permanente
- Hope Family Shelter @ Raymus House
- Alzheimer's Association Walk
- Backpack Drive - Return to School
- American Cancer Society Heart & Stroke Walk Event
- Camp Taylor On-Site Projects
- International Rescue Committee
- Modesto Gospel Mission - Thanksgiving at the Mission
- Love Stanislaus County Comfort Kits Assembly Support

One event that exemplifies the spirit of giving of oneself was developed by Sukhie Kaur, DNP, RN, Director of Nurse Professional Development Department and involved clinical nurses Karamdeep Chahal, RN Intensive Care, Manteca, Surjit Kaur, RN Float Pool, Manteca, and Karmjit Kaur, RN, Patient Care Coordinator, Manteca. Sukhie organized medical camps at various Gurudwara locations across Central Valley. Their story is written by Sukhie:

My journey to volunteering began in my childhood back in India. It all started when the seniors in my family, recognizing the importance of community service, took me along with them to participate in volunteer activities at the Gurudwara, a place of Sikh worship. Little did I know that this early exposure would shape my perspective and ignite a passion for giving back to the community.

Based on my early experience volunteering, I assessed a need for medical camps that could be conducted at various Gurudwara locations in the Central Valley that would benefit our community members/residents. I discussed this idea with my fellow nurses, Karamdeep

Chahal, RN, Surjit Kaur, DNP, MSN, RN, and Karmjit Kaur, BSN, RN. We formed an idea to promote preventive health care and financial security within the Gurudwara community. We worked with several Gurudwaras to schedule and provide volunteer medical services at several camps throughout 2023. These camps focused on testing vital health indicators such as blood pressure and blood sugar levels. Additionally, we actively encouraged insurance enrollment. The absence of insurance not only poses a financial burden if an illness occurs, but also elevates the risk to their well-being, as individuals may defer essential health checkups or attempt self-treatment due to the challenges associated with affording health insurance.

The feedback from the people served was so gratifying with many participants connecting with ongoing medical service and resources to obtain health insurance, many of whom became Kaiser Permanente members.



Karamdeep Chahal, RN, Manteca Intensive Care Unit; Karmjit Kaur, RN, Patient Care Coordinator, Manteca and a member of Gurudwara.

New Knowledge, Innovation, and Improvements / Exemplary Professional Practice

E.M.B.R.A.C.E.S. – One Journey Together, for the Love of Nursing

By Perla Jaramillo, BSN, RN, CNOR

I believe that we are all different in many ways. Our cultural heritage, talents, personal interests outside of work, and even our educational training are unique to each of us. These individual strengths have drawn us to work together to accomplish our common goal - Nursing Journey to Excellence. Regardless of our varied backgrounds and experience, our unified spirit in our professional nursing practice is evident every day as we work to improve the quality of our patients' and families' lives.

I had the honor to attend the American Nurses Credential Conference (ANCC) National Magnet Conference® "Educate, Innovate, Celebrate" in October 2023. While there, I gained renewed inspiration and had a creative moment. I thought that a meaningful action word, a mnemonic, would promote cohesive staff inspiration for the journey to excellence in the Central Valley. This inspiration led me to E.M.B.R.A.C.E.S.



E.M.B.R.A.C.E.S. stands for:

Evidence-Based Practice

Mentorship & Peer Support

Board Certification & Staff Development

Resources Sustainability

Advocacy for our Patients and their Families

Culture of Safety

Exemplary Patient Care

Shared/Professional Governance

I was so humbled and appreciative when the Professional Nursing Practice Council adopted E.M.B.R.A.C.E.S. in November 2023. E.M.B.R.A.C.E.S. represents Caring Science principles, embodies encouragement and structural empowerment while welcoming transformational changes using evidence-based practice, new knowledge, and innovation. E.M.B.R.A.C.E.S. also supports the foundations of a strong nursing workplace environment where a nurse's professional practice prioritizes the patients and families at the center of care. E.M.B.R.A.C.E.S. was proudly displayed during our December celebration. I look forward to our Journey to Excellence as Central Valley nurses E.M.B.R.A.C.E.S. our professional practice.



