DENVER HEAL FOR LIFE'S JOURNEY The week's most critical information delivered to your inbox. Thursday, September 28, 2023 'The ultimate gardener': Lawrence Landeros brings beauty to campus

Like the plants and trees that populate our main campus, Lawrence Landeros has been rooted at

You can see the fruits of his labor in all seasons: the colorful flowers that cover the campus in summer, the snow-plowed pavement at all facilities in winter, Days of Celebration in summer, and a number of

the past two years. His crew of eight workers also handles mowing, asphalt and concrete repair, garage cleaning and window washing. "I love to see how people are happy with what we do with the grounds," Landeros said. "Our crews do a great job. During the hottest summers, the coldest winters, they just hang in there."

father is "extremely humble when it comes to working at Denver Health." "What people don't know is there have been several days and nights when he couldn't make it home

On a recent morning, Landeros gave a tour of the greenhouse on the roof of Pavilion K that will shelter plants and flowers during winter until they're ready to be planted again in spring. So, if you're on the main campus, take a moment to smell the petunias, celosias and potato vines while

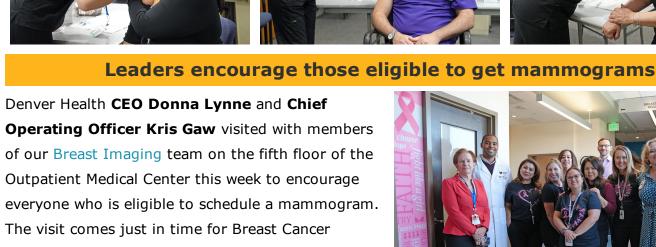
back to the greenhouse, which is also home year-round to his favorite plant on campus, a crown of thorns (pictured, bottom right) that was left to him by former CEO Patricia Gabow. "Flowers bring him joy – even at home," Nungaray said. "He loves to grow vegetables and pumpkins for my son and flowers for my mom. He's the ultimate gardener."

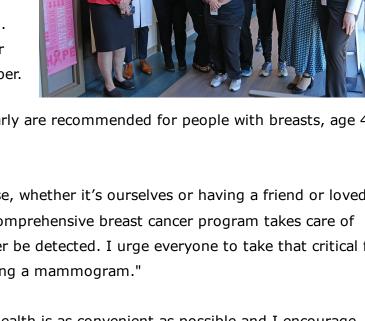
There's another source of joy for Landeros that has been living year-round in the greenhouse: a drawing on a whiteboard that his daughter made for him on take-your-child-to-work day 20 years ago.

Next employee flu clinic Tuesday in Sabin classroom in Pavilion C Hundreds of Denver Health employees took part in the first

Oct. 6. Click here for a flyer with information on the clinics and how to submit medical exemption and religious exemption forms, as well as how to document an off-site vaccination. The next employee vaccination clinic is set for **7** am.-noon Tuesday, Oct. 3 in the Sabin classroom in Pavilion C. Email questions to fluinfo@dhha.org.

Denver Health **CEO Donna Lynne** and **Chief**





the country at detecting breast cancer early, when it is most likely to be cured with treatment, working in conjunction with our outstanding comprehensive breast care team including breast surgery and oncology."

A reminder that Breast Imaging is offering blocks of mammogram appointments just for employees, from 8 a.m.-2 p.m. every Friday in October (limited to 50 patients per day). You can register for the

special employee screening days by filling out this form, and if you know someone who isn't an employee

the Breast and Cervical Cancer Screening Mobile Health Center (Women's Mobile Clinic), hematology/oncology and breast surgery (surgical oncology) this month. There is still time to sign up to walk with the Denver Health team at the Komen More than Pink Walk at 9 a.m. **Sunday, Oct. 8**, at Civic Center Park (sign-up goes through Oct. 7). Lynne is scheduled to speak

Remember to take our Internal Communications Survey by Friday The Denver Health Marketing and Communications team values your input and wants to hear from as many employees as possible by **Friday, Sept. 29**. Please take the **Internal Communications Survey** to help us improve

