**One Million Jobs Campaign Reception Draws Hundreds**

CHA, the NAACP, the state legislative Black and Puerto Rican Caucus, Connecticut State Colleges and Universities, and the Connecticut Department of Economic and Community Development hosted a reception for business and community leaders at Southern Connecticut State University on Monday, October 7, to support the One Million Jobs Campaign.

More than 300 people attended the event to support the campaign's goal to hire 10,000 formerly incarcerated individuals in Connecticut over the next three years. The national goal is to create employment opportunities for one million people with criminal backgrounds.

Yariela Kerr-Donovan, Senior Director of Strategic Workforce Development at Johns Hopkins Medicine, provided the keynote address, highlighting hiring strategies for businesses including establishing on-the-job training programs in place of work and education experience, so that those without the requirements typically listed in a job description - such as the formerly incarcerated - still have an opportunity to succeed.

Other speakers included Lieutenant Governor Susan Bysiewicz; Joseph Bertolino, President, Southern Connecticut State University; Mark Ojakian, President, Connecticut State Colleges and Universities; Jennifer Jackson, CEO, CHA; Rollin Cook Commissioner, Department of Corrections; and Alan Lazowski, Founder and President of LAZ Parking.

CHA committed its support to the campaign earlier this year, as it aligns with the Association's focus on addressing the social determinants of health and health equity. In partnership with Unite Us, a leading social care coordination platform, CHA is working to build a statewide coordinated care network of health and social services providers to deliver integrated care. The technology platform will better connect patients to local social service agencies that help with housing, food, transportation, employment, and more.

“We embrace our responsibility for change,” Ms. Jackson told attendees. “One of the social determinants of health is employment. We know that employment leads to better health. Our partnership with Unite Us will allow us to move forward with community-based organizations to improve the health of our state.”

Connecticut’s hospitals and health systems are economic cornerstones in the communities they serve, and bolster the state’s economy, generating more than $27.7 billion. In addition, hospitals and health systems are often the largest employer in their communities, providing jobs to more than 103,000 people. And, nearly every hospital job produces another outside for the hospital, generating more than 204,000 jobs for the state.

**CHA Hosts Regulatory Compliance Conference**

October is Cybersecurity Awareness Month, and CHA’s Regulatory Compliance Conference kicked off on Friday, October 4, with a presentation about the issue, as healthcare-related cybersecurity breaches accounted for over a quarter of the more than 750 data breaches reported nationwide in 2018.

According to a recent report, healthcare led all industries in breaches last year and, just last week, a hospital network in Alabama found itself the victim of a ransomware attack.

In his keynote address, Conor Phoenix, Supervisory Special Agent, Federal Bureau of Investigation, provided information on current cybersecurity threats that hospitals face, as well as best practices for mitigating these risks.

The full-day conference was attended by nearly 50 people, representing compliance, risk, legal counsel, health information, information technology, human resources, and others interested in privacy, security, and compliance enforcement.

In her presentation on paid family and medical leave (FMLA), Sally Welch St. Onge, an attorney from the Hartford office of Jackson Lewis P.C., outlined impending changes to the law that will take effect in 2021 and 2022, and described how employers can prepare for the changes. Changes include the creation of a Family and Medical Leave Insurance Program to provide wage replacement benefits to employees taking leave under the state’s FMLA, or Connecticut’s family violence leave law, and significant expansions of the eligibility requirements for qualifying for FMLA benefits.

The conference also included a plenary session primer on the General Data Protection Regulation (GDPR) and California Consumer Privacy Act. Jennifer Everett, an attorney from the Washington, DC, office of Jones Day, provided attendees with details about the potential impact of these privacy rules on healthcare providers along with strategies to operationalize compliance. She also noted the similarities and differences of these regulations to HIPAA and other privacy acts.

Chris Maietta, an attorney with the United States Department of Justice, Antitrust Division, closed the program with a presentation on criminal antitrust violations seen in the healthcare industry, including price fixing, bid rigging, and allocation agreements. He noted that penalties can include incarceration of up to 10 years for individuals and fines up to $100 million for businesses, and shared best practices for avoiding violations.
CHA Health Equity Symposium to Focus on Bias and the Impact on Disparities in Health Outcomes

CHA’s 8th annual Health Equity Collaborative Symposium, *Bias and the Impact on Disparities in Health Outcomes*, will be held on Tuesday, October 29, 2019. Please register [here](https://www.cha.org/). The day-long symposium will feature a keynote presentation from Mona Hanna-Attisha, MD, MPH, FAAP, the physician, scientist, and activist who uncovered the water crisis in Flint, Michigan.

Dr. Hanna-Attisha will deliver a personal account of her research and activism to identify, expose, and mitigate the effects of the Flint water crisis. Her story, from how she used science to prove that children in Flint were affected by high levels of lead, to the aggressive backlash she faced after going public with her findings, will inspire participants to safeguard their communities.

Following Dr. Hanna-Attisha’s keynote presentation, Jaymie Campbell, PhD, AccessMatters, will present a workshop on racial awareness and strategies to eliminate institutional racism. Through lecture, media, and experiential activities, participants will learn to recognize subtle, often unintentional negative racial messages, also known as microaggressions. Dr. Campbell will guide participants through the self-reflective process of evaluating how racial microaggressions impact maternal-child health.

