

Fourth Annual  
NYC Health + Hospitals  
**VIRTUAL**  
Simulation Center Symposium



# Impacting Culture with Conversation

**Theme:** Debriefing

**Goal:** Address Unconscious Bias

**Date:** Wednesday, April 21, 2021

**Time:** 10am - 3pm

**Location:** Online

# Welcome to the Fourth Annual NYC Health + Hospitals Simulation Center Symposium.

The theme of this year's symposium is *Impacting Culture with Conversation*. The symposium is designed for new and experienced healthcare practitioners, administrators, educators and researchers.

We look forward to an engaging day of interactive learning with our esteemed presenters Kellie Bryant, DNP, WHNP, CHSE; Dimitrios Papanagnou, MD, MPH, RDMS, RDCS, CHSE; Jenny Rudolph, PhD, FSSH; and Janice Palaganas, PhD, RN, NP, ANEF, FNAP, FAAN, FSSH.

The symposium will demonstrate how debriefing can be used as an effective tool to equip healthcare professionals and teams to improve the psychological, emotional and physical safety of their practice and in turn improve the patient experience within a range of healthcare settings. Bias conscious awareness will be discussed openly as we attempt to further breakdown the systemic structural paradigms that affect clinical decision-making. Experts will inspire attendees to reimagine current practice through the use of explicit debriefing strategies.

The growth of the devolved model of Simulation Education at the NYC Health + Hospitals Simulation Center is due to the tremendous support of NYC Health + Hospitals Leadership's visionary guidance and support. We currently have satellite centers active at Elmhurst, Harlem, Lincoln, Correctional Health, and Kings County Hospital Center, with Metropolitan, North Central Bronx, and Bellevue in the planning stages.

Through a large grant to reduce Maternal Mortality in women of color in NYC, City Hall funded the establishment of six obstetric mini-simulation labs in areas of greatest need.

The labs have been built at Bellevue, Elmhurst, Lincoln, Jacobi, Kings County and Harlem.

Today we will honor the wonderful achievements of selected individuals and teams at NYC Health + Hospitals and their unique leadership of simulation activities throughout the healthcare system. We have nine Healthcare Simulation Commendation Awards.

These include:

## Outstanding Contribution to NYC Health + Hospitals Simulation Program by an Individual

**Daniel Barraez, MD**, who has led the North Central Bronx Simulation Team in a range of simulation experiences.

**Maninder Singh, MD**, who has established Jacobi Emergency Simulation as a leader in emergency department simulations.

## Outstanding Contribution to NYC Health + Hospitals Simulation Program by a Healthcare Team

**Kings County Obstetric Core Simulation Team**, who have a nurse-driven core team and used simulation extensively to improve their teamwork and communication skills.

**Queens Obstetric Core Simulation Team**, who practiced a range of simulations and skills stations with great results.

## Outstanding Contribution to NYC Health + Hospitals Simulation Program by a Department

**Central Office Patient Safety**, particularly Mona Krauss, MD, and Lara Musser, MD, who worked tirelessly with the Simulation Team to develop curricula for hospitalists for training on the ventilator simulators in each acute facility.

## Outstanding Contribution to NYC Health + Hospitals Simulation Program by a Satellite Center

**Kings County Satellite Center**, who has grown their simulation program markedly during this last year, amidst the pandemic.

## Outstanding Contribution to NYC Health + Hospitals Simulation Program during Simulation Week 2019

**Woodhull**, who gathered all departments together and created an amazing simulation celebration pre-pandemic.

**Correctional Health**, who used Simulation Week to refresh and teach their staff skills, showcasing their excellent simulation work pre-pandemic.

## Outstanding Contribution to NYC Health + Hospitals Simulation Program through a Capital Works Program

**Lorna Johnson, PMP, MS**, who oversaw the development and establishment of the six obstetric mini-labs. This was a very difficult task and she persevered with amazing results which will enhance our obstetric simulation program into the future.

