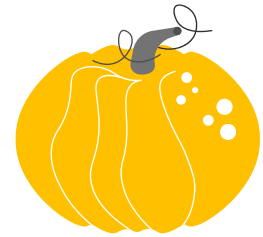


LOUISIANA

CHAPTER OF HEALTHCARE EXECUTIVES

FALL 2024 LCHE NEWSLETTER



President's Message



Dear All,

It seems like elections are always in the news lately. Currently, our chapter is also in the election process for board positions that will begin Jan. 1, 2025. The election process is still open and will close at the end of business today, Sept. 30. I encourage you to please submit a ballot if you have not done so already.

The current board of representatives has done a fantastic job on your behalf. Through educational events, communications, health equity, mentoring, advancements to fellow, and membership, the board strives to help find value for our members.

Dionne Viator, CEO of Iberia Medical Center, will assume the role of president of our chapter on Jan. 1, and she is well poised to be president. Additionally, we plan to announce the new board members in the next couple of weeks.

On Oct. 29, we have a fantastic education program planned, which will be held at St. Tammany Parish Hospital. I hope you will make plans to attend. View the link below to register. I hope you are enjoying the Fall, and I look forward to seeing you soon.

Warm wishes,

Tatsy Jeter
LCHE President

Education

Our final education opportunity of 2024 will be **Tuesday, October 29** at St. Tammany Parish Hospital in Covington, LA. [Registration](#) is live in Eventbrite so sign up today!

The room was filled at the August 29 event in Lafayette. Chapter recognition awards were presented to Faydra Allen and Coletta Barrett. See our LinkedIn page for photos.

Save the Date for 2025 Congress in Houston!

The 2025 Congress will be held in Houston, Texas, at the George R. Brown Convention Center, March 24–27. **Michele Sutton, CEO of North Oaks Health System, will be installed as the 2025-26 Chair of ACHE.** Our chapter is planning to host a breakfast in Michele's honor at the Marriott Marquis Houston on Monday morning, March 24, from 6:30-7:30 am. Attendees will then proceed as a group to the Opening Session in support of Michele. More details to come.

Update on the 2024 Fellow Advancement Program

The Fellow Advancement Program concluded in August under the guidance of Dr. Richard Priore, FACHE, and already three participants have passed the Board of Governors exam. Dr. Priore hosted a one-hour weekly session from June thru August. Our appreciation for his dedication to our chapter and to the educational achievement of our members cannot be overstated. Approximately 20 individuals have applied/will apply to take the Board of Governors exam soon, with exciting potential to advance to Fellow by the end of the calendar year. Looking forward to sharing the success of others.

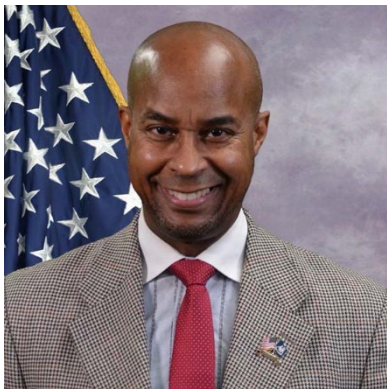
Recognition of New Fellows

Speaking of success, congratulations to Robert Bruce, Johnette Dillon-Hansley, and Sarah Mitchell who have advanced to Fellow. All participated in the Fellow Advancement Program.

Other News & Recognition

Ninety years ago, last week—Sept. 23, 1934—ACHE recognized the first class of Fellows.

Commentary on Diversity, Equity, and Inclusion



From Peter Dancy, Jr., MBA MHA, FACHE

Medical Center Director/CEO, Alexandria VA Health Care System and Chair of the LCHE Diversity and Inclusion Committee

From elementary school to high school, I grew up playing organized sports. As the seasons changed, so did the sport - from baseball, basketball, football, track and even tennis. I was never the best at any sport, but what I enjoyed most was being a part of a team with a common goal AND committed coaches who challenged us to “run through the finish line,” “don’t quit,” “hustle,” and “teamwork.” Much like in sports, success in our

world of health care depends on the strength of the entire team. Whether it is a football team working in unison to secure a touchdown or a basketball team capitalizing on every player’s unique skills, teamwork is paramount. In Louisiana’s health care system, diversity, equity, and inclusion (DEI) functions as the strategic playbook needed to build a stronger, more inclusive environment for patients, staff, and communities.

Health care executives, like coaches, must focus on specific plays to ensure every team member is performing at their best and that no one is left on the sidelines. For your consideration, here are what I believe are four crucial areas where health care leaders can focus their efforts to improve DEI.

1. **Building a Diverse Team – Recruiting Players from All Backgrounds.** Just as a football team would never limit itself to players from just one skill set, I believe a health care organization cannot thrive without diverse talent. Diversity in health care refers to more than just race or ethnicity; it also includes gender, age, socio-economic background, and professional experience. A team composed of diverse individuals brings a variety of perspectives, ideas, and problem-solving abilities, which are crucial for delivering comprehensive and culturally sensitive care to the diverse populations we serve.

Health care executives should focus on recruiting, retaining, and developing a workforce that reflects the diversity of the communities we serve. For example, Louisiana’s population is a rich mix of African American, Cajun, Creole, and Hispanic populations, among others. Having a health care team that mirrors this demographic mix ensures that patients see themselves in their providers, fostering trust and improving health outcomes.

