

Fall 2024

visions

NCAL NURSING NEWSLETTER

A place for news, insight, and connection into the heart of the Kaiser Permanente Northern California nursing community



Sharon Hampton, PhD, MSN, RN, NEA-BC and Elizabeth Scruth, PhD, MPH, RN, CNS, CCRN, CCNS, FCCM, FCNS CPHQ pictured left to right at The American Academy of Nursing at the Academy's annual Health Policy Conference.

Accomplished nurse leaders named Fellows of the American Academy of Nursing

Two Kaiser Permanente Northern California nurse leaders were inducted in the 2024 Class of Fellows of The American Academy of Nursing at the Academy's annual Health Policy Conference held recently in Washington, DC.

Among the group of a distinguished nurse leaders being inducted for their substantial and sustained impact on health and health care were **Sharon Hampton, PhD, MSN, RN, NEA-BC**, WCSI Caritas Coach®, Chief Nurse Executive at the San Leandro Medical Center (pictured left above); and **Elizabeth Scruth, PhD, MPH, RN, CNS, CCRN, CCNS, FCCM, FCNS CPHQ**, Northern California Executive Director of Clinical Quality Programs,

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Data Analytics and Tele-Critical Care (pictured right above).

Fellows of the American Academy of Nursing (FAAN) represent nursing's most accomplished leaders in policy, research, administration, practice, and academia.

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TOBY MARSH, MSN, RN, NEA-BC, FACHE

Leader Message from Toby Marsh, Regional CNE and VP, Clinical Integration

Dear colleagues,

I am full of pride and excitement for the future of nursing practice at Kaiser Permanente. It was so exciting to see over 200 Northern California nurses at the recent Magnet Conference, demonstrating a shared commitment to nursing excellence and our journey to Magnet designation.

Following the conference, and after years of teamwork, preparation, and exceptional nursing practice, our colleagues in Santa Rosa welcomed Magnet appraisers to their medical center. Nurses and leaders from the emergency department and all hospital units spent 3 days showcasing the exemplary nursing practice and high-quality care they deliver daily.

Many nurses across our region share the same excitement as our Santa Rosa colleagues, eager to join Vallejo and South Sacramento as Magnet and Magnet with Distinction designated medical centers. Let's keep the momentum going!

Thank you for all you do.

With gratitude,

P.S. For many years, Visions has been a publication celebrating nursing excellence in Northern California. As we look to the future, we will transition to highlighting stories from across the region on our NursingNCAL.kp.org website. Bookmark and visit the site often to stay in the know on the latest nursing news.

RESOURCES FOR YOU



Live Well & Thrive – Silver Lining Playbooks

Listen to 3 special episodes of the **Live Well & Thrive** podcast for a collective moment of reflection on what Kaiser Permanente nurses and other caregivers went through during the COVID-19 global health crisis, including the silver linings that they took away from the experience.



Redwood City nurses make the rounds with their "HAPI" Halloween roving cart.

Peer-to-peer engagement drives quality care in Redwood City

In the spirit of maintaining one of the lowest Safety Priority Index (SPI) score across all Kaiser Permanente Northern California medical centers, the Redwood City Nursing Unit Council is taking action to help reduce patient harm, including preventative measures for falls, HAPI, HAP, CLABSI, and CAUTI.

Redwood City Quality Nurse Liaison, **Sherie May Domingo, BSN, RN**, partners with the quality and safety champion on each hospital unit to assess and understand opportunities and challenges and uses a roving education cart to engage 1-on-1 with nurses.

"To get the nurse's attention, we decorate the cart in holiday themes and give away KP swag and snacks," said Domingo.

One recent peer-to-peer outreach was around improving mobility on a unit that has patients needing a high level of care who can't always easily ambulate. "We took our cart to the unit showing mobility metrics and how we were performing towards our goal," added Domingo.

Nurses provide feedback and share any opportunities they see around quality and safety during the 1-on-1s and in follow up surveys. Based on their feedback, the Council, in partnership with nurse leaders, develop initiatives that aim to support nurses and improve the safety and well-being of patients.

"We want to have buy-in from nurses, and their input is valuable for every project," said Domingo.

Redwood City nurse leaders say this work has also helped develop a speak up culture, where nurses feel safe and valued for speaking up about patient safety.

