"2020 - A PANDEMIC WITHIN A PANDEMIC"
The National Association of Health Services Executives newsletter, NAHSE Notes, includes information on the latest regulatory and legislative developments, as well as the quality-improvement and leadership trends that are influencing the hospital and health system field. Readers get in-depth reporting on the issues and challenges facing hospital and health system leaders. We make it our job to tell you about the great things the organization and chapters are doing to ensure the health of our community.

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NAHSE Baltimore Members Sam Boadu Jr. (President-Elect), Kenneth Brown-Wilson, & Daniel McFarland (Parliamentarian) Volunteering with the Y in Druid Hill, Baltimore
NAHSE STATEMENT ON RACIAL JUSTICE

The current racial injustice occurring across the country is disheartening to the National Association of Health Services Executives. NAHSE shares the anguish and frustration of the victims and families affected by the recent inhumane treatment and death of George Floyd in Minneapolis, Minnesota; the aggressive, brutal attack and fatal shooting of Ahmaud Arbery while jogging in his hometown in Brunswick, Georgia; the senseless death involving officers entering the Louisville, Kentucky home of emergency medical technician Breonna Taylor; and the pattern of the ruthless deaths of Trayvon Martin in Florida, Eric Garner in New York, Walter Scott in South Carolina, Terence Crutcher in Oklahoma, Botham Jean in Texas and many other African-American males.

Our very existence as a non-profit association of Black health care executives is grounded in the pride of our vital role in elevating the quality of health care services and addressing healthcare disparities of minorities and under-served communities. Our vision is to improve the health status of the communities we serve, including addressing societal issues such as the systemic connection between racism and healthcare disparities that impact African Americans.

As an African American male, I understand and profess “Black Lives MATTER” and call attention to the heightening frustration and anger of the institutionalized racism evidenced by the inequality in law enforcement. These lingering unaccountable injustices are inciting justifiable frustration and resentment, which is now spilling out in the streets across America – even amid the COVID-19 pandemic. The hurt, anger, and frustration that are driving this enduring plague should be neither misinterpreted nor dismissed. While NAHSE does not condone violence and destruction, we strongly support the voiceless – and their allies – making themselves heard.

While it is easy to pinpoint the challenges in these situations, NAHSE seeks to be a part of the solution. As leaders, NAHSE members, we have a moral responsibility to be a force for change and to support our communities in finding a way forward during this unprecedented season. NAHSE is at the forefront in advocating for social justice and will remain steadfast in governing ourselves strategically, with respect and desire to understand others. NAHSE will relentlessly continue its commitment to eradicating minorities' health disparities, including the senseless killing of African Americans. We will organize, plan, and use our collective voice to bring about the change for a nurturing, inclusive community where all people are safe, supported, and appreciated.

Our prayers are for families, community leaders, law enforcement, governmental agencies, and cities impacted during the civil unrest that has erupted from what began as peaceful protests in over 100 cities.
Dear NAHSE Members,

In October 2019, during my acceptance speech as the incoming President, I staged a platform of ACTION that described my commitment to advancing our influential organization, just as my predecessors did. Little did I know, the ACTION platform’s core would encounter unprecedented challenges with the COVID-19 pandemic and the growing demand for eradicating unjustifiable police brutality and all forms of institutionalized racism that is obliterating the lives of Black Americans and other ethnic minorities.

During the past four months, I reviewed our history as depicted in Celebrating Our Future By Remembering Our Past: NAHSE AT 50. These readings (i.e., the NAHSE History Moves Forward, Leaders of the Hospital Reform Movement, Meeting a National Need, and Race, Politics, and Hospitals chapters) are guiding my ACTION. These self-tutorials provoke my thinking about fulfilling the mission and vision as charged by our founders over fifty-two years ago.

Often, I wonder: Is our ACTION making a difference in eradicating health care disparities stemming from the COVID-19 pandemic and the continuing social injustices of police brutality and murder of Black Americans and other under-represented groups? Of course, a conclusive answer is yet to come. In the meantime, we are confidently navigating these challenges and associated issues with a vigorous commitment to ACTION as an advocate for change.

Our governance body is ensuring that NAHSE remains sustainable (e.g., financial, membership growth) and visible (e.g., advocating to eliminate disparities by means sharing timely position statements, partnering with American Hospital Association/Institute for Diversity and Health Equity, National Medical Association, and others agencies) with ongoing relevancy in our purpose.

The National Headquarters staff, in collaboration with NAHSE’s national and local leaders, are transitioning the organization’s infrastructure and operations (e.g., day-to-day activities, membership support, board meetings, 2020 Education Conference, Everett V. Fox Case Competition) from a physical to a virtual platform.

Our local chapters’ contributions are impacting their communities (e.g., Voter Registration/Education, Census Completion and COVID19 Relief Programs-Providing Mask to underserved populations and Self-Care Webinars). NOTE: Virtual presentations highlighting updates of NAHSE initiatives are forthcoming later this month.

In sum, I am confident our ACTION is making a difference!

