



CEO Board Report
Board of Trustee Meeting
July 13th, 2022



AHS Operations and Program Update

Community Connection

HealthPATH Program & 7/5/22 Meeting with Oakland Mayor Libby Schaaf

- AHS is sponsoring over 25+ college interns through our HealthPATH department in collaboration with the Gateway to Health Careers Program.
- Gateway to Health Careers 8-week program connects talented, diverse college students w/ summer internship opportunities through which they gain the necessary exposure, experience and mentorship to discover and launch health careers.

HealthPATH Interns, Ting Hong and Giselle-Dior Bourelly are interning in Administration this summer.



PLEASE
DO NOT DISTURB

ALAMEDA
Ting Hong
HealthPATH

ALAMEDA
Gracie Cassidy
Student

Office Depot



**CA Governor's Office of Emergency Services has awarded a grant to
AHS for the Rape Crisis Program for the period
10/1/22-9/30/23**

Hannah Colbert, HGH ED Nurse Director
Grant Sub Award Director

Some of the objectives and activities include:

- Objective: of the program is to provide Crisis Intervention Services to sexual assault victims from 10/1/22 to 9/30/23
- Activities: AHS will provide on-site, in-person crisis intervention services at Highland Hospital 24 hours a day. All advocates, program staff and volunteers will respond within 30 minutes
- SARRT will maintain a 24-hour hotline staffed by SARRT advocates, program staff and volunteers
- Weekly, advocate(s) will provide on-site, in-person and/or telephonic crisis intervention services to victims of sexual assault in response to referrals from the Alameda County Family Justice Center

Culture of Safety

Survey Process is 5 Steps

1. Encourage a high response rate to gain an accurate and statistically significant data to evaluate your organization/department
2. Neutral Debriefing with front-line staff/providers
3. Debriefing meets with department leader to review feedback
4. Dept. leader collaborates and creates an action plan with staff/providers to address issues/concerns
(most important step)
5. Execute and monitor effectiveness of action plan

Current Performance – Debriefings

Only Step 2 & 3 of the process (*5 steps total*)

Facility	Total Work Settings	Debriefing Completed	Current Compliance with Debriefings	Departments Requiring Neutral Debriefing Facilitator to be Completed and recorded in the Online Debriefing tool
Alameda Hospital	13	9	69%	9/13 department have completed debriefing
Ambulatory Care Svc.	23	18	78%	18/23 department have completed debriefing
Highland Hospital	26	7	26%	7/26 department have completed debriefing
JGPH	8	3	37%	3/8 department have completed debriefing
Physicians & APPs	15	8	53%	8/15 Physician groups completed debriefings
Post-Acute	10	4	40%	4/10 departments have completed debriefing
San Leandro Hospital	11	1	9%	1/11 departments have completed debriefing
Systemwide Services	47	26	55%	26/47 departments have completed debriefings

Version 7/12/22

Neutral Facilitators Have been Assigned to 100% of the Departments

Areas of Concern:

- JGPH
- San Leandro
- Highland Hospital
- Post-Acute
- Systemwide Services (Majority doing well, with the exception of:
 - ❖ All Services Under Facilities (Engineering, EVS, F&N, PBX)
 - ❖ Finance

Underlying Message

- ❑ Evidence shows that those organizations that DO NOT share survey results with frontline staff erodes the trust between Management and employees
- ❑ COS survey helps us uncover the issues that impact productivity, engagement, morale, and the culture of AHS
- ❑ Ignoring the results and not doing anything about them sends a message that we do not value our staff's feedback and are not willing to do anything about their concerns

Sustainability

AHS Strategy Presentations

Meeting	Contact	Date	Time Slot	James' Availability Confirmed
✓ Alameda District Board	Debi Stebbins	June 13th, 5:30pm – 8:00pm PST	15 minutes	Yes
✓ Med Exec (MEC)	Irina Williams	June 15th – 9:30am – 10:30am PST	15 minutes	Yes
✓ Leaders Meeting	Sheria Johnson	June 16th – 8:00am-10:30am PST	30 minutes	Yes
✓ Alameda Med Exec (Alameda MEC)	Nikita Joshi	June 17th – 12:30pm-1:30pm PST	15 minutes	Yes
Co-Applicant Board	Heather MacDonald-Fine	July 19th – 5:30pm-7:30pm PST	15 minutes	Yes
HEDI Committee	Mini Swift	July 22 nd , 8:00am-10:00am PST	15 minutes	Yes
Desktop Chat	Victoria Balladares	Follow the leaders meeting; Weekly, Wednesdays – 12:00pm-1:00pm PST	15 minutes	TBD
Board of Supervisors	Sheria Johnson	TBD	TBD	Yes