GET INVOLVED

All donors who give \$5 or more per paycheck, or a one-time



Internal Communications Survey

way-finding with the new name to be posted and installed by mid-November. The name change will affect the clinics within Pavilion C, the Sam Sandos Westside Family Health Center and the Bernard F. Gipson Eastside Family Health Center. Once the new name is official, we will share the news in the 411 and ask all staff to communicate the change to patients. Spread word about fall career fair coming Oct. 6 to Rita Bass Denver Health's annual fall career fair will be held on Friday, Oct. 6, at the Rita Bass Trauma and EMS

STAY INFORMED

Women's Care Clinic to rename itself Obstetrics and Gynecology

Patients can use MyChart to indicate areas of research they are interested in and receive messages about studies for which they may be eligible. Under the dropdown menu in MyChart, patients can choose "Research Studies," then select study interests. **DENVER HEALTH** Learn more on the Research Matters Pulse site, which has a brochure with resources and information to share with patients. Posters and brochures may also be ordered in five available languages here.

Bariatric Surgery Center offers surgeries to patients with higher BMIs

The Bariatric Surgery Center is now offering bariatric surgeries to patients with a body mass index (BMI) of up to 65, or up to 500 pounds. Previously there

Thomas, MD (pictured), who explained the reason for the change. "There are studies that show that outcomes for patients with BMIs above 60 is equivalent to those with lower BMIs, in both effectiveness of surgery, weight loss and low post-operative complications," Dr. Thomas said. The Denver Health Bariatric Surgery Center is now accepting referrals through Epic for patients ages 16-

was a BMI cap of 60. The change comes with the growth of the Bariatric

65. Learn more by clicking the Bariatric Surgery Center tile on the Pulse

Surgery Center staff, including the addition of bariatric surgeon **Sany**

Line at 303-436-7473. Email RESTORE@dhha.org with any general, The Lean Systems Improvement (LSI) department helps Denver Health continuously improve and become a better place for

employees, patients, visitors and the community. To become a truly Lean organization, small improvements should be made regularly at

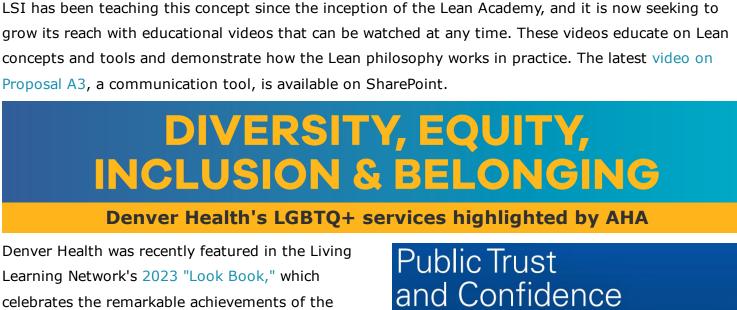
Proposal A3, a communication tool, is available on SharePoint.

Denver Health was recently featured in the Living

Learning Network's 2023 "Look Book," which

celebrates the remarkable achievements of the

all levels by everyone.



DENVER HEALTH LEAN SYSTEMS IMPROVEMENT

page 12 of the Look Book (full PDF here): "Denver Health has long supported LGBTQ+ patients by providing them with a safe place to go their health care. Through a wide range of LGBTQ+ health services, the hospital makes sure that every LGBTQ+ person is met with open, welcoming, safe and affirming care from a team of LGBTQ+ friendly doctors and staff." RECOGNIZING YOU

Jacob Nacht, MD, takes new Emergency Medicine, Paramedic Division roles

Services (FANS) team. The department includes room service attendants, cooks, retail attendants, sanitation, catering, patient call center, registered dietitians and diet technicians. In addition to large campus events such as the Days of Celebration barbecue, FANS provides more than 900 patient meals per day and serves over 1,400 employees and visitors daily at three retail locations. Please take a moment to thank the FANS team for all they do at Denver Health.

