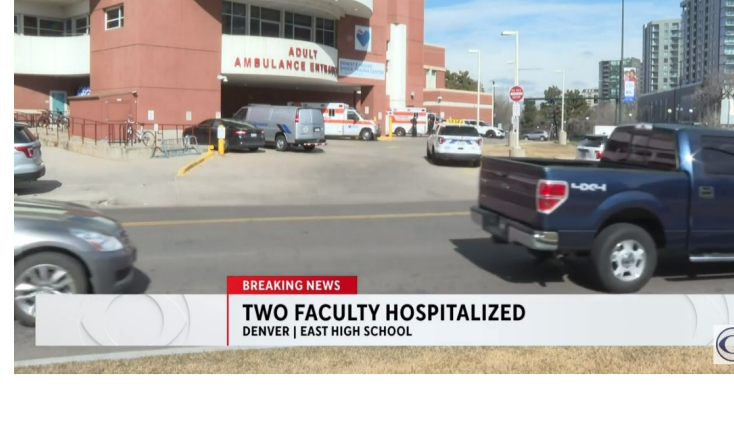


Thursday, March 23, 2023

**Advocating for change**

Our Denver Health community is deeply saddened by Wednesday's tragic events that started with a shooting at Denver's East High School. As most of you likely saw in the news, our paramedics were among the first responders to care for two injured school staff members and bring them to our Emergency Department. One patient was treated and discharged in good condition. The second patient is in serious condition. The young suspect reportedly died by suicide. Many of our employees have family members impacted and the broader community will feel the effects of these events for some time.



Denver Health CEO Donna Lynne is bringing this issue to a broader group of hospital CEOs to discuss all aspects of the impact of gun violence and what hospitals can do to advocate for change. We will provide updates as these discussions progress. For now, thank you for taking care of one another. We can't repeat it enough - for those in need of support in these difficult times, we encourage you to use the resources available through our RESTORE (formerly RISE) program. RESTORE Peer Responders are available 24/7 to provide immediate, confidential peer-to-peer support to all Denver Health personnel. Call 303-436-7473 or visit [the Pulse](#) for more information on RESTORE, virtual support groups and additional resources.

**CEO Town Halls set for April and May**

Join CEO Donna Lynne at one of 10 Town Hall sessions this April and May.

Donna will be providing updates on our mission, vision and values, our health system finances and diversity, equity, inclusion and belonging. Most sessions are in person and apart from those specifically for providers, all staff are invited.

Watch your inbox for calendar invitations and select the time and date that works best for you. Webex options also will be available.



**Lown Institute highlights Denver Health dedication to community**

Denver Health is the first institution featured by the Lown Institute, a Boston-based non-partisan think tank that promotes "bold ideas for a just and caring health care system," in its series on socially responsible hospitals.



In a Q&A with CEO Donna Lynne and Chief Quality Officer Tom Mackenzie, MD, MSPH, writer Brenna Miller asks to what they attribute the hospital's consistently high rankings in national surveys. The answers are simple: staff and culture.

"Our staff is our secret to success," said Donna. "[They are] overwhelmingly intentional about working at Denver Health and staying because of the populations we serve." Added Tom: "It comes down to the culture we've built. We have a long history of commitment to community and high-quality care for everyone, including underserved populations. It's attracted a workforce similarly committed to the mission of the highest quality, most compassionate healthcare to all of our patients."

The pair also discussed combating staff burnout and workplace violence, as well as programs they're particularly proud of, including the Target Zero error-reduction program and school-based health centers. [Read the full article here.](#)

**TB Clinic Marks World Tuberculosis Day**

Most people don't think about tuberculosis (TB) unless it's in the news or they need to be tested. But this World Tuberculosis Day (March 24), we recognize the work of the Tuberculosis Clinic in the Outpatient Medical Center, where staff work with TB patients every day.



TB is highly treatable, and the clinic recommends screening for people who were born in or who have lived in a

community where TB is common (defined as more than 20 people with TB per 100,000). Tuberculosis is spread through the air, like COVID-19, but is much less contagious. Latent TB has no symptoms so people may have been exposed and became infected without knowing it. TB infection can remain latent for decades.

