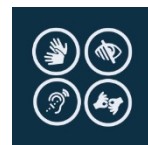




*The Voice of Disability in Nursing*

## 2017 *SHARING OUR STORIES:* *Hear Our Voices*



NOND is a 501(c)3 nonprofit organization founded in 2003 and incorporated in the State of Illinois. IRS tax exemption established in December 2003. Tax ID 20-0475819

## WHO ARE WE?



**The National Organization of Nurses with Disabilities (NOND) represents people with disabilities and chronic health conditions who are students, nurses and other healthcare professionals. We represent the only minority where anyone can enter at any time due to illness, accident or injury. NOND represents people of all races, nationalities, gender, religions, sexual orientation and ages. We are intergenerational healthcare professionals that provide services to members of the aging workforce of nurses where the incidence of disability and chronic health conditions increase with age.**

## OPPORTUNITY

**Employment in healthcare occupations is projected to grow 19 percent from 2014 to 2024, a rate significantly exceeding the average for all other occupations. It is estimated that by 2024, 2.3 million jobs will be available – more than any other group of occupations. (Source: US Bureau of Labor Statistics Occupational Handbook for Healthcare Careers). According to the US Department of Labor, the healthcare industry is currently seeking to increase the available labor pool of health care employees. To attract new employees and build a more stable workforce, health care industry employers are focused on recruiting from non-traditional labor pools, increasing the diversity of workers, and reducing turnover rates. (Source: *U.S. Bureau of Labor Statistics, 2006-07 Career Guide to Industries*). The healthcare industry may be one of the last industries that have not completely opened the doors to the employment of people with disabilities. Some progress has been made.**

The National Organization of Nurses with Disabilities was founded by nurses with disabilities, and incorporated as a 501(c)3 nonprofit organization in 2003 in the State of Illinois. The NOND 2017 agenda has been intense in the demands made on volunteer Directors. Directors have faced challenges, implemented solutions, and have been involved in decision-making to begin the transformation of the organization. NOND had eleven (11) members of the board of directors at the end of 2017, and three (3) members on the Advisory Committee.

The 2017 ***Sharing Our Stories: Hear Our Voices*** annual report focuses on who we are, what we do and on the volunteer members of the NOND Board of Directors who are also donors. The majority of board members are nurses with disabilities, and with other Directors keep the operational and programmatic initiatives of the organization on target. While utilizing some of NOND Directors' stories as examples, information is provided in this report about what nurses with disabilities experience as barriers, and what they have achieved.

### **Michelle Kephart, NOND Board Member**



**Some nurses and other healthcare professionals may use service dogs.**

**And,**



**Wheelchairs**

**Some students, nurses and other healthcare professionals with disabilities use assistive technology software on their computers, accessible smartphones and download apps, and many other types of adaptive devices so they may work on a level playing field with non-disabled colleagues.**



## National Organization of Nurses with Disabilities MISSION

### As Important Now as it was in 2003

The National Organization of Nurses with Disabilities is an open membership, cross-disability, professional organization that works to promote equity for people with disabilities and chronic health conditions in nursing through education and advocacy by:

- Promoting best practices in education and employment,
- Providing resources to parents, individuals, nursing and disability organizations, disability service providers, researchers, and educational and healthcare institutions and employers,
- Influencing the provision of culturally responsive nursing practice,
- Advocating on policy that impacts nurses with disabilities, our patients, children, families and older adults within the disability community, and
- Creating systemic improvements and change.

### WHO DOES NOND SERVE and COLLABORATE?

- Youth and students of all ages with disabilities,
- Nursing programs, nurse educators, and nursing organizations,
- Nurses who develop disability or chronic health conditions after receiving their license,
- Employers within healthcare industries, recruiters, and for-profit corporations,
- Boards of Nursing/Professional Regulations,
- People with disabilities who are or want to pursue careers in other allied healthcare fields, and
- Partners with other nonprofit organizations that have similar objectives as NOND, to increase networking and build capacity.