International patient praises Denver Health for 'excellent care' Hearing from patients who have received outstanding care at Denver Health is incredibly rewarding, and we want to start sharing that feedback with staff on a regular basis in the 411. Today we are sharing comments from a patient who was admitted this month and later emailed the Patient Advocate Team. "I am writing to compliment Denver Health on the excellent care I received during my recent stay. Not only was this my first hospitalization, but also, I was a visitor to the USA. I was admitted to the hospital and was treated by the most compassionate and skilled medical professionals I have met. From the moment I arrived in the emergency room, I was made to feel comfortable and cared for. The nurses and

"Connections for Kids serves a particularly vulnerable population as Denver Health is the primary medical

"We know that most kids who have conjunctivitis will get better on their own," Holly M. Frost, MD, senior director of the Center for Health Systems Research at Denver Health said. "What we previously found is that despite that recommendation, about 73% of kids are prescribed an antibiotic eye dropper ointment to use with regular conjunctivitis. The goal of this project was really to reduce unnecessary antibiotic use." Denver Health is at a 'critical point' due to rising costs and treating uninsured patients, but its city funding is staying the same Sept. 22, Denverite Part of Denver Health's money to cover for uncompensated care comes from the city, and a few months ago, **Denver Health CEO Donna Lynne** requested that Denver increase its portion. But in Mayor Mike Johnston's 2024 budget, that figure stayed unchanged at about \$30.8 million. In 2023, the hospital's

Sept. 24, 9News Artist Austin Zucchini-Fowler is working on a mural at the entrance to the outpatient medical center parking garage off Acoma Street. 'Break-even is not a business strategy': How CEO Donna Lynne plans to close Denver Health's funding gap Sept. 26, Denver Business Journal One year into her tenure as CEO of the state's largest safety net provider, **Donna Lynne** said caring for

How you can prepare in case an emergency hits Sept. 27, Fox31 September is National Preparedness Month and it's a reminder to be ready in case there's an emergency. Emma Paras, emergency manager for Denver Health joined FOX31 to talk about what you can do

September | October | November

stays at the hospital for non-medical reasons. Last year Denver Health saw 7,300 homeless patients and

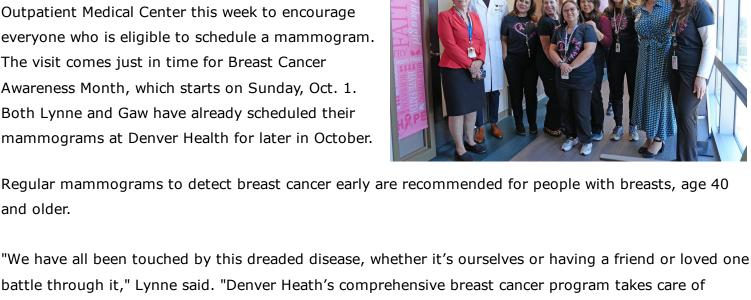
Oct. 3: Employee flu clinic Oct. 13: Fidelity retirement planner on campus Oct. 4: CEO town hall Oct. 13: Screening Fridays Oct. 4: Fidelity educational web workshop Oct. 18: Employee flu clinic Oct. 4: RESTORE Support Center closes Oct. 20: Screening Fridays Oct. 5: CEO town halls Oct. 25: Employee flu clinic Oct. 5: Fidelity educational web workshop Oct. 27: Screening Fridays Oct. 6: Screening Fridays **Oct. 31:** Fidelity retirement planner on campus Oct. 6: Fall career fair Nov. 1: Employee flu shot deadline Oct. 6: Deadline for vaccine medical exemption form **Nov. 8:** Employee Giving Campaign ends Nov. 8: Fidelity educational web workshop Oct. 8: Komen More Than Pink Walk Oct. 10: Hispanic Heritage Month potluck **Nov. 17:** Fidelity retirement planner on campus Nov. 29: Fidelity retirement planner on campus **CLICK HERE** FOR A PDF VERSION OF THIS NEWSLETTER. Submit content for consideration in the Weekly 411 through the employee outreach SUBMIT A REQUEST TO THE 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

