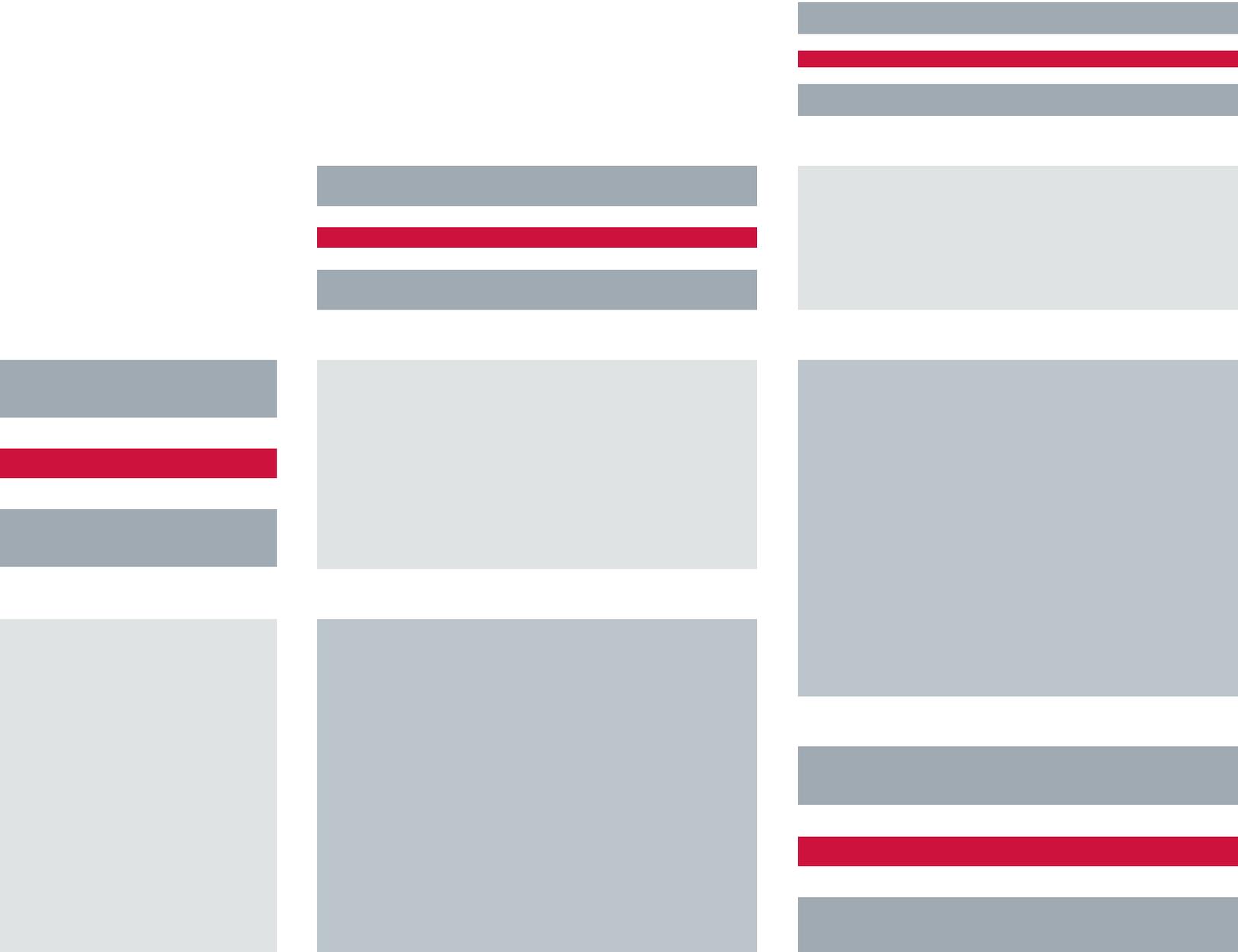


Diversity Council

Employee Resource Groups (ERG) Committee

Fiscal Year 2022 Annual Report



Dear colleagues,

This year, we returned to in-person Employee Resource Group (ERG) meetings and events as pandemic restrictions eased. Networking and connecting are a fundamental purpose of ERGs and doing them in person has been a welcome change.

We started 2022 with a strategic discussion of the critical needs of our ERGs. A survey of stakeholders identified areas of focus, with the top three being:

Communication

Leadership Support

Event Planning/Coordination

In response to this input, we've pursued multiple initiatives:

1. Developed a common update format for quarterly ERG meetings
2. Reaffirmed executive sponsor commitment to their ERGs
3. Prepared and published a monthly ERG Calendar of Events
4. Hosted multiple webinars on communication best practices for things like newsletters, HUB publication and membership meetings
5. Facilitated collaborative event planning for the second annual Juneteenth program

In the following pages, each ERG will highlight its accomplishments and plans. Please explore how we've pursued our various missions in these areas:

- Professional development
- Community connections
- Cultural celebrations
- Networking
- Educational programs
- Service programs and many other initiatives

If you're not yet part of an ERG, please note that members may include employees who identify as a person described by the ERG name, have an affinity for related issues, are curious and want to learn, or would like to be an ally/sponsor of that ERG.

To our ERG leaders and members: Thank you for committing your time, energy and talents to this important work. Change is possible because of you. We look forward to learning from and working with each of you as the journey continues.

Sincerely,

The Ohio State University Wexner Medical Center Diversity Council ERG Committee Co-Chairs:

Paul Dumouchelle, MBA
Talent Management Consultant

Dennis Delisle, ScD, FACHE
Executive Director, University Hospital and
Richard M. Ross Heart Hospital

**Employee Resource Groups (ERG)
Committee 2022 Annual Report**



The growth and impact of The Ohio State University Wexner Medical Center and Health Sciences Employee Resource Groups (ERGs) are impressive and reflect well upon respective members, co-chairs and executive sponsors. Their servant leadership is in keeping with the highest traditions of excellence at The Ohio State University.

