

MASSACHUSETTS-RHODE ISLAND CHAPTER
WOMEN'S LEADERSHIP CONFERENCE

*Women Leading The Way:
Revolutionizing Healthcare
Through Solve-Based
Convening*

C. Ann Jordan
HFMA, President & CEO

hfma™



Does it matter?





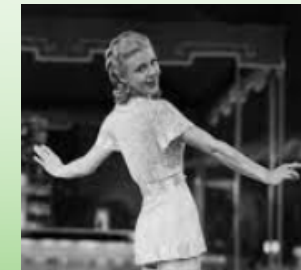
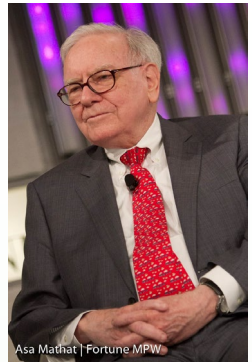
What are you feeling today?



What do you most want out of this session?

Wakeup Trivia: Who Said It?

- *Women belong in all places where decisions are being made.*
- *If you want something said, ask a man; if you want something done, ask a woman.*
- *There's nothing a man can do that I can't do better in heels.*
- *The best investment any company can make is in its women leaders —because when they succeed, everyone wins.*
- *The success of every woman should be an inspiration to another. We should raise each other up.*
- *You've always had the power my dear, you just had to learn it for yourself.*



You Belong Here

SHARE: The power of storytelling

UNDERSTAND: Know the facts

*EVOOLVE: Embrace your power
for impact*

A safe, interactive introspective





The power of storytelling...

hfma™





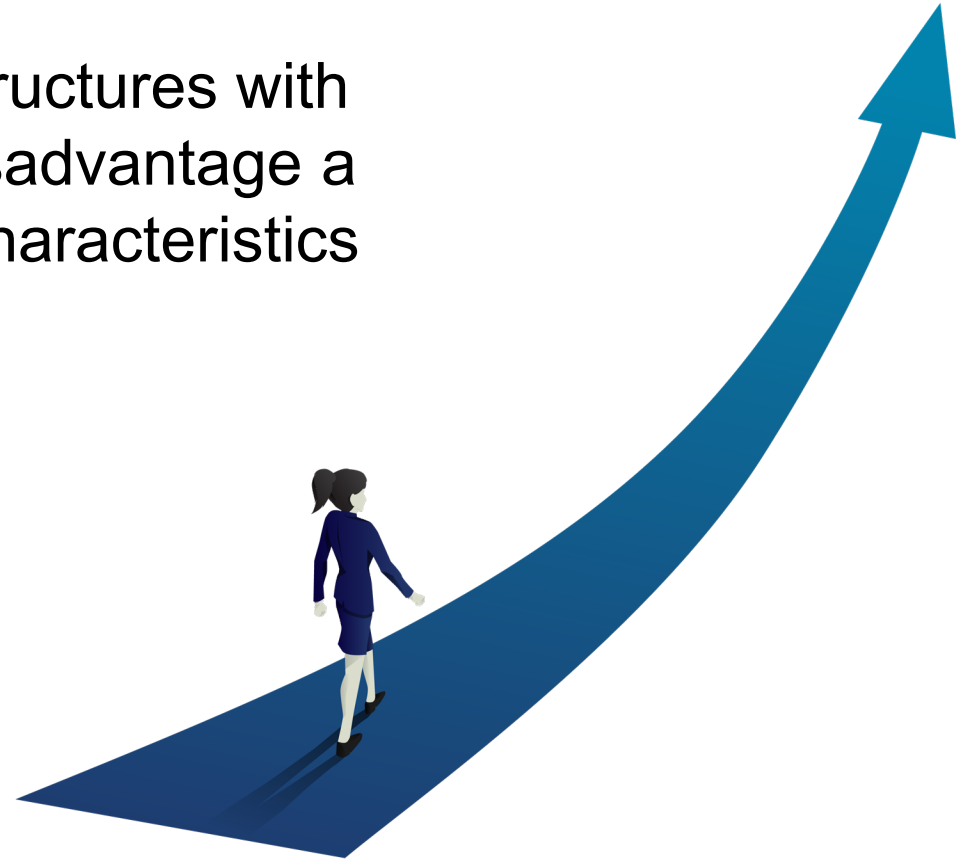
"The first problem for all of us...is not to learn, but to unlearn."