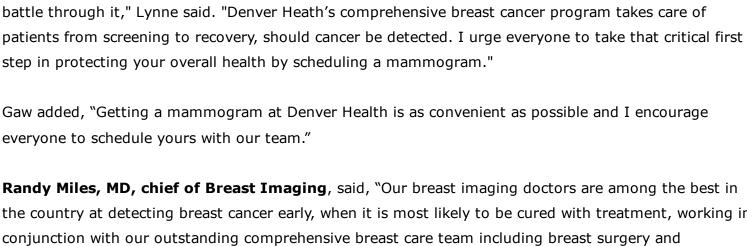
Landeros, grounds maintenance lead for the Engineering Department, started at Denver Health 31 years ago as a utility worker. He has been working on grounds for more than a decade and as a supervisor for

you still can this season. Landeros said he'll start pulling out flowers in October and bring most of them

smiling sun and flowers.





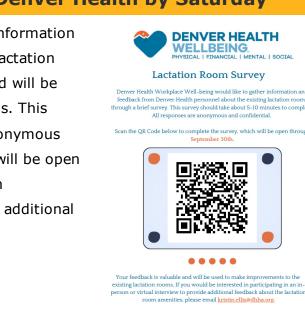


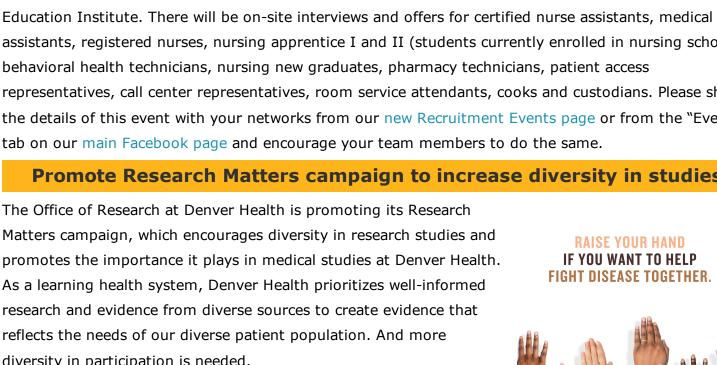
who needs a mammogram, appointments are available within a week by calling 303-602-4140. Breast Imaging is a gateway to Denver Health's top quality breast cancer care. We also recognize

the information and news you receive as employees. Thank you for your participation! Take the

Foundation lanyard. Donors also will be entered into weekly drawings for giveaways and a drawing for a lunch with Denver Health CEO Donna Lynne and foundation Executive Director Crystal Potter Rivera. Starting Oct. 2, you can donate to the EGC through Workday using the benefits tab. Instructions are here on Denver Health Foundation's Pulse site. Got questions? Email Nancy.Tomb@dhha.org.

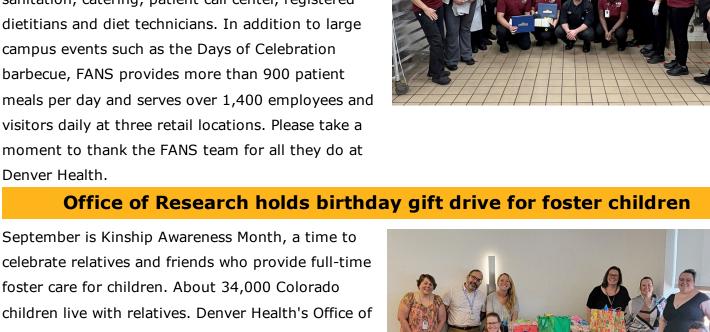
gift of \$130, will get a limited edition Denver Health





Upcoming RESTORE Support Center closures RESTORE. Watch latest QuickLean video on Proposal A3





doctors were all very attentive and took the time to explain my condition and treatment options to me in detail. While everyone was great, I would like to specifically commend for their outstanding care the following people on your team: Dr. Ehidiamen Oamen and RN Aaron Belman. I am so grateful for the excellent care I received at Denver Health." Do you have great feedback you'd like to share with staff? Send it to DenverHealth411@dhha.org. We will remove personal information before publishing.

