



COVID-19 Huddle Notes for November 30, 2021

Redistricting

The California Citizens Redistricting Commission held public input meetings during the month of November on final draft maps for new Congressional, Senate and Assembly districts. The commission is tasked with finalizing maps by December 27, they will then be submitted to the California Secretary of State, in anticipation of the upcoming 2022 midterm elections.

You can view state maps at <https://www.wedrawthelinesca.org/meetings>

Los Angeles County and Orange County both had a December 15th deadline to approve final maps for their respective supervisorial districts.

You can find LA County maps here: <https://redistricting.lacounty.gov/>

You can find Orange County maps here: <https://cob.ocgov.com/2021-redistricting>

Following the release of the 2020 Census data for redistricting purposes, the civic engagement team continued to build on AltaMed's extensive census outreach efforts to further engage community, patients, and staff on the redistricting process.

We encourage you and your staff to participate and have your voices heard!

Top News Lines

Federal

- There is now a new variant to COVID-19 – the Omicron variant, which is [deemed a "variant of concern"](#) by the World Trade Organization. Health experts urge the public to be cautious and patient as scientists try collect more data on the new variant. President Biden sought to reassure the nation on Monday about the new Omicron variant as crucial questions about it remain, telling Americans that the variant is "a cause for concern, not a cause for panic," and that his administration was working with vaccine manufacturers to modify vaccines and booster shots should that prove necessary. Omicron variant cases have been detected in numerous countries, including Canada. No cases have been found in the United States, but many experts say it's inevitable. More info [here](#) and [here](#).
- The United States is [set to close its borders](#) to travelers from eight South African countries (South Africa, Zimbabwe, Botswana, Eswatini, Lesotho, Malawi, Mozambique and Namibia) to limit spread of the omicron variant. More info [here](#).
- The Centers for Disease Control and Prevention (CDC) on Monday broadened its recommendation for COVID-19 booster shots for all adults as the new omicron variant is identified in more countries. Previous guidance from the CDC said all in the U.S. 18 or older "may" get an additional covid vaccine shot 6 months after their initial doses. Now, the agency is recommending that all "should" get one. More info [here](#).



- Pfizer and partner BioNTech are expected to seek emergency approval for a booster shot of their covid vaccine for younger people (specifically those aged 16 and 17), which would be the first approved for those under 18. The FDA is expected to respond next week to the request. More info [here](#).

Medical Director of Infection Prevention

Omicron variant shows lots of new mutations and borrowed mutations from several of the variants that we have seen so far. It is the most mutations they have seen in a virus' genome thus far. We will not know how it will affect the transmissibility, how it will affect people that have previously been infected with COVID or how it will affect people that have been vaccinated before or boosted before. We need to make sure that we continue to protect ourselves to stop the variant from spreading or catching it ourselves. Variants will continue to emerge. It is an inevitable thing that happens with viruses unfortunately, and this is expected to happen, especially with so many of the world's population not vaccinated. Hopefully someday soon a milder variant version will emerge that won't cause severe disease, and would be similar to the common cold. This variant is another reminder that we need to continue to be as cautious as we can to protect ourselves and protect the people around us.

As a reminder some of the precautions that we should still be taking in order to protect ourselves is screening ourselves anytime you leave the house. Screening our family members and making sure they are healthy to leave the house and staying home if you are not feeling well. If there is any chance that you could have cough/cold symptoms it is better to stay home, and to get tested to make sure that you do not have covid because you do not want to spread those germs even if it's not covid, also please make sure that we are masking up.

In LA County everybody has to wear a mask while they are indoors, but in Orange County and surrounding counties you may not have to. Dr. Brown recommends that everyone continues to mask up when they are indoors and make sure that you are washing your hands frequently. COVID is not thought to be spread too much by surface contamination but there is a lot of other bugs and germs that are going around out there. It is still important to do those elbow bumps or fist bumps instead of shaking hands and hugging and make sure that when you are washing your hands using soap and water and that you are rubbing your hands all over the place for 20 seconds, if you do not have access to soap and water please use your hand sanitizer and make sure you are rubbing all around your hands until it's dry before moving on.

We still need to be practicing good physical distancing and six foot distancing is important especially when indoors. Make sure that you are having small gatherings if you are gathering with people, and making sure that you are gathering with vaccinated individuals and continue to protect those that cannot get vaccinated. We still have small children who are not able to get the vaccine and we need to protect them. Gather outdoors if you cannot guarantee that everybody is vaccinated.

Last but not least, get vaccinated and get boosted. You know some people may use this Omicron variant as a reason to not get vaccinated. Dr. Brown would like to share that Delta



is still 99 to 100% of what is out there and what we're going to get infected with in Southern California. Omicron will come to the US, hopefully it won't be very contagious and hoping Delta will still win out because Delta is stopped really well by our vaccines. She will be talking more about Omicron at our new 12:15pm Grand Rounds and answering any questions you may have.

Everyone is eligible to get their boosters because you work at AltaMed. The FDA and CDC endorses anyone that is 18 and over to get their booster if they are six months out from their mRNA vaccine series or two months out from their Johnson and Johnson vaccine. Please spread the word.

Human Resources

Over the course of the last week you should have received several memorandums emailed to staff on behalf of our Vice President of Human Resources, Veronica Gomez.

The first, sent on November 24th is with relation to our annual performance review and merit increase process. Via our performance review tool, we are asking for all of our individual contributors to write comments reflecting on their contributions, strengths and challenges, and areas for continued development. We ask that you ensure all employees take the time to complete their self-review. The self-review is due Friday, December 3rd. On-demand online training is available via the Talent Management portal located within the My HR Services dashboard. In addition, a Performance Review Job Aid is available to all employees for download on the Human Resources page of TownSquare. If you or your staff have questions regarding this process, you may email performancemanagement@altamed.org or contact your HR Business Partner.

The second memo sent yesterday November 29th, informing all employees of the upcoming Virtual All Hands Event taking place on December 14th. AltaMed's All Hands Event is an opportunity to take a day to recognize one another, and celebrate all of our hard work and accomplishments. Traditionally, this is an event that is held in person, but considering the continued threat COVID-19 poses, the organization felt it be best to host it virtually for the health and safety of our employees. The day will be filled with activities including a team lunch at each site and center. With that said, AltaMed will continue its tradition of honoring those who have gone above and beyond in categories represented by our Core Values during this event. Each year we offer all employees the opportunity to nominate fellow employees and colleagues who they feel not only exemplify one of the core values the organization stands by, but also goes above and beyond for our patients and their teams. This nomination window is now opened, please use the link provided on the memorandum to access the nomination survey. Nominations for our Core Values award closes Friday, December 3rd.

Lastly, a memorandum that is scheduled to be sent later this morning informing the organization the nomination window for the Holiday Help program will be is scheduled to open. The Holiday Help program is designed to help support employees facing financial



challenges during this time of the year. We understand that life is filled with unforeseen circumstances that we may not always be well prepared to deal with. Employees will have the opportunity to nominate themselves or nominate up to 4 other employees and colleagues who they feel may be going through a difficult time and may greatly benefit from this monetary support. All awards remain confidential. The deadline to submit a nomination will be close of business December 10th. If there are any questions with relation to the program please email HolidayHelp@altamed.org.