

Asian American, Native Hawai'iian &amp; Pacific Islander Heritage Month

## Advancing Leaders Through Innovation

May 2024 | #AANHPIHeritageMonth

*May is Asian, Native Hawaiian and Pacific Islander Heritage Month.*

### NEED TO KNOW

#### Please remind patients to complete the spring survey

All clinical staff are encouraged to talk to in-center patients about completing the ICH-CAHPS spring survey, which runs May 3 - July 12. We need your help to reach our goal of collecting 30+ patient surveys for each clinic. Please let patients know that their feedback helps us continue to provide the best care environment. Surveys were mailed to patients today, so they should show up in their mailboxes in the next couple of days.

As a reminder, staff are NOT allowed to help patients complete the survey – only to remind them and encourage them to fill it out.

#### Neway partnership updates: centrifuges and training

Neway centrifuges are already beginning to arrive in preparation for the June 3<sup>rd</sup> launch of our new lab services partnership. Staff can start using these new centrifuges right away. Please unplug the old centrifuges, put them in the box that the Neway centrifuge arrived in, and tag the box with a note reading "Ascend Centrifuge." Place the box in the storeroom for pickup by distribution. For questions, please contact Chris Matala at [chris.matala@nwkidney.org](mailto:chris.matala@nwkidney.org).

As a reminder, a series of trainings for clinical staff will be held in May to prepare for our transition to Neway/Quest lab services. Clinical staff are asked to attend at least one training but are welcome to attend more at their manager's discretion. Staff must pre-register for the training of their choice. Once registered, you will receive a calendar invite as confirmation. About 24 hours prior to your scheduled training session, you will receive an email from Neway asking you to verify your email to enable single sign on (SSO).

Virtual training session information is below:

- Dates: May 13, 14, 15 and 16
- Times: 10 a.m. and 2:30 p.m. (two sessions each day)
- Duration: each training is roughly 1 hour but is booked for 90 minutes to allow for overflow
- Registration options: Pre-registration link below or scan the QR code

<https://shorturl.at/dksvO>

#### Apply now for NKC's Employee Scholarship Program

Applications for the 2024 Employee Scholarship Program are now available [here](#). The deadline for applications is May 31st.

Thanks to generous donors, for the 2024-2025 school year, we have a total of \$14,500 to award to Northwest Kidney Centers staff seeking to advance professionally through higher education.

Scholarship funds can be used for educational needs which will lead to a two- or four-year academic degree or graduate degree. To apply, you must be a Northwest Kidney Centers employee (full-time or part-time at least 24 hours per week) and have worked at NKC for at least one year.

For additional details or questions about this donor-funded employee program, please view the Employee Scholarship Program Policy in [Policy Manager](#). (You must be signed into KNET to access the policy manager).

#### Employee handbook coming to your inbox next week

We've updated our NKC Employee Handbook and it will be sent to all employees via DocuSign next week. All employees will need to read the handbook and confirm via DocuSign that you've read and understand it, and have had an opportunity to ask questions about anything you don't understand. If you have any questions, please contact Robin Larmer at [Robin.Larmer@nwkidney.org](mailto:Robin.Larmer@nwkidney.org).

#### Staff Spotlight – Annabelle Lumaig

##### How long have you been with NKC?

I started working with NKC-PD in 2008 through 2016, left and came back 2019 when Rainier Beach Kidney Center opened.

##### What is your favorite part of the job?

My favorite part of the job is working with the Rainier Beach Team, we have a spirit of friendly good fellowship. I'm also thankful and grateful to my manager, our nurses, previous clinical directors, and managers for trusting and allowing me to collaborate and contribute in my own little way ideas to improve the working environment of our unit. And last but not the least is that I'm able to bring out the artist in me when I get to decorate and plan something fun for the staff and patients during holidays and special occasions.

##### What are your interests outside of work?

I love listening to music, it sets up my relaxing mood, dancing with my husband and having karaoke night with friends and co-workers. I'm also starting to read books and slowly detoxifying from social media.

