



News briefs

AHA Launches Health Equity Roadmap

The American Hospital Association has launched the [Health Equity Roadmap](#) — an innovative framework to support hospitals and health systems in their efforts to become more equitable organizations and dismantle structural barriers to health and overall well-being.

The Health Equity Roadmap, which builds on the goals established by the National Call to Action to Eliminate Health Care Disparities and AHA’s #123forEquity Pledge, is designed to meet hospitals and health systems where they are on their equity journey. It includes customized resources and action plans, among other support tools, to guide organizations throughout the transformation process.

To learn more about the Health Equity Transformation Assessment and register to complete the assessment for your hospital, go to [equity.aha.org](#). The self-assessment is an electronic questionnaire designed to provide hospital leaders a baseline for assessing performance and

opportunities for transforming organizational policies and practices throughout their health equity journey.

After you complete the self-assessment, you will receive a Health Equity Transformation Profile for your organization, as well as structured action plans and resources from the newly established [Health Equity Action Library](#) that you can use as you move along the equity continuum.

Join the Virtual Community. Once you’ve completed the Health Equity Transformation Assessment, you will be invited to join the secure, online community to exchange ideas, pose questions and connect with colleagues for more in-depth conversations.

Now is the time for our field to accelerate efforts to advance diversity, equity and inclusion. The bottom line: This is the right thing to do for our patients, communities and organizations.

It’s also the right thing to do for our entire health care system, as studies have shown that racial health inequities are associated with substantial annual economic losses nationally, including at least \$10 billion in illness-related lost productivity and \$200 billion in premature deaths. Eliminating health inequities also can lead to improved patient engagement in their care process and better health outcomes; decreased readmissions; and improved performance in value-based contracts through better care management, among other outcomes or improvements.

The journey to health equity may have different starting points for every hospital or health system. However, transformation may be realized at each step of the process resulting in improved patient safety, more equitable business operations and healthier communities.

[equity.aha.org](#)

SAVE THE DATES

**National Hospital Week
May 8-14, 2022**

**WHA Trustee Board Education
May 19, 2022
Riverton, Wyoming**

**WHA Annual Meeting
September 7-8, 2022
Marian H. Rochelle Gateway Center/
University of Wyoming
Conference Center
Laramie, Wyoming**



**2022 PAC
Contributions**

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2022 Hot Springs Health High School Internship Program

The High School Summer Internship Program at Hot Springs Health (HSH) is an 8-week program in which high school students in their sophomore through senior year work 20 hours per week rotating through various departments both clinical and non-clinical, gaining firsthand experience of the healthcare delivery system in its entirety. The program is designed to provide interns at HSH a broad and rigorous experience in the healthcare delivery, so that the interns seek a rewarding career in the health care field of their choice.

Each intern will be paired with a mentor from within HSH. Interns and their mentors will meet routinely for updates, education, and to provide support throughout the 9 week experience.

At the conclusion of the summer intern's experience, each intern (and as a group) will present a capstone project to a designated group of leaders from HSH. The capstone project is a presentation of the experience over the summer, along with details of how the internship has shaped or crafted the direction the intern may choose to go following high school. There will also be a celebration of their accomplishment.

How Automation Helps Accounts Payable Departments Manage Labor Shortages, Attract New Hires, and Retain Workers

Article Provided by WHA Resources Endorsed Vendor Paymerang

Hiring difficulties are a big problem for Accounts Payable (AP) departments. Higher wages, fat signing bonuses, staff training and other enticements only go so far with job seekers and employees. The key to attracting and retaining top talent is to digitally transform the AP function into a more rewarding and strategic role, where staff have the automated, personalized tools that they need to be productive anywhere.

It's no secret that a massive labor shortage is gripping Corporate America. Workers are quitting their jobs to find better working conditions, more fulfilling work, or higher pay.

The ripple effect on AP is massive. AP leaders are left grappling with how to do more with less, forcing staff to work longer hours – all while managing unrelenting pressure to reduce overhead and providing the business with insights to navigate an uncertain economy. AP leaders need to act fast and address the situation head on. Staff turnover can contribute to a drop in productivity, more errors, late payments, and missed early payment discounts. Suppliers may become frustrated by slower responses to their inquiries about the status of payments. And there is greater risk of fraudulent transactions slipping through

without seasoned employees to catch them.

Most of the typical AP practitioner's day is wasted on manual, repetitive tasks such as keying invoice data, pushing paper, fixing typos and other mistakes, chasing down information, and responding to calls and emails from suppliers and stakeholders about the status of invoices and payments. All the while, AP professionals must manage dozens of business rules, best practices, auditor guidelines and corporate standards for processing invoices and making payments to suppliers. In fact, the typical AP manager spends more of their workday on transaction processing than on the managerial tasks they were hired to perform – things like hiring and upskilling employees. All the time that AP teams spend on manual, repetitive tasks is time that they can't spend on fulfilling, higher-value tasks such as analyzing data and collaborating with stakeholders.

Automation eliminates the manual, repetitive tasks that bog AP staff down. Automating work that is repetitive and rules-based can reduce employee burnout and turnover. And automation enables AP departments to

efficiently scale their operations without the need to hire and train additional staff.

One of the biggest misperceptions about AP automation is that many workers will be left behind by the technology – an understandable fear when job seekers are in short supply. But that couldn't be further from the truth. Modern AP automation solutions include online training, intuitive interfaces, configurable workflows, automated work queues, and machine-assisted decision-making that make it easy for workers with different skills and knowledge to get up and running fast and perform their jobs well. By providing employees with digital tools that make it easier for them to do their jobs, AP departments are better positioned to retain staff and cultivate a greater breadth of job candidates.

Employee turnover is inevitable. But making AP a "better job" through automation can stem the tide of productive, loyal employees heading for the door, solidifying your workforce from within.

To learn more about AP automation, visit www.paymerang.com