When you come to NAHSE, you see so many people that look like you. Then you think that this is the face of leadership, and you get inspired. This encouraged me when I was a student to see people of color who are successful. - Dawson Lawson, President of Birmingham Chapter, 2006-2007.

Fabian A. Stone
NAHSE President
Dear NAHSE Family,

Admittedly, it is with heavy hearts that we write this note to our membership. The season of uncertainly created by the COVID-19 pandemic, followed by the tragic deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, Rayshard Brooks, and subsequent boiling point of systemic, societal racism, leaves us feeling hollow inside. It is hard to use words to adequately describe the range of emotions we have all felt over the last three-to-four months.

We’ve had to ask ourselves tough questions: What will the new “normal” look like post-COVID? Will this new wave of attention on the sin of racism make anything different this time around? How do we ensure that COVID-19 doesn’t perpetuate the racism and inequities that already exist? What does it look like to move from tough, honest conversation to action and activism? How do I best take care of myself and my community during this time?

The strength of NAHSE has always been her members, and we must once again call on that strength to help us endure the stormy present. The NAHSE story is one, collectively, of progress. While the course of the current struggle is unknown, the outcome is certain: NAHSE and her members will continue, as we always have, to lead our organizations and communities to a healthier, more fair, more just future.

We are caregivers and administrators, planners and responders, doers and thinkers. We are proud to stand with those on the frontlines who endure for the noble cause of healing. We are resolute in standing up for the respect and dignity of our brothers and sisters. Above all, we are together in our belief that we can indeed positively change the world around us.

None of us walk out of our front door in the morning to specifically endure the spectrum of mistreatment that is all too common in everyday life. And few, if any, of us entered healthcare to have to persist through something such as this global health crisis. Neither represents a rite of passage we would dream up ourselves as we work to achieve organizational and individual goals. However, it is very much possible that we exist, precisely who we are and where we are, for such a time as this.

As we continue to move forward one day at a time, tackling the duel of public health and societal racism challenges, let us resolve to meet each uphill road with endurance, grace, and love. Continue to serve as a light to those around you, offering hope and optimism. This is but a fleeting glimpse of time, and we will rise to meet the moment.

Be encouraged by this passage from scripture: “Let us not grow weary in doing good, for at the proper time, we will reap a harvest if we do not give up.”

Stay Safe and Be Well,
Cachet Colvard & Christian Balcer
NAHSE Members,

We recognize the stress of this uncertain time, and want you to know our thoughts and prayers are with you, your families, your institutions, and your communities. As NAHSE continues to monitor the spread and impact of the COVID-19 pandemic and its disproportionate effect on the African-American community, our priority remains to ensure the health & well-being of our members and communities.

Out of an abundance of caution, and in consideration of the many competing priorities – now, and in the months to come – with which we are all faced, NAHSE governance and operational leadership has decided to postpone the C-Suite Leadership Experience until May, 2021. Committed sponsors and registered participants will be contacted individually.

Additionally, NAHSE’s executive leadership & Board have decided not to hold an in-person conference in October. NAHSE will instead offer a virtual educational format August – December of this year. The Everett V. Fox Case Competition will also take place in an exciting virtual platform that will allow even greater access to Case Comp fans who want to watch the scholars compete.

Know that a great deal of concern and foresight went into making this difficult decision, as we know how much our NAHSE family, sponsors and students look forward to the programming and networking that have become legend with NAHSE’s Annual Educational Conference. An announcement will post to our website and social media sites in the coming days.

Additional details of this new format will be shared in the upcoming weeks. We ask now for your support and commitment to enthusiastically promoting and sharing information with your colleagues to ensure the success of this new virtual educational programming, which was, remarkably, part of the 2019 – 2021 strategic educational plan.

These are the times for which NAHSE was created as we provide leadership against deadly health concerns, both biological and institutional. We are proud to know and stand beside each of you as you make an impact in your organizations and communities.
We find ourselves in an unprecedented time when our daily lives are being disrupted by a level of uncertainty few of us can tolerate. While we have started to turn the tide with a medical response, the mental toll that living through this time has had, and will continue to have, is alarming. The untimely death by suicide of a prominent ER physician in one of Manhattan’s leading health systems drew national attention to the importance of mental health during this season. Unfortunately, this is a reality that we see daily in our line of work. Our hearts go out to the Breen family and her NYP colleagues. May her death be a sounding board for those without a voice. We should continue to raise the importance of self-care and advocate for those who are in crisis.