Let's Talk Systems...

SYSTEM: A group of interdependent processes and people that together perform a common mission

SYSTEMIC DISCRIMINATION: Systems and structures with procedures, processes, and interactions that disadvantage a specific and often minority population with set characteristics



*The way to right wrongs is to turn the light of truth
upon them.*

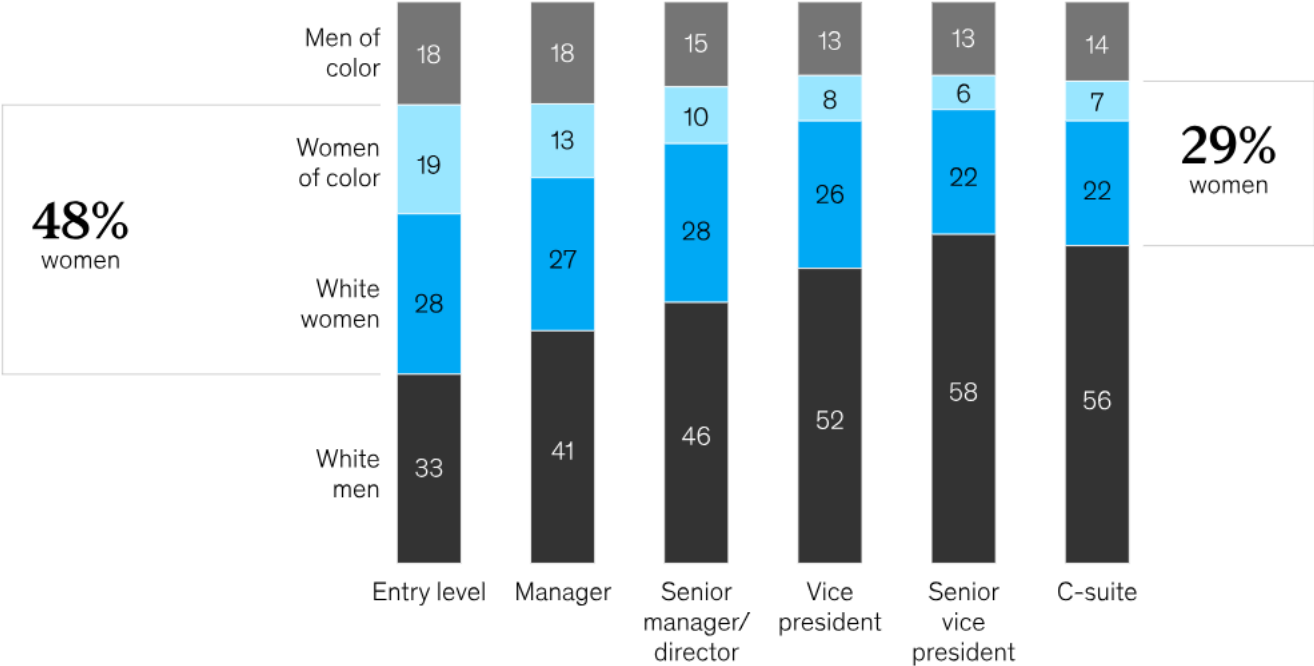
Ida B. Wells



*Women in the Workplace
2024 Report,
McKinsey*

Women remain underrepresented at every stage of the corporate pipeline, regardless of race and ethnicity.

Representation in corporate role, by gender and race, % of employees



Total women, 2024	48	39	37	34	29	29
Total women, 2020	47	38	33	29	28	21
Total women, 2015	45	37	32	27	23	17

The employee experience: Women’s experiences at work have not improved

Despite an increase in representation at work, as well as expanded company efforts, the workplace has not gotten much better for women. Women today are no more optimistic than in the past about their gender’s impact on career advancement, even as they remain highly ambitious—and just as ambitious as men. For women of color, the obstacles feel even more insurmountable. Compared with six years ago, Asian, Black, and Latina women are more likely in 2024 to perceive their race as an obstacle to advancement.

