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QUARTER 3 2024

PRESIDENT'S MESSAGE

Maia Carter, MD, MPH, FACHE — **President, ACHE-Nevada Chapter**

Welcome to Fall!

This is the time of year where we begin to feel a relief from the summer heat and we begin to embrace the cooler season of Autumn, a season of change and the beginning of many of our fall holiday traditions. I know I am ready for my pumpkin spice candles at the end of a long day!

Our 3rd quarter was filled with excitement. We had our **annual Aviators Baseball event** on August 1st, in partnership with HIMSS. This was a sold-out event with rich conversations and networking. We had our annual **North Golf Outing** on August 24th.

Additional appreciation goes to those who completed the **Membership Satisfaction Survey**. Our results suggest that our programming is on track and meeting the needs of our members. We will continue the work of further understanding our membership and produce events and activities that will strengthen our chapter.

The Meet the Chief event at the **Cleveland Clinic Lou Ruvo Center for Brain Health** on September 17th was a huge hit. We were welcomed in the beautiful facility and had a fantastic discussion about Developing High Performing Teams, with **Senior Director, Erick Vidmar** and colleagues. Shout out to the mentorship committee for hosting an event, where we discussed interview and negotiation tips, led by **Kurt Houser**, **Lecturer Healthcare Administration and Policy UNLV** and **Kendrick Russell**, **Chief of Human Resources at University Medical Center**.

The future of Healthcare Information Exchange in Nevada was a virtual webinar, co-sponsored by ACHE and HIMSS and well attended as this topic is so critical to the patients, we provide care for in our state. Our annual **Northern Women's Leadership Breakfast**, "Perfectly Imperfect: An Authentic Leader's Secret Weapon on September 27th was a wonderful opportunity to connect with women leaders in the North, collaborate and be empowered.

I along with **President Elect, Mitchell Fong, FACHE** and **Secretary, Dr. Jacquie Cheun, FACHE** attended the **Annual National Chapters Leaders** meeting in Chicago September 29th-30th. It was a fantastic experience to share strong practices and to seek comradery in finding ways to enrich our chapter.

As we move into the 4th quarter, we are expecting a great turn out at the **Annual Nevada Healthcare Forum: Issues Impacting Nevadans.** At this event, our ACHE-NV DE&I committee will be hosting a 1-In-Person Education Credit panel on **Developing Mentoring and Coaching Skills**.

We also will look forward to our holiday parties in both the North and the South.

I am grateful for ACHE-NV chapter executive officers, board members, chapter leaders (formal and informal) and members who continue to make our chapter valuable.

"Innovation comes from people who take joy in their work." W. Edwards Deming

With Warm Regards,
Maia D. Carter MD, MPH, FACHE

REGENT'S MESSAGE

Khanh Andersen, FACHE **Regent, ACHE-Nevada Chapter**

Summer 2024

It's been a hot minute (literally)! Summertime typically has been a time when we take advantage of long days and spend time with our children, friends, and family. As kids, many of us looked forward to the summer months because school was out, the weather was warm, and everything slowed down a little bit… we were carefree and we had nowhere to go and nothing to do. We rode bikes, swam, went on little adventures – or created them in our heads. We played. As adults though, it's easy to get caught up in the day-to-day monotony and as leaders it's even easier to lose ourselves in our calling and our work. Which means it is especially important for us to take the time to time to replenish and recharge, to take moments to breathe, to relax, to participate in activities and hobbies that bring us joy and remind us of our "why." Especially recently, healthcare leaders have suffered from unprecedented levels of burnout due to unrelenting stressors, competing priorities, and resource shortages.

The truth of the matter is, though, we are resilient people and we don't burn out because of what we do. We burnout when we forget why we do what we do and lose sight of who we do this work for. Those of us called to serve are acutely aware of the adage, "You can't pour from an empty cup." As Fall approaches, I hope you took the opportunity to refill your cup and re-energize in order to continue to serve and the days grow shorter and the temperatures begin to fall.

Additionally, I invite you to join the ACHE-Nevada Chapter at any of its networking and educational events. Our chapter leaders and volunteers have put in many hours ensuring that we have quality programming that is valuable and meaningful. I especially hope that you will be joining us at **the 17th Nevada Healthcare Forum**, Nevada's premier healthcare administration educational event, on October 17th. If you cannot join us, I hope to see you at one of our other upcoming events, including the **Making Strides Against Breast Cancer** volunteer opportunity, one of the virtual education events cohosted with the HIMSS chapter, or the holiday mixers in both Reno and Las Vegas. Lastly, before the year ends, I challenge you to take the next step in your healthcare career and obtain or renew your FACHE credential. Some of the events I mentioned will include educational hours needed for your credential but if you need more hours, 12 in-person education credit hours are available at each of the upcoming ACHE clusters in Atlanta, Scottsdale, and New Orleans.