Post-traumatic stress disorder (PTSD) is a mental health condition that is triggered by either experiencing or witnessing a terrifying event. To be accurately diagnosed with any mental illness/condition, you should work with your primary care physician, psychologist, or other mental health providers. If you are experiencing any of the following symptoms, please contact your doctor:

- Recurring, unwanted distressing memories of the traumatic event
- Flashbacks
- Nightmares about the traumatic event
- Severe emotional distress or physical reactions to something that reminds you of the traumatic event
- Trying to avoid thinking or talking about the traumatic event
- Avoiding places, activities or people that remind you of the traumatic event
- Negative thoughts about yourself, other people, or the world
- Hopelessness about the future
- Memory problems, including not remembering important aspects of the traumatic event
- Difficulty maintaining close relationships
- Feeling detached from family and friends
- Lack of interest in activities you once enjoyed
- Difficulty experiencing positive emotions
- Feeling emotionally numb
- Being easily startled or frightened
- Always being on guard for danger
- Self-destructive behavior
- Trouble sleeping
- Trouble concentrating
- Irritability, angry outbursts, or aggressive behavior
- Overwhelming guilt or shame
Many of you probably read that list and began to panic. Each of us working through this pandemic has likely experienced several of these. Please do not self-diagnose based on this list, as no diagnosis is made in a vacuum. However, it is imperative that you take these symptoms seriously if you are experiencing them and seek professional help.

As we enter the next phase of COVID-19, where states are reopening, and health systems are attempting to return to normal operations, we must be ever mindful that our mental health and emotional well-being are critical. The adrenaline that your body produced will soon return to normal levels. Let me offer this; it is ok to feel the exhaustion. Your body has been under immense pressure. You were able to work extremely long hours, appear numb to the constant loss, and move, at what may have felt robotic at times, paces because of that adrenaline. As things slow down, be in that moment. Allow your body to recover. Leaders - allow your staff to have a place to process. Recognize that this is not business as usual. There are several things that you can do collectively as a team, and some for personal reflection.

Code Lavender, started in the Cleveland Clinic, has been engaged by hospital staff across the globe after a time of crisis. Taking time to reflect and debrief is always a good thing for a team that has gone through a traumatic event together. Let me be clear: COVID-19 is a traumatic event. In one of my former facilities, I lead my team in a Code Lavender after the untimely death of a colleague who spent 37 years with the organization.

It is crucial to make a safe space to decompress and celebrate getting through this together. Survivor’s Syndrome is another complication for those who experience a traumatic event. You should not feel guilty for maintaining your health or your job during this time. We saw many of our colleagues furloughed, and thousands of patients succumb to the complications of the virus. Code Lavender allows you to acknowledge those feelings and potentially avoid the clinical threshold of anxiety. Celebratory discharge walks are yet another way to recognize the accomplishments of the entire team. Allow all facility staff who impacted the patient during their time in the hospital to participate. This is therapeutic for the staff and encouraging to the patient.

It allows non-clinical staff to be celebrated as well. When you experience death hourly, it can be overwhelming. This celebration is a break from the loss.

As leaders, we must stand strong and don brave faces amid uncertainty. Our staff need us to be confident, and for most, that includes hiding our emotions. Many of us have discussed challenges with grooming, frustration with numerous Zoom calls, difficulty with the constant need for flexibility, and loneliness from the inability to engage with others. I mentioned to a group of professionals that I empathize with the extroverts. As an introvert who is at her breaking point with isolation, I cannot imagine what they are experiencing.
Home manicures, headscarves, Peloton rides, and runs, and the new Crayola Colors of the World ™ collection have become my new normal. I challenge you to explore things that will bring you joy. While my home manicure is not as polished as Yvonne (my favorite nail technician), it was fun to use my wax kit with lavender paraffin wax. My stylist provides a precision blowout that I will never master, but the deep conditioning cap that I found on Amazon has been a lifesaver, and I can wear it in between Zoom calls. I miss a Saturday morning of boot camp and hitting a bucket of balls at the local course, but I found these resistance bands and ankle weights to provide me with a challenge in my home workout routines. What are some things that you can do at home to provide some relief? If it is reading a new book, taking an online class, trying a new recipe, or finally finishing that honey-do list that you have been putting off, it is important to stay active and do something that will make you proud.

As the seasons are changing and we prepare to embark upon the real test of our ability to abide by social distancing, please take the guidelines by the CDC, local, and state law enforcement seriously. You see the impact of COVID19 every day, but so many others do not. While you may not be able to go to your annual cookout, find a way to host a Zoom cookout. The good news is, you do not have to worry about raisins in the potato salad if you prepare everything. Is Zoom the answer to everything? Absolutely not, but we must remember the importance of behavioral activation to keep us emotionally healthy. Listen, I prefer my mimosa prepared by a mixologist in a perfectly chilled flute. However, I have learned to enjoy the glass that my corporate apartment came with just as much. A ribeye served on a 500-degree plate seems so much better than the one I prepared in my oven that maxes out at 480 degrees, but I received rave reviews on it anyway.

Listen to your body. When you are struggling, it is ok to take a mental health break. In this season, that break is likely some form of quiet meditation on a quick run to the bathroom, but please don’t be afraid to reach out to your boss, emergency preparedness team, or human resources if you are struggling. Many companies have EAP resources there to assist you with emotional support as needed. It is ok to ask for help. Take care of yourself. We will need you!

In closing, allow me to summarize my thoughts:

1. Seek professional help if you are experiencing PTSD related symptoms.
2. Take some time for yourself. Take a walk around your block, climb the stairs in your apartment, journal about this time, and remember meditation.
3. LISTEN to CDC, state, and local guidelines. We learn more every day about this virus. As recommendations change, please adjust your behavior.
4. This is a marathon, not a sprint! Our new normal is yet to be determined, but we will overcome!