Despite the COVID-19 pandemic, the number of ERGs has nearly doubled over the past several years in support of our mission to improve health in Ohio and across the world through innovation in research, education and patient care. Our 10 ERGs better enable us to cultivate a community centered around diversity, equity, inclusion and belonging.

I'm so proud of everyone across our campus involved in support of our goal to be the work and learning place of choice. Bravo!

Leon McDougle, MD, MPH

Chief Diversity Officer, The Ohio State University Wexner Medical Center
Associate Dean for Diversity and Inclusion, The Ohio State University College of Medicine
Lead Physician – Research, Family Medicine at Outpatient Care East

ASIAN, PACIFIC ISLANDER AND DESI AMERICAN EMPLOYEE RESOURCE GROUP (APIDA)

Mission Statement

Our mission is to empower and cultivate belonging and community by promoting professional and personal development of Asian- and APIDA-identifying staff, faculty and learners to amplify our values, voices and visibility at The Ohio State University, the Ohio State Wexner Medical Center and beyond.

Leaders and Titles

Executive Sponsor: Grace Wang

ERG Co-Chairs:

- Sophia Antoun
- Steven Ing
- Tanya Mathew
- Hua Wang

Fiscal Year 2022 Highlights (July 2021-June 2022)

Webinar: APIDA STEM Professionals: Increasing visibility of our work and experiences in the health sciences. Registered 78. Held 1/25/2022.

- Organizer and Introduction: Sophia Antoun
- Moderator: Grace Wang
- Panelists: Hua Wang, Chen Gu, Ana Sucaldito, Priya Dedhia

Health Equity Efforts for Clinical Outcomes

- Community outreach event to the Bhutanese community in Columbus about colon cancer screening. Held 8/21/2021.
- Updated patient handouts on colorectal cancer at The James to make a tangible contribution during Colon Cancer Awareness Month, which happens every March. Held 3/2022.
- Both efforts were led by Subhankar Chakraborty, MD, PhD, co-chair of APIDA Community Outreach, Partnerships and Research Collaborations Committee.

APIDA Health Summit May 2022



University-wide APIDA Heritage Month events in May 2022

- Microaggressions and the APIDA community by Sophia Antoun, webinar, May 11.
- Bystander intervention training co-sponsored by the Ohio State Office of Diversity and Inclusion, webinar, May 18.
- Perspectives on Caring for Asian Pacific Islander Desi American (APIDA) Patients – A virtual panel discussion co-hosted by Hospital Medicine Diversity Committee grand rounds, May 20.
- Forging Partnerships in Community-Based Research to Improve Health & Well-Being of APIDAs in Ohio – A Community Forum & Luncheon co-hosted by Ohio Asian American Health Coalition at the Fawcett Center, May 28. 110 in attendance.

ERG Meetings and Events for Promotion and Engagement

- Weekly ERG Leadership Meetings
- Three Town Hall meetings conducted
 - » 11/29/2021– APIDA charter and key goals/priorities
 - » 12/10/2021 – Guests Dr. Jim Moore, PhD, and Phillip Nash
 - » 1/26/2022 – Guests: Grace Wang, PhD, multiple community partners; Lunar New Year celebration
- Sub-committees
 - » APIDA Membership and Experience
 - » APIDA Community Outreach, Partnership and Research Collaborations
 - Launch meetings 3/31/2022, 4/27/2022
 - » APIDA Advocacy
 - » APIDA Leadership and Professional Development
 - » APIDA Educational Programs

Grant Submissions

- Social Determinants of Health Grant Application to CCTS: Steven Ing, MD, APIDA co-chair, was a PI along with Julianna Nemeth, PhD, and Cecilia Mengo, PhD.
- Responded to Request for Information, NOT-CA-22-047 NIH National Cancer Institute, submitted by Dr. Ing.

Membership and Communication

- Current membership count – 139
 - Communication:
 - » APIDA HealthBeat HUB ERG channel for Wexner Medical Center employees on Campus News announcements
 - » Community members and organizations invited to join the ERG
- Collaboration with Asian Americans Advancing Justice | Chicago

Fiscal Year 2023 Goals (July 2022-June 2023)

Membership

- Expand APIDA membership by 20%
 - » Foster greater engagement among existing members – both university and community organizations (e.g., schedule smaller meet-and-greet events at a coffee shop).
 - » Increase efforts to raise visibility and recognize achievements by APIDA faculty and staff.
 - » Promote and offer volunteering opportunities to APIDA members for cultural events, outreach, health screenings, health equity efforts through the Asian Health Initiative Free Clinic, etc.

Outreach and Health Equity

- Continue community outreach efforts and activities to promote health equity and civic engagement.
- Continue contributing to health equity efforts in collaboration with health science colleges and medical center.
- Participate in Asian Festival 2023 to promote voter registrations, civic engagement, health equity, research participation and research capacity.
- Grow partnerships with APIDA community organizations.

Leadership

- Enlist rotating chairs/co-chairs representing both the university and the medical center.
- Recruit members into subcommittees and to identify subcommittee leadership.

Trainings and Mentorship

- APIDA-focused workshops – cultural competencies and competencies in bystander intervention, mitigation of bias and microaggression.
- Launch one or two focused professional development programs.
- APIDA mentorship pilot in collaboration with DEI Mentorship Program at the Wexner Medical Center.

Advocacy

- Climate results of APIDA from ODI Survey and medical center survey, listening sessions to address needs and concerns of APIDA faculty and staff at Ohio State and the medical center.
- APIDA Heritage Month Celebration – TBD.
- Develop and expand research programs along with community organizations with funding opportunities.
- Preparation for APIDA-community research such as leveraging Asian Festival and studies such as New Epidemiological Cohort Study among Asian Americans, Native Hawaiians and Pacific Islanders (AA-NHPI) from NIH (NHLBI), (NHGRI), (NINDS), (NIMHD) and (NIMH).