Nevada Health Careforum
Issues Impacting Nevadans

American Cancer Society

MAKING STRIDES AGAINST BREAST CANCER

OCT. 20, 2024 (SUNDAY)

07:00 AM REG, 8:30 AM WALK

RED ROCK CASINO RESORT & SPA

11011 W Charleston Blvd

Las Vegas, NV

Thank you all for your dedication to your people and to your patients. If there is anything I may be able to do for you, please do not hesitate to reach out.

All the best,
Khanh

Kyle Underwood, MHA, DEI Co-Chair

Embracing DEI and Diversability: Building a More Inclusive Future

Conversations about Diversity, Equity, and Inclusion (DEI) are more important today than ever. While many organizations focus on these elements, one area that often gets overlooked is "diversability." This term highlights the wide range of abilities, disabilities, and neurodiversity that enrich our communities and workplaces. By recognizing diversability as a vital part of the DEI conversation, we can create environments where everyone has the opportunity to thrive.

What is DEI?

Diversity refers to the variety of backgrounds, perspectives, and experiences people bring. Equity ensures that everyone has fair treatment and access to opportunities. Inclusion is about creating spaces where individuals feel welcomed and valued. When these elements come together, they help us build a culture that not only celebrates differences but also leverages them for collective success.

Why Diversability Matters

Diversability expands the DEI conversation to include people with disabilities, mental health conditions, and those who are neurodiverse. The World Health Organization estimates that over one billion people worldwide live with some form of disability. This highlights the need for organizations to embrace diversability as a crucial aspect of diversity.

Incorporating individuals with diverse abilities can significantly enhance creativity and problem-solving within teams. For instance, neurodiverse individuals often approach challenges from unique angles, leading to innovative solutions. Furthermore, creating an accommodating workplace for diversability can improve productivity, employee satisfaction, and overall engagement.

Steps Toward Inclusivity: To successfully integrate diversability into DEI efforts, organizations can take several actionable steps:

1. **Education and Awareness**: Start by providing training for all employees about diversability. Workshops and discussions can help demystify disabilities and promote inclusive language, fostering a more supportive environment.
2. **Accessibility**: Ensure that both physical and digital spaces are accessible. This includes modifications like ramps and accessible technology. Regularly review accessibility policies to keep them effective and relevant.
3. **Flexible Work Arrangements**: Recognize that everyone has different needs in their work environment. Offering flexible hours, remote work options, and personalized accommodations can help employees with disabilities thrive. Encourage open communication between employees and management to identify specific needs.
4. **Inclusive Hiring Practices**: Revamp recruitment processes to ensure they welcome all candidates. This might involve using accessible job descriptions and partnering with organizations that support people with disabilities. Focusing on skills rather than traditional qualifications can also broaden the talent pool.
5. **Support Networks**: Create support groups or resource networks for employees with diverse abilities. These communities can provide mentorship and a sense of belonging, while also amplifying the voices of individuals with disabilities within the organization.
6. **Celebrate Success**: Recognize and celebrate the contributions of employees with diverse abilities. Acknowledging their achievements not only empowers those individuals but also inspires others and reinforces an inclusive culture.

Measuring Progress: To gauge the effectiveness of DEI and diversability initiatives, organizations should establish metrics. This can include tracking employee satisfaction, retention rates, and diversity in leadership roles. Regular assessments and feedback mechanisms can help identify areas for improvement while celebrating successes.

The Business Case for Inclusivity: Beyond the ethical considerations, embracing diversability makes solid business sense. Research shows that diverse teams often outperform homogeneous ones and are more innovative. Companies with inclusive practices frequently experience higher employee engagement and lower turnover rates. Plus, by welcoming diverse perspectives, organizations can better serve a wider range of customers.

Conclusion: As we continue to advocate for DEI in our workplaces and communities, it's essential to embrace the full spectrum of diversability. By recognizing and valuing diverse abilities, we can create environments where everyone feels empowered to contribute their unique strengths. This not only enriches our organizations but also fosters a society that truly values inclusivity and equity for all. Let's commit to not just talking about diversity but actively including everyone in the conversation. Together, we can build a more inclusive future for all.