Thank you so much for your attention. Please feel free to reach out to me at andreaboudreaux@jirehconsulting.org for additional questions and support.
The Martin Luther King Jr. holiday on January 20, 2020, marked the 25th anniversary of the day of service that honors Dr. King. This national day of service encourages all Americans to volunteer to improve their communities. In partnership with the Joan C. Dauber Food Bank at Saint Francis Hospital, one of our institutional members, NAHSE CT hosted two service opportunities. As part of this service day, members provided food, diapers, and coats to roughly 75 individuals and families. Donations were also collected, and the proceeds were made available to the food bank.

For 44 years, the Joan C. Dauber Food Bank has provided food assistance, nutrition counseling, and case management to families in Hartford and Tolland counties. Established in 1976, it was the first food bank located in a hospital setting. Since its opening, the food bank services approximately 1,500 families a month and provides over 23,000 meals.
**Columbus House Fundraiser**

From April 28th through May 12th, NAHSE CT hosted a fundraiser to provide families most severely impacted by COVID-19 with funds to purchase groceries and other household items. This fundraiser was established through our partnership with Columbus House.

Columbus House is a non-profit association that serves people who are experiencing homelessness or at risk of becoming homeless by providing shelter and housing and by fostering their personal growth and independence.

NAHSE CT partnered with Columbus House to support 8 families in Wallingford and Middletown, CT with gift cards for grocery shopping. Our goal was to raise $2,000 so that each family obtains a $250 gift card. In the end, we were able to exceed our goal and provide each family with additional funds.

**Professional Development**

**Black Doctors Day**

“If our children can see it, they can achieve it.” This was the theme of the inaugural Black Doctors Day event in Connecticut. As part of Black History Month’s ongoing celebrations, Black Doctors Day was designed to honor the Black Physicians in the community and highlight other critical medical professions. Black Doctors Day featured some of the area’s most notable Black Physicians such as Dr. Marja Hurley, the first Black woman to graduate from UConn’s School of Medicine. The event inspired and engaged young people from the Greater Hartford community to consider careers in healthcare.

NAHSE CT collaborated with several health systems and organizations to sponsor this event. One of our very own members, Reginald Eadie, M.D., CEO & President of Trinity Health of New England, served as the keynote speaker of the day and talked about the importance of representation in the medical field. The remainder of the day was filled with panel discussions, educational resources, and networking. There were interactive activities for children of all ages and a special guest appearance from Doc McStuffins.

One of the panels titled, “You’ve got what it takes” centered on the path to and in medical school and the career that follows suit. Participants heard from several individuals who explained the process of medical school and what it takes to make it in and through this field.
Advocacy

The Power to Heal Film Screening
NAHSE CT hosted a film screening at the University of New Haven in collaboration with the School of Health Sciences and the Myatt Center for Diversity and Inclusion. The film, Power to Heal, is a documentary that tells a poignant chapter in the historic struggle to secure equal and adequate access to healthcare for all Americans.

Hour of Power: Stress Reduction, Self-Care and Resilience in Healthcare
On April 7, 2020, in collaboration with the New York Regional Chapter, NAHSE CT hosted a webinar titled, Hour of Power: Stress Reduction, Self-Care and Resilience in Healthcare led by Copper Beech Institute. This experiential session explored the science of mindfulness and how it applies both individually and within healthcare, and how to approach different forms of practice within a busy day. A highly-trained mindfulness facilitator from Copper Beech Institute shared some of the cutting-edge neuroscience and guided participants in exploring how mindfulness and its many approaches to practice can transform stress, chaos, and conflicts into opportunities for connection, creativity and deeper wellbeing.

Membership Drive
NAHSE CT hosts its annual membership drive every February in honor of Black History Month. The goal this year was to get 29 new members in 29 days! Every week, we chose to focus on a different NAHSE value in an attempt to recruit and reactivate members. Week one’s focus was Advocacy; with that, we promoted diversity, equity, and inclusion in healthcare. Week two’s focus was Mentorship, to which we highlighted an exceptional NAHSE member. Week three’s focus was professional development; with this focus, NAHSE CT secured the institutional sponsorship of Hartford Healthcare. Week four’s focus was Community Service, to which NAHSE CT will provide mentoring to middle school and high school students during two separate events.

To learn more, please email nahse.ctchapter@gmail.com or visit nahsect.org.
Taking the U.S Census is just as important as getting out to vote. It’s more of a referendum than even electing a new official into office. Never before has the U.S. Census meant more, then now. When it comes to such critical initiatives, people matter when people are counted. More funds are put in communities with large populations, regardless of race, social economics, or political affiliations. The more numbers, the more resources.

COVID-19, especially, has shown that the U.S. Census matters. Hospitals and health services have been adversely overrun. School systems have had to either close the academic year prematurely or shift to virtual schooling. In communities of color, issues with online course work are more pronounced, due to the lack of computers, internet service, libraries, and access to school lunches.