Fiscal Year 2023 Events-to-Date and Plans

Health Equity Events-to-Date

- Health screening fair at Wat Buddha Samakidham Temple along with Asian American Community Services.
- Ohio AA-NHPI Mental Health Summit at the Blackwell Inn and Pfahl Conference Center, which included a keynote address from the president of the Asian American Psychological Association, a panel discussion and breakout sessions with expert clinicians and community leaders and an art show of several Ohio AA-NHPI artists. Breakout session topics will include mental health of Asian elders, mental health of AA-NHPI youth and mental health services for APIs.
- First free colonoscopy program led by Dr. Chakraborty and team members including physicians, medical students, nurses and social workers. Goals include reducing disparities in colon cancer screening and treatment among diverse and vulnerable community members.
- Second free colonoscopy program.
- Third free colonoscopy program is scheduled.

Participation and Representation

- Asian Pacific American Bar Association 16th Annual Gala, held 9/28/2022. Featured speaker Christine Chen, co-founder and executive director of Asian and Pacific Islander American Vote (APIAVote), and Candice Cho, managing director of Policy and Counsel, AAPI Equity Alliance.
- APIDA Ohio Community Meeting with FBI agents on Hate Crimes & Color of Law, held 9/16/2022. Organized by Vincent Wang, APA Justice. Speakers: SSA Matt DeBlauw and SA Rick Steudel.

Grant Submission

- Submission for APIDA-community research in October 2022.
- New Epidemiological Cohort Study among Asian Americans, Native Hawaiians and Pacific Islanders (AA-NHPI) from NIH NHLBI, NHGRI, NINDS, NIMHD and NIMH.

Black Faculty and Staff Employee Resource Group (BFSEERG)

Mission Statement

The mission of the Black Faculty and Staff Employee Resource Group (BFSEERG) is to promote an enriching and supportive venue that allows all members to share concerns and address their personal challenges through group discussions and educational sessions. The BFSEERG works to achieve and foster a diverse, inclusive workplace and act as a resource to all at The Ohio State University and the Wexner Medical Center by providing information and education that is aligned with the university's and Wexner Medical Center's mission, vision and values. BFSEERG is dedicated to the development and production of diverse future leaders, which will increase employee engagement.

Statement of Purpose

BFSEERG continues to expand and evolve, with a desire for an inclusive environment that is equitable and fair for all employees. BFSEERG has been establishing an internal organizational structure to address the unique needs and issues of a diverse workforce. Employees and members have an opportunity to network, address common issues and concerns and receive a support environment that allows members to achieve information about shared similar backgrounds, experiences and interests.

Executive Sponsor:

Dennis Delisle, ScD, FACHE
Executive Director, University Hospital and Richard M. Ross Heart Hospital

Volunteer Leaders

Chair: Patricia Lowe
Co-Chair: Quatric Williams

Structure and Functions

Chair/Co-Chair: The chair or co-chairs will serve a term of one year from June 20 to July 1.

Secretary: The secretary will take minutes at the monthly meetings, disseminate the minutes to the membership and provide yearly reports about activities.

Treasurer: The treasurer will keep records and provide yearly reports on all expenses to the Diversity Council.

Social Chair: The social chair will serve as providing opportunities for networking, advocating and connecting the group to other events or programs.

Hospitality Committee Chair: The Hospitality Committee chair sends invitations to new members from the Wexner Medical Center and Ohio State as well as letters to each member's manager about the importance of being part of BFSEERG.

Data Committee Chair: The Data Committee chair collects data from the Diversity Council, Ohio State's Kirwan Institute for the Study of Race and Ethnicity and The Women's Place to promote equity.

Nominating Committee Chair: The Nominating Committee chair leads the committee's efforts to nominate new individuals at the end of a member's term.



Dr. Tanya Mathew and Milly Valverde at the Juneteenth event.

Goals and Objectives

- Networking activities for employees.
- Career development seminars to enhance an employee's ability to move forward in their careers.
- Opportunities to build better communication, interpersonal, technical and leadership skills.
- Opportunities to increase time management skills.
- Focus on having a better work/life balance.
- Information for clarity of career pathways and career ladders.
- Empower students, faculty and staff to build a diverse and inclusive campus community.
- Work to educate and encourage an environment where members can benefit from our similarities as well as our differences.
- Address issues faced by underrepresented ethnic groups through our solidarity and the valued involvement of our allies.

Fiscal Year 2022 Highlights (2021-2022)

Jan. 20, 2022, Martin Luther King Holiday

Feb. 24, 2022, Black Heritage Month

March 24, 2022, General Meeting

April 21, 2022, Minority Health Month

May 26, 2022, General Meeting

June 23, 2022, Black Men's Health Month, Juneteenth

July 28, 2022, General Meeting

Aug. 25, 2022, Black Women's Equal Pay Day was Aug. 3

Sept. 29, 2022, General Meeting

Oct. 27, 2022, Reducing Implicit Bias in Recruiting

Nov. 17, 2022, Employee Wellness: Ways to Create Mindfulness in the Workplace

Dec. 15, 2022, Open House and Meet-and-Greet



Attendees of the Juneteenth event.



Pat Lowe and Columbus Chief of Police Elaine Bryant at the Juneteenth event.

Diversabilities Employee Resource Group

Mission Statement

The mission of the Diversabilities Employee Resource Group is to be a welcoming and inclusive space for employees whose lives are affected by disability. We strive to promote disability inclusion and best practices and provide education to The Ohio State University and The Ohio State University Wexner Medical Center.