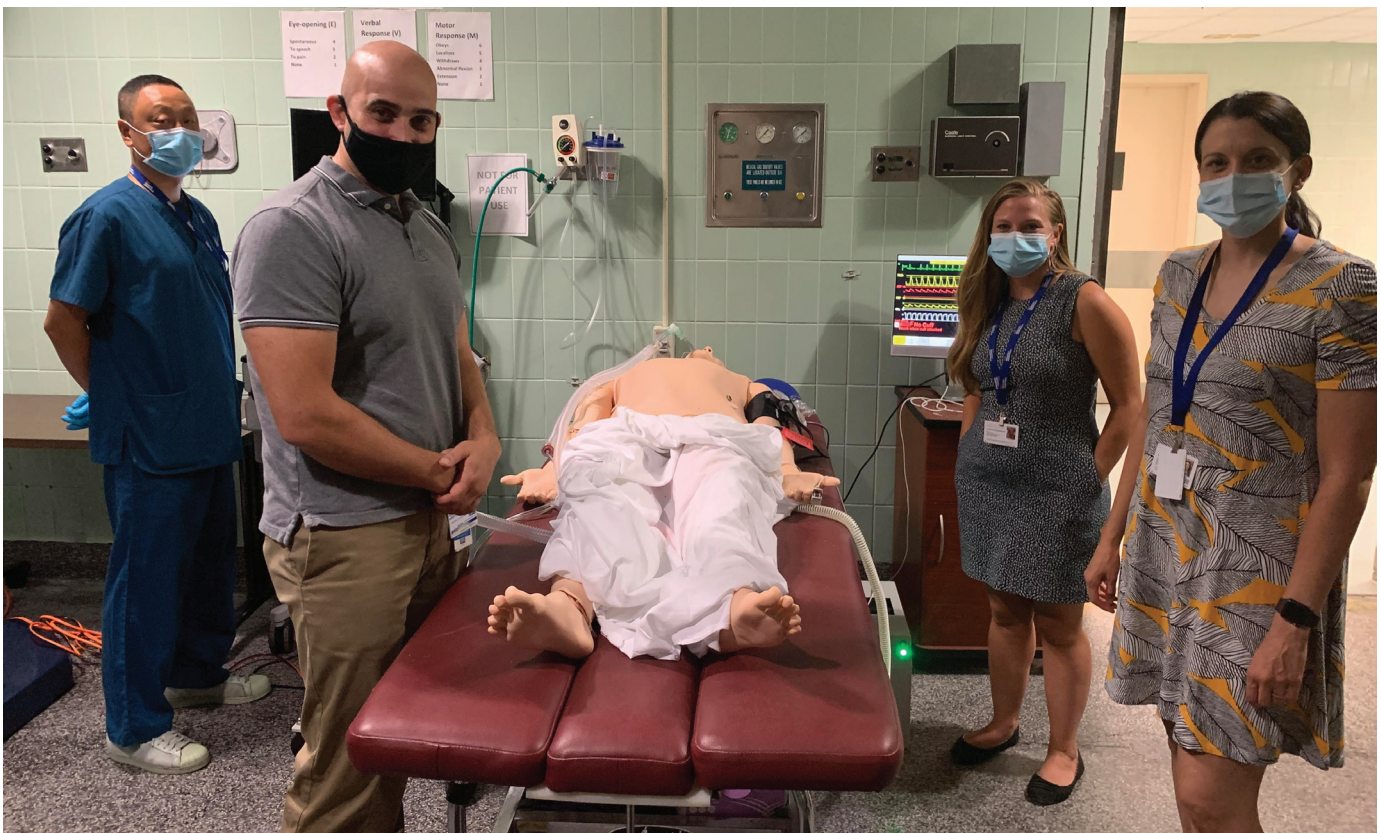
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### The NYC Health + Hospitals Simulation Center Team

Follow us on Twitter:

**#HealthSimNYC** – the NYC Health + Hospitals Simulation Center

**#safemomsNYC** – The City Hall Maternal Mortality Reduction Program



# Keynote Speakers

We are privileged this year with four distinguished keynote speakers.



## Jenny Rudolph, PhD, FSSH

Jenny Rudolph is a life-long athlete who brings the joy of mastery learning to team performance and communication in healthcare. Dr. Rudolph is a behavioral scientist on the faculty of Massachusetts General Hospital Department of Anesthesia Critical Care and Pain Medicine and Harvard Medical School. She is the Executive Director of the Center Medical Simulation which is dedicated to improving quality and safety in healthcare through applied experiential learning. Her work on deliberate practice, debriefing, feedback is informed by 20 years of research on team performance and reflective practice in healthcare, nuclear power, and chemical processing. Dr. Rudolph is a Fellow of the Society for Simulation in Healthcare, has doctorate in organizational behavior from Boston College, was a National Science Foundation Fellow, and received her B.A. in sociology from Harvard College.



## Kellie Bryant, DNP, WHNP, CHSE

Dr. Bryant is currently the Executive Director of Simulation and an Assistant Professor at Columbia school of nursing's newly accredited Helene Fuld Health Trust Simulation Center. Dr. Bryant has over 20 years of teaching experience and 10 years of experience as a Women's Health Nurse Practitioner. Throughout her career she has become an expert in the field of simulation through her experience with designing simulation centers and implementing simulation programs for two of the top-rated nursing schools in the country. In her current role she oversees the day-to-day operations and implementation of simulation-based education for all the graduate nursing and advance practice nursing students. She is also the medical director of Columbia school of nursing's Opioid Overdose Prevention program where she provides naloxone training for over 1,500 health profession students each year.