This lack of access to resources along with disparities in health care is more pronounced than what is counted, leading to further gaps in service. More importantly, aside from political benefits, a successful census is a success for humanity.

Voting is just as important as taking the census in getting our voices heard. Whites surpass Blacks, Hispanics, and Asians, in registered voters. Although we can protest and boycott, we must also register to vote and cast our vote. There is no excuse to elude this right.

We are disgusted with the acquittal of the officers in the deaths of unarmed Black men: Eric Garner, Anthony Lamar Smith, Philando Castile, Tamir Rice, and Michael Brown. We must realize that real change requires us to stand and be counted and to vote. Governors and state senators legislate laws. Mayors hire police chiefs to manage the patrol in their city. Sheriffs enforce the laws, prosecutors investigate crimes and instigate legal proceedings, and judges oversee such court hearings.

These are ALL elected positions that we can influence. 2020 has already proven to be a pivotal year in U.S. history. Continue to be part of that change. Be counted and vote in November. One voice and one vote can collectively produce a unified movement that creates change.
With COVID-19 disproportionately impacting black and brown communities, the NAHSE Baltimore chapter sought out meaningful ways to contribute to our community. The Baltimore chapter volunteered with the Y in Druid Hill to distribute 4,600 pounds of food to local community members and senior homes.

NAHSE Baltimore also looks forward to continued impact through an upcoming “Adopt-a-Block” initiative. Through the initiative, NAHSE Baltimore plans to collaborate with community leaders and other predominantly black organizations to supply community members with food and necessary resources. It is service opportunities like these that demonstrate NAHSE Baltimore’s passion for service through walking the talk.

Along with addressing the needs of the community, NAHSE Baltimore held a forum on May 21. This event provided members and the public a greater understanding of the origin of health disparities, the impact of COVID-19 on such disparities, and how to combat disparities in our communities well beyond a pandemic.

Dr. Sherita Golden gave a comprehensive assessment of how health care disparities came to be in minority populations on national and local (Baltimore) levels. We discussed the Flexner report, the Tuskegee trials, and many other injustices that have led to public mistrust of hospitals and biases, ultimately acting as barriers to optimal care of minority populations. We examined social constructs such as redlining, inadequate investment in black communities and school systems, and food deserts. Additionally, we discussed housing insecurities that led to the rise of the dangerous, pre-existing health conditions within our communities, ultimately contributing to the disproportionate impact by diseases such as COVID-19.

Brian Sims spoke about the difference between equality and equity. He explained the need to address and dismantle the constructs that perpetuate healthcare disparities - emphasizing that addressing these barriers is a collaborative effort where we must extend grace, practice humility, and pursue equity and justice.

NAHSE Baltimore was excited to bring the public and leaders in healthcare together to participate in learning, generate ideas, and facilitate connections. We will continue to provide educational forums such as these as we work to advance and promote the quality of care delivered to minority and under-served populations. This summer, NAHSE Baltimore will be launching its first virtual academy (in lieu of our in-person, summer internship program), where attendees will engage in a 6-week case-centered course devoted to developing their skills in disaster preparedness, finance, hospital operations and more. We are eager to engage, educate, and empower the next generation of health care executives.
CHAPTER UPDATES

CHICAGO

During the COVID-19 pandemic, the NAHSE Chicago chapter has been actively engaged in supporting the community and providing resources in this fight against COVID. As many NAHSE Chicago members serve on the frontlines to help to save the lives of COVID-19 patients, we have witnessed the highs and lows of patient outcomes.

COVID-19 has shed light on health inequities present in communities of color and has caused each of us to think about our health, wellness, and finances daily. Unfortunately, some families have had to manage while dealing with the unexpected loss of loved ones, including breadwinners and parents. This financial burden has led to heightened levels of stress. In most cases, people with chronic conditions develop more severe symptoms and are at a higher risk of death. Our panelists will provide practical guidance to participants on managing stress, finances (estate planning), and risk factors for disease.

NAHSE Chicago’s leadership team collaborated with its partners, including the American Heart Association, financial advisers, and mental health counselors to present a timely virtual webinar entitled, "What COVID-19 has Taught Us about Mental Health, Finances, & Healthy Lifestyle Choice." Additionally, the Chicago chapter has provided more than 300 masks to Certified Nursing Assistants and nurses at some of the city's hardest-hit nursing homes. We've also launched a mask campaign to provide ongoing support of masks and other PPE to minimize the spread of COVID-19 and other infectious diseases.

The NAHSE Chicago chapter will continue to work with our partner organizations to provide educational resources to our members and community to close the gap of healthcare disparities.

DETROIT

On April 20, community residents joined the NAHSE Detroit chapter Town Hall to learn how to navigate the healthcare system as alarming numbers of Black and Brown people are dying from COVID-19,

- Yes, we may have underlying health conditions.
- Do you have a doctor?
- Do you know what to say to your doctor?
- Do you know how to manage your health care symptoms?