There are several treatment options available to prevent progression to active TB. These treatments are very effective if taken correctly, with an emphasis on starting and completing treatment to prevent getting actively sick with TB and potentially spreading to others who may be at higher risk.

If you suspect a patient might have active tuberculosis, providers can send an e-consult request to connect with the clinical team to consult on a case. Clinic staff are always available to talk about TB, its risk factors and its unique treatment challenges. Please contact the TB clinic at 303-602-7240 with questions or email the Clinic Administrator at [Benjamin.Penningroth@dhha.org](mailto:Benjamin.Penningroth@dhha.org)

**DIVERSITY, EQUITY & INCLUSION**

**Day of Visibility webinar to explore transmasculine health justice**

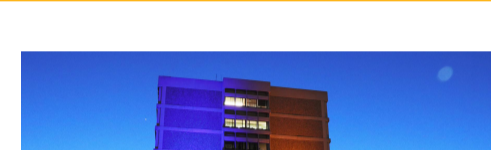
March 31 is International Transgender Day of Visibility, an annual celebration of transgender people and their contributions to society and a way of raising awareness of the discrimination faced by transgender people. At Denver Health, the day will be marked by a virtual lunch-and-learn session from noon to 1 p.m. on the Transmasculine Health Justice LA project (TMHJ: LA). The project focuses on the health disparities among the



transmasculine/AFAB (assigned female at birth) population and how community-led approaches can reshape and heal relationships between medical institutions and transgender communities. The session will be facilitated by **Cydney O. Brown, MPH, MA**, the LGBTQ+ Health Education Trainer for LGBTQ+ Health Services. Participants will have the opportunity to brainstorm on how to apply the recommendations proposed by the TMHJ: LA project to Denver Health. [Join the webinar here](#) or join by phone at 720-650-7664, access code 24655243314.

**Denver Health lights up in honor of World Down Syndrome Day**

World Down Syndrome Day (March 21) recognizes people with Down syndrome and the unique and important strengths they bring to our communities. In recognition, we light up our hospital!



This year's theme is "With Us Not For Us" and an important reminder that those who live with Down syndrome ask for inclusivity and collaboration. Watch this video from Down Syndrome International to hear voices from around the world and learn more about this theme - [With Us Not For Us](#).

In collaboration with the Global Down Syndrome Foundation, the Denver Health Adult Down Syndrome Clinic is the only clinic in Colorado that provides physical and behavioral health care for adults with Down syndrome. Services offered provide an important gap for patients who have aged out of pediatric clinics that specialize in Down syndrome care. Learn more by visiting the [Denver Health & Global Down Syndrome Foundation Adult Down Syndrome Clinic website](#).

**STAY INFORMED**

**Denver Health now offering 3D mammograms to all patients**

Denver Health Breast Imaging is now offering advanced 3D mammograms to all patients. This newer technology helps radiologists detect breast cancer earlier and can be especially helpful to those who have dense breast tissue, in which cases the cancer can sometimes be hidden on a 2D exam, according to Randy Miles, MD, MPH, Chief of Breast Imaging. "I recommend high-quality 3D mammography to all patients to increase our ability to detect cancers early and to limit unnecessary callbacks," said



Learn more about the differences between 2D and 3D screening

Dr. Miles. Most insurance plans cover 3D mammograms for preventive screening. Our average turn-around time for interpreting mammography screening exams is typically less than one business day, much faster than the national average. Those 40 years old and above who have not had a screening mammogram in the past year are eligible to be seen at Denver Health Breast Imaging, on the 5th floor of the Outpatient Medical Center (Pavilion L), for routine breast cancer screening. To schedule your next mammogram, log into your MyChart account or call the mammography line at 303-602-4140.

**Staff masking updates**

In light of the recent lifting of the universal mask mandate at Denver Health, Infection Prevention is encouraging staff to return to the practice of single-use masking when entering or leaving the rooms of patients who are in droplet, airborne or specialized respiratory precautions. A new, clean mask (surgical for droplet precautions, N95 for airborne/specialized respiratory precautions) is to be worn by all staff when going into an isolation room. The mask is to be discarded upon exiting the room and hand hygiene must be performed.