National awareness and recognitions

administrators who invest their time and expertise to advance clinical research. Research administrators support the work of health care professionals and researchers. Denver Health is a learning health system, and that can't happen without research administrators. Today, Sept. 28, is World Rabies Day. Sept. 29 is

October is also Bullying Prevention Month, Domestic Violence Awareness Month, LGBT History Month, Disability Employment Awareness Month, Eye Injury Prevention Month, Healthy Lung Month, Medical

Awareness Month, Physical Therapy Month and Pregnancy and Infant Loss Awareness Month. Oct. 1-7 is

Is there a department that you'd like us to recognize during a special week or month? Let us know in an

Denver Health in the media

Ultrasound Awareness Month, ADHD Awareness Month, Dental Hygiene Month, Down Syndrome

Employee Outreach Request form and we'll spotlight them in the 411.

Intervention reduces antibiotic use for pediatric conjunctivitis

Research Administrator Day was Sept. 25 and honored the invaluable contributions of our research

overall cost to care for uninsured patients is nearly \$136 million. On Wednesday, Lynne again asked for more money. She made one thing clear: Denver Health's potential deficits are only set to grow, as the hospital faces systemic funding issues. **Opinion: Four priorities for Denver's school board** Sept. 23, Colorado Sun Efforts to bolster mental health in DPS have not kept up with the escalation of teenage suicide prior to the pandemic, an increase in needs driven by the pandemic, and the more recent increase of violent episodes in our schools. We must double the district's mental health resources provided to school sites

and triple the number of **Denver Health School-based Health Centers**.

New mural on Denver Health campus honors health care workers

provided over 29,000 services.

beyond packing a go-bag.

central to meeting the community's needs. Denver Health faces \$100 million funding gap Sept. 26, 9News "Our hospital has the largest percentage of uninsured patients. And 50% of our patients are Medicaid for which we do not receive adequate reimbursement," said **Denver Health CEO Donna Lynne** at a budget hearing earlier this month. 20% of patients at Denver Health are unhoused, which often results in longer

Oct. 11: CEO town halls **Sept. 29:** Discounted tickets to Rockies vs. Twins **Sept. 29:** Internal Communications Survey closes Oct. 12: CEO town halls **Sept. 29:** RESTORE Support Center closes Oct. 12: Employee flu clinic Oct. 12: Fidelity educational web workshop **Sept. 30:** Survey on lactation rooms closes

WEEKLY 411 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 esday will be considered for the following week's edition

Denver Health for decades. other events that require early-morning setups.

Landeros' daughter, Lauren Nungaray, is an Epic application analyst at Denver Health. She said her because he was pulling 36- to 48-hour shifts hand-shoveling snow from all Denver Health campuses," she said. "He goes to work extremely early to set up for almost all the events that happen on campus. If there is an event for Denver Health, he is the one setting it up, helping people put things together, and there for the teardown."

"Summer is almost here! I (heart) my dad," it reads, adorned with stick drawings of the two of them, a

two on-site vaccination clinics this week. A reminder that all employees are required to get a flu shot by **Nov. 1**; those requesting a medical or religious exemption must do so by

and older.

everyone to schedule yours with our team."

to the crowd and walk with our team. Our team is about halfway to a goal of raising at least \$1,000 to support Komen in the fight to end breast cancer!