Leaders and Titles (Including Executive Sponsor)

Chair: Ashlee Leslie

Executive Sponsor: Heather Sullivan

Social Chair: Nicole Bernal

Member Engagement: Braden Gertz

Treasurer: Kia Parker

Caregiver Support Subcommittee Co-Chair: Janinah Barreto

Caregiver Support Subcommittee Co-Chair: Marla Flewellen

Disability Awareness & Acceptance Subcommittee Co-Chair: Claire Seryak

Disability Awareness & Acceptance Subcommittee Co-Chair: Crystal Epley

Employment Access & Inclusion Subcommittee Co-Chair: Kayla Daniel

Employment Access & Inclusion Subcommittee Co-Chair: Sandra Dixon

Fiscal Year 2022 Highlights (July 2021-June 2022)

Events

- October 2021: Employment Access & Inclusion at The Ohio State University
- December 2021: Caregiver Tips for Coping with the Holidays
- March 2022: Disability Disclosure and Reasonable Accommodations in the Workplace Open Forum
- Quarterly: Cultural Competency of Neurodiversity BuckeyeLearn Training

Meetings

- Monthly Executive Committee meetings

Communication

- Launched HealthBeat HUB channel in April 2022
- Launched bimonthly newsletters in February 2022
- Launched bimonthly email blasts to group members in March 2022



Speakers and attendees of the Diversabilities ERG Employment Access & Inclusion event at The Ohio State University.

Fiscal Year 2023 Goals (July 2022-June 2023)

Membership

- Have grown to 68 members
- Goal: Grow to at least 75 members in FY23

Leadership

- Have expanded leadership team for FY23
- Goal: Subcommittee co-chairs will lead event planning and support communications efforts
- Goal: Continue monthly Executive Committee meetings

Programs

- Host at least one subcommittee-related event/program
- Host at least one social event/program

Fiscal Year 2023 Events-to-Date and Plans

Events-to-Date

- N/A; unable to get speakers to coordinate a date/time for Navigating Early Childhood Services panel for Q2 or Q3. Shifting focus to a Q4 event to be hosted by the Caregiver Support and Employment Access & Inclusion subcommittees.

Plans

- Sponsoring Columbus Speech & Hearing Halloween Hop (October 2022)
- Quarterly: Cultural Competency of Neurodiversity BuckeyeLearn Training
- Hope to have events hosted by subcommittees and get to the point of having one event/open forum/panel per quarter, where each subcommittee plans one event/year and the Executive Committee plans one social event.
- Potential informal group get-together this fall.
- Executive Committee members have asked about UH help with creating a support group for caregivers of individuals with disabilities; will continue to explore.
- Continue to share events, news and resources related to disability via HealthBeat HUB, bimonthly email blasts and/or bimonthly newsletters.
- Survey members to determine any needs/wants.

Green Team Employee Resource Group

The Green Team ERG is expanding to a campuswide group 1st QTR 2023/3rd QTR FY23

Mission Statement and Key Values

The Green Team engages the staff of The Ohio State University Wexner Medical Center (and all university staff) to inspire employees to take action at work and home to address the effects of environmental degradation as a social determinant of health. This engagement can help ensure healthier lives and promote well-being throughout the medical center and campus, as well as for marginalized populations in our own communities.

- Education – to educate our medical center and broader community on environmental and climate issues that impact the well-being and quality of life of our patients and staff.
- Engagement – to inspire our members to take action and involve others to address sustainability issues at work and home.
- Partnership – to coordinate with other organizations within The Ohio State University and in the broader community to support the sustainability goals of the medical center.
- Diversity – to encourage active participation from staff members with a variety of backgrounds, personal histories, professions, identities, experiences, levels of influence and ways of thinking to better understand environmental justice issues. Our goal is to help bring an end to the disproportionate share of negative environmental consequences on our marginalized populations.

These will likely adjust a bit once we expand to a campuswide group.

Leaders and Titles (Including Executive Sponsor)

Executive Sponsors: Dennis Delisle, ScD, FACHE
Executive Director, University Hospital and
Richard M. Ross Heart Hospital
and
Marie Webber, MHSA, FACHE
Associate Executive Director,
Clinical Operations at The James

Co-Chair: Michelle Pennington

Co-Chair: Erica Davidson

Co-Chair: Mallory Moseley

Membership Chair: Lisa Mason

Treasurer: Kelly Buckley

Communications Chair: Beth Strausbaugh

Education Chair: Alejandra Gonzalez

Earth Day and Tree/Plant Giveaway Chair: John Guardiola

Earth Day Park Chairs: Laura Volk, Mallory Moseley (Advisor),
Michelle Pennington (Advisor) and TBD

Sustainability Advisor: Lauren Koch

Marketing and Communications Advisor: Alexis Moore

Fiscal Year 2022 Highlights (July 2021-June 2022)

Events

- Added more than 100 members, bringing our total membership to nearly 800 with a new launch to all of campus coming soon!
- Tree Planting Ceremony in the soon-to-be-official Green Team Earth Day Park with medical center and university leadership. We encourage you to check out the tree in the park on main campus behind the 9th Avenue Garage near 8th Avenue and to watch the event recap video.
- Managed a table at Ohio State's Undergraduate Student Government annual Sustainability Fair.
- Sponsored a Green Team ERG Sustainability Fair during Earth Week 2022 with 10 internal and external groups participating.
- Annual Giveback Day during Earth Week:
 - » As part of the annual Green Team Celebration of Earth Day in 2022, we organized a "Give Back" day. We collected:
 - 2,400 pounds of confidential documents for shredding
 - 4.2 cubic yards or the equivalent to more than five dozer loaders full of electronics for recycling
 - 25 pounds of batteries
 - 52 pairs of shoes
 - 26 pairs of glasses
- Gave away nearly 1,000 trees for our 2022 Earth Day Tree Giveaway!
- Sponsored a Bike to Work Day along with campus and community partners at Phyllis A. Jones Legacy Park. We had 100+ people stop by our event, with many bikers and first-time bike commuters.
- Sponsored the Healthy Community Day at East Hospital to allow for a Zero Waste event.
- Supported the free food waste composting program and its expansion at Ohio State.
 - » Sign up for the food composting program. Email Molly Kathleen with questions.
- Purchased Litter Grabbers with the Ohio State Wexner Medical Center logo for use by individuals and groups to organize litter pick-ups and as giveaways for events and exceptional sustainability efforts.
- Expanded recognition of environmental injustice and addressing how environmental degradation leads to unjust distribution of health impacts in communities supported by enhanced newsletter and webinar content.
- Assisted and supported community and campus litter pick-ups.
- Developed and expanded a Green Team Microsoft Teams Group for more frequent event alerts and Green Team communication.
- Initiated an "Impact of 3" Campaign developed by Wexner Medical Center staff member Alexandria Moore. The Impact of 3: "If enough people pick up just three pieces of litter, it can make a big difference." ~Alexandria Moore, BSN, RN – BMT, 2020



The Impact of 3

"If enough people pick up just three pieces of litter it can make a big difference."