Shelly Owens, BSN, RN, CNOR, Manager, Stockton Ambulatory Care Unit, and Perla Jaramillo, BSN, RN, CNOR, Staff Nurse, Stockton Ambulatory Care Unit

Caring Science in Action - Pediatric Perioperative Bays Lead to Pediatric and Adult Care Carts

Team Members: Deborah Bolton, BSN, RN, Susan Thimon, MSN, RN, NE-BC, CCRN, Yasmine Baricausa, BSN, RN, Farah Cardenas, BSN, RN, Travis Ralph, Ebony Santa Maria, Germaine McAuley, and Pre-Op/PACU UBC members

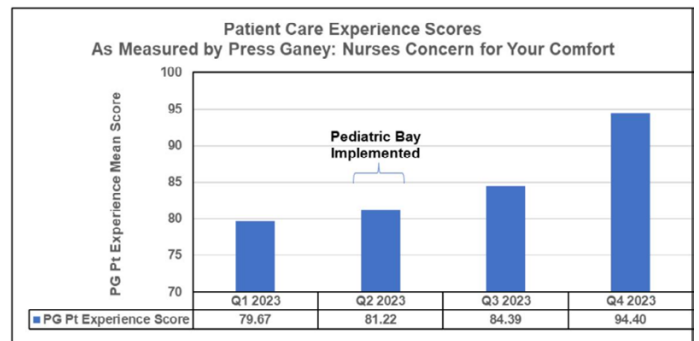
The Kaiser Permanente Modesto Medical Center Perioperative Department has increased the number of pediatric patients that have been admitted for head and neck surgeries (tonsillectomy, myringotomy, adenoidectomy), dental procedures, general surgeries (laparoscopic appendectomy or cholecystectomy), gynecologic and urology procedures, and orthopedic surgeries. The age range of pediatric patients is 8 months - 14 years old. Pre-Operative (Pre-Op) and Post Anesthesia Care Unit (PACU) nurses have historically been comfortable and knowledgeable when caring for the general adult surgical population but have some hesitancy and anxiety when caring for pediatric patients, especially infants. Uncertainty and anxiety are also felt by both the pediatric patient, their parents, or families related to the surgery, which is exacerbated by an unfamiliar, strange environment.

To address the anxious feelings of the pediatric patient and family members, the Kaiser Permanente Modesto Pre-Op and PACU nurses formed a Pediatric Care Experience Committee and met with their Perioperative Unit Based Council to discuss ideas. Based on these discussions and a careful review of the literature, an interprofessional team was convened that included the Pediatric Care Experience Committee, Pediatric Champions, the Department Nurse Leader, Environmental Services (EVS), Engineering Department, Medical, Surgical, Pediatric nurses (3rd floor) and Pre-Op and PACU nurses. This team determined that there was a change needed in the Perioperative environment to make it more centered on pediatric patients.

Upon review and research, we found that literature cited that the environment should reflect a calmness, with age-appropriate activities that would be like the patient's playroom at home. In June 2023, three bays in the pre-operative area were remodeled with decorative curtains and animal-themed wall decals. The bay also has age-appropriate toys, and a wagon.



Due to the new pediatric bays, patient experience scores increased dramatically.



The success of this project extended to the Pediatric Inpatient Unit and Adult Services, with the development of a Pediatric Care Cart, and an Adult Services Care Cart. The staff on these units appreciate having the carts available, to ease anxiety, and provide a chance to offer a caring moment, with personal items that make the patient feel less patient and more cared for with compassion and kindness.





Caring Science is based on Jean Watson’s Theory of Human Caring and provides the team with guidelines to deepen human relations in a caring healing environment. Caring Science is alive and well in our Modesto Hospital. The team plans to move this project out to our other facilities in Central Valley in 2024.