She has presented at over 58 national and international conferences in the areas of simulation education and opioid overdose prevention. She is currently the coinvestigator on a five-year \$1.86 million-dollar R18 grant funded by the Agency for Healthcare Research Quality. The grant, titled *Simulation to Improve Infection Prevention and Patient Safety (SIPPS)*, will evaluate the use of simulation to improve hand hygiene and decrease infection rates across two hospitals.

Dr. Bryant is the co-chair Society in Healthcare media and communication committee. She has recently been appointed to the CDC funded Nurse-Led Vaccine Confidence Advisory Committee. Lastly, she is currently on the executive board for the Greater NYC Black Nurses Association.



### **Dimitrios Papanagnou, MD, EDD**

Dimitrios Papanagnou is an Associate Professor of Emergency Medicine (EM) at Sidney Kimmel Medical College at Thomas Jefferson University (Jefferson) in Philadelphia. He serves as Associate Dean for Faculty Development and Vice Chair for Education in the Department of EM. In addition, as the Health Systems Science (HSS) Thread Director of JeffMD (the medical school curriculum at Jefferson), he oversees an innovative, longitudinal curriculum that prepares students for interprofessional practice in the clinical learning environment. On the University front, Dr. Papanagnou serves as the Associate Provost for Faculty Development with a specific focus on Health Professions Education and Scholarship.

Dr. Papanagnou received his Master's degree in Public Health (MPH) from the Mailman School of Public Health at Columbia University (2004) and his medical degree (MD) from the New York University (NYU) School of Medicine (2005). He completed his residency in Emergency Medicine at NYU / Bellevue Hospital (2009). He is currently completing a doctorate in education (EdD) in adult learning and leadership at Teachers College, Columbia University. Most recently, he was named a Macy Faculty Scholar by the Josiah Macy Jr. Foundation (2020).

Dr. Papanagnou is the recipient of several Emergency Medicine Foundation grants; a grant from the New York Academy of Medicine; a grant from the Josiah Macy Jr. Foundation (as a Josiah Macy Jr. Foundation Scholar through the Mailman School of Public Health, Columbia University, 2003); a \$1.2 million AHRQ R-18 award addressing transitions in care during times of diagnostic uncertainty (2017); and numerous teaching awards.



### **Janice Palaganas, PhD, RN, NP, ANEF, FNAP, FAAN, FSSH**

Dr. Janice Palaganas is a Simulationist, Behavioral Scientist, Humanitarian, Patient Safety Advocate, Academician, Clinician, Wife, and Mom. Her current affiliations are with Massachusetts General Hospital (MGH) Institute of Health Professions, Harvard Medical School, Department of Anesthesia, Critical Care, and Pain Medicine, and the Center for Medical Simulation (CMS). Dr. Palaganas' passion is in healthcare simulation-based and practice-based simulation as a platform for interprofessional education (IPE). She has served as a member of the National Academy of Medicine's (Institute of Medicine) report on measuring the impact of IPE on practice. Her primary role is to develop educators in an IPE setting. Dr. Palaganas has shaped the fields of simulation and IPE, led the development of the Society for Simulation's (SSH) Accreditation and Certification Program, was the editor-in-chief of two textbooks on simulation (*Defining Excellence in Simulation Programs* and *Mastering Simulation, 2nd Edition*), authored several chapters in simulation and IPE, seminal articles and field-changing research including the national study for high-stakes assessment using simulation. She is currently the Chair of the Credentialing Commission of SSH with oversight over SSH Accreditation, Certification, Academy of Fellows, Dictionary, and Code of Ethics, and a Fellow for the Academy of Nurse Educators, American Academy of Nursing, National Academy of Practice, and was part of the inaugural group of the Academy of Fellows for Simulation in Healthcare. She is co-podcaster on "DJ Simulationistas...sup?" and "SimFails." Dr. Palaganas has been an invited keynote speaker and visiting professor in 30 countries. She is currently directing the first PhD in Health Professions Education concentrating in Healthcare Simulation within the MGH IHP.