– Alexandria Moore, BSN, RN – BMT, 2020



This continues the series of what Alexandria picks up on her walk from the hospital to her car every day. Cigarette butts galore! Guess the number for a prize! (not really 😊)

These contributions provided by Impact of 3 Founder Alexandria Moore.
To share your pictures and stories send 3 of each to Brian.Will@osumc.edu

Meetings

- Regular monthly educational webinars/meetings, including a sustainability debate with one of our external collaborators, a movie review and a gameshow-format quiz event.
- Quarterly Green Team ERG Updates on Zoom. We typically have a short presentation by a special guest during these updates as well.

Communication

- Bi-weekly emails
- Regular HealthBeat HUB posts
- Posts on the Green Team ERG's Teams channels
- Blog posts on Green Team website

Fiscal Year 2023 Goals (July 2022-June 2023)

Membership

- Expand Green Team ERG membership to campus, including the development of a LISTSERV to accommodate all sign-ups.

Leadership

- Encourage leadership and professional development, especially as it pertains to sustainability education and awareness.
- We have filled five leadership positions in the last six months, and we're still looking to fill the following positions:
 - » Education Chair: Identifies topics for monthly webinars and secures potential speakers. Coordinates and hosts webinars, ensures registration links are created and calendar appointments are sent with meeting links (average time commitment is between two and three hours per month).
 - » Two additional Earth Park Co-Chairs: Establishes an Earth Day Park on the medical center campus, coordinates communications related to design and any required university approvals and recruits volunteers to maintain the park on a sustainable basis (average time commitment is between two and three hours per month per co-chair).

Programs

- Host 12 or more educational programs, including the concentrated Earth Week Webinar Series.
- Facilitate staff involvement with administration and campus community sustainability projects.
- Continue service projects, such as give-back collections, litter pick-up, free trees and/or plants and shrubs, recycling education, wellness events and sustainability recognition events.
- Expand collaboration with The Ohio State University Sustainability Institute, Chadwick Arboretum, Administration & Planning, Facilities Operations and Development and various community groups such as SWACO (Solid Waste Authority of Central Ohio), FLOW (Friends of the Lower Olentangy Watershed) and Green Columbus (a sponsor of our yearly tree giveaway).
- Continue bi-weekly email with Green Team updates, news and events.
- Augment Green Team Champions program to seed leaders in colleges, units and departments.
- Host monthlong Earth Month activities and weeklong "Earth Week" programming as well as the scheduled Earth Week Give Back Day on actual Earth Day (Saturday, April 22, 2023).
- Continue development of newly announced Green Team ERG Innovation Teams/Focus Groups with the



Michelle Pennington and Brian Will with tree saplings given to employees during Earth Week.

inaugural groups of:

- » Plant-forward eating lead: Erica Davidson
- » Native plants/trees, pollinators lead: Michelle Pennington and Kelly Buckley
- » Recycling lead: Lisa Mason
- » Composting lead: Mallory Moseley
- » Earth Month activity planning lead: John Guardiola
- » Earth Day Park development and maintenance leads: Laura Volk, Mallory Moseley, Michelle Pennington

Fiscal Year 2023 Events-to-Date and Plans

Events-to-Date

- 2022 October Plant-Powered Challenge
- 2023 Veganuary Event on HealthBeat HUB
- Numerous webinars
- Earth Day Park planning and collaboration development

Plans

- Invited to sponsor a table at Ohio State's Undergraduate Student Government's annual Sustainability Fair.
- Native sapling, shrub and plant giveaway during Earth Week.
- Ongoing Earth Day Park development in collaboration with Campus Partners, and facilitate the Earth Day Park ribbon-cutting – Earth Week, April 21, 2023.
- Earth Day Give Back Day on Earth Day, April 22, 2023 – Paper shredding, electronics, batteries, eyeglasses.
- Purchase at least one recycled material park bench for the Earth Day Park with opportunities for other campus groups to sponsor benches.
- Collaboration with the Sustainability Institute for a Capstone Student Group to develop one of the Pollinator Gardens within Earth Day Park.
- Sponsor and assist with planning for Bike to Work Day on May 19, 2023, along with campus and community partners (tentatively at Phyllis A. Jones Legacy Park).
- Medical center- and campus-specific sustainable gift and recognition alternatives list development.
- Update Green Team ERG Word Cloud Earth logo to incorporate input from new Campus Green Team ERG members.

Contact information email:

Data/membership chair:

Lisa.Mason@osumc.edu

Website: **u.osu.edu/mcgreenteam**

Green Team sign-up:

osu.az1.qualtrics.com/jfe/form/SV_9GIHvCtIOY8bKSi



Paul Dumouchelle and Brian Will handing out saplings on Earth Day.

Hispanic Latino Employee Resource Group

Mission Statement

The mission of the Hispanic Latino Employee Resource Group is to develop awareness for the Hispanic Latino culture, its presence and contributions; provide the opportunity for its members and the community to connect; and provide a forum for the professional and personal development of our community.