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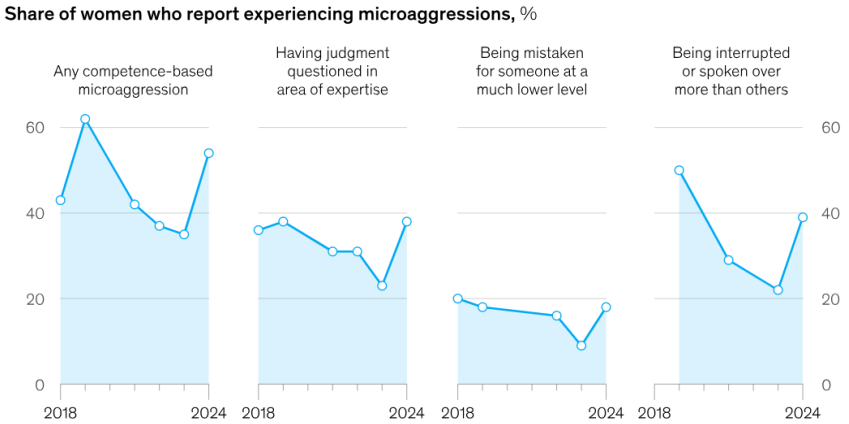
Around 76% of high-performing women receive negative feedback compared to only 2% of men—and it may be driving them to quit

BY EMMA BURLEIGH

August 8, 2024 at 7:05 AM CDT

Exhibit 6

Despite efforts, competence-based microaggressions have persisted from 2018 to 2024.



Source: Women in the Workplace 2024, McKinsey & Company and LeanIn.Org

McKinsey & Company

Inc.

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Study: 88 Percent of High-Performing Women Get Critiqued on Their Personalities in Performance Reviews

Focusing on someone’s personality traits rather than their skills is a waste of everyone’s time — and likely to lead to your employee’s resignation.

EXPERT OPINION BY SUZANNE LUCAS, HUMAN RESOURCES CONSULTANT, EVIL HR LADY @REALEVILHRLADY

DEC 17, 2024

Percentage of women in the US healthcare workforce: 75-80%

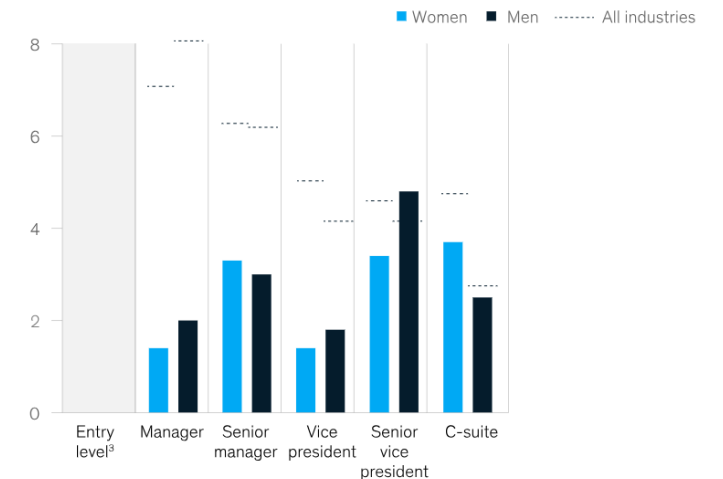
Percentage of CFOs in US healthcare: 23%

Percentage of CEOs in US healthcare: 15%

Q4 2024: 86% of women in the healthcare workforce report experiencing burnout, with 64% saying they were at risk of burning out “right now.”

Promotion rates for women in healthcare are generally far lower than those of other sectors.

Internal promotion rates in healthcare in 2022 report,¹
% promoted into level²



- Women hold 2/3 of the nation's student loan debt
- 1 in 5 working-age women are considered “financially healthy”
- 1 in 3 women experience domestic violence
- 42% of women report gender discrimination on the job, 60% experienced microaggressions
- More than half of women with children under 12 who are not working or working part-time say they would like to work more but cannot due to the cost of childcare
- 80% of single-parent households are headed by mothers
- The National Women's Law Center estimates that the average wages lost due to the wage gap over the course of a woman's career total \$406,280

It is not necessary to change. Survival is not mandatory.