Donate during Employee Giving Campaign to help our community Denver Health Foundation is kicking off the 2023 Employee Giving Campaign (EGC) on **Monday, Oct. 2**, encouraging all staff to become donors for the benefit of Denver Health. Health's ability to provide high-quality care to those in our community who need it most. The campaign ends **Nov. 8**.

Take survey on lactation rooms at Denver Health by Saturday Denver Health Workplace Well-being would like to gather information and feedback from Denver Health staff about the existing lactation rooms through a brief survey. Your feedback is valuable and will be used to make improvements to the existing lactation rooms. This survey should take 5-10 minutes, and all responses are anonymous and confidential. Click here to complete the survey, which will be open through **Saturday**, **Sept. 30**. If you would be interested in participating in an in-person or virtual interview to provide additional

feedback about the lactation room amenities, please email

Kristin.Ellis@dhha.org.

To better describe its services and offerings within the department, Denver Health is in the process of renaming its Women's Care Clinic to Obstetrics and Gynecology. Expect to see new signage, maps and Education Institute. There will be on-site interviews and offers for certified nurse assistants, medical assistants, registered nurses, nursing apprentice I and II (students currently enrolled in nursing school), behavioral health technicians, nursing new graduates, pharmacy technicians, patient access representatives, call center representatives, room service attendants, cooks and custodians. Please share the details of this event with your networks from our new Recruitment Events page or from the "Events" tab on our main Facebook page and encourage your team members to do the same. Promote Research Matters campaign to increase diversity in studies

The Office of Research at Denver Health is promoting its Research

research and evidence from diverse sources to create evidence that

reflects the needs of our diverse patient population. And more

diversity in participation is needed.

homepage. The RESTORE Support Center in Pavilion B will be closed on Friday, Sept. 29, and Wednesday, Oct. 4. RESTORE's Coffee Nook will be open. Denver Health RESTORE peer support services will continue to be offered to employees by calling the RESTORE 24/7 Peer Support non-urgent questions.

nation's hospitals and health systems. The Living Learning Network is a virtual American Hospital Association community for health care organizations to share ideas and insights. Denver Health was recognized for "Public Trust and Confidence." Here's what was written about our health care system on

and will also focus on building a sustainable prehospital research program. Please join us in welcoming Dr. Nacht to his new leadership roles. **Celebrating our Food and Nutrition Services team** Healthcare Foodservice Workers Week is Oct. 1-7, a time to show appreciation for the hard work and dedication of Denver Health's Food and Nutrition

September is Kinship Awareness Month, a time to

foster care for children. About 34,000 Colorado

Research recently held its second annual birthday gift drive via Foster Fete to benefit Denver Health's

Connections for Kids Clinic, a medical home for children in welfare custody, located at the Gipson Eastside Family Health Center. The clinic is run by

Denver Health physician and researcher **James**

World Heart Day.

Sept. 22, Healio

Mental Illness Awareness Week.

Kaferly, MD. Foster Fete provides birthday bags to

kids needing some extra support around their birthdays.

Jacob Nacht, MD, has been named Denver Health's associate

director of service for emergency medical services (EMS) within the

Denver Health Paramedic Division. In these roles, Dr. Nacht will serve as the physician leader for the department's EMS-related operational,

sustaining the excellence of our best-in-class EMS education programs

educational and research efforts, collaborating with the Paramedic Division and Denver's Department of Safety to provide prehospital care to the City and County of Denver. Dr. Nacht is committed to

Department of Emergency Medicine and medical director for the

care center for all of Denver's foster and kinship youth," said **Amanda Breeden**, senior director for the Office of Research. "As a kinship family, I am grateful for the exceptional level of care provided to foster and kinship families. The value of being able to access medical care from kind, knowledgeable providers who understand the myriad circumstances and challenges this particular population faces cannot be understated. Connections for Kids makes me proud to recommend Denver Health for both care and employment."

her staff — through pay bumps but also in ways that boost morale — has been crucial. At 70% of the organization's total costs, staffing is the single largest challenge to Denver Health's bottom line, but is

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