"Nurse engagement is incredible because of peer-to-peer engagement," said Clinical Nurse Director and interim Chief Nurse Executive, **Karen Cepero, DNP, RN, CCRN, CEN, NEA-BC**. "Even if there is a patient fall, the team has productive conversations around how it happened and what could have been done differently."

Nurse and patient satisfaction soars in South San Francisco Emergency Department

"I was in and out of the emergency department in under an hour. From intake to discharge, the whole process was smooth and efficient – really impressive," wrote a patient cared for at the Kaiser Permanente South San Francisco Medical Center.

Since the onset of the pandemic, the 18-bay emergency department (ED) in South San Francisco has faced a 40 percent increase in the number of patients each day. Currently seeing between 145 to 180 patients daily, nurses recognized the urgent need for a solution and advocated for and successfully implemented the Rapid Intake and Treatment Area (RITA). The initiative was aimed at reducing the average length of stay, which exceeded 193 minutes in 2022.

"RITA was a nurse-driven initiative that helps them take care of patients – safely and expeditiously with positive patient outcomes," said **Leo Ruel Eusebio, MSN, MHA, RN, CEN, CPEN**, Director of the South San Francisco Emergency Department.

Staff Nurse III **Teresa Orrante, RN, CEN**, shared their goal was to have each patient seen by a doctor in under 30 minutes, and to do so they needed to maximize the use of physical space in the ED and enhance workflows.

"We identified space near the nurse station, where we now have 4 RITA chairs where patients with low acuity and stable vital signs can be seen, allowing us to save



South San Francisco emergency department nurse **Teresa Orrante, RN**, evening charge nurse, **William Scott, RN** and department manager **Stephanie Wertman, RN** were key to making the new RITA process a reality.

beds for critically ill patients," said Orrante, who has been an RN at Kaiser Permanente since 1993.

For example, patients who come to the ED with headaches, nausea, a fall, or other minor complaints that do not need extensive studies or intravenous medications can be seen using the RITA workflow.

"The process also allows us to quickly evaluate patients and determine if they need a higher level of care," added Orrante.

"RITA has proven to be instrumental in enhancing patient flow and significantly reducing wait times, even amid the surge in patient volume we are facing," Eusebio highlighted. "Since 2022, we have achieved a remarkable reduction in the average length of stay by over 28 minutes, while maintaining a consistent door-to-physician time of just 27 minutes, demonstrating our commitment to efficient care despite increased patient volume and complexity of their care."

"We are a well-oiled machine – everyone knows their part and does it well," said Orrante.

Eusebio shares that patient satisfaction scores have improved, and staff feedback is positive as reflected in recent People Pulse and RN Excellence survey results.

Orrante shared, "Our management team entrusted nurses with the authority to make decisions regarding process improvement, ensuring that we implement the most effective strategies for our department."

Reinvigorated council brings ownership in practice, impact on patient care

When nurses at the Sacramento Medical Center restructured their professional governance council late last year, the projects they took on quickly made an impact on the organization.

Over 70 nurses from units throughout the medical center participate in councils focused on quality, safety, care experience, professional development, evidence-based practice and wellness.

“This diverse group of staff nurses are the decision-making body over nursing practice at our medical center,” said **Joel Mallari, DNP, RN, ACNS-BC, NPD-BC, NEA-BC**, Magnet Program Director at the Sacramento Medical Center.

Among some of the projects they have implemented through the councils were a new inpatient fall precaution bundle. After discovering the socks worn by patients at-risk for falls were a different color in the emergency department and inpatient units, the Quality Council decided to standardize the fall bundle which resulted in more streamlined and consistent practice across the facility.

Using data and evidence showing that 98% of patients cared for in Sacramento were adults, the Quality Council researched, and in partnership with Supply Chain, recommended a new pulse oximeter to be rolled out for use across the medical center to improve their practice.

“The transition was seamless because nurses were involved in the process,” said



Sacramento Professional Governance members review a new pulse oximeter before implementing at the medical center.

Mike Eizikowitz, Sr. Manager, Supply Chain. “It was the right thing to do to provide the best care for our patients, and also provided substantial cost-savings for the organization.”