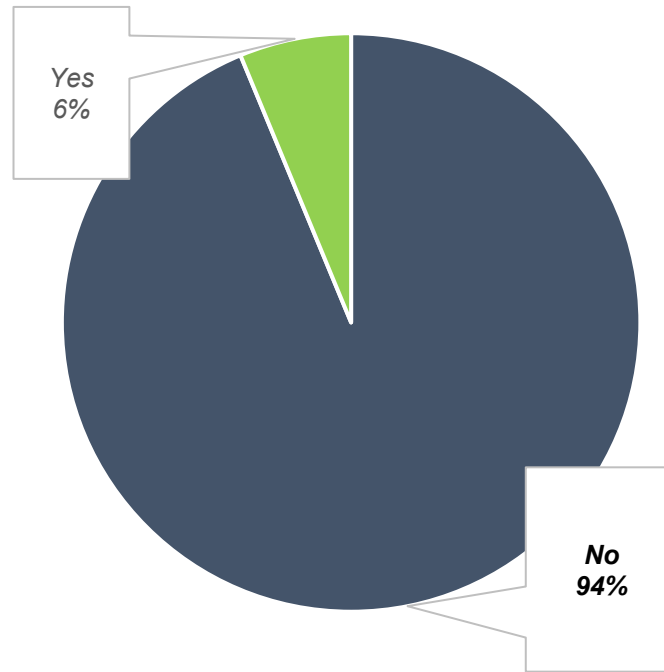
W. Edwards Deming





*In one word, describe the US
healthcare system*

Do you believe the current U.S. healthcare system is financially sustainable?



(Assume "financial sustainability" represents the ability of current stakeholders to collaborate and improve health equity and healthcare value without incremental national health expenditure.)

Healthy Futures | Pre-panel Survey

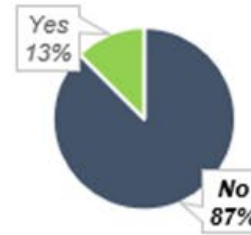
Is the US healthcare delivery model at, or within the next 3 years will it reach, an existential tipping point?



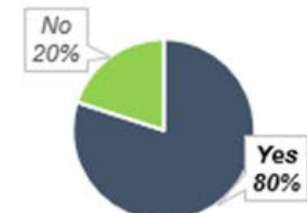
Changes to U.S. healthcare over the next 5-10 years will be best described as which of the following?



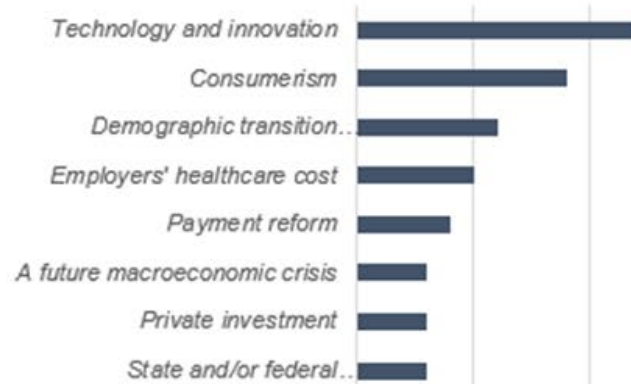
Are policymakers or other convening organizations effectively aligning and/or advising healthcare stakeholders on ways to achieve financial sustainability at a macro level?



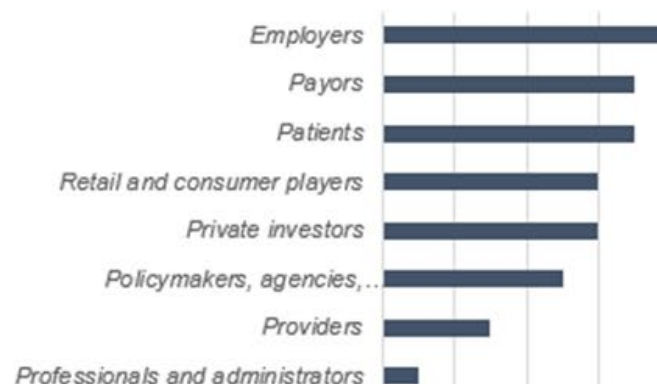
Should HFMA be involved in public, industry and/or governmental advocacy (distinct from lobbying) to catalyze healthcare value transformation and sector sustainability?