### SERVICES

NOND provides I&R, resources and support to our constituents. We work to educate about barriers that impact the acceptance of people with disabilities entering healthcare careers, and those that want to remain within the healthcare field after becoming disabled. NOND conducts presentations, publishes articles, provides information on NOND website and Facebook, provides a NOND Nurses Listserv that assists NOND in staying connected nationally, partners with other disability nonprofit organizations as part of a coalition to discuss and share issues associated with Federal policy, and holds a partnership with Partners Healthcare, Spaulding Rehabilitation Network in Boston, Massachusetts.

### **Communication-Public Awareness-Education: Internet, E-mail and Telephone Contact:**

NOND provides multi-faceted initiatives directed to national and international outreach including providing through Internet new website currently under construction at [www.nond.org](http://www.nond.org) which includes educational and other resource such as FAQ's, civil rights and Americans with Disabilities Act information, a Job Board, Join NOND and a Contact Us option. While the new NOND website has been under construction during 2017, the Internet notice of the website construction includes a link to

NOND Facebook, and an e-mail address, [NOND2003@gmail.com](mailto:NOND2003@gmail.com) to directly contact NOND. NOND provides one-to-one customized responses to individuals by e-mail or telephone that address requests for information or need for support. Some education is provided to individuals on how to develop better self-advocacy skills.

**Presentations:** NOND conducts presentations for organizations located across the nation per request, and if travel expenses are provided. Presentation requests during 2017 included two: 1) for Rush University Medical Center Grand Rounds where information was provided about four NOND Directors on “What is Possible?” and, 2) panel participant for the Rush PATH Conference directed to the self-advocate’s role in accessing healthcare as persons with significant disabilities. NOND also had a table at this conference in order to disseminate information about the organization.

**Publications:** NOND did not publish any articles or newsletter during 2017 as Directors’ time was spent on updating and building new infrastructure, identifying and approving a new logo for the organization, constructing a new website, as well as beginning the implementation of a Marketing and Resource Development Plan of Action.

**Facebook, [www.facebook.com/NONDORG](https://www.facebook.com/NONDORG)**

Website and Social Media Protocols were developed and approved by the NOND Board of Directors in 2017, where many of the protocols emphasized NOND Facebook priorities. A Donate Button was added to NOND Facebook page and a series of “Positive Statements” directed to nurses, nurse educators and researchers with disabilities were included. NOND has 465 Followers and for the last post in 2017 there were 483 likes.

**Twitter:** NOND is following 170 individuals/groups while NOND has 204 followers.

**LinkedIn:** LinkedIn has not been utilized as much as NOND would like during 2017 but NOND does have an account. **The priority for NOND during 2017 and the first quarter of 2018 is to finalize the new website and fine tune NOND Facebook.**

**NOND Nurses Listserv:** There are 328 members of the Listserv. The Listserv is hosted by the University of Illinois at Chicago. Members include students and nurses with disabilities or chronic health conditions, researchers, recruiters, nurse educators, businesses and others. During 2017, thirty-six (36) individual messages were sent to members that provided a variety of information where some messages addressed requests for member advocacy on specific policy, and their participation in National Call-In Days to members of Congress.

## Facts About NOND

- **NOND will celebrate its 15th Anniversary in April 2018.**
- **NOND does not have any paid staff.**
- **NOND Directors assume the leadership, operational and programmatic responsibilities for the organization.**
- **NOND Bylaws require 60% of the NOND Board of Directors to be people with disabilities where the majority are nurses with disabilities.**
- **NOND has had strong leadership with only two persons serving as President since its inception.**



- **NOND Directors, the majority of whom are employed full time work within the healthcare or social service sector.**
- **NOND Directors are geographically dispersed and contribute their personal time and resources to fulfill their responsibilities on behalf of NOND.**
- **NOND Directors are members and financial donors.**

## WHAT MOTIVATES DIRECTORS?

It is the **PASSION** directed to the mission of NOND that has provided the determination for Directors to ensure NOND remains in both the national and international forefront, and to provide outreach through education and advocacy on behalf of or directly to students and nurses with disabilities.

