

BEYOND THE PIPELINE

NALHE 2020-2022 STRATEGIC PLAN

The **National Association of Latino Healthcare Executives (NALHE)** is a renowned network of top Latino and Latina healthcare executives, managers, professionals and aspiring leaders. Together with purpose, we unite to champion authentic and effective Diversity, Equity and Inclusion initiatives in the national healthcare space. We are unique by nature, inclusive by culture, and driven by our Mission and Vision:

OUR MISSION

To promote health equity for Latino communities by increasing Latino/a representation within healthcare systems and by supporting policy, legislation and regulation that seeks to improve health and healthcare for diverse communities.

OUR VISION

To be the professional association of choice that transforms the Latino and Latina experience in the national healthcare leadership space.

NALHE recently underwent a refresh of our 2018-2020 strategic plan to determine organizational priorities and goals for the upcoming years. The resulting strategic plan has been named **BEYOND THE PIPELINE** to reflect our dual approach toward addressing Latino/a underrepresentation in healthcare leadership and healthcare inequity for Latino communities.



2020-2022 STRATEGIC PLAN

To achieve these aims, NALHE is committed to efforts across the following four strategic domains identified in the strategic planning process:



STRENGTH IN OUR FOUNDATION

- » We will enrich our member and partner experience by deepening our connections, personalizing our touchpoints, and boosting our visibility.
- » We will regionalize our footprint to foster diversity, equity and inclusion for the next generation of healthcare leaders where it matters most – close to home.



LEADERSHIP INCUBATOR

- » We will augment our member's portfolio of competencies and experiences by increasing access to comprehensive career advancement programs, relevant learning opportunities and executive development.
- » We will promote the advancement of our network's talent into spheres of influence by fostering connections with decision-makers, experts and relevant organizations in the field.
- » We will optimize our networks expertise and affiliations to position our members as catalysts of ideas and solutions.



STRATEGIC PARTNERSHIPS

- » We will pursue authentic collaborations with academia, government agencies and private institutions that share our passion for healthcare diversity, equity and inclusion.
- » We will create sustainable alliances with Latino/a health-related organizations to share values and experiences regarding our programs and practices.
- » We will maximize existing partnerships with other affinity groups to expand opportunities for members to connect and do more together.



CARE TRANSFORMATION

- » We will advance the integration of Health Equity into practice through knowledge, awareness, and advocacy.
- » We will engage our members in national cross-sector dialogue to promote evidence-based community health practices and to disseminate research regarding health disparities and social determinants affecting the U.S. Latino population.
- » We will increase opportunities for our members to give back to the community.



ROLANDO GOMEZ

NALHE President & Board Chair, 2019-2020
Administrator, Government & Industry Relations
Children's Hospital Los Angeles



MONICA C. VARGAS-MAHAR

NALHE President-Elect 2021-2022
Chief Executive Officer
The Hospitals of Providence East Campus



JAMES RODRIGUEZ

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LEAH MIRELES

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DANIELLE ROBEY

Co-Chair, Strategic Partnerships
Senior Vice President, Workforce Strategies
Aya Healthcare



LAURA CASTELLANOS

Chair, Care Transformation
Associate Director, American Hospital Association

“ Workforce diversity is a critical core value for any organization. We absolutely need leaders who reflect the diversity of the communities we serve and must ramp up our efforts to advance Latinx leaders. This will position Latinx leaders in the community the ability to enhance the quality of health care provided. ”



Frank Hurtarte

Senior Vice President of Human Resources
Kaiser Permanente, Southern California Region
NALHE Board Member