Leaders and Titles (Including Executive Sponsor)

Executive Sponsor: Antolin Flores, MD

Executive Sponsor: Tom Blincoe

Chair: Milly Valverde

Fiscal Year 2022 Highlights (July 2021-June 2022)

Events

- Speaker series “Perlas de Sabiduria” (Pearls of Wisdom)

Lilleana Cavanaugh, MBA, CPM, executive director of Ohio Latino Affairs Commission

Here were the main themes:

- How the COVID-19 pandemic changed the way they work with Latinos and social service agencies.
- Why the demographic shifts in Ohio are relevant for our work with Latinos.
- What was learned regarding Latinos in Ohio and their participation in the 2020 elections.
- New projects the commission is considering for this year and why.

Lilly Morales, director of the Latina Mentoring Academy (LMA)

- LMA was launched in 2010 to specifically meet the unmet needs of Latina professionals in central Ohio. Since then, they’ve supported more than 120 Latinas through the Mentorship Program. LMA is a five-month program that brings together Latinas in a variety of career stages for a unique professional development experience. From personal branding to financial wellness, we invite leaders from our community to speak to our cycles with a lens that’s impactful for our culture. The mentoring program is free to mentees, and our ERG is contributing two scholarships.

Bibiana Bishop was selected as the **Woman of the Year** on behalf of our Employee Resource Group. She was honored during the “Women breaking barriers in health care” webinar on March 30, with featured guest Executive Vice President and Provost Melissa Gilliam, MD, from the Office of Academic Affairs.



The Hispanic Latino employee resource group and OSU Latino Medical Association were proud to represent Ohio State Wexner Medical Center at the Columbus Inaugural Latine Parade.

Fiscal Year 2023 Goals (July 2022-June 2023)

Membership – 50 members

Leadership – new executive sponsor Tom Blincoe

Fiscal Year 2023 Events-to-Date and Plans

Events-to-Date

- To advance awareness for the Hispanic Latino culture, its presence and contributions, we're sponsoring a quarterly training presented by community leaders called Health, Culture, and the Latino Community FY23. The scheduled sessions are Feb. 24 and May 31. Topics cover cultural humility, community beliefs, preventive medicine and mental health. Guest speakers will provide expertise on local contributions, issues and resources for the Latinx community. This training is included in the medical center's diversity curriculum so staff can receive P3 credit.
- On Sept. 17, 2022, we participated in the inaugural Latine/Hispanic Heritage Month Parade in Columbus.

Plans

- Tom Blincoe, executive director of Outreach for the medical center, has joined HLERG as an executive sponsor. He and our long-time executive sponsor Antolin Flores, MD, will be guiding our efforts! Bienvenido Tom! One of Tom's priorities is to work with HR to recruit more Hispanic/Latino team members to Ohio State.
- HUB post for all 2022 Heritage Month programming is at Home | HealthBeat HUB (onfirstup.com).

LGBTQ+ Employee Resource Group

Mission Statement

The Lesbian, Gay, Bisexual, Transgender and Queer+ Employee Resource Group (LGBTQ+ ERG) fosters a culture that promotes LGBTQ+ inclusivity and awareness among the Ohio State Wexner Medical Center community while striving to cultivate a safe environment and encourage faculty and staff to be authentic.

Leaders and Titles (Including Executive Sponsor)

ERG Co-Chairs: Joshua Culberson and Natalie Hurst

Education & Training Co-Chairs: Jody Davis and Stephanie Bendinelli

Policy & Advocacy Chair: Em Harrington

Communications Chair: Kevin Douglas

Outreach & Engagement Co-Chairs:

Matthew Wilmot and Cristiane Ueno Treasurer and Secretary: Rick Sargent

Diversity Council Representative: Marla Flewellen

Social Co-Chairs: Shelby Dawkins and Roderick Liptro

Fiscal Year 2022 Highlights (July 2021-June 2022)

Events

- Transforming Care Conference – October 2021
- Kaleidoscope Christmas Drive – December 2021
- AIDS Walk – April 2022
- PRIDE Parade and Festival – June 2022
- HRC Gala – June 2022
- Juneteenth Event (support of Black Staff & Faculty/WOC) – June 2022

Meetings

- Bimonthly meetings held on the third Monday of the month from noon to 1 p.m.

Communication

- HealthBeat HUB LGBTQ ERG Channel
- lgbt@osumc.edu

Fiscal Year 2023 Goals (July 2022-June 2023)

Membership

- 289 members, from both the medical center and the university.



LGBTQ+ ERG members at the HRC Gala.

Fiscal Year 2023 Events-to-Date and Plans

Events-to-Date

- July Slammer Networking Event – July 29, 2022
- August ERG Bimonthly Meeting – August 15, 2022

Plans

- Offer more networking opportunities for the group, including family-based activities.
- Provide an LGBTQ+-specific education/panel for staff development.
- Select an LGBTQ+ community organization to volunteer, fundraise and/or donate for the year.



LGBTQ+ ERG members Shelby Dawkins and Roderick Liptrot attend an outdoor DEI Staff Appreciation Game.



LGBTQ+ ERG members at the HRC Gala.

SALAAM (Support Academic Leadership, Advocacy and Access in Medicine) Employee Resource Group

Mission Statement

The mission of SALAAM (Support Academic Leadership, Advocacy and Access in Medicine) is to build awareness and educate The Ohio State University and the Wexner Medical Center community about cultural diversity, especially with regard to the Muslim community.

SALAAM strives to enhance inclusivity and foster an environment where an employee's whole self (including their spirituality) is welcomed. SALAAM develops events and programs dedicated to cultural awareness, networking, mentorship, research opportunities, community-based partnerships and personal and professional development.