Some members of the NOND Board of Directors have experienced challenges and discrimination as persons with disability while enrolled in nursing school or while at the workplace. Acceptance of nurses and other healthcare professionals with disabilities continues to be a challenge where focus is put on disability rather than on abilities. There is still more education that is needed across the healthcare educational and delivery system in the United States and across the globe

## WHAT HAPPENS TO Nurses with Disabilities?

Many nurses who become disabled or develop chronic health conditions after receiving their license may need to consider adjusting their field of nursing in order to remain within the profession. Once disabled, they may have to take time off to recuperate from illness, surgery or from an injury, be involved in a rehabilitation program, and learn new skills in utilizing assistive technologies and other adaptive devices. The next challenge is finding employment.

Students with disabilities enrolled in nursing programs may learn what field of nursing they are most interested, and will identify nursing specialties where they will be able to practice safely.

## SAFE PRACTICE HOLDS THE HIGHEST PRIORITY

### For Nurses with and without Disabilities

There are multiple areas of nursing to consider within the nursing profession for nurses who become disabled after receiving their license if they must move from one specialty to another. Many nurses want to return-to-work but may not be able to work in the clinical arena. Nurses may become entrepreneurs by starting their own small business, journalists, work as case managers, triage or discharge planners, telecommute while working for insurance companies, healthcare and educational institutions, teach nursing courses online and many other options. Nurses with disabilities may also continue to work in the same nursing field or consult as an educator within or outside of nursing schools. There are many nurses with disabilities and those that have chronic health conditions included in the workforce today. They may be working with or without accommodations in order to meet the essential functions of their jobs. Some nurses need no accommodations and many healthcare professionals with disabilities are non-apparent.



## DISCLAIMER

NOND identifies that one of the important roles that some Directors play is as educators because they open doors through disclosure of their disability. Some of the information included in this report about Directors is provided with specific permission from each of those Directors.

### Hear Our Voices! Transition from Education to Employment—Finding the Right Position

**Parul Arora, RN, APN, resides in Illinois and serves as the Treasurer for NOND. She also serves as a NOND liaison to the Rush PATH Workgroup and has assumed some responsibilities on behalf of Membership.**



Parul first contacted NOND while enrolled in a nursing program while experiencing some challenges in school due to low vision. She successfully completed an accelerated program, is an RN and recently received an Advanced Practice Nursing license. Parul intends to focus her career in Palliative Care.

### Hear Our Voices! Critical Thinking and Leadership



**Rosemary Ciotti, MSN, CRNP resides in Virginia and is the NOND Liaison to Metro Washington, DC area.** Rosemary has Lupus with Central Nervous System involvement.

Originally focused in a practice directed to Women's Health, she created and established her own business as President & CEO of **Accessible Living, Inc.** Rosemary works with physicians and their patients that have spinal cord injuries and other mobility disabilities in their homes to provide consultation on their healthcare coordination.



### Hear Our Voices! Invincible Determination

**George Hamilton III, MPA, GRNC, resides in Oregon and serves NOND as Chairman of the Website and Social Media Committee.** He is a **Veteran** and a devoted adapted skier who has multiple disabilities. George is the Project Coordinator for More Than About Jon Project and Assistant to the Vice President-Retired, Adjunct Instructor at Oregon Health Sciences University.

## George Hamilton on the slopes!



## TEAM WORK

- **NOND dispels myths and stereotypes about healthcare professionals with disabilities.**
- **Emphasizes ABILITIES.**
- **Recognizes that advancements in technologies have transformed access for nurses, students and other healthcare professionals with disabilities.**
- **The Americans with Disabilities Act (ADA) has increased healthcare professionals and students with disabilities' physical, programmatic and communication access in school and at work.**

## Hear Our Voices: You Never Know What Strength You Have!



**Dr. Bridgette Jenkins, DNP, MSN, RN, resides in Texas and serves as a Member at Large for NOND, and is the NOND representative to the National Disability Leadership Alliance Steering Committee Task Force on Racism within the Disability Community.** Dr. Jenkins has multiple disabilities including low vision. She had to leave the clinical arena and re-invent her practice. Bridgette returned to school and graduated with a DNP in 2015. She is also the President & CEO of Black Nurses Rock, Huston Chapter.



