

Diversity & Inclusion

U P D A T E

WINTER 2019



Twiggie Eure

Welcome to the winter 2019 issue of Crouse Health's Diversity & Inclusion Update newsletter. In this update you'll find information to promote awareness, enhance communication and invite conversation and participation on a broad range of topics and activities to support Crouse Health's D&I efforts and ability to meet our mission as a community asset and leading healthcare provider in Central New York.

I am pleased to announce that Diversity and Inclusion Training was successfully completed by 2,891 Crouse employees (including PCON and CMP) and 313 new employees during this year. We look forward to additional training and education in 2020.

If you have ideas you think should be included in a future D&I Update, please email me at twiggieure@crouse.org.

Twiggie Eure, Director of Diversity and Inclusion
crouse.org/diversity

Diversity at Crouse Creates Inclusion

CROUSE HEALTH MISSION

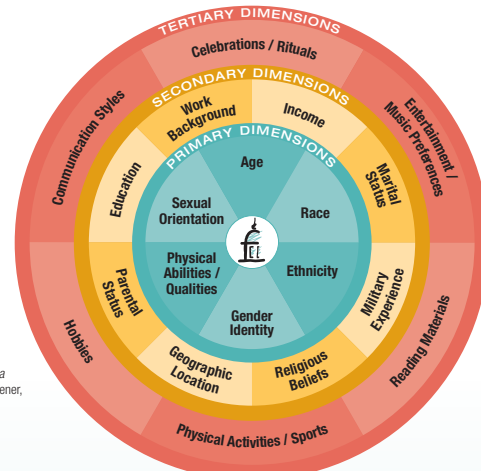
To provide the best in patient care and to promote community health.

Crouse's Diversity & Inclusion Goals Support Our Mission

- Educate the Crouse Health community about the importance and value of D&I
- Increase professional opportunities for Crouse Health employees, with emphasis on D&I
- Increase awareness of the Crouse Health brand in diverse communities

Diversity is...

...all the ways we are different as individual people – the characteristics we are born with, attributes acquired through our life experiences, and our lifestyle preferences.



Wheel graphic derived from *Workforce America! Managing Employee Diversity as a Vital Resource*. Marilyn Loden, Judy B. Rosener, Irwin Professional Publishing, 1991

D&I Committee

OUR PURPOSE

Made up of Crouse-loyal staff from a number of areas, the purpose of the Diversity & Inclusion Committee, founded in 2014, is to help Crouse become a more diverse employer in all areas, with a goal to better serve our organization and our community. Committee members meet monthly to discuss, communicate and create collaborations to support diversity, inclusion and equity across the Crouse Health system.

MEMBERS

John Bergemann, Director of Human Resources

Mark Caccavale, Nurse Manager, 7 Memorial

Chelsea Castor, Regional Neonatal Transport, Coordinator, Neonatology

Erin Christopher, RN, Lactation Services

Veronica Clanton, Authorization & Verification Coordinator, Patient Access

Allison Duggan, MD, Clinical Quality Medical Director, Quality Improvement

Twiggie Eure, Director of Diversity & Inclusion; Chair, Diversity & Inclusion Committee

Janelle Harris, Financial Counseling Support, Patient Access

Rebecca Howden, Manager, Environmental Services

Kevin Johnson, MD, Crouse Chemical Dependency (Psychiatrist)

Carrie Kangah, Associate Professor, Pomeroy College of Nursing

Laurie Leonard, Registered Nurse, CDTs Outpatient Drug Abuse

Rev. Katherine Lufkin Day, Managing Chaplain, Rosamond Gifford Spiritual Care Center

Manuel McCoy, IT, Clinical Support Specialist, Information Technology

Kathleen Miller-Murphy, Director, Women's Health Integration, Community Engagement

Tawyna Montgomery, Patient Access Representative, Patient Access

Dennis Sanabria, Manager, Patient Access

Frankie Sanabria, Patient Care Transporter, Patient Transport

Karen Sigona, Quality Improvement Analyst, Quality Improvement

Tonya Swift-Freeman, Clinical Information Coordinator

Thomas Tarbox, Educational Coordinator, Educational Services

Diane Thomas, Patient and Guest Relations Rep., Patient & Guest Relations

Alann Weissman-Ward, MD, Medical Director of Commonwealth Place

Terry Zahler, Educational Coordinator, Educational Services

Crouse Health values diversity among its employees, patients, families and the communities we serve. Our mission calls for us to provide the best in patient care. Every person is entitled to human rights without discrimination. We embrace and support this basic right within the Crouse healthcare system and in our community. Treating each individual with respect and dignity is part of the Crouse mission, vision and values; our guiding principle of *Carepassion*; and our diversity, equity and inclusion initiatives.

