

Tapestry 360 Health Healthcare Leadership Profiles



Black History Month Edition

2023





Introduction

Tapestry 360 Health is proud to recognize our leadership team. This special report profiles four African American women in leadership, who share their career experiences, accomplishments, and leadership styles, and offer helpful advice for future leaders and people of color interested in healthcare. Read their stories and be inspired by the women who serve in healthcare leadership.





SHAVELL PELOTE

TITLE: DIRECTOR, INFORMATION MANAGEMENT

SHAVELL IS RESPONSIBLE FOR ALL THINGS DATA AND REPORTING AND MANAGING THE EXCHANGE OF CLINICAL/OPERATIONAL INFORMATION TO OUR STAKEHOLDERS.

What has your career and leadership journey been and what drew you to work in healthcare?

We had majors in high school here, so when I attended college (SIUC – Go Salukis!), it was a natural choice to major in Information Systems Technology. My thought process also behind that choice was the accessibility to all industries. Every space has a need for an information/data/technology qualified candidate. I landed in healthcare, specifically Chicago FQHCs, when I accepted an Analyst position with Lawndale Christian Health Centers in 2011.

How can healthcare leaders continue to diversify their healthcare C-suites and even leadership below them?

This is a loaded question. But I think my simplest thought would be to understand the changes in the market around diversity/inclusion and make those necessary adjustments.



In your words, why is it important to celebrate Black History Month in the context of healthcare?

The importance of celebrating Black History Month in the context of healthcare derives from understanding the history and importance of the talents that black leaders and innovators bring to the healthcare space.

How can people of color get into data and reporting?

I believe more people of color are getting into data and reporting, which is awesome to see! The pandemic produced lots of new innovators in the technology space. I feel old school. Lol

What advice do you have for people of color in healthcare who aspire to be leaders in the sector?

My advice would be to have confidence in your abilities and be honest with yourself first about your strengths and areas of improvement.



MARQUITTA MOORE

TITLE: DIRECTOR, COMMUNITY HEALTH OPERATIONS

MARQUITTA IS RESPONSIBLE FOR COACHING AND EMPOWERING OUR COMMUNITY CLINIC MANAGERS TO ENHANCE AND DELIVER A POSITIVE PATIENT EXPERIENCE WHILE ENSURING EFFICIENT AND EFFECTIVE OPERATIONAL SYSTEMS.

What has your career and leadership journey been and what drew you to work in healthcare?

The people who drew me to healthcare were my grandmother and uncle. Both of them struggled with life-threatening diseases in my teens, and I was always there to care for them. Rather than them needing help using the restroom, bathing, or making sure they were comfortable. My career led me to be a CNA, Medical Assistant, Supervisor, Manager, Director. Being here at Heartland, now Tapestry 360 definitely played a role in how I wanted to move forward in my career. My former manager, Betsy Ortiz, empowered me to go forward with Leadership. My mentors, Nicole Willis and Aimee Gonzalez, help provide me with the strong leadership skills I possess today



How can healthcare leaders continue to diversify their healthcare C-suites and even leadership below them?

To establish a good mentoring relationship, connecting leaders with diverse mentors may give training to both mentors and mentees. Managers may hold leaders responsible by creating diversity measures. Managers should avoid utilizing and endorsing a single leadership style since cultures see Leadership and risk-taking differently. Finally, managers may encourage inclusiveness via team-building events and listen to employee concerns, particularly after a cultural misstep.



How do health disparities affect African Americans?

Mortality, life expectancy, disease burden, mental health, uninsured/underinsured, lack of access to care. They rob societies of both people and financial means. They have a negative impact on everyone's finances, output, and quality of life. As a result of health inequalities, people's physical and mental health, as well as their feeling of safety and independence, suffer devastating losses.

Who were some of your role models that you looked up to when you were younger and why?

My mother was my role model. She is the strongest person I know, and she taught me the value of independence, leadership, being a mom, and a strong work ethic.

How does your leadership style play a role in your achievements and everyday work?

I feel that my leadership style is one of coaching. This method improves morale and productivity. Leaders who coach their teams not only provide encouragement but also analyze what works and what doesn't to identify areas where individuals may develop. Most employees like action plans to assist them in improving rather than concentrating on their defects or bad performance. Also, most workers believe that the organization is invested in their success.