## Knowledge is Power!

**Robin Jones, MPA, COTA/L, ROH, resides in Illinois and serves NOND as the Manager of NOND Nurses Listserv.** She is the Director of the Great Lakes ADA Region 5 Center at the University of Illinois at Chicago Department of Disability and Human Development. Robin provides consultation for NOND on requests for information directed to accommodations at school and the workplace while addressing questions about the Americans with Disabilities Act. Robin is also an Occupational Therapist.



## Hear Our Voices! An Amazing Story!



**Michelle Kephart RN, MSN, CDE, serves as NOND Secretary and telecommutes as a Faculty member from her home office in Colorado to a university in Utah.** While in nursing school, Michelle experienced a significant spinal cord injury after falling out of a tree. Michelle went through rehabilitation and within two years of her injury, returned to school and graduated from the nursing program. It was at this time when Michelle first contacted NOND. Michelle is likely the first person in the United States to complete an RN to MSN program as a person who has quadriplegia.

Michelle created an educational video that demonstrates how a service dog can assist people with significant disabilities at home, work and at play. The star of the video is **Rumba**, Michelle's service dog. **Click on**

**the link to the video and get ready to SMILE! <https://www.youtube.com/watch?v=-3z4mmr1bWk>**

## 2017 YEAR OF TRANSFORMATION

The transformational changes for NOND in 2017 were directed to updating internal infrastructure, change of leadership, approval of a new NOND logo, developing a new [www.nond.org](http://www.nond.org) website, creating social media protocols, recruitment of new board members, establishing a marketing and fund raising plan of action, and being involved in advocacy nation-wide on behalf of people with disabilities directed predominantly to healthcare and preserving the effectiveness of the Americans with Disabilities Act.

## Hear Our Voices: Educator with a disability makes an Exemplary Role Model for students with and without disability



**Dr. Susan Matt PhD, JD, MN, RN, CNE, resides in Washington State and was elected to the NOND Board of Directors in 2017. Susan is working on the revision of the NOND Bylaws.** She is an Associate Professor and Assistant Dean for Adjunct Faculty Affairs at Seattle University's College of Nursing. Susan has a severe hearing loss and served as President of the national organization, Self Help for Hard of Hearing People, Inc. (now Hearing Loss Association of America). Her dissertation research addressed nurses with disabilities and disability climate in hospital workplaces. She teaches a course on disabilities to freshmen in the university core and serves as the College of Nursing disabilities expert on the ground.

## Hear Our Voices! When No One Believes in You! Believe in Yourself!



**Karen McCulloh, RN, BS, resides in Illinois and is a Co-founder of NOND and was the first NOND President. She currently serves as the Director. She is one of the liaisons to the National Disability Leadership Alliance Steering Committee, and to the Rush PATH Workgroup.** Karen has a dual sensory disability (Deaf/ Blind) and has Multiple Sclerosis. She was told by rehabilitation professionals and others that she could no longer be a nurse due to her disabilities. Unable to find employment in healthcare and denied admission into various BSN programs due to disabilities at that time, Karen rejected the thought that she could no longer be a nurse. She established her own business, **McCulloh & Associates Consulting** where she initially developed a new specialty in nursing, Community Health Disability Education. She has also focused her career for the past 27 years on workforce development of people with disabilities and as a pioneer and strong advocate, assisted in paving a path for the inclusion of students and nurses with disabilities in school and at work. She has held two US Dept. of Labor appointments; most recently to the Congressional mandated Workforce Innovation Opportunity Act Advisory Committee. Karen held a Presidential Appointment from President Obama for nearly five years prior to her resignation.

## Hear Our Voices: Self Determination—an Ingredient to Success!



**Eileen "Leenie" Quinn, BA, BSN, RN resides in Arizona and serves on the Website and Social Media Committee and as a liaison to the National Disability Leadership Alliance Steering Committee.** Leenie contacted NOND after being forced to withdraw from a nursing school because she has one hand. NOND Board of Directors approved NOND to co-file a complaint in collaboration with Leenie at the US Dept. of Education Office of Civil Rights. Leenie won her case! She returned to a different nursing school, graduated in 2014 and is currently working as an RN at a hospital in a clinical setting.