The program is aimed at healthcare leaders, including clinical and operational staff, social workers, and case managers from hospitals and community-based organizations across Connecticut.

*The program is being presented as part of the Partnership for Patients HIIN educational series.*

**Education Updates**

**HIIN: When Words and Actions Matter Most: Responding to Unexpected Harm**

Thursday, October 17, 2019
8:00 a.m. - 4:30 p.m.
[View Brochure](https://www.cha.org/) | [Event Registration](https://www.cha.org/)

CHA is implementing a statewide disclosure, apology, and early resolution collaborative to promote transparency. This program will demonstrate best approaches and provide an opportunity to obtain hands-on practice.

*The program is being presented as part of the Partnership for Patients HIIN educational series.*

**Safe Patient Handling Forum**

Wednesday, October 23, 2019
9:00 a.m. - 4:00 p.m.
[View Brochure](https://www.cha.org/) | [Event Registration](https://www.cha.org/)

The Safe Patient Handling Forum is a full-day program offered in partnership with PMA Companies as part of CHA’s statewide Safer Hospitals Initiative. The Initiative is focused on providing healthcare staff with strategies and practices to improve worker safety, minimize workplace violence, and facilitate the adoption of peer-to-peer support programs.

The Forum will feature data-driven best practices, industry standards, and new strategies for reducing patient handling injuries. Attendees will have an opportunity to view and learn more about safe patient handling equipment currently in use at hospitals and available on the market.

**Issue-Based Forum: FEMA Center for Domestic Preparedness Health Sector Emergency Preparedness Training**

Tuesday, November 5, 2019
8:30 a.m. - 5:00 p.m.
[View Brochure](https://www.cha.org/) | [Event Registration](https://www.cha.org/)

This session is only offered to CHA members.

This day-long course is intended to assist healthcare providers and suppliers in achieving the four core emergency preparedness elements outlined in the September 2016 CMS *Emergency Preparedness Requirements for Medicare and Medicaid Participating Providers and Suppliers Rule*.

The course provides instruction, guided discussion, best practice tools, and resources to conduct a risk assessment; guidance on the development of an emergency plan, as well as associated policies and procedures; guidance on the creation of a communications plan; and best practices on the training and testing of the plans, policies, and procedures.

**Transitioning From Staff to Management: What’s Next?**

Thursday, November 7, 2019
8:30 a.m. - 3:30 p.m.
[View Brochure](https://www.cha.org/) | [Event Registration](https://www.cha.org/)

Whether recently assigned to the role of manager or a seasoned veteran, it is important to determine how well one’s problem solving, critical thinking, and decision making skills are keeping pace with the ever-changing healthcare environment. For those who attended *Staff to Management: Starting the Transition* in March or last September, this is the second course in the two-part program and provides additional development for all managers—those who are new to the role and those who want to improve their skills.

**Emotional Intelligence and Its Impact in the Workplace**

Friday, November 8, 2019
9:00 a.m. - 3:00 p.m.
[View Brochure](https://www.cha.org/) | [Event Registration](https://www.cha.org/)

Research has indicated that Emotional Quotient is an important leadership competency, and is essential to driving performance improvement beyond “book knowledge” alone. Understanding and improving personal and social competence will enable participants to develop new insights and key behaviors that improve organizational culture.

**2019 Nurse Leadership Forum**

Wednesday, November 13, 2019
9:00 a.m. - 3:30 p.m.
[View Brochure](https://www.cha.org/) | [Event Registration](https://www.cha.org/)
Save the date for the 2019 Nurse Leadership Forum. This year’s forum will focus on a range of issues impacting the transformation under way in healthcare, including a keynote presentation by author, researcher, and filmmaker Ron Galloway on The Disrupters: How Amazon, Apple, CVS and Other Tech Companies Will Change Healthcare.

Additional presentations will focus on dealing effectively with stressful situations and how best to develop an effective and engaged multi-generational workforce.

**Lean Principles: Project Charter Preparation and Planning**
Thursday, November 14, 2019
9:00 a.m. - 2:30 p.m.
[View Brochure](#) | [Event Registration](#)

Lean principles and methodology are valuable in improving healthcare, but evidence shows that learning about the principles and methodology is simply not enough. To get the desired results, the principles must be applied.

This program—a follow-up to CHA’s two-part Lean Principles: Process Flow and Value Stream Mapping in Healthcare—provides an overview of the methodology and tools needed for planning and implementing process improvement initiatives.

This is a “how to make it happen session,” and will explain (and provide examples of) the elements of an effective project charter, a pre-requisite to any successful improvement initiative. When properly prepared, the charter focuses the team on the business case, problems, objectives, and outcomes, and is a major factor in preventing project scope creep.

Participants are asked to bring with them a process improvement opportunity currently under consideration at their facility, enabling them to create a draft charter as part of their actionable plan toward their process improvement initiative.

*NOTE: This program is designed for those who attended CHA’s Lean Principles: Process Flow and Value Stream Mapping in Healthcare—or those with a basic understanding of Lean principles and familiarity with the terminology. Clinical leaders, operational managers, quality professionals, continuous improvement coordinators, and other change agents will benefit from learning this methodology to plan team oriented improvement initiatives.*