This virtual meeting provided the opportunity to learn from experts on the front lines of the pandemic. The panel was moderated by Senator Marshall Bullock and included the following health experts (see next page).
• Patricia Wilkerson Uddyback, MD, Detroit Medical Center, Corporate Vice President of Academic and Community Affairs
• Stefanie Roberts Newman, RN, MSN, NEA-BC, Henry Ford West Bloomfield Hospital, Chief Nursing Officer and Vice President, Patient Care Services
• Felicia Vannostrand, BSN, RN, LRRT, CEO of F. Smith Health Education Services, Founder of Nursing Detroit
• Kenetra C. Young, PhD, MPH, MBA, City of Detroit Health Department, Communicable Disease Program Manager

MEMPHIS

On May 30, NAHSE Memphis held a free virtual discussion as part of the Mind, Body, and Soul campaign titled "Coping with COVID-19." The chapter hosted industry leaders (a physiatrist, phycologist, organizational effectiveness executive, and a chief medical officer) where they shared ways to cope during this global pandemic. They also shared practical tips on how to manage anxiety and stress. We had 48 registrants and 30 attendees. Due to the success of the event, we will start a mini-series in the fall on health disparities and mental health within African American and minority communities.

We are kicking off the second leg of our campaign with masks packaging and distribution. We have purchased 1000 masks and will be donating to four organizations that support the immuno-compromised, homeless, and underserved communities: Friends for Life, Dorothy Day House, Manna House Memphis, and Catholic Charities of West Tennessee.

NEW YORK REGIONAL

On April 28, the New York Regional NAHSE held the chapter's first virtual membership meeting. Dr. Andrea J. Boudreaux, FACHE and Fabian A. Stone, MBA, MHA, MT(ASCP), NAHSE National President, led members in a conversation about maintaining mental and physical health during COVID-19. Members were able to share experiences in a supportive environment and express how they were feeling given the New York City Region status as the coronavirus pandemic epicenter.

Health & Community Service

On May 1, NAHSE NYR participated in a virtual event hosted by Fordham University Collegiate Science and Technology Entry Program (CSTEP). This event, "Conversations in Public Health and Hospital Administration," was organized by Okechukwu Ogbutor, MPH, MSDS, Health and Community Service Committee Chair. CSTEP's focus is to increase the number of students from underrepresented groups pursuing professional licensure and careers in mathematics, science, technology and health-related fields.
As updated data continues to prove the danger of COVID-19 for people with underlying health conditions, Dr. Laraque-Arena went in-depth on precautions that pregnant people should take in these uncertain times as delivery of care and access to reproductive and maternal healthcare is being challenged. Access issues from uninsured rates to expanding Medicaid were also discussed. Participants were able to learn about the S. 3424 - Black Maternal Health Omnibus Act of 2020 - to end preventable maternal mortality and severe maternal morbidity in the United States and close disparities in maternal health outcomes. Closing points touched on strategic legislation, and advocacy groups who understand the inequity that communities experience are crucial to making improvements in rates of infant mortality.

CHAPTER UPDATES

This event was geared towards undergraduate students interested in Public Health and over 45 students from New York CSTEP programs attended. Students learned about NAHSE, career paths, advice on about seeking healthcare opportunities, especially during the COVID-19 pandemic. Panelists Included:

- Shana L. Dacon, MPH, MBA
- Stephen E. Grayson, MA
- Carle-Marie Memnon, DHA, MBA, MA, FACHE, President
- Okechukwu Ogbutor, MPH, MSDS, Health & Community Service Chair
- Maija Williams, MPH, Parliamentarian, Bylaws Committee Chair

Public Policy & Advocacy

On May 19, NYR hosted a virtual meeting on "Maternal & Infant Health: Understanding Equity."

- Dr. Martine Hackett, Associate Professor, MPH Program Director, Hofstra University, Founder of Birth Justice Warriors
- Dr. Danielle Laraque-Arena, Senior Scholar-in-Residence, New York Academy of Medicine, Adjunct Professor of Epidemiology at the School of Public Health, Columbia University.

As updated data continues to prove the danger of COVID-19 for people with underlying health conditions, Dr. Laraque-Arena went in-depth on precautions that pregnant people should take in these uncertain times as delivery of care and access to reproductive and maternal healthcare is being challenged.

Access issues from uninsured rates to expanding Medicaid were also discussed. Participants were able to learn about the S. 3424 - Black Maternal Health Omnibus Act of 2020 - to end preventable maternal mortality and severe maternal morbidity in the United States and close disparities in maternal health outcomes. Closing points touched on strategic legislation, and advocacy groups who understand the inequity that communities experience are crucial to making improvements in rates of infant mortality.

PITTSBURGH

On February 27, the NAHSE Pittsburgh Chapter held its first educational seminar of the year on supplier diversity. George Robinson II, Director for Supplier Diversity and Inclusion of UPMC, detailed how it is a critical step for healthcare systems, large and small, looking to be responsible members of their communities that can also have a meaningful bottom-line impact. Through his and his team’s efforts, UPMC has a more refined strategy on capitalizing on unforeseen growth opportunities and innovation.