**Leenie has also developed instructional videos for one-handed IM Injection ([www.youtube.com/watch?v=tBeg05ipgSY&t=25s](http://www.youtube.com/watch?v=tBeg05ipgSY&t=25s)) and one-handed Subcutaneous Injection**

**([www.youtube.com/watch?v=1uc\\_6JBnz38&t=2s](http://www.youtube.com/watch?v=1uc_6JBnz38&t=2s)).**

## Hear Our Voices! Dam the Torpedoes!



**Cyndie Stevens, MS, BS, RN, resides in Texas. Elected to the NOND Board of Directors in 2017, she serves as the Marketing and Resource Development Chairwoman, and as a member of the Website and Social Media Committee.** Cyndie had to adjust her career due to Chronic Obstructive Pulmonary Disease (COPD). She played an instrumental role in developing NOND's Marketing and Resource Development Plan. She has designed a marketing brochure, and provided oversight on the 2017 Facebook Giving Tuesday Appeal. She is working on Membership Drive logistics once the [www.nond.org](http://www.nond.org) new website goes public. She is currently developing a data base of NOND donors and members.

## Strong Advocate for the Rights of All People!



**Katherine Pischke-Winn, MSN, MBA, RN, resides in Illinois and rejoined the NOND Board of Directors in 2017. She serves as a member of the Marketing and Resource Development Committee.** She had previously served as Treasurer for NOND for several years. Kathy has her own consulting business as an independent contractor helping organizations and individuals with: Patient Safety and Quality, Leadership Coaching, Shared Governance and Peer Review, Adult and Inter-professional Education, and Project Management.

### NOND Advisory Committee Members



**Dr. Sarah Ailey, PhD, RN, CDDN, APHN-BC, resides in Illinois and is a past member of the NOND Board of Directors and served as Treasurer. She co-authored a white paper directed to Technical Standards for nursing programs contracted by the State of California and in collaboration with Dr. Beth Marks.** Sarah is a nurse researcher and clinician who works to improve the health and health care of people with disabilities, concentrating on intellectual disabilities at Rush University College of Nursing. Her research and scholarly practice are concentrated on translating research to community and inpatient hospital settings to improve the lives of individuals with intellectual disabilities. Sarah has been a member of the Americans with Disabilities Act Task Force at Rush University

Medical Center since 2003.



**Dr. Beth Marks, PhD, RN, resides in Illinois and served as NOND President for eight years, and as Co-Director for two. She retired from the NOND Board of Directors in 2016. Her leadership will have lasting impact on NOND for years to come. Beth is the first Director to be designated as an Honorary Member of NOND. While President of NOND, Beth co-authored a white paper with Dr. Ailey on Technical Standards for nursing programs contracted by the California Committee on Employment of People with Disabilities (CCEPD).** Beth works at the University of Illinois at Chicago as the Director of the HealthMatters Program ([www.HealthMattersProgram.org](http://www.HealthMattersProgram.org)), the Associate Director for Research, Rehabilitation Research and Training Center on Aging with Developmental Disabilities ([www.RRTCDD.org](http://www.RRTCDD.org)), and Research

Associate Professor, Department of Disability and Human Development, College of Applied Health Sciences. She co-produced a film entitled "Open the Door, Get 'Em a Locker: Educating Nursing Students with Disabilities" in collaboration with Bronwynne Evans, PhD, RN, FAAN, ([www.youtube.com/watch?v=q3WQtR7yUpl&t=2s](http://www.youtube.com/watch?v=q3WQtR7yUpl&t=2s)), a former member of NOND Board of Directors.