##### Do you have a fun fact about yourself that none or few of your coworkers know?

Aside from my present job I am an entrepreneur, I have a home business. I believe that we shouldn't put all eggs in one basket. Oh! and by the way, I'm a proud "Glam ma" to 5 beautiful grandkids!

### NICE TO KNOW

#### May is Asian American, Native Hawaiian and Pacific Islander Heritage Month

May is Asian American, Native Hawaiian and Pacific Islander (AANHPI) Heritage Month. Northwest Kidney Centers is made up of many different cultures and backgrounds, and we'd love to share stories of staff and patients who represent the AANHPI community this month. Please email [communications@nwkidney.org](mailto:communications@nwkidney.org) if you're interested in being spotlighted and sharing what AANHPI month means to you, or if you want to recommend a patient whose story we should share.

Looking to learn more about AANHPI month? Here's a list of local groups and activities put together by Northwest Kidney Centers' Equity and Partnerships Director, Erin Lee.

#### Local events:

1. Asian Pacific Islander Heritage Month Celebration at the Seattle Center Armory on May 4th: <https://www.seattlecenter.com/events/featured-events/festal/api-heritage-month-celebration>
2. Asian American, Native Hawaiian & Pacific Islander Heritage Night at the Mariner's Game: <https://www.mlb.com/mariners/tickets/specials/asian-american-pacific-islander>

#### Other resources to learn more about Asian American communities in the Pacific Northwest:

1. Chinatown-International District: [www.wingluke.org/cid](http://www.wingluke.org/cid)
2. Nihonmachi Alley: [www.wingluke.org/exhibit-nihonmachi-alley](http://www.wingluke.org/exhibit-nihonmachi-alley)

#### Playlist of videos to learn more about the traditions and cultures that make up the Pacific Islands:

1. <https://www.youtube.com/playlist?list=PLKESMBc5RpAo0raZrWkQX5pAQ9ZheM95F>

#### National Nurses Week is May 6-12

Monday, May 6<sup>th</sup>, kicks off National Nurses Week – an annual celebration of the positive impact nurses have on everyone's life. Northwest Kidney Centers is honored by the work our nurses do every day to make a difference in the lives of our patients. To all our NKC nurses – THANK YOU! We see you and we appreciate you.

#### Pronoun badges are now available

Northwest Kidney Centers is rooted in caring and fosters respect and dignity for patients and staff alike. Just as we respect our co-workers about personal matters like parenthood, marital status and medical history, we are respectful of our colleagues' gender identities. People who are constantly questioned or misgendered can feel excluded and alienated when assumptions are made about their gender identity. Using someone's correct name and pronouns is an important way to demonstrate respect and courtesy in the workplace and support the people you work with.

We have new pronoun badges available! If you're interested in receiving one, please fill out the survey [here](#). The following pronoun badges are available: she/her, he/him, and they/them. You can place the new pronoun badge behind your current name badge.

Check out these articles to learn more about pronoun usage:

1. <https://www.stonewall.org.uk/workplace-trans-inclusion-hub/beginner's-guide-pronouns-and-using-pronouns-workplace#:~:text=Pronouns%20are%20words%20we%20use,are%20some%20examples%20of%20pronouns.>
2. <https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq>
3. <https://www.glsen.org/activity/pronouns-guide-glsen>

#### Clinics celebrate unit coordinators on Administrative Professionals Day

#### NKC staff turn out for Rainer Beach greenspace cleanup

Northwest Kidney Centers staff and volunteers put their green thumbs to good use and teamed up with the Rainer Beach Action Coalition on Earth Day. This is the third year we've partnered with RBAC on this greenspace stewardship project. Look for more volunteer opportunities to participate this fall to help maintain this space near our Rainier Beach Clinic. A big thank you to all our community partners, dedicated volunteers, and hardworking employees who joined us in making this project a success!

#### Talent Acquisition Corner

Is there someone you would like to refer for employment at Northwest Kidney Centers?

Check out our Employee Referral Program Policy in Policy Manager! Search for "employee referral policy" for how to submit a referral. If the person you refer is hired, you may receive up to \$500!

#### Hot Job of the Week:

[Dialysis Technician II](#)

Missed last week's Staff Update? You can view previous issues [here](#) on K-NET.