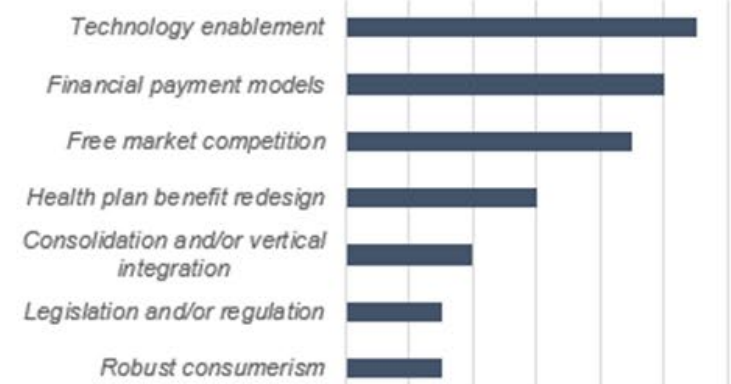
Which market pressures and/or macro forces have the most potential to accelerate healthcare value transformation over the next 5-10 years?



Which healthcare player(s) will play the biggest role in catalyzing healthcare value transformation over the next 5-10 years?

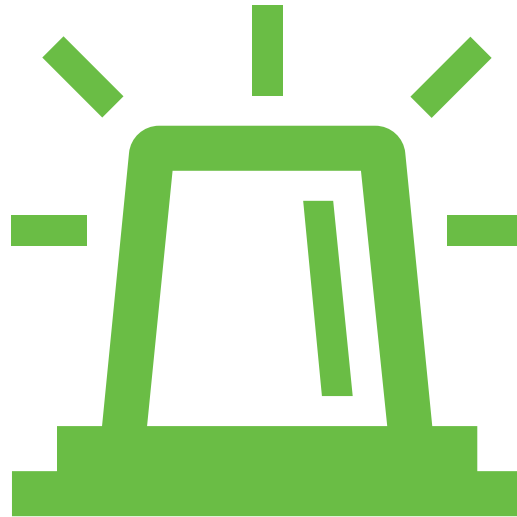


Which of the following is the most effective way to achieve financial sustainability amongst diverse healthcare players?



*What should be the greater aspirations of
HFMA in response to the modern U.S.
healthcare environment?*