**Dr. Stacey Carroll, PhD, RN, resides in Massachusetts and is teaching nursing at a college and online. She is a Co-founder of NOND, and served for several years as Corresponding Secretary prior to her joining the Advisory Committee.**



## DIVERSITY and INCLUSION OF HEALTHCARE PROFESSIONALS WITH DISABILITIES in the HEALTHCARE INDUSTRY WORKFOCE

**The National Organization of Nurses with Disabilities believes that the Inclusion of nurses and other healthcare professionals with disabilities ensure:**

- **Greater patient involvement in care,**
- **Higher levels of patient satisfaction,**
- **More preventive care, with emphasis on wellness, independence, education and training,**
- **Improvement of health outcomes, and**
- **For nurses who must change their practice, they transfer a wealth of skills, knowledge and experiences from the clinical arena into other areas within and outside of the healthcare industry.**

### COALITION and CAPACITY BUILDING

The National Organization of Nurses with Disabilities was invited to join the National Disability Leadership Alliance (NDLA) Steering Committee in 2014. The NDLA is a coalition that represents fifteen (15) national consumer-driven, cross-disability nonprofit organizations that are led by people with disabilities. The majority of the organizations are located in the Metro Washington, DC area. As part of the Coalition, NOND took the commitment to advocate on behalf of the cross-disability community on policy that has either positive or negative impact on people with disabilities. Since NOND is directed to students and nurses with disabilities and advocates on behalf of our patients, children, families and older adults, policy impact can be significant. Other organizations in the Coalition are: ADAPT, American Association of People with Disabilities, American Council of the Blind, Association of Programs for Rural Independent Living, Autistic Self Advocacy Network, Hearing Loss Association of America, Little People of America, National Association of the Deaf, National Coalition for Mental Health Recovery, National Council on Independent Living, National Federation of the Blind, Not Dead Yet, Self Advocates Becoming Empowered, and United Spinal Association.

NOND representatives have attended NDLA Steering Committee annual retreats held in Washington, DC in-person and by conference call in 2017. NOND liaison Directors join monthly conference calls to discuss policy issues impacting the disability community.





The National Organization of Nurses with Disabilities advocacy initiatives increased in intensity beginning in February 2017 with the change of administration. NOND signed on to 22 letters prepared by other organizations, wrote three letters, and revised one letter to create a Statement directed to the House of Representatives, Better Care Reconciliation Act.

NOND's advocacy in 2017 primarily was directed to protecting healthcare for people with disabilities by opposing Medicaid cuts and caps and cuts to home care based long term services (HCBS) provided to people with disabilities and older adults. HCBS assists in individuals to remain in their homes instead of facing possible institutionalization. NOND opposed H.R. 620 Americans with Disabilities Education and Reform Act 2017, and signed-on to several letters written by other organizations opposing this bill. H.R. 620 had not come to the floor of the House of Representatives for a vote in 2017. NOND views this bill as the beginning of a downward spiral of the ADA if approved.

Some members of the NOND Board of Directors and NOND Nurses Listserv participated in National Call-in Days to advocate in opposition to the Better Care Reconciliation Act, Skinny Bill and the Graham-Cassidy bill, where all three bills were defeated in 2017.

**Disability Organizations NOND was in communication during 2017 (Alphabetical Order):**

ADAPT	Consortium of Citizens with Disabilities
American Association of People with Disabilities	Law Center Black Women's Health Imperative
American Council of the Blind	Little People of America
Association of Programs for Rural Independent Living	National Association of the Deaf
Autistic Self Advocacy Network	National Coalition for Mental Health Recovery
Bazelon Center	National Council on Independent Living
California ACLU	National Federal of the Blind
Campaign to Invest in America's Workforce	Not Dead Yet
Center for Self Determination for People with Disabilities	Our Own Voices, Black Women's Reproductive Justice Agenda
Center for Public Representation	State of Washington letter to their US Congressional Delegation
Coalition for Health Funding	State of Illinois Congressional Delegation
Committee for Education Funding	United Spinal Association

## Challenges and Solutions

### **Challenge**

NOND website function  
Unpredictable.

### **Solution**

New website under  
construction.

### **Challenge**

Increase NOND's Public Awareness  
and Marketing outreach.

### **Solution**

New NOND Logo, brochure, and  
a Marketing and Resource  
Development Plan approved. Website and  
Social Media Protocols established with  
increase in Facebook outreach.