Nurse engagement soars

Quality Council Chair **Alana Martin, RN**, an ICU staff nurse II, says nurses are more engaged in learning about council projects, and collaborating with nurses from other units. “Gathering monthly for our council meetings helps foster relationships with nurses we might not otherwise cross paths with during our daily work or have the opportunity to learn from.”

“There is a heightened appreciation of what the governance council does to support nurses and patients,” added Mallari. He’s also finding nurses are now more interested in participating in committee work and advancing up the clinical ladder.

Results of the recent RN Excellence Survey demonstrate nurse engagement and satisfaction in Sacramento outperformed national benchmarks, a significant step as they work towards Magnet designation.

“It’s exciting to see nurse engagement soar at the Sacramento Medical Center,” said **Esperanza Chavez, MSA, BSN, RN**, Chief Nurse Executive. “It’s about nurses owning their practice and making decisions on the practice of nursing – and providing the best care to our members and communities across Sacramento.”

Collaboration is key in Walnut Creek

“We are seeing a culture shift in Walnut Creek that is propelling our nursing practice to the next level,” said **Reshea Holman, MSN, RN**, Walnut Creek Chief Nurse Executive.

Under Holman’s leadership, the Professional Governance Committee launched in February and along with it 39 projects led by nurses of all levels to build upon the established history of nursing excellence at the medical center.

One project aims to help develop future leaders by training nurses to serve as Relief in Higher Class (RHC) roles, which allows staff nurses to work a shift as the charge nurse on the unit in the absence of an assistant nurse manager (ANM).

Lela Shiferaw, MSN, RN, CNL, CCRN, Interim Critical Care Director at the Walnut Creek Medical Center, led the effort to formalize a competency-based RHC training program, which she shares has successfully trained 80 nurses on the role of a charge nurse and how to do quality and care experience rounds, complete daily reports, and manage throughput on the unit.

The RHC training program is beneficial to assistant nurse managers and the nurses who have stepped up to be a part of the program. “Having so many nurses, who are already leaders among their peers be able to take ownership to lead a unit not only provides relief for ANMs, it’s also a great growth opportunity for nurses who have stepped up,” said Shiferaw.

Chisom Igwe, RN is among the several staff nurses who completed the RHC program and went on to accept an ANM position. She says the program



Walnut Creek nurses gather for one of their daily discharge planning huddles.

has been instrumental in bridging the gap between clinical practice and leadership. “The skills, knowledge and insights I gained as an RHC not only prepared me for the challenges of leadership but also instilled in me the confidence to take on the responsibilities as an ANM,” Igwe said.

Another project underway in Walnut Creek has delivered on improving throughput by focusing and improving nursing standard work while leaning into collaborative relationships.

Nurse Manager **Barbara Bussle, RN** and Nursing Operations Director **Christina Vega, MSN, RN, FNP** teamed up to on the process improvement project. They created leader discharge worksheets to monitor and track the status of patient’s pending discharge, implemented a daily census meeting and shift huddles focusing on capacity and throughput, among other processes aimed at removing barriers.

“The goal with this project was to improve our discharge by 1 p.m. metric, and we’ve seen a 25% increase from our starting point,” said Vega.

With the new workflows, discharge readiness is top of mind around the clock. The night shift ANM identifies the expected discharge for the day, indicates status and potential barriers for the team to review with the house supervisor at their 9 a.m. meeting. Patient care coordinators are also identifying priority discharges for the next day.

“Communication has also improved between staff and patients, and multidisciplinary teams about potential barriers like dialysis scheduling or having a patient seen by the wound care nurse prior to discharge,” added Vega.

Developing a Culture of Mentoring

“Success occurs when opportunity meets preparation” are words which guide **Sarah Abdolcader, MSN, RN, CNL, NEA-BC**, as a mentor to nurses and emerging nurse leaders at Kaiser Permanente.

“I want to share options within what they want and get them on the path towards the future they see for themselves,” she said. “They have the seeds and desire to grow, I just help cultivate it.”

Abdolcader, a clinical practice consultant for the Northern California Patient Care Services (PCS) team, is one of 175 mentors who participated in the 2024 cohort of the KP Nurse Leader Mentoring program. The mentoring program has nearly tripled in participants from the 34 participants in the first cohort in late 2022.