"Mr. Robinson really brought the topic of supplier diversity to life. It was an engaging presentation that challenged me to think about my ability and responsibility as a rising healthcare executive to promote supplier diversity presently and throughout the longevity of my career." Virginia Powell, Administrative Fellow of Allegheny Health Network and President-Elect of the NAHSE Pittsburgh Chapter.
On June 25, Demond Bledsoe, Ph.D., LPC, held a webinar called *Black Mental Health Care*. He gave the audience a summarized explanation of mental illnesses and their rates across demographic groups. We also discussed how health disparities have led Black Americans to be over-diagnosed in the more treatment-resistant categories (especially schizophrenia). He implored the audience to acknowledge stress in our professional and home lives, cultivate boundaries and safe spaces for us to be vulnerable, and eliminate anti-mental health care bias. For those interested in learning more, he can be reached via Resolutions Counseling and Behavioral Health Services (www.resolutionscbhs.com) or at 412-254-8155.

**SOUTHERN CALIFORNIA**

In Quarter 1 of 2020, the NAHSE SoCal chapter made great strides in setting our 2020-2022 goals and establishing our membership. In January, we met for our board retreat and set goals. In February, we held our first general body event, featuring free professional headshots! For the Spring, we will revisit our general body programming and our strategic goals in light of the new normal, especially in healthcare.

![Southern California Members](image)

**ST. LOUIS**

In late 2019 we hosted our 4th Quarter General Body Meeting and Speaker Series at Forest Park Visitors Center. Katrina Scott, Senior Manager of Diversity and Sustainability for the Resource Group, a subsidiary of Ascension, provided a presentation on the importance of supplier diversity in healthcare organizations. In November 2019, we announced the new leadership team:

- **President-Elect** – Mikel Whittier
- **Treasurer** – Kashwayne Williams
- **Secretary** – Blessing Kuebee
- **Parliamentarian** – Nygel Williams

On January 24th, 2020, the St. Louis Chapter hosted its 6th Annual Leadership Symposium - “The Promise of Diversity, Inclusion & Equity: A Look into Servant Leadership and Advocacy” at the St. Louis Art Museum. Michael Holmes, Founder of Rx Outreach, served as the keynote speaker. Our panel included Bethany Johnson-Javois, CEO of the St. Louis Integrated Health Network, Yinka Faleti, Secretary of State Candidate and former Executive Director of Forward Through Ferguson, and Dr. Ian Barrett, VP of Human Resources at Barnes-Jewish Hospital. Rachel D’Souza Sibert of Forward Through Ferguson and Founder and Principal of Gladiator Consulting, LLC served as the moderator.
RICHELLE WEBB DIXON - NATIONAL
Richelle Webb Dixon joins Froedtert Hospital as Senior Vice President and Chief Operating Officer. As COO, Richelle leads efforts around financial and operational efficiencies, promotes a culture of accountability and continued process improvement, and sustains and builds Froedtert Hospital’s standing as a preeminent academic medical center. Richelle joins Froedtert Hospital with significant experience in leading health system operations. Most recently, Richelle served as system vice president for CommonSpirit Health, where she led strategies to enhance integration and transformation performance in a health system that spans 21 states.

KWAMANE LIDDELL - NATIONAL
Kwamane Liddell, JD, MHA, BSN recently founded DispatchCare and accepted the role Manager of Administated Services at Alameda Hospital. DispatchCare is a tech-enable healthcare concierge that reduces length of stay and readmission rates for post-procedural patients. DispatchCare was a finalist in the UC-Davis Big Bang competition, and will be featured in Comstock Magazine as “Startup of the Month” (DispatchCare.org). As the Manager of Administated Services, Kwamane leads inpatient operations and is responsible for staffing, productivity, and process improvement.

RAYNARD WARE - NATIONAL
Raynard Ware was selected to serve as Vice President of Operations at Palms of Pasadena (HCA affiliate) in St. Petersburg, Florida. Ray will be responsible for working with cross-functional teams to operationalize strategic priorities and execute within the hospital’s mission, vision, and values. Ray completed an executive residency in HCA’s Strategy & Innovation Group and has since worked as an Assistant Administrator at Medical Center of Trinity. Ray was most recently a member of NAHSE’s WMAC and is looking forward to joining the NAHSE Central Florida chapter.

MAYA MACON - CHICAGO
Maya Macon was recently promoted to Division Administrator in the Department of Surgery at Ann & Robert H. Lurie Children’s Hospital of Chicago. Lurie Children’s is the premier center for child health in Chicago and the Midwest. In this role, Maya will focus on the Strategic Direction and overall operations in the Division of Ophthalmology. Maya will also serve as the administrative partner to an incoming recruit for Division Head of Ophthalmology to start in September. This dyad will redesign the future of pediatric eye care in Chicago.
MEMBERS ON THE MOVE

KEITH CHURCHWELL, M.D. - CONNECTICUT
Keith Churchwell, M.D., was recently appointed to serve as the Chief Operating Officer and Executive Vice President for Yale New Haven Hospital. Dr. Churchwell has been with the Yale New Haven Health system since November 2014 and was formerly the Vice President and Executive Director of Cardiovascular Services.