Members of Perioperative Services, Modesto: Bottom Row: Susan Thimon, MSN, RN, CCRN, NE-B; Farah Cardenas, RN; Celia Arzate, RN; Rochelle Abejar, BSN, RN; Ruth Leong, BSN, RN, CCRN; Back Row: Yasmine Baricua, BSN, RN; Deborah Bolton, BSN, RN; Josie Frye, RN; Janee Adams, BSN, RN, CEN; Kari Gary, BSN, RN, CPAN

Improving Patient Comfort Using a Nasal Bridle

Nasogastric tubes (NGT) are an extremely uncomfortable procedure for patients when inserted and while in. Intensive Care Unit (ICU) clinical nurses, Jennifer Ballantyne, BSN, RN, CCRN, and Jessica Vant Voort, BSN, RN, sought to improve the discomfort experience of patients who need an NGT by going to the evidence.

Nurses traditionally use “adhesive tape” or prefabricated tape to secure the NGT because it is quick, convenient, and thought to be comfortable for the patient.

However, loss of NGT placement related to adhesive tape becoming loose, not adhering to high moisture skin, or easy accidental loss due to patient movement or repositioning, leads to increase patient discomfort, as the NGT is reinserted.

Using evidence discovered during a literature review, Jennifer and Jessica tested a new way of securing a NGT called a nasal bridle securement device in the ICU at the Modesto Hospital. After obtaining approval from the ICU Unit Based Council, Jennifer and Jessica worked with their Unit Director, Susan Casperson, DNP, RN, NEA-BC, CCRN, to find a vendor that supplied the nasal bridle. Working with a Clinical Nurse Educator, Rani K Dosanjh-Dulai, MSN, RN, Nursing Professional Development Specialist, an implementation plan was developed. The ICU nurses were educated on the use of nasal bridles in April 2023. From April through June, 13 nasal bridle devices were inserted. The devices were assessed to see if there were any accidental dislodgement or complications. None of the nasal bridle devices became dislodged or had complications. When compared to information found in the literature which cites a rate of 75% NGT dislodgement, the results from this project are exceptionally encouraging. The nurses have suggested that the project be incorporated into practice and expanded into the Medical Surgical Areas in Modesto Hospital, for use when a patient requires an NGT. This project is a true testament to the power of the use of evidence-based literature and nurses who have a passion for improving patient care and comfort.



Jennifer Ballantyne, BSN, RN, CCRN, Intensive Care Nurse, Modesto Hospital, and Jessica Vant Voort, BSN, RN, Intensive Care Nurse, Modesto Hospital

Maternal Child Health Care Provided Best Quality Care Every Day

Excerpts taken from regional stories published in Regional Kaiser Permanente NCAL Newsletter by Jennifer Rangel, MSN, RN, Regional Program Manager, Patient Care Services, Maternal Child Health, and Douglas Oakley, Kaiser Permanente.

Kaiser Permanente Modesto's Maternal Child Health has been serving the community with high quality services and unique programs since it opened in 2008. The team has continually raised the bar improving the health of women and newborn infants, with 2023 being no different. The entire team has captured the attention of not just the community it serves, but regional team members. Led by the Nurse Director, Lorena Acevedo, MSN, RN, NE-BC, the team has focused on quality care consistent with High Reliability Organizations, focusing on topics such as Cesarean Section Surgical Site Infection reduction. Other priorities included using a "Speak Up Culture" framework to ensure the operating room attire is appropriate for all personnel. Another area of focus was on improving hospital throughput with moms and babies discharged before noon with an improvement from 12% to 24%.

Modesto Maternal Child Health was the first unit in Northern California to offer human donor breast milk to all newborns, not just those in neonatal intensive care. Using an evidence-based research project, the team expanded use of human donor breast milk to increase exclusive breast-feeding rates for all newborns at the time of discharge. They piloted a program that supports exclusive breast milk during the entire newborn's hospitalization. The improvement of exclusive breast-feeding rates increased from 72% - 80%. The program is now expanding in other Kaiser Permanente organizations in Northern California.



Left to Right Back Row: Sarah Brown, RN; Emily Duncan, BSN, RN; Victoria Pacheco, BSN, RN, IBCLC; Christine Pierce, BSN, RNC-NIC; Lisa Pompa, MSN, RN, AACNS-N, RNC-NIC; Kim McMillan, BSN, RN, RNC-NIC; Front Row: Razia Dean, MBA, BSN, RN, APHN; Lorena Acevedo, MSN, RN, NE-BC