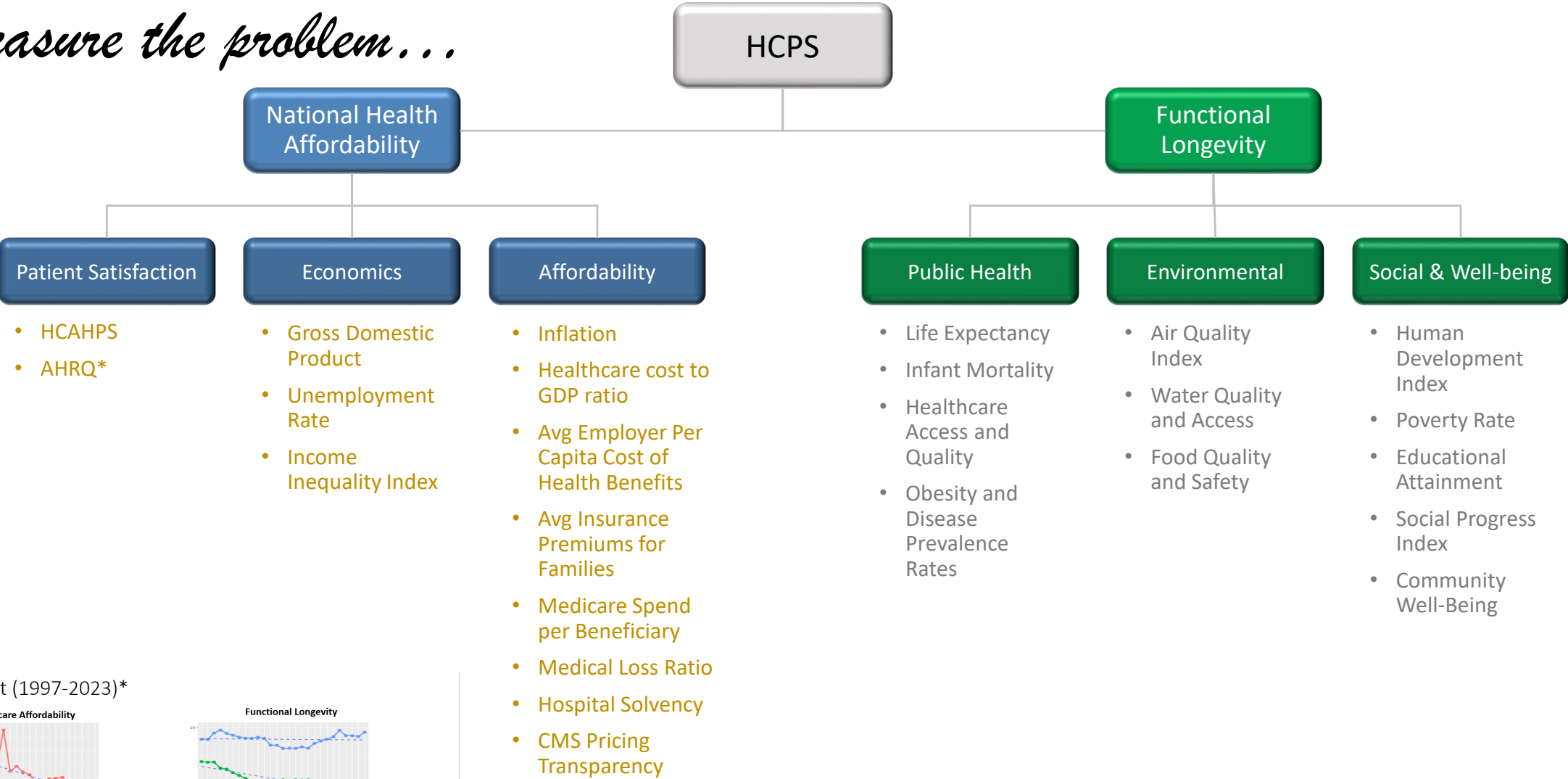
Stop admiring problems



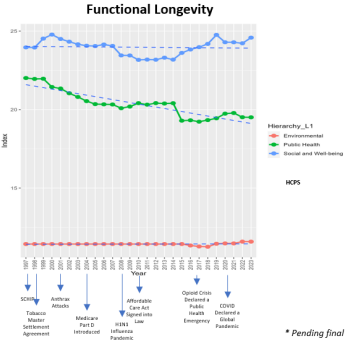
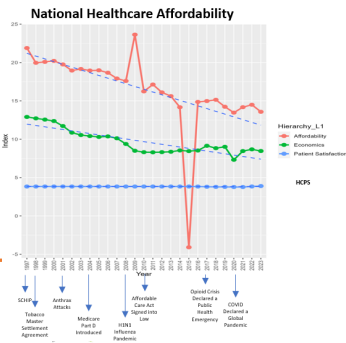
What is Vitalic Health?

- Vitalic Health™ is an HFMA business initiative that strives to advance “financial sustainability + better outcomes in U.S. healthcare.” Vitalic Health™ co-exists with – and seeks to expand on – HFMA’s longstanding mission of leading the financial management of healthcare.
- Whereas HFMA traditionally delivers member value and offerings to individuals and organizations within healthcare financial management, Vitalic Health™ explores HFMA’s opportunity for impact among external health stakeholders to improve the greater industry and to benefit the people and communities it serves. The initiative positions HFMA as an industry solve-based convener.

Measure the problem...



Scatter plot (1997-2023)*



* Pending final data QC

*Are women uniquely positioned to be catalysts
of a US healthcare revolution? And what values
should lead us?*

Does it matter?





Questions?