Leaders and Titles

Executive Sponsor: James Moore

Co-Chairs: Dahlia Kenawy and Mahmoud Abdel-Rasoul

Fiscal Year 2022 Highlights (July 2021-June 2022)

Events

- Ramadan Iftar (4/26/2022)
- Kameelah Rashad COVID-19 Healthy Table Talk (3/21/2022)
- SALAAM Founding Members first in-person meeting (11/12/2021)
- Academic advancement webinar (10/15/2021)

Meetings

- Monthly meetings

Communication

- Monthly newsletter
- WhatsApp group chat
- HealthBeat HUB

Fiscal Year 2023 Goals (July 2022-June 2023)

Membership

- Currently 86 members on LISTSERV
 - » Actively continue enrollment outreach

Leadership

- Identified new executive sponsors (Arwa Shana'ah and Syed Husain)
- Board turnover planned for January 2023

Programs

- DEI Training
 - » Meeting non-clinical needs of Muslim patients (11/9/2022)
 - » Ramadan considerations for Muslim patients (2/22/2023)
 - » Muslim patient perspectives (5/16/2023)

SALAAM-sponsored DEI events

- Kameelah Rashad: Social Toxicity (or Detoxifying) (10/12/2022)
- Kameelah Rashad: Intersectionality (11/29/2022)

Fiscal Year 2023 Events-to-Date and Plans

Events-to-Date

- Eid/Networking event (7/29/2022)
- Meet and Greet (9/30/2022)
- DEI Training: Caring for Muslim Patients (9/27/2022)

Plans

- Sponsor a Ramadan Iftar (March/April 2023)
- Health equity and food insecurity discussion (March/April 2023)
- Mental health training
- Monthly social events last Friday of every month
- Community organization networking event

Veterans Employee Resource Group

Mission Statement

The Veterans ERG connects veterans, their families and supporters within the Ohio State community. In addition to building community, we seek to advance veterans' careers and serve the veteran community with resources, networking and commemorative events.

We strive to leverage the commitment to service that inspires both military experience and work at the Ohio State Wexner Medical Center. Just as military service includes a pledge to support the highest principles of the United States, we support the values of the medical center, including a diverse, inclusive workplace. We take pride in U.S. military organizations being among the most diverse teams in our nation. We align with the Ohio State Wexner Medical Center's mission. We lead initiatives to increase employee and community engagement.

As one of the most recent ERGs added at Ohio State, the Veterans Employee Resource Group was established to support the medical center's commitment to a diverse and inclusive workplace by building leadership, individual capability and organizational capacity. It's our vision to exemplify lofty standards of leadership while serving the needs of our fellow veterans among patients, work colleagues and community.

Volunteer leaders

Co-Chairs: Jowanda Ayoub, BS, CPhT, and David Mast, CCP

Secretary: Robb Stillman, MA, RN, CPHIMS

Treasurer: Paul Dumouchelle, MBA

Executive sponsor: Timur Sarac, MD

Professor of Surgery and Director of the Division of Vascular Diseases and Surgery

Director of the Aortic Center

Director of the Vascular Surgery Program

Fiscal Year 2022 Highlights (July 2021-June 2022)

Buckeyes Believe in Our VETS!

- We partnered with the Military Veterans Resource Center to provide health care and other services to homeless and needy veterans on Sept. 17, 2022, at New Salem Baptist Church in Columbus. This was part of the "Veterans Serving All Vets" service project organized by Ashley Tainer-Harp.

Small Donation Big Impact Donation

- On Aug. 15, 2022, we collected "Veterans Serving All Vets" donations. Donations were taken to the Military Veterans Resource Center for distribution to veterans and their families.

2022 Memorial Day Commemoration

- On May 26, 2022, in the plaza in front of University Hospital, the Wexner Medical Center Veterans Employee Resource Group took a moment to thank our military members and honor their service and sacrifice during a special commemoration program.

National Guard Deployment to the Wexner Medical Center

- In January 2022, the Veterans ERG recognized the approximately 160 National Guard members who'd been deployed to support the medical center, through February at least, by organizing a variety of ceremonies where we had ERG members salute Guard members at their various deployment locations.

Fiscal Year 2023 Events-to-Date and Plans

Events

- Veterans Day Recognition Lunch, held Nov. 9, 2022, at various locations across the medical center. Attendees enjoyed a free boxed lunch, a token gift as a memento of the program, a program, the presentation of colors, a special keynote speech highlighting veterans' service and music.

Plans

- Service initiatives meeting the needs of veterans, including connecting them to available services.
- The Ohio State Wexner Medical Center commemorations of national holidays especially relevant to veterans.
- Build leadership capacity of members through training and organizing opportunities.
- Make connections with veterans and other interested people throughout the medical center and The Ohio State University.
- Network with Ohio State's office of Military and Veterans Services.
- Promote Ohio State as a place of employment for veterans.
- Educate staff on the Veterans ERG mission, vision, values and activities.
- Network within the wider central Ohio community, including veterans groups, and collaborate on service and celebration initiatives.
- Identify people who can function as mentors in jobs that could lead and guide development.
- Facilitate discussions with executive leadership to heighten awareness and to emphasize the importance of diversity and equity.
- Collaborate with other ERGs and groups to craft and refine policies and practices.
- Improve all aspects of diversity in the workplace by serving on the Diversity Council, Climate Committee, Communication and Cultural Competency committees.
- Support and encourage the Ohio State Wexner Medical Center's efforts to provide meaningful career and professional development opportunities for staff and faculty.

Women of Color Employee Resource Group

Mission Statement

The mission of the Women of Color (WOC) Employee Resource Group is to be a resource to The Ohio State University and Wexner Medical Center. We strive to value the diversity and uniqueness each person brings to achieving our shared mission and goals. We strive to create an environment where we thrive and benefit from our similarities as well as our differences.

Leadership Team

Co-Chairs

Sharina Armstrong

Alaina Lotozo

Satomi Abe

Corresponding Secretary: Amani Wilson

Media Communication Chair: Open

Treasurer: Valery Tarver (Interim)

Programming Committee Chair: Jackiethia Butsch

Programming Committee:

Tniesha Jones

Adrienne Moetanalo

Shelia Craft-Morgan

Sean-Nika Floyd

Executive Sponsor: Rachit Thariani

Fiscal Year 2022 Accomplishments

WOC Social Gathering, a casual get-together to connect with past and current members of WOC. This will be a fun opportunity to network with others within the organization.