“Mentoring is one of the hallmarks of professional practice with experienced nurses and nurse leaders contributing to the professional growth of others by sharing their nursing journey experience,” said **Jodi Galli, MSN, RN, NE-BC**, Northern California PCS Program Manager, Nurse Scholars Academy and Academic Relations.

The program contributes to nurse satisfaction, retention, and succession planning as nurses and nurse leaders transition into their practice, specialty areas, and seek to develop their leadership skills, according to Galli.

Santa Rosa Assistant Nurse Manager, **Tasaday Lewis, BSN, RN**, who is mentored by Galli, says the program has helped her grow as a leader, and improve her communication and approach with direct reports and hospital leadership.

She also enjoys that the program has given her a perspective beyond the medical center she works in and provides new opportunities to take on pilot programs with potential impact across the region.

“We speak about managing a unit, par levels, and staffing budgets, but I also now have a better understanding of Kaiser Permanente’s incredible



Sarah Abdolcader, MSN, RN, CNL, NEA-BC (at right) with Christian Justin Carreon, RN, CCRN, who she mentors through the KP Nurse Leader Mentoring Program.

reach and feel a part of the bigger picture,” said Lewis, a 10-year Kaiser Permanente nurse.

Medical centers are also creating mentoring programs to help support the development of their local nursing teams. In South Sacramento, the Professional Development Council launched their local mentoring program over the summer. The first cohort matched 12 new nurses with more experienced colleagues, and they are looking to expand in 2025.

Nancy Madden, BSN, RN, CAPA, CPAN, a South Sacramento perioperative department staff nurse IV and chair of their Professional Development Council says the program is mutually beneficial for both nurse mentors and mentees.

“Mentees feel supported knowing they have someone they can go to for advice, and guidance to help them achieve their development goals, such as reaching the next step in the clinical ladder, and mentors are satisfied sharing their knowledge and supporting the next generation of nurses.”

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Virtual Reality Training Revolutionizes Emergency Department Preparation for Mass Casualty Incidents

Kaiser Permanente’s Emergency Departments in San Leandro and Fremont are breaking new ground with Virtual Reality (VR) training, enhancing readiness for Mass Casualty Incidents (MCI). Nurse Managers **George Hanania, RN** (San Leandro) and **Jessica Pez, RN** (Fremont) spearheaded this initiative, redefining triage preparedness with advanced technology.

The training, developed in collaboration with the Regional TPMG Risk and Patient Safety Simulation team and Emergency Management leaders **Calvin Kong, MD** and **Jennifer Quevedo, MSN, RN**, immerses participants in realistic simulations. Using the SALT (Sort, Assess, Lifesaving Interventions, Treatment/Transport) Triage Algorithm, team members practiced assessing and managing 30 virtual patients in a high-pressure virtual setting.



Expanding Impact

The program extended to the San Jose Emergency Department, where **Bahar Mojgani, MD** and **Megan Sales, RN**, Nurse Manager, organized additional sessions. Across locations, this VR initiative has proven indispensable for equipping teams to handle real-world emergencies.

Kaiser Permanente’s adoption of VR for MCI training sets a new benchmark in emergency readiness, ensuring healthcare teams are equipped to deliver optimal outcomes during critical situations.



Nurses navigate the immersive VR scenarios, underscoring their commitment to advancing emergency preparedness and patient safety.

Training Highlights

Knowledge Gains

Nurses and one physician completed two-hour sessions, demonstrating significant improvement in **SALT Algorithm** comprehension.

69% → **85%**
PRE-TRAINING POST-TRAINING

Positive Feedback

Participants **unanimously recommended** the training to colleagues.

“Please have more great learning experiences”

“Excited to do this again!”

Efficiency

Compared to traditional simulations, **VR training reduced setup time by 80%** and streamlined the overall training duration, enabling more frequent learning opportunities.



San Leandro held a four-part Caring Science series conducted during the IMPACT Professional Governance Council meetings.

Building Blocks of Kindness: Caring Science Series at Kaiser Permanente San Leandro

Kaiser Permanente San Leandro's Professional Governance Structure made strides in cultivating a culture of compassion and resilience through its Caring Science Series in 2024. Led by RN Magnet Program Director **Diana Zhen-Davis, BSN, RN, PHN, CCRN**, this initiative reflects Kaiser Permanente's commitment to embedding Caring Science principles into daily practice.