# Program At-a-Glance

Timing	Topic	Presenter/Facilitator
10:00 - 10:10	Welcome: NYC Health + Hospitals Simulation program over the past two years - achievements, growth and future directions	Katie Walker, MBA, RN, FSSH
10:10 - 10:30	Why conversations matter in improving culture and considerations for embedding debriefing into system culture	Michael Meguerdichian, MD, MHPED
10:30 - 10:45	Helping Healers Heal: Conversations during COVID-19	Suzanne Bentley, MD, MPH, FACEP
10:45 - 11:00	NYC Health + Hospitals Bias Conscious Awareness and why these conversations matter	Lou Hart, MD
11:00 - 11:45	<b>Implicit Bias Awareness at the Bedside</b>	Kellie Bryant, DNO, WHNP, CHSE
11:45 - 12:30	<b>Whaddarya? Cultural Considerations in Debriefing and Simulation</b>	Janice Palaganas, MSN, PhD
12:30 - 12:45	Break	
12:45 - 1:00	Simulation Awards	Kimberly Campbell-Taylor, Juan Cruz, MICP
1:00 - 1:45	<b>Debriefing as a Tool to Navigate Uncertainty in Clinical Practice</b>	Dimitrios Papanagnou, MD, EDD
1:45 - 2:30	<b>Embedding "Circle Up" into NYC Health + Hospitals Unit Practice</b>	Jenny Rudolph, PhD, FSSH
2:30 - 2:50	AMA (Ask Me Anything) Panel with Keynote Speakers	Komal Bajaj, MD
2:50 - 3:00	Wrap-up and Takeaways	Marlene Harford, RN and Jessica Pohlman, MPA

# Program: Morning Sessions

10:00am - 10:10am

Welcome: NYC Health + Hospitals Simulation program over the past two years – achievements, growth and future directions

*Katie Walker, MBA, RN, FSSH*

10:10am - 10:30am

Why conversations matter In improving culture and considerations for embedding debriefing into system culture

*Michael Meguerdichian, MD, MHPED*

10:30am - 10:45am

Helping Healers Heal: Conversations during COVID-19

*Suzanne Bentley, MD, MPH, FACEP*

10:45am - 11:00am

NYC Health + Hospitals Bias Conscious Awareness and why these conversations matter

*Lou Hart, MD*



11:00am - 11:45am

## Implicit Bias Awareness at the Bedside

*Kellie Bryant, DNO, WHNP, CHSE*

The past year of events, including murder of George Floyd and the disproportionate impact of COVID-19 among people of color, has brought public attention to social issues that have existed for centuries: racism and health inequality. With the increase in public awareness, many institutions have made it a priority to implement institutional initiatives to promote diversity and inclusion, combat systemic racism, and implement implicit bias training. This session will cover the impact of implicit bias on healthcare and patient outcomes, ways to increase awareness of our own bias, and strategies to decrease one's own biases. This session will also include examples of interactive activities that can be implemented to mitigate unconscious bias and ultimately help promote health equity in healthcare.

11:45am - 12:30pm

## Whaddarya? Cultural Considerations in Debriefing and Simulation

*Janice Palaganas, MSN, PhD*

Cultural factors are embedded in our methodology. How aware are we of these factors? What do we need to consider as simulation educators to be inclusive for all cultures? This talk aims to:

- 1) Analyze the root of cultural influences on simulation-based education based on two scoping reviews;
- 2) Create new ways of awareness in simulation-based education;
- 3) Create practice opportunities that can inform educational development; and
- 4) Provide tips on restructuring orientation to yourself and to courses to be deliberately inclusive.

12:30pm - 12:45pm

**Break**

# Program: Afternoon Sessions

12:45pm - 1:00pm

## Simulation Awards

*Kimberly Campbell-Taylor, RN and Juan Cruz, MICP*

1:00pm - 1:45pm

## Debriefing as a Tool to Navigate Uncertainty in Clinical Practice

*Dimitrios Papanagnou, MD, EDD*

The clinical environment is a complex learning environment. Clinical teams must work through complicated, sometimes chaotic scenarios to make sense of their actions and behaviors to inform next steps and actions. Debriefing, often and consistently, in the clinical space is a tool that can help support informal and incidental learning in teams.

1:45pm - 2:30pm

## Embedding "Circle Up" into NYC Health + Hospitals Unit Practice

*Jenny Rudolph, PhD, FSSH*

How do healthcare professionals find their footing in the transition out of the COVID pandemic? How to prevent the "parallel epidemic" emotional harm and demoralization? How do we find well-springs of resilience and meaning and combat burn-out and depression?

We illustrate one approach to meeting these challenges, our journey creating and embedding "Circle Up," a system of readiness huddles, peer check-ins, and debriefing in select units of a major US hospital during COVID surges and in the transition period.

Circle Up combines protecting the psychological health of colleagues and a purposeful approach to capturing and implementing innovations to support rapid adaptation and practice improvement at the unit level. Consistent readiness huddles, peer support check-ins, and debriefings provide needed predictability, self-determination, voice, and peer connection to build psychological safety and spark joy.

2:30pm - 2:50 pm

## AMA (Ask Me Anything) Panel with Keynote Speakers

*Komal Bajaj, MD*

2:50pm - 3:00pm

Wrap-up and Takeaways

*Marlene Harford, RN and Jessica Pohlman, MPA*