MEMBERSHIP

Abhinav Ohri, MD
Alexi Wilcox, FACHE
Ashley Blake
Brandon Berger
Brett R. Mello
Cristian Columna
Danielle L. Anixter
Donald Barnwell
Dylan Wint, MD
Etana N. Israel
Jamarvin Harvey
James L. Bradley, FACHE
Jennifer Hinkel
Jennifer Hussein
Jennifer Millet, DNP
Jonah Larson, DPT
Jonathan D. Glisson, MBA
Jose Bolton, Jr.
Josh Dean, FACHE
Joshua Hemintakoon
Kristin Erwin
Leticia Delgado
Louis A. Bisignano
Mindi Schnase
Paige Meriweather, MBA
Robert J. Forrest
Tiffany Krabbe

Our chapter is a volunteer organization and the success of ACHE Nevada rests on the willingness of our membership to serve the healthcare community. You can serve as an Officer, Board Director or volunteer on a committee.

The ACHE-Nevada Chapter Board is accepting nominations for the following positions:

- **President-Elect**
- **Vice President**
- **Secretary**
- **Director (5 vacant positions)**

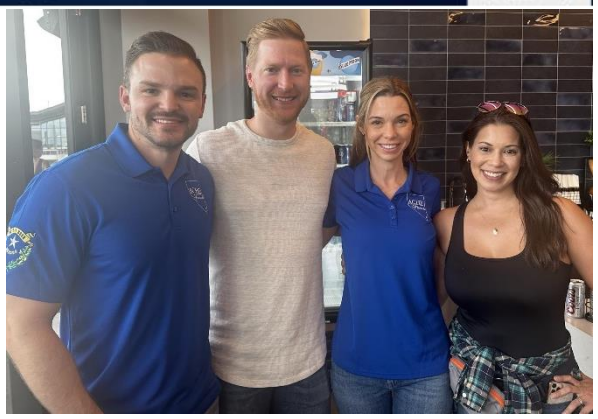
ACHE Nevada has received the Chapter Award for Excellence based on our high level of performance and relies heavily on volunteers to provide education and other programs to make it all happen. The above roles require active engagement, are not strictly governance or advisory roles, but are fulfilling to those who contribute.

Please use the link below to nominate yourself or another member in good standing by end of day Friday, October 11th.

Official voting slate will be emailed the week of October 14th with voting closing on October 25th.

ACHE-Nevada Board Nomination Form

Annual Strategic Planning Session
Monday, November 18th at 5pm-7pm.
Open to all members. Calendar invite to follow



EDUCATION AND NETWORKING

Cleveland Clinic

Lou Ruve Center for Brain Health

Northern Nevada Womens Leadership Breakfast

Mentorship Program

Interviewing & Negotiating Tips from Human Resources

UPCOMING EVENTS

DATE	DETAILS
10/17	SOUTH: Nevada Healthcare Forum REGISTRATION (In-Person Education Credits Available)
TBD	SOUTH: Financial Sustainability of Healthcare Organizations: A Case Study: Employing vs Contracting Physicians
10/20	SOUTH: Breast Cancer Stride Walk
10/29	NORTH: Meet the Chief: Michelle Joy, CEO Carson Tahoe Health REGISTRATION
Nov TBD	VIRTUAL: Fostering Inclusion of Patients and Employees with Disabilities
11/18	Strategic Planning Session 5pm - 7pm (Open to all members – In-Person/Virtual)
NOV TBD	Mentorship Program Closing Ceremony
12/4	QE: Courageous Conversations - Diversability (Navigating disability and chronic disease)
12/5	SOUTH: Joint Association Holiday Mixer & Toy Drive
DEC TBD	NORTH: Joint Association Holiday Mixer & Toy Drive

Nevada Health Careforum

Issues Impacting Nevadans

TOPICS TO DISCUSS:

- National impact of healthcare reform
- Quality and innovation in healthcare

OCTOBER 17, 2024 **7.00 AM**

REGISTER NOW

https://www.nevadahealthcareforum.com/

Westgate Las Vegas Resort & Casino

Scan to Register Today!

ACHE NEWS

The one-stop source **exclusively** for ACHE members

ACHE-news is delivered to all members biweekly and features the latest ACHE news and resources, as well as an aggregate of current articles from leading publications. See link below.
http://www.ache.org/newclub/newslttr/ENEWS/ENEWS.cfm

The Professional Development Digest is delivered to all members biweekly and each issue features in-depth information about an upcoming ACHE program or event, a Career Corner that offers tips and resources and a calendar of upcoming face-to-face and online programs. See link below.
http://www.ache.org/newclub/newslttr/pdd/pdd.cfm

ACHE
Professional Development Digest
Turning Learning into Results

Elevating Leadership is a digital publication that provides high-level perspectives on the top challenges facing healthcare leaders like you. See link below. http://www.ache.org/newclub/newslttr/Elevating_Leadership/index.cfm

elevating leadership
Insights and Strategies for Healthcare Leaders