The four-part series, conducted during the IMPACT Professional Governance Council meetings in May, June, August, and September, was an innovative extension of the KP Cares Series. Chief Nursing Executive **Sharon Hampton**, joined forces with Caritas Coaches and HeartMath Trainers, including **Erica Hooper** from the Region's Caring Science Academy, to deliver impactful sessions.

These sessions emphasized self-care, mutual respect, and creating a positive, collaborative environment for healthcare professionals and patients alike.

Highlights of the Caring Science Series

- **Evidence-Based Evaluation:** Participants were assessed using the Watson Caritas Self and Co-Worker Scores®, focusing on metrics such as treating oneself and co-workers with loving kindness. Preliminary post-session data suggests notable improvements, with more participants reporting frequent and consistent application of these principles.
- **Inspiring Growth:** The series ignited enthusiasm among council members, inspiring several to enroll in the second cohort of the Caritas Coach® program and pursue HeartMath® training. This marks a significant step toward fostering sustained personal and professional growth across the organization.
- **Transformative Vision:** The initiative represents a foundational step in building a culture of kindness at Kaiser Permanente San Leandro. By instilling Caring Science values, the organization aims to enhance the well-being of its staff and the quality of care provided to patients.

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Oakland Medical Center nurse practitioners use evidenced-based research to inform lactating patients on the safety of breastfeeding following surgery.

Evidence evolves guidance for lactating perioperative patients

“Not only was she just diagnosed with cancer, but she also had a toddler and infant at home – and what was causing her the most stress during that time was that she was told she needed to wean her baby from being breast fed before undergoing general anesthesia,” said Oakland Medical Center Perioperative Medicine Nurse Practitioner **Elisabeth Sherratt, APRN, FNP, IBCLC**, recalling a conversation with a new mom facing surgery.

Her patient’s story, along with reading in patient charts that lactating patients were told to “pump and dump” their milk for 24 hours or wean prior to surgery, fueled Sherratt to take action on improving the support and perioperative care for this patient population.

“There is a lot of conflicting guidance out there for lactating parents, and that just adds to the trauma of their injury or surgery experience,” Sherratt added.

In many cases, lactating patients can “sleep and keep,” meaning they can breastfeed or express breast milk without discarding it immediately after waking up from anesthesia.

Providing evidenced-based care

“It’s always our job to share evidence-based information with our patients and allow them to make informed decisions about their care,” said Sherratt, who was a lactation consultant previously. “We also want to help new parents safely accomplish their breast-feeding goals.”

Sherratt created comprehensive, evidence-based educational materials covering information such as the anatomy of a lactating breast, how medication can get into human milk, drug safety in lactation, and pain management.

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Nurses support families in honoring the child they lost

“Lighting the Way: A Nurse’s Touch in Organizing Perinatal Bereavement Wave of Light Ceremony,” organized by **Sandra Vargas, BSN, RN, CPLC, SNIV**, Kaiser Permanente Northern California lead for Perinatal Loss at the Redwood City Medical Center in October serves as a source of comfort for parents who have lost their newborn children.

The memorial event honored infants who died due to a miscarriage, stillbirth, or as the result of an early neonatal death.

“With candles lit in memory of each baby, families gather to share stories and comfort one another,” said Vargas.

“Research shows rituals and commemorations, like pregnancy and infant loss remembrance ceremonies, are crucial for emotional and psychological well-being of bereaved families because they provide connection and community to families living a shared experience.



Oakland Medical Center nurse leaders hold vigil at their Oct. 15 remembrance ceremony.

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IN THE COMMUNITY



Oakland nurses inspire a pipeline of future healthcare workers

On Saturday, Oct. 5, Kaiser Permanente Oakland Medical Center nurse leaders volunteered to connect with over 130 local high school students at a Nursing Careers Conference hosted by the Oakland Unified School District. Pictured left to right: **Victoria Simmons, MBA/HCM, RN, Jerome Carpenter, MSN, RN, Stephen Kupiec, MSN, RN, Shanelle House, DNP, RN, and Jackie Weese, BSN, RN.**

From front page

Accomplished nurse leaders named Fellows of the American Academy of Nursing

Hampton is recognized for her lifelong dedication to advancing equity, inclusion, diversity, and belonging (EIDB) principles in health care, and her unwavering commitment to being a voice and advocate for historically excluded populations. Her research exploring how nurses contribute to inequities has garnered national and internal recognition.