JENEBA WINFREY-PORTER, MHA
TITLE: CHIEF OPERATING OFFICER

**JENEBA IS RESPONSIBLE FOR ALL THINGS OPERATIONS FOR
TAPESTRY 360 HEALTH**

What has your career and leadership journey been and what drew you to work in healthcare?

It has been interesting- I like to say that healthcare is my second career. My first job out of college was around Student affairs for a University and I truly was on a path for that to be a long term career. I worked in student affairs for 7 years. That role took me back to healthcare- which is what I focused on in undergrad. Working in student affairs taught me a lot about leadership, staff development and crisis management. At 22 I was managing a building of 1000 students and had a staff of 300. It was a crash course in leadership that affirmed that was a path for me. That also allowed me to finish my graduate degree in health care.

I think two things drew me to work in healthcare. 1- wanting to make a difference in my community. I feel that African-Americans in all sectors of healthcare have low representation. And that we need people who are close to communities to represent them in decision-making.



How can healthcare leaders continue to diversify their healthcare C-suites and even leadership below them?

I always say that it is important for me to do my job well, and to allow for others to learn from you and through you. In past healthcare roles I have always had an interns who I allowed to see a side of healthcare they will not gleam from school. I hope to bring learners to Tap as well. Outside of that I try to provide mentorship to others who are working to be leaders. I think mentorship can go in both ways I am learning from them as much as they are learning from me. I want to provide with people opportunities to grow.

I think we need to be consistently aware of who is at the table and asking for voices that are normally not heard to be uplifted, considered and listened to. As openings become available make sure that we are interviewing a diverse candidate pool. Mentoring those within the organization and helping them grow to meet their aspirational goals.



Could you share your perspective on health as a black woman leader and how that'll help impact Tapestry 360 Health's approach to healthcare?

As mentioned before it is important to represent my own lived experience. I have countless examples with me and others who were underserved by our health system. We know Breast Cancer, infant mortality, and a slew of other health issues disproportionately impact black women. It is important for me to work with others to identify systems and structures that can influence these issues.

How does your background as a woman of color help define your leadership style?

I think that being a Black woman is something I carry with me in all spaces and most BIPOCs do. My goal to make decisions that benefit our staff and patients. I think my lived experience influences how I try to tackle most situations with consistency and compassion.



RAVEN HIBBLER
TITLE: DIRECTOR, MARKETING AND COMMUNICATIONS

RAVEN OVERSEES INTERNAL AND EXTERNAL MARKETING AND COMMUNICATIONS FOR THE OVERALL ORGANIZATION

What has your career and leadership journey been and what drew you to work in healthcare?

My career in healthcare is quite new however, the best way for me to answer this question is the inspiration from my family. My mother and my grandmother are both nurses so I grew up in a household where healthcare was often times discussed. I was actually considering med school for a short time but took an anatomy class, had to dissect a cat and quickly realized my Greys Anatomy dreams would not be met.

My professional leadership journey began in 2017 when I launched a freelance marketing and PR firm. However being the oldest in my family, my leadership skills developed at an early age and organically grew with me. I enjoy problem solving and was excited to help lead Tapestry 360 Health, formerly known as Heartland Health Centers through the rebrand. Though it was a new industry for me, my passion for helping others aligned seamlessly with the mission of serving underserved communities.



In your words, why is it important to celebrate Black History Month in the context of healthcare?

Black history in healthcare should always be celebrated/discussed to help improve health outcomes and provide the appropriate and necessary resources to the communities we serve. We have to understand the history of Black Americans and the disadvantages that we continue to see today, to strategically advocate for change. When we have honest conversations about the inequities in healthcare we become more conscious about what can be done both individually and collectively to improve health outcomes.

How do health disparities affect African Americans?

Health disparities in Black Americans run deep. Black Americans are at a disadvantage when it comes to access of quality care which often times results in undiagnosed or unmanaged diseases due to not having insurance or being underinsured. Black Americans also see huge inequities in healthcare when it comes to mental health, health literacy, resources and programming as well as mortality rates.

What advice do you have for people of color in healthcare who aspire to be leaders in the sector?

Be your authentic self. Imposter syndrome is real and can be a natural feeling when approaching anything new. Remember that you belong in these spaces. I also highly recommend surrounding yourself with likeminded individuals and mentors to help navigate your development as a professional.



We are a Tapestry of patients, staff, and community partners inclusive of various ethnicities, cultures, social-economic backgrounds, and orientations interwoven together to form a beautiful healthcare family.

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