

Tania Avitia

Ross Brooks

Johnathan Ramirez

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### ACE Scholar 2022

I believe appreciation will always drive others to do more than what is expect and create loyalty within a company. I have known MFHC since I was a little girl as a patient, and now as an employee. I started with the company as a dental assistant in a program that was new, with trust from my supervisor I was able to succeed in my role. My supervisor then pushed me to become a Medical Assistant and I quickly became the lead. Throughout all this time I have learned how to voice my opinion and formulate decisions that best support my team. Leadership was not something that came easy to me, but MFHC has taught me to grow for those who depend on me. I would like to continue to expand my skills as a leader and advocate for those I work close to everyday.

As a new leader who has been with the organization through a difficult year, I believe I can best represent medical staff at executive meetings. As a Lead Medical Assistant in our biggest hub site, I often am found resolving issues that not only my team experiences, but also all those around me. I make it my priority to walk around often and talk to all departments. I have built a trusting relationship with everyone and have personally experienced multiple departments issues as well. I always tell my medical assistants and the nurses I work with that I will always speak up for them. Everyday experience is valuable, and I believe I can bring representation to the executive team that is currently missing.

My passion has always been to help the community I come from. I grew up on MFHC clinic slide program and even was able to get surgery my sophomore year due to the help from the enrollment team to get on CICP. When I have patients who have put costs for visits over their own health, I can understand them on a personal level. I knew the feeling of anxiety and worry when a bill comes in the mail even at the young age of 15. It is a problem that will continue, and it is the responsibility of those who can, to advocate for Federally Qualified Health Centers.

I have had opportunities in the past very similar to the MFHC ACE Scholar program and have always believed in the importance of programs like this within organizations. I am a recipient of DACA who grew up in the United States since I was 9 months old. I grew up excited to voice my opinion, just like all my follow peers only to find out even if I was old enough, I would have to rely on others to make decisions regarding my future. In 8<sup>th</sup> grade I joined a program that allowed me to visit the State Capitol and sit with a senator to talk about everything I found important and watch them work. This taught me that no matter how high a person's position is considered they represent us. Therefore, I believe that a good leader is one who listens to all, but especially those who are not always given the opportunity to speak. With the combination of all my experiences, skills, and passion I believe that I am a good candidate to attend not only our executive meetings but visit the state capitol once again.

12/16/21

Mountain Family Health Centers

Dear Ross,

It is with pleasure I am nominating Tania Avitia for the ACES scholarship at Mountain Family. I have been working with Tania now for just over six months and am impressed daily with her leadership. I think she will be a great addition to the Executive Team and bring a fresh perspective to several of the issues we have been struggling with at MFHC.

Tania's career with MFHC has been one of exponential growth. She began with us in the dental department and quickly transitioned into a medical assistant and then lead. We have a few individuals at MFHC who have excelled like this, and I think she represents the next wave of inspirational, assertive leaders we are looking for with this program.

Tania has expressed specific interest in working with our current Executive Team members and learning what they do. I have witnessed her take brave new steps and speak up during SAT team meetings, expressing her opinion even when it is contradictory to what I think, our Practice Manager thinks, nursing etc. In an environment where many would be intimidated, Tania excels, and we are a better SAT because of her opinions.

I think Tania's experiences as an immigrant and DACA recipient, with previous experience observing at the capitol serve to really solidify her as my choice for this new program. I have confidence that she will be an active participant in the group and have a long career with MFHC.

Sincerely,

Anneliese Heckert DO