Staff who are continuing to mask at all times (those who have not completed a primary COVID-19 vaccine series or those who choose to continue to mask), should discard their mask upon exiting the room of a patient in ANY isolation precautions, perform hand hygiene, then put on a clean mask. Please contact Infection Prevention at 2-BUGS (2-2847) or [InfectionPrevention@dhha.org](mailto:InfectionPrevention@dhha.org) with any questions.

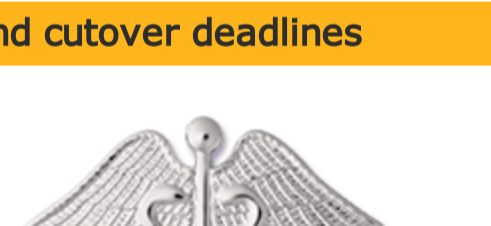
Now that flu season has passed, staff unvaccinated for influenza may now unmask, but anyone who is not vaccinated for COVID-19 needs to remain masked per regulatory requirements. Finally, we ask all units to please review your areas and remove any outdated masking signage that might still be displayed.

**Nursing and health care scholarship deadline is March 31**

Denver Health staff looking to advance their nursing or health care careers may want to apply for scholarships to support their ongoing education. Applications for the **Carol Prisjatschew scholarship** are now being accepted by the **Nursing Education and Research Office** and applications for the **Sabin and John Mortensen Burman nursing scholarship** are now being accepted by the **Office of Education**. Applications for either scholarship must be submitted by **March 31**. The Prisjatschew scholarship is for those looking to pursue a career in health care generally, while the Sabin Burman scholarship is for nursing students pursuing their BSN. More information is available by clicking the scholarship names above. Application forms are available [here for the Prisjatschew scholarship](#) and [here for the Sabin Burman scholarship](#).

**Employee recognition Workday integration and cutover deadlines**

Employee recognition allows employees to acknowledge the great work that is happening in support of our patients, peers and the Denver Health mission. We are excited to announce that two of Denver Health's rewards and recognition programs will be incorporated into Workday.



**Heroes of the Heart Award:** honors employees for excellence in behind-the-scenes work who have little to no contact with patients.

**Compassionate Care Award:** recognizes employees for exceptional effort in providing outstanding patient care. Any employee can nominate another employee for an award. Eligible recipients of either of these awards will receive a lanyard pin and a financial award of \$75 pre-tax.

Please note the upcoming key dates for the recognition cutover plan:

**March 31:** Last day for employees to submit Heroes of the Heart and Compassionate Care Awards through the [Rewards & Recognition Pulse subsite](#)

**April 1-10:** HR/Payroll transaction freeze period

**April 11:** New Heroes of the Heart and Compassionate Care Awards can be submitted by employees in Workday

**EMPLOYEE ENGAGEMENT**

**National Nutrition Month recipes and photo contest**

National Nutrition Month continues this week with a photo contest! Try out any of the Recipes of the Day from Denver Health's registered dietitians, posted on the bulletin board outside the Good Day Café and on [the Pulse](#) and submit a photo of your creation to [NutritionMonth@dhha.org](mailto:NutritionMonth@dhha.org). There will be a prize drawing for each recipe/day and winners will be notified via email next month.



Please remember to drop off your donations for the **Employee Food Drive by March 31** on the first floor of Pav B near the RESTORE coffee nook, accessible 24/7 with Denver access. **Not sure what to donate?** [Here is a list](#) of nutrient-dense, shelf-stable food options recommended by our clinical nutrition team.

- Food items must be non-perishable, must not require refrigeration or freezing, must not be expired, must not be homemade and food must be already opened.
- Food collected through the food drive will be donated back to the Denver Health community during the month of April – stay tuned for more details on food distribution.

Next week's Mindful Entrée is a **Turkey Bolognese and Whole Wheat Spaghetti**, which you can find at the Good Day Café or OMC Café powered by Emily Griffith on Wednesday, March 29. If you enjoyed yesterday's Mindful Entrée—a Balsamic Roasted Root Vegetable Salad—you can [find the recipe here](#).