Women of Color Leadership Series events

- Welcome Back Social, Ackerman shelterhouse
- Lilleana (Lilly) Cavanaugh, MBA, CPM, Executive Director, Ohio Latino Affairs Commission
- Monica Cox, PhD, Professor of Engineering Education
- Christine Ballengee Morris, PhD, Professor of Arts Administration, Education and Policy; Director, American Indian Studies
- Nicole K. Nieto, PhD, Assistant Vice Provost, Outreach and Engagement, Office of Academic Affairs; Lecturer, Women's, Gender and Sexuality Studies; College of Arts and Sciences
- Melissa Gilliam, MD, MPH, Carol R. Bradford, MD, MS, FACS, Mary Howard, DNP, RN, NEA-BC. You'll find female trailblazers and health care leaders in every department of our medical center. In celebration of Women's History Month, the Women of Color Employee Resource Group is hosting the webinar: Women Breaking Barriers In Health Care.

Fiscal Year 2023 Goals

1. Proactively develop and advocate for women of underrepresented ethnic groups for placement in executive and middle-level professional positions.
2. Strive to position women of color as assets within the Wexner Medical Center and The Ohio State University community.
3. Facilitate dialogue discussions with executive leadership in an effort to heighten awareness and to emphasize the importance of diversity and equity in hiring, retaining and promoting practices and policies.
4. Provide and identify substantive programming to women of color geared toward career development, leadership and success.
5. Dismantling workplaces' structural, institutional and systemic racism that creates discriminating policies and processes.

Fiscal Year 2023 Upcoming Events

- October: Welcome Back Social
- December: Holiday-themed speaker series
- March: Women's History Month event
- June: End-of-year wrap-up
 - » Professional development retreat
- Leadership Toolkit series

For more information about the WOC, please contact:
WOC@osumc.edu



Women of Color ERG members meet for a networking event.

Women of Color ERG members gather for a welcome back to campus social and wellness event.

Young Professionals Network Employee Resource Group

Mission Statement

The Ohio State University Young Professionals Network Employee Resource Group (OSUYPN ERG) empowers The Ohio State University employees through professional development, social engagement, networking events and leadership opportunities.

Primary goals:

- Align activities with the university's goals and values
- Encourage professional development
- Develop leadership skills
- Network with peers

Leaders and Titles (Including Executive Sponsor)

Chair: James Bergles

Chair of Assessment: Kristine Cline

Chair of Communication: Jaimee Slover

Vice Chair of Communication: Kirby Bell

Chair of Social Events: Sarah Susi

Vice Chair of Social Events: Ashleigh Pona

Chair of Professional Development: Brian Javor

Vice Chair of Professional Development: Dionna Pegs

Faculty Advisor: Arick Forrest, MD

Fiscal Year 2022 Highlights (July 2021-June 2022)

Events

- Mentorship Program
 - » 29 mentees and 15 mentors engaged in monthly professional development conversations spanning the cohort period of September 2021 through May 2022. Monthly, asynchronous learning blast emails were disseminated to cohort members throughout this time, informing mentor-mentee conversations.
 - » Mentees were each given Strengths Based Leadership books at the beginning of the program, financed by a USAC professional development grant OSUYPN earned. At a “Strengths Debrief” program event on Nov. 15, 2021, mentees discussed the high-level results of their CliftonStrengths assessments in the context of their work lives and ambitions.
 - » The inaugural FY22 Mentorship Program cohort culminated in a

May 4, 2022, end-of-year luncheon at Hale Hall, during which all participants' accomplishments were celebrated and mentors were awarded small gifts for their contributions.

- » A survey distributed following the end-of-year banquet yielded overwhelmingly great feedback on the banquet and mentorship program.
- Oct. 26, 2021, "Haunted Halloween" Campus Tour. YPN board members Sara Susi and Katie Engel presented supernatural stories about Mirror Lake, Hopkins Hall and Bricker Hall from archival news articles.
- Oct. 27, 2021, DiSC Debrief Workshop, in partnership with the Office of Human Resources (OHR). DiSC – which stands for (D)ominance, (i)nfluence, (S)teadiness and (C)onscientiousness – is a behavioral self-assessment instrument that provides insight into an employee's strengths in the workplace. Approximately 30 registered participants were given free access codes to complete the DiSC battery and discussed the meaning and utility of their results.
- Emotional Intelligence Workshop, in partnership with OHR.
- OSUYPN Holiday Social at Budd Dairy Food Hall on North Fourth Street.
- OSUYPN networking event, at the Ohio Staters Inc. Founders Room of the Ohio Union. University and medical center employees learned from each other's experiences, shared lessons learned, asked questions about advancement and discussed work-life-school balance with their colleagues.
- OSUYPN Leadership Board Happy Hour, at High Bank Distillery Co.
- "Summer Celebration: OSUYPN Turns 10" event, at Pins Mechanical on North Fourth Street. Around 20 attendees from across the Ohio State enterprise came out for good food, conversation and games, and to learn about our OSUYPN organization and offerings.

Meetings

- Productive FY22 monthly board meetings for internal planning (closed to the public).
 - » At our June 28, 2022, board meeting, we welcomed new FY23 leadership board officers.
- Rekindled relationship with Executive Sponsor Arick Forrest, MD. Met multiple times to discuss leadership skills, professional development, our organizational mission, annual leadership priorities and long-term goals.

Communication

- Monthly e-newsletters were published to our 500+-person LISTSERV throughout FY22, informing members of compiled professional development opportunities from across the Ohio State enterprise as well as publicizing OSUYPN offerings.
- In May 2022, our Communications Committee redesigned our website (<http://u.osu.edu/osuypn>), imbuing it with more modern design elements and altering menu structures for improved accessibility.

Fiscal Year 2023 Goals (July 2022-June 2023)

- Main goals include filling vacant positions ASAP, scheduling consistent meetings, planning out events and transitioning the new chair.
- Looking to completely overhaul the organization and get the OSUYPN back on track under the new chair.