Crouse Health's Duck Places 1st



InterFaith Works 17th Annual Ahmad & Elizabeth El-Hindi Center for Dialogue's Duck Race to End Racism took place on June 9. The Crouse Health duck placed first in the Corporate Duck Race and received the *Most Finely Crafted Award*! Huge shout-out to Patricia Miller (Circulating Nurse) and Angie Christian (Surgical Tech) for their decorating skills.

2019 Mercy Works Interns



This past summer, Crouse Health hosted our first group of Synergy interns through the Mercy Works Program. This program is designed to cultivate professional skills and a strong work ethic for those who take part. Special thanks to the following departments that hosted our nine interns: IT, HIM, Patient Experience, Communications, Patient Transport, Educational Services, ER, CMP; and the Business Office. We are looking forward to next year's program.

D&I Awareness Months

If you have any suggestions on how to bring awareness to our monthly themes, please contact Twiggy at twiggyeure@crouse.org.

JANUARY

Martin Luther King Jr.
Day of Service

FEBRUARY

Black History Month

MARCH

Women's History Month
Tonya Being Tonya (TBT)
Coat, Hat & Glove Drive
Begins

Saint Patrick's Day
(participating in 2020
parade)

APRIL

Autism Awareness
Month

MAY

Asian Pacific American
Heritage Month
National Military
Appreciation Month
Employee Recognition
Week

JUNE

LGBTQI Pride Month
Interfaith Works Annual
Duck Race

SEPTEMBER

Hispanic Heritage Month
TBT Coat, Hat & Glove
Drive Event (date TBA)

OCTOBER

National Disability
Employment Awareness
Month
National Coming Day

NOVEMBER

Native American Heritage
Month
Veterans Day

THOUGHT
FOR THE DAY

*Be nice
to people*

Crouse Health Doing the Work and It Shows



The D&I committee proudly accepted the **Syracuse NAACPs 2019 Earl Graves, Sr. Corporate Award** at its 40th Anniversary Freedom Fund Celebration. This award is given annually to a business whose contributions demonstrate an allegiance with the African American community through work dedicated to promotion of equal rights, opportunities, partnerships, and/or financial contributions. #TakeMeToCrouse



Crouse Health's 2019 United Way Campaign

This year, we focused on increasing our participation across the Crouse Health system. Congratulations to our raffle winners:

- Tickets to the SU Women's Basketball vs Ohio – **Danielle Nesbitt**
- Gift Certificate to Destiny USA Wonderworks! – **Amy Szczesniak**
- Wine Basket – **Barbara Fero**
- Halloween Decorated Basket w/scratch off cards – **Chelsea Castor**
- Tickets to SU Football vs Wake Forest – **Robi Zeller**
- Tickets to SU Basketball vs Iowa – **Clark Sargeant**
- Paparazzi Jewelry Basket – **Alycia Magee**
- Tickets to Syracuse Crunch vs Laval Rocket – **Kimberly Gutheinz**
- Tickets to SU Women's Basketball vs Florida State – **Mary Ellen Agosh**
- Tickets to Syracuse Crunch vs Bridgeport Sound Tigers – **Patricia Nolan**
- Tickets to SU Men's Basketball vs Virginia Tech – **Katie Shepard**
- The Gift Card Tree – **Ayona Breaker (pictured)**



Thank you to all who donated this year. Your generosity will help those that need it most in our community!



Laurie Leonard, RN, CDTs and Chelsea Castor, Regional Neonatal Transport Coordinator, helped us kick-off Pride Month at Crouse back in June.

**HAVE
YOU
SEEN
IT?**



Be sure to check out the Diversity and Inclusion page on CNN. You'll find the D&I brochure, calendar, newsletters and videos from our events can be found on the Crouse Network Neighborhood (CNN) page. Visit: <http://cnn/>, and click on View Menu > Diversity and Inclusion.



Jan. 20, 2020

We will be collecting socks (for children, women and men), deodorant (travel size), toothbrushes, toothpaste (travel size), women hygiene items

(small boxes please), granola and/or breakfast bars, individual bags of chips, and sandwich bags in partnership with the United Way of Central New York's Martin Luther King Jr. Day of Service community-wide event. We will be collecting items from Monday, Dec. 30 until Monday, Jan. 20, 2020. All donations will go directly to local organizations that help serve homeless men, women, and children in our community. Please drop your donations off in one of the bins located at:

- Main Hospital Lobby
- Employee Drop-Off (