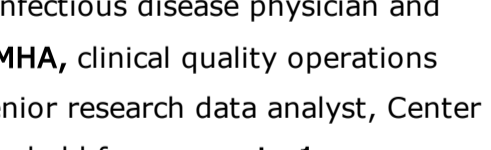
**GET INVOLVED**

**Improving race, ethnicity and language data collection at Denver Health**

An upcoming seminar called "LET'S GET REAL" will examine the collection of patient race, ethnicity and language (REAL) data, why it's important and what can be done to improve collection practices and how REAL data is used. The presenters are **Cory Hussain, MD**, infectious disease physician and associate chief medical information officer, **Maria Casaverde Marin, MHA**, clinical quality operations manager for Ambulatory Care Services and **Nancy Wittmer, MPH**, senior research data analyst, Center for Health Systems Research, Office of Research. The seminar will be held from **noon to 1 p.m. on April 14 at Pavilion C in the Sabin Classroom**. There will also be a WebEx option. To request a meeting invitation, please email [officeofresearch@dhha.org](mailto:officeofresearch@dhha.org)

**Join the 9Listens session on March 30**

9News invites Denver Health employees to join the session for a community listening session. The local news organization aims to connect with the community to get first-hand feedback on their news coverage. Join the familiar faces of 9News and their management team for breakfast and conversation. The session will be held on **Thursday, March 30 from 9:30 to 11 a.m. with breakfast served at 9 a.m.** 9Listens will be held in Pavilion C in the Sabin Classroom. [Please register here.](#)



**Denver Health in the media**

Paramedic struck by suspected DUI driver thanks co-workers for saving his life – Denver7, March 20  
 "It was extremely comforting knowing where I was, and who was taking care of me. The people at that hospital, they're incredibly skilled, and being so familiar with their incredible level of skill while I was there, I think, was nothing but reassuring," **Denver Health Paramedic Jacob Oldefest** told Denver7. To read additional news coverage, please visit [The Pulse](#) and click on the In the News tile.

Colorado hospital leaders see continuing financial challenges in 2023 – Denver Post, March 19  
 "Breaking even may sound like it's a good thing, but it's really not," **CEO Donna Lynne** said in an interview.

Majority of Colorado hospital systems lost money in 2022 ([denverpost.com](https://denverpost.com)) – Denver Post, March 19

Editorial: Fund Denver Health like your life depends on it – Denver Post, March 20

15,000 Coloradans have died due to COVID, a loss of historic proportions – CPR, March 23  
 "Fifteen thousand deaths is just terrible and it kind of forces us to reflect on what's happened," said **pulmonary care physician Anuj Mehta, MD**.

Police never investigated Denver Health for inmate's death, despite red flags – Fox31, March 16

**National Poison Prevention Week and recognitions**

March 19-25 is **National Poison Prevention Week** - see related Q&A with Denver Health staff. Is there a department that you'd like us to recognize during a special week or month? Let us know in an [Employee Outreach Request form](#) and we'll spotlight them in the 411.

March	
March 24: World Tuberculosis Day	March 30: National Doctors' Day
March 24: RESTORE Group Support: Cumulative Distress & Burnout	March 30: 9Listens session
March 26: Purple Day for Epilepsy Awareness	March 31: Transgender Day of Visibility webinar
March 27: Blood drive for Colorado Children's Hospital	March 31: QI nomination deadline for Denver and Sunshine awards
March 27: Denver Health Foundation Night at Denver Nuggets	March 31: Nursing scholarship deadline
March 28: Diabetes Alert Day	Through March 31: National Nutrition Month Food Drive

**CLICK HERE FOR A PDF VERSION OF THIS NEWSLETTER.**

**SUBMIT A REQUEST TO THE WEEKLY 411** Submit content for consideration in the Weekly 411 through the employee outreach request form here. Accuracy and quality matter, so please provide all material as early as possible. Your submission should detail who, what, when, where, why and how, with correct spelling and explanation of acronyms. We encourage you to include photos and any links or attachments that may help to communicate your message. Content received after noon on Tuesday will be considered for the following week's edition.