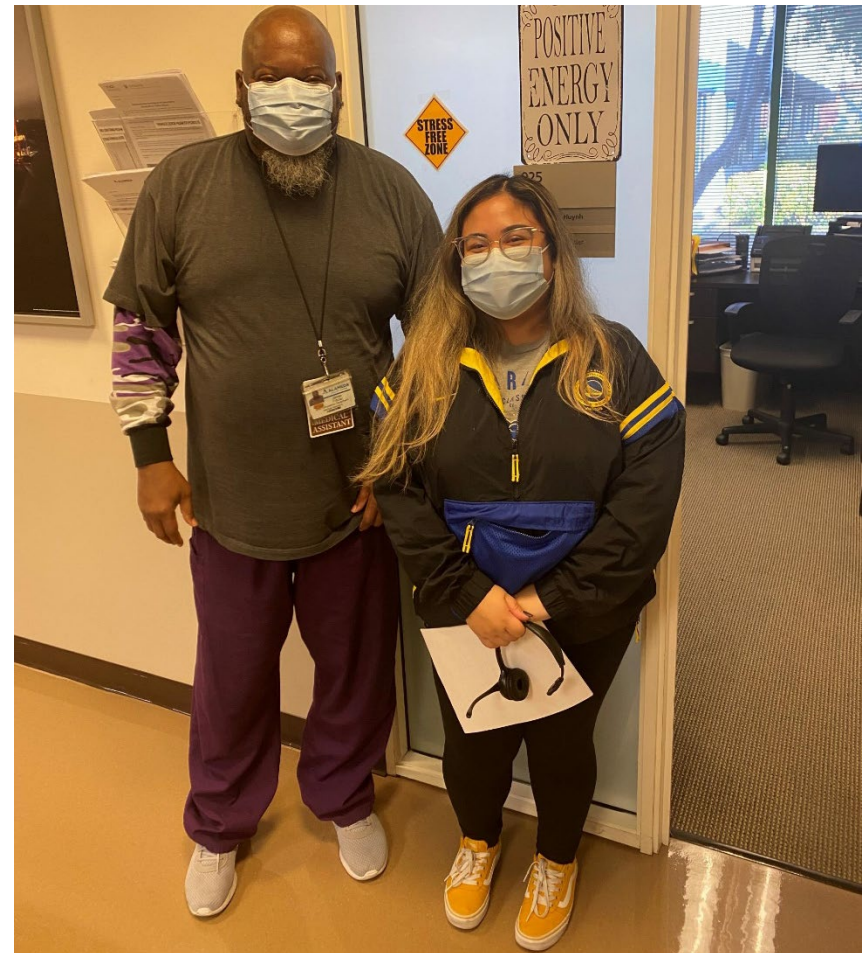
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Trust

CEO Rounding

- ❑ Productive way to connect with staff and identify and eliminate obstacles.
- ❑ Can contribute to a positive work environment.
- ❑ Rounding at all AHS sites:
 - ❖ 65 facility visits
 - ❖ 135 meetings with individual staff
 - ❖ 90 meetings with physicians



“The Walks” w/ the CEO Lake Merritt (7/9/2022)



- 6 + Employees participated (***pets are welcomed***).
- Parking spaces provided in partnership w/ the DT Senior Center located in the historic Veteran’s Memorial Building.
- T-shirts, baseball caps, towels, water provided.

Quality Care

COVID-19 Vaccination Update



- ❑ As of June 24th, 2022, we have Active employees only (LOA/WC/ACTIVE – Fully Vaccinated):
Total – 5,297
- ❑ 95% - Active Employees Fully Vaccinated.
- ❑ 5% - AHS Employees Unvaccinated.
- ❑ 97% - AHS employees received boosters.
- ❑ The COVID patient vaccination clinic at HCP-3 will offer the 2nd booster to employees as patients only.