As a nurse leader, Hampton is committed to transformational and inclusive leadership. Her work embedding EIDB principles and the Watson Caring Science Theory into nursing education/practice, provide nurses the common language to achieve their higher purpose and transform their practice from knowing and doing to providing the caring-healing environment.

"My life's work, rooted in my PhD research, is centered on ameliorating health inequities," said Hampton. "The FAAN nomination and induction represents the culmination of my efforts to address the complex challenges within our health systems and to co-create a more equitable and caring future in health care."

Scruth, who has been with Kaiser Permanente for over 30 years, said the designation as a FAAN is humbling. "I am very honored to have been recognized and acknowledged for my contributions to nursing and the scientific community," she said. "The accomplishments, outcomes and level of impact required to have demonstrated to be inducted is significant and takes many years to achieve."

Scruth's career as a nurse began at the bedside in the ICU. She became a Critical Care Clinical Nurse Specialist and served in various leadership roles within the organization before joining the Northern California Quality team. She has also served on the Certification Board of the American Association of Critical Care Nurses for 8 years.

Throughout her nursing career spanning 2 continents, Scruth has continued to focus on research, including co-authoring published international guidelines for family-centered care in the neonatal, pediatric, and adult ICU, and best practices in tele-critical care.

Congratulations Drs. Hampton and Scruth!

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Evidence evolves guidance for lactating perioperative patients

The materials were presented by Sherratt to anesthesiologists, certified registered nurse anesthetists and perioperative medicine nurse practitioners at the Oakland Medical Center, along with a patient handout identifying medication and lactation safety resources and more to guide them through their recovery.

Lasting impact

"This evidence-based research is now readily available to help our care team answer complex questions from patients, and advocate for them," said Sherratt.

Systems are in place to help providers and patients alike. "We now leverage technology to identify lactating patients in KP HealthConnect and have an evidence-based smart phrase for charting that aids our team in providing the best care to this niche group of patients," said **Amanda Crane**, manager of Oakland's Perioperative Medicine and Surgery Scheduling.

"Our patients can trust that they are receiving accurate information, and we can help make a stressful situation less stressful," added Sherratt.

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Developing a Culture of Mentoring

“The continuous cycle of paying it forward through mentoring and contributing to the professional growth of our nurses exemplifies excellence and the extraordinary practice of Kaiser Permanente nurses,” said Galli.

“I am so grateful for this experience,” added Lewis. “I signed up to be a mentor and excited to be able to help others.”

Nurse leader mentoring programs are available for both frontline staff nurses and nurse leaders to participate in. Specific programs include the KP Nurse Leader Mentoring Program, the UCSF Middle Management and Leading Care in Healing Environments programs, and the Evidence-Based Practice Mentoring program.

For more information, please visit the [KP Nurse Scholars Academy website](#).

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Building Blocks of Kindness: Caring Science Series at Kaiser Permanente San Leandro

Impact on the Organization

The Caring Science Series has demonstrated the power of thoughtful, evidence-based education to transform workplace culture. By equipping staff with tools to practice self-compassion and extend these values to colleagues, Kaiser Permanente San Leandro is creating an environment that supports both caregiver well-being and optimal patient outcomes.

With plans to analyze the complete data and expand the program further, the Caring Science Series is poised to become a cornerstone of professional development and compassionate care at Kaiser Permanente. As Diana noted, “This initiative is just the beginning of building blocks of kindness in our local organization—toward ourselves, each other, and the patients we serve.”

Through initiatives like this, Kaiser Permanente continues to lead the way in integrating empathy and science into the heart of healthcare practice!

From page 11

Nurses support families in honoring the child they lost

By providing them this type of commemoration, we are not only surrounding them in support and community, but we are also providing a space to honor their baby/child,” said Vargas.