BEVERLY KUYKENDALL - FLORIDA
American Medical Depot's Beverly Kuykendall, President of Government Business, was honored by the National Association of Healthcare Service Executives of South Florida as an award-winning recipient of the Debra Lee-Eddie Women in Leadership Award. The 2nd Annual Women in Leadership Awards aims to acknowledge and honor some of the most influential women in healthcare. The selection of Ms. Kuykendall was supported by her many contributions to women in business and healthcare.

TRINA PARKS - NEW JERSEY
Trina Parks, Senior Vice President, Corporate Chief Diversity & Inclusion Officer at RWJBarnabas Health and NAHSE NJ Advisor, was granted a C-Suite Champion award by ROI-NJ for her work in diversity and human resources. The inaugural ROI-NJ Champions of C-Suite event honored 34 C-suite executives at the Bridgewater Manor this past February.

RAVEN BREWINGTON - NEW YORK REGIONAL
Raven Brewington, MHA is the current NYR NAHSE Public Policy Chair and Northeast Public Policy and Advocacy Representative. She received her Master of Healthcare Administration from Hofstra University. Members of the chapter are please to support Raven in achieving this tremendous milestone. Raven currently serves as Epic Application Support Specialist at Weill Cornell Medicine.
MEMBERS ON THE MOVE

CHRISTOPHER CHOUDHRY - NEW YORK REGIONAL
Chapter Treasurer, Christopher Choudhry, MHA has transitioned from his role as Manager, Nursing Support Services at Memorial Sloan Kettering Cancer Center to Director of Operations, Department of Emergency Medicine at Columbia University Irving Medical Center. Chris currently serves as Chair, Budget and Finance Committee for the NYR Chapter.

JAY FERGUS - NEW YORK REGIONAL
President-Elect, Jay Fergus, MHA, transitioned from her role at Mount Sinai Health System, where she served as Program Manager in Medical Staff Services, to Human Resources Operations Manager at Columbia University Vagelos College of Physicians and Surgeons. Jay previously served as NYR Chapter Secretary.

RALPH THOMAS - NEW YORK REGIONAL
Ralph Thomas, MHA is a Program Manager for Clinical Transformation at Northwell Health. In this role, he is responsible for implementing strategic initiatives focused on process improvement, operations and performance across a 23 hospital organization. Ralph has over 10 years of experience, which includes project management, hospital operations, population health and telehealth. Ralph was featured in Northwell Health’s February 2019 "My role in helping reignite humanism“ series. Ralph is the recipient of the NAHSE NY Regional Chapter 2019 Young Executive of the Year Award.

JENNIFER GANTT - SOUTH CAROLINA
Jennifer Gantt, LMSW, is the new Social Work Manager of Acute Care Coordination (ACC) for Richland, Baptist, Parkridge staff. Jennifer has been with the organization as the Manager of ACC teams since 2017. Jennifer has a history of working with women and children’s agencies in our community and has been active with domestic violence case management. In addition, Jennifer provides mentorship programs to young teens in her spare time.
MEMBERS ON THE MOVE

BRYAN ARNETTE - SOUTHERN CALIFORNIA
Congratulations to Bryan Arnette for his promotion to interim COO at VA Long Beach! Prior to Long Beach, Mr. Arnette served as Chief, Office of Quality, Safety & Value (QSV) at VA Palo Alto Healthcare System (VAPAHS). At VAPAHS, he spearheaded efforts to deploy the organization’s lean management system. Mr. Arnette has served as the Deputy Chief of QSV at VAPAHS and as the Health System Specialist to executives at VAPAHS, VALBHS, and VA Desert Pacific Healthcare Network VISN 22.

ANGELA FLEMING BROWN - ST. LOUIS
Angela Fleming Brown was recently named Chief Executive Officer of the St. Louis Regional Health Commission (RHC). Brown joined RHC in 2007 and has served as Chief of Staff and interim CEO prior to this current role. For the NAHSE St. Louis chapter she serves as a member of our Senior Advisory Council.

DONEISHA BOHANNON & MIKEL WHITTIER - ST. LOUIS
Doneisha Bohannon and Mikel Whittier were recently recognized by the St. Louis American Foundation as 2020 Young Leaders of the St. Louis region. They were honored at the St. Louis American Foundation’s 10th Annual Salute to Young Leaders Networking Awards reception this past February.
WE NEED YOUR HELP!

NAHSE NOTES ANNUAL SURVEY

Please take just 3 minutes to provide feedback on NAHSE Notes. Our goal is to supply members with relevant content and updates on NAHSE-wide activities. If you would like to contribute, please let us know in the survey as well. We are very keen to have member editorials showcased. Please click here to access the survey.

Thank you in advance for your feedback. To reach your editors, please email nahsenotes@gmail.com.

Best Regards,
Cachet Colvard & Christian Balcer