### **Challenge**

Demands on NOND volunteer  
Directors increasing in intensity.

### **Solution**

Raise funds to hire  
Staff by utilizing new website  
and conduct Membership Drive in 2018 to  
provide outreach to past donors and members;  
write grants, develop new donor outreach  
strategies, and conduct Annual Meeting via  
conference call in 2018. Develop initiatives to  
celebrate and fund raise on behalf of NOND's  
15<sup>th</sup> Anniversary in April 2018.

## NOND Financial Report

During 2017 there was a decline in Membership dues and fees received from the NOND Job Board due to the website crisis. NOND cut back on incurring expenses except for fees charged for website development and Director Insurance.

<b>Assets on 12/30/16:</b>	<b>\$10,478.18</b>
<b>2017 Expenses:</b>	<b>\$7, 516.00</b>
<b>2017 Funds Raised:</b>	<b>\$9,050.00</b>
<b>Assets on 12/29/17:</b>	<b>\$12,377.70</b>

**Fiscal Year begins on July 1 and ends on December 31. The NOND Board of Directors approved a 2018 Budget to raise \$40,000.**

## Conclusion

Since 2003, the **Passion** directed to the **NOND Mission** demonstrated by both past and current volunteer members of the NOND Board of Directors has been extraordinarily significant, and has had major impact on the organization's longevity and success. In addition, Directors' contribution of their talent and expertise has been extremely important.

The energy that is perpetuated by Director Passion is a driving force that must now be transferred into fundraising in order to keep the organization at the cutting edge. NOND can no longer be self-sufficient utilizing volunteer Directors to meet the intense demands of a national organization without employing staff. NOND must develop a new donor base and stimulate foundation philanthropic collaboration and contributions.

The majority of nurses and other Directors with disabilities have experienced barriers while enrolled in nursing programs or at the workplace. Directors do not want any student, nurse or other allied healthcare professional with disability or chronic health condition to experience the challenges, and for some, the discrimination Directors have experienced.

Feedback received from individuals who have contacted NOND and requested information or support, share that they did not know about NOND and were delighted to learn an organization like NOND exists. NOND's marketing strategies must promote a more effective means to provide public awareness about NOND and its mission.

Attitudinal barriers and negative stereotypes directed to people with disabilities still exist, particularly for the acceptance of individuals directed to careers within the healthcare delivery system. Nurses' safe practice is an issue even though there is no research that indicates that healthcare professionals with disability practice less safely than do their non-disabled peers. In addition, there are a limited number of employers within healthcare industries that have diversity and inclusion initiatives yet, healthcare is the fastest growing industry sector in the United States.

**NOND is the only organization like it in the world.** The existence of NOND as an organization that represents and supports students, nurses and other healthcare professionals with disabilities may still be viewed as controversial by some. Even though the Americans with Disabilities Act was enacted by Congress in 1990, nearly twenty-eight (28) years ago, and mandates equality of opportunity in education and employment; more education and advocacy is required to increase inclusion.

2017 has been a very demanding year for the NOND Board of Directors. New initiatives that gives NOND a fresh start have been developed, some of those initiatives have been implemented or are in progress, while other initiatives have yet to be accomplished. It is evident that NOND provides important services which are greatly needed by the constituents NOND serves; NOND must raise funds and hire staff to keep the organization in the national forefront and on the cutting edge.

Respectfully Submitted,



Karen McCulloh: President/Director  
National Organization of Nurses with Disabilities



***Sharing Our Stories: Hear our Voices***

Written by: Karen McCulloh, RN, BS

Editor: Beth Marks, PhD, RN

Edits also provided by NOND Directors:

Robin Jones, MPA, COTA/L, ROH

Michelle Kephart, RN, MSN, CDE

***1640 West Roosevelt Road • Room 405 • Chicago, IL • 60608 • (847) 966-4699  
[NOND2003@gmail.com](mailto:NOND2003@gmail.com) • [www.NOND.org](http://www.NOND.org) • [www.facebook.com/NONDORG](https://www.facebook.com/NONDORG)***