“These memorial events support those who grieve in silence, facing the loss of their children without the right words to express their pain,” said **Shanelle House, DNP, NE-BC, RNC-OB**, Interim MCH Clinical Service Director at the Oakland Medical Center, who also hosted a memorial event at the Oakland medical center.

In October 1988, President Ronald Reagan declared October as National Pregnancy and Infant Loss Awareness Month. Robyn Bear, the founder of “Remembering Our Babies,” chose October 15

as a day for parents to connect with others with similar experiences.

“Perinatal loss is not just a private sorrow; it is now a community sorrow. That is why as health care professionals, we strive to create an environment of empathy, understanding, and respect for our patients and colleagues,” **Pavna Sloan, DNP, MSN, RN, RNC-OB, NEA-BC**, Chief Nurse Executive East Bay Service Area.

“Our follow-up support from social workers and resources for mental health and emotional well-being plays a crucial role in making sure families feel supported through every stage of their journey,” added Sloan.

Recognizing the accomplishments of Northern California nurses.

DAISY Honorees Sept. - November 2024

DAISY Award

ANTIOCH

Michele Govaer, RN
Cherrie Tsuda, RN

MANTECA

Joanna Yabut, RN

MODESTO

Sandra Reeves, RN

FREMONT

Michelle Haney, BSN, RN
Heather Rush, BSN, RN

FRESNO

Cassandra Gonzales, RN
Galina Petrichko, RN

OAKLAND

Gabrielle Eligon, BSN, RN
Madison Teixeira, BSN, RN

REDWOOD CITY

Janine Bonanno, BSN, RN
Hazel Juinio, RN

ROSEVILLE

David Hirsch, RN
Erin Linquist, RN
Kimberly McNeil-Craig, RN
Bethany Murray, RN
Maureen Omondi, RN
Jane Templin, RN

SAN FRANCISCO

Paulino Cepeda, RN
Johnny Player, RN

SAN JOSE

Threisamma Augustine, BSN, RN
Leslie Heuschkel, RN
Elsa Garcia, BSN, RN
Bryant Le, RN
San Leandro
Qing Li, RN
Abdullah Bayanzai, BSN, RN
Reynando Centeno, BSN, RN
Priscilla Kagya, BSN, RN
Nikita Prakash, BSN, RN

SAN RAFAEL

Vanessa Ching, BSN, RN
Renee Cortes, MSN, RN
Tracy Heiser, BSN, RN

SANTA CLARA

Annie Mathews, RN

SANTA ROSA

Kelly Fleury, RN
Marcy Schluter, RN

SOUTH SACRAMENTO

Jocelyn Aguilar, BSN, RN
Brandon Bert, BSN, RN
Maria Edralin, BSN, RN
Ryan Luu, BSN, RN

SOUTH SAN FRANCISCO

Arline Bocaling, RN
Dionne Santos, RN

VACAVILLE

Angeline Paet, RN
Joshua Nash, RN

VALLEJO

Tiana McCoy, RN
Samuel Khrapov, RN
Madison Schiffman, RN

WALNUT CREEK

Diane McLeod, RN
Beckie Hernandez, RN

DAISY Leader

MODESTO

Courtney Repetto, RN

FREMONT

Celine Thomas, MSN, RN

FRESNO

Cristina Pechardo, RN
Sarah Yanez, RN

REDWOOD CITY

Jennifer Avila, BSN, RN
Jocelyn DeLeon, BSN, RN
Sherri Twardzik, MSN, RN

SACRAMENTO

Ashley Frost, RN
Bernadette Gomez, RN

SAN LEANDRO

Linda Daniel, MSN, RN,
Theza Fitzpatrick, MSN, RN
Nerissa Daves, BSN, RN

SAN RAFAEL

Taira Roder, MSN, RN

SANTA ROSA

Nicole Baptist, RN
Yelena Kruse, RN

SOUTH SACRAMENTO

Robert Driver, BSN, RN

SOUTH SAN FRANCISCO

Minetta Ralleca, RN
Enrico Giron, RN
Regional Offices
Benson Yeung, DNP, RN
Mindy Prestia, DNP, RN

DAISY Team

Medical Psychiatric Unit, Fremont
6 North, Oakland
Safe Patient Handling Team, San Leandro
Falls Committee, San Rafael
Always on Duty, Vacaville