Imagine your favorite basketball team with only tall players who excel at defense but no guards who can handle ball and drive offense. A balanced roster with a range of skills is essential. Similarly, health care organizations benefit when their teams include individuals who can relate to and understand the unique needs of patients they serve.

- 2. Fostering an Inclusive Culture – Creating a Locker Room Where Everyone Belongs.** In sports, the dynamics of the locker room are just as important as what happens on the field of play. The best teams make it a point to cultivate an atmosphere where every player feels valued, whether they are the heavily recruited star quarterback or a bench player. This sense of belonging encourages collaboration and elevates team performance. In health care, an inclusive culture means ensuring that every staff member, from boiler plant operator, to doctors, nurses, and administrative workers, feels respected and empowered to contribute.

As health care leaders we must actively foster inclusivity by promoting policies and practices that promote collaboration, open communication, and a respect for differences. This could involve providing regular training on unconscious bias, and ensuring leadership is visibly committed to these principles.

A successful sports team not only includes players of all positions but makes sure that each player's role is understood and appreciated. Similarly, as health care executives we must ensure that every employee feels they have a place in the organization's mission.

- 3. Data-Driven DEI Efforts – Using Stats to Inform Strategy.** In this age of analytics and the tracking of every imaginable sports stat, coaches rely heavily on data to analyze their team's performance and improve their team's strategy. Likewise, as health care leaders, we should also use reliable data to craft our DEI efforts. Collecting and analyzing data related to patient demographics, outcomes, and satisfaction may reveal unintended disparities in care and areas for improvement.

For example, if your health care system or organization notices that diabetes outcomes are worse for one demographic population of patients compared to other groups, this could signal a need for targeted interventions. Further, data can help health care organizations track their progress in hiring and retaining a diverse workforce or in reducing health care disparities.

In sports, stats do not lie. If a basketball player's shooting percentage is low or a quarterback's interceptions are high, the coach will take steps to improve them. Likewise, in health care, data should drive decisions on where to target improvement efforts.

- 4. Community Engagement – Building a Strong Fan Base.** Here in Louisiana, we love our Saints and Tigers, just as my hometown of Houston loves its Texans and Astros. Every successful sports team has an ardent fan base that it regularly engages with. Similarly, as health care leaders, we must build strong relationships with the communities we serve that enable us to prioritize community outreach and partnerships.

This could include partnering with local organizations to offer health education, conducting health fairs in underserved areas, or collaborating with schools, churches, barber shops, beauty and nail salons, or local boys and girls clubs to promote wellness. By engaging with the community, we can better understand the unique needs of our populations. Building trust is critical and can be the key ingredient to improving health outcomes.

Although my days of playing organized sports are a distant memory, I am committed to remaining on the field playing a key role of head coach in my quest for promoting diversity, equity, and inclusion in this noble and honorable profession. Just like in sports, success in health care depends on every team member performing at their best. Coach! What's YOUR game plan?

Fellow Spotlight – Stephen Robinson, FACHE

Stephen Robinson, FACHE is the CEO of Ochsner Medical Center- Kenner

What do you feel is the value of the FACHE designation?

Investing in self-development is important to growing your capabilities as a leader and the FACHE designation best symbolizes our individual commitment to excellence in healthcare leadership. Attaining your FACHE for the first time is something that you should be proud of as a personal achievement. Professionally, it marks an important milestone for your career and demonstrates to others that you are willing to commit time outside of work to advance your career in healthcare. Fellows are obligated to continually evaluate education hours, volunteer activities, and how you are participating in your local community, but I believe the true value is the opportunity you gain in connecting with so many other professionals through these activities.



What is one thing that has or continues to surprise you in your career?

I think it is very important that we consider the impact that we can have on others in their career and the responsibility we have to mentor future leaders. I am grateful for time that others I have worked with have invested in me and the opportunities I have been provided over the years as a leader. I know we often think of mentorship as an opportunity to help someone and I am often surprised on how that can be mutually beneficial. My advice is that you take the time to mentor, and you might be surprised about what you also learn in that process.

What are your recommendations for early careerists?

I have two recommendations. The first is to develop curiosity early in your career. It will help you connect with others through gaining a better understanding and getting to know more about their perspective. Curiosity may also lead to opportunities that can be impactful to your organization. My other recommendation is to seek opportunities to get more involved in your organization. You can learn from every opportunity so be open to volunteer for projects or to take on something new. That is not only a great way to learn but also exposes you to other leaders that may lead to that next job you were looking for.

Tell us a fun fact about yourself – or– What do you enjoy doing outside of work?

My wife Aimee and I are the proud parents of four children – Olivia, Conrad, Bryce, and Alaina. They keep us quite busy, and we enjoy being together as a family. When I am not at Ochsner or with my family, I enjoy spending as many weekends as possible putting on my helmet and strapping into the racing seat of my sports car to race around the road course at NOLA Motorsports Park.

Sponsor Spotlight – Bank of America

Bank of America Healthcare Finance provides simple, efficient, and low-cost medium term taxable and tax-exempt capital solutions for future Medical, IT (EHR/ERP) and Energy projects. Collateralized by capital expenditures, our structures can also boost liquidity by monetizing assets previously paid for with cash and do not require ancillary business. We are active in the outpatient market as care evolves outside of the hospital setting. Please contact Nate Allen at 504.444.8186 or nathan.c.allen@bofa.com.

Chapter Website:
<https://louisiana.ache.org/>

Join the LCHE
LinkedIn Group:



Thank you to our sponsors:
BANK OF AMERICA 

