

flourish

CDI IN BLOOM | **acdis 2023**
MAY 8–11, 2023



Expanding Diversity in CDI *Diversity & Inclusion Committee*

MODERATOR

Rebecca Hendren
Director of Programming
ACDIS
Middleton, Massachusetts

PANELISTS

Angelica Cage, MBA, BSN, RN, CCDS, CCS, CDIP
System Retrospect CDI Manager
Advent Health
Altamonte Springs, Florida

Ella Elizee, MSN, APRN, CCDS
CDI Educator
Tampa General Hospital
Tampa, Florida

Tiara Minor, RN, BSN, CCDS
Director of CDI
University of Miami Health
System
Miami, Florida



Presented By



Angelica Cage, MBA, BSN, RN, CCDS, CCS, CDIP, is system retrospect CDI manager for AdventHealth in Altamonte Springs, Florida. Cage has eight years of CDI experience including acute care hospital and system CDI manager, senior consultant advisor, and manager in CDI consulting services. Her background includes critical care nursing in the trauma/surgical/neuro ICU, burn ICU, and PACU, as well as in utilization review, case management, and quality/risk management. With a passion for CDI advancement, ethics, and quality improvement, Cage has brought success to CDI programs by integrating a more collaborative workflow and relationship between CDI and HIM, establishing advanced CDI training, implementing quality-focused objectives, revising physician education, participating in appeals and denials management, and serving as subject matter expert to hospitalist readmissions reduction council.



Ella Elizee, MSN, APRN, CCDS, is the CDI educator at Tampa General Hospital in Tampa, Florida. She brings with her approximately 10 years of experience in the nursing profession. Prior to joining the CDI team, she practiced as an adult oncology/medical-surgical nurse until she obtained her current degree of advanced practice RN (APRN) in family practice. During her time in CDI, Elizee has contributed to the *CDI Journal* and serves on the ACDIS Diversity & Inclusion Committee and Leadership Council.

Presented By



Rebecca Hendren is the director of programming for ACDIS at HCPro in Middleton, Massachusetts, where she oversees ACDIS' strategic direction, member benefits, and educational products and services. In her prior role, she managed revenue cycle live events for HCPro, including the annual ACDIS conference, virtual events, seminars, and boot camps. She has also served as associate director for ACDIS and has broad experience as a product director in the CDI, revenue cycle, nursing, patient safety, and accreditation markets.



Tiara Minor, RN, BSN, CCDS, is the director of CDI at the University of Miami Health System in Miami. She has 10 years' experience in CDI, with the last seven in CDI/coding leadership. She has worked with various types of hospital systems including large academic medical centers, multihospital systems, smaller community hospitals, a children's hospital, and outpatient clinics. Spending 2.5 years in consulting broadened her experience with exposure to different facilities, leadership operations, vendor relations, and technology solutions. Previously, she worked in the emergency department as an EMT and registered nurse. Minor is passionate about CDI and is an advocate for diversity. She and her team received the 2022 ACDIS Achievement Award for Diversity in CDI.

3

Learning Outcomes

- At the completion of this educational activity, the learner will be able to:
 - Discuss the varieties of professionals working in CDI
 - Describe strategies for working with HR
 - List steps to take to help colleagues live authentically at work

4

Diversity & Inclusion Committee

The “Why” of the Task Force

- If people are being excluded from certain racial groups, gender groups, educational or credentialed backgrounds, you miss out on the abundance of information other perspectives can bring to the table
- CDI in the private sector is traditionally comprised of RNs, but more inclusivity in general is needed and that includes folks from coding and non-clinical backgrounds
- One of our main goals is to change the mentality that CDI professionals need to come from a clinical background and that professionals from all backgrounds

5

Diversity & Inclusion Committee

Mission Statement

To strive to make CDI a community that embodies social responsibility through promoting a positive environment of greater diversity and inclusion across all cultures, races, ethnicities, sexual orientations, gender identities, ages, and educational backgrounds, to break the silence that accompanies discrimination and inequity, and to ensure that all feel valued, empowered, and welcomed.

6

Committee Objectives

- Inspire CDI professionals of all races, nationalities, gender identities, sexual orientations, abilities, and ethnicities to thrive within the profession
- Improve recruitment and retention in the CDI industry and promote an even playing field for all qualified professionals
- Educate the CDI community about behaviors and actions that promote inclusivity
- Provide support and bring awareness to biases and discrimination within CDI and the broader healthcare community
- Recognize organizations that promote diversity and inclusion and implement actionable policies to ensure follow-through

7

Discussion Topic

Who is a CDI professional?
Welcoming all professionals into CDI teams



8

Discussion Topic

HR processes: Strategies for finding a broad candidate pool



9

Discussion Topic

How do you help your team and colleagues live authentically at work?



10



Thank you. Questions?

angelica.cage@outlook.com

eelizee@tgh.org

t1m172@med.miami.edu

In order to receive your continuing education certificate(s) for this program, you must complete the online evaluation. The link can be found in the continuing education section of the program guide.