



#ChapterChallenge

To Eliminate Disparities in the Advancement of Healthcare Executives and Healthcare Management Excellence

I, _____, on behalf of
Name, Title

Chapter Name

Chapter District

Chapter State

pledge my commitment toward achieving the #ChapterChallenge goals in the next **12 months**:

1. Increase the collection of chapter member sociodemographic data (e.g. age, veteran status, gender, race/ethnicity, sexual orientation, etcetera).
2. Choose an [Award of Chapter Excellence Indicator](#) to stratify by the data that you collect in Step 1:
 - Education & Networking Performance
 - Net Membership Growth
 - Level of Member Satisfaction
 - Advancement of Eligible Members
3. Determine if a disparity exists in the Indicator that you chose in Step 2. If yes, design and implement a plan to address this gap. If no, return to Step 2 and choose a new Indicator.

Contact: _____

Email: _____

Date: _____

Please scan and email this form to the ACHENJ at chapterchallenge@achenj.com or accept the challenge online at <https://chapterchallenge.wufoo.com/forms/chapterchallenge/>

#ChapterChallenge Case in Point

ACHENJs #MyFellowWomen - Ensuring that women have equal opportunity and representation in the C-Suite through advancement to Fellow

Background: ACHENJ is New Jersey's premier healthcare administration association, with over 800 healthcare executives who lead hospitals, healthcare systems, and other healthcare organizations. As a chapter of the American College of Healthcare Executives, ACHENJ advances its members and healthcare management excellence by providing local-level access to networking, education, and career development opportunities for a diverse community of early, mid, and senior-level careerists. Through such efforts, ACHENJ offers a pathway to the prestigious FACHE® credential, signifying board certification in healthcare management.

Increase the collection of chapter member sociodemographic data (e.g. age, veteran status, gender, race/ethnicity, sexual orientation, etcetera): In March 2018, ACHENJ used preferred salutations to infer the genders of 824 non-student members. Eighty six percent of members self-reported gender-specific salutations (“Mr.” or “Ms.”). An internet search was conducted to identify the remaining 14% of members for whom salutations were mostly gender neutral (e.g. Dr, Colonel, Colleague, etcetera).

Choose an [Award of Chapter Excellence Indicator](#) to stratify by the data that you collect in Step 1:
Advancement of Eligible Members

Determine if a disparity exists in the Indicator that you chose in Step 2. If yes, design and implement a plan to address this gap. If no, return to Step 2 and choose a new Indicator: Chapter members were stratified by gender (male, female, other) and Fellow status (fellow, non-fellow). 33% of men had advanced to Fellow versus 23% of women. The association between gender and Fellow status was statistically significant ($p < 0.05$).

Chapter members were also stratified by C-Suite status (C-Suite, not C-Suite). Men were more than twice as likely as women to self-report being in the C-Suite. The gender gap between men and women who had advanced to Fellow, however, was reduced by 30%.

To address these gaps in Fellow status and ensure that its women members are best positioned to enter the C-Suite, ACHENJ has announced the launch of “#MyFellowWomen,” the Chapter’s first ever women-focused advancement initiative. #MyFellowWomen sets forth a vision for advancing at least 20 women members by 2020. Other ACHE chapters are invited to participate.

For media inquiries or to join the #MyFellowWomen campaign:

Alex J. Puma
ACHENJ Presidential Officer, 2017 - 2020
chapterchallenge@achenj.com



#ChapterChallenge Campaign

An International Call to Action to Eliminate Disparities in the Advancement of Healthcare Executives and Healthcare Management Excellence

Accept the #ChapterChallenge to Eliminate Disparities in the Advancement of Healthcare Executives and Healthcare Management Excellence.

As the state's premier healthcare administration association, the American College of Healthcare Executives of New Jersey (ACHENJ) is committed to increasing diversity and inclusion in healthcare leadership and the healthcare management field.

In order to ensure the equitable delivery of high-quality services to all ACHE members and other healthcare executives inside of its chapter area, ACHENJ is focused on identifying and eliminating disparities in its performance relative to the ACHEs Award of Chapter Excellence Indicators: Education & Networking Performance, Net Membership Growth, Level of Member Satisfaction, and Advancement of Eligible Members.

Further, ACHENJ is challenging every ACHE chapter leader to commit to the following:

1. ACCEPT THE CHALLENGE – Pledge your commitment toward achieving the #ChapterChallenge goals in the next 12 months;
2. BEGIN THE WORK – Implement strategies that aim to eliminate disparities in education and networking, recruitment, satisfaction, and/or advancement; and
3. SHARE YOUR SUCCESS – Achieve the #ChapterChallenge goals, tell your stories, share your learnings, and encourage your ACHE colleagues to do the same.

We intend to develop a recognition system that honors ACHE Chapters making progress in these areas and will feature their commitments and achievements on our website. Visit us at <http://ahenj.ache.org/>.

If you have questions, please contact the ACHENJ at chapterchallenge@achenj.com. Accept the Challenge online at <https://chapterchallenge.wufoo.com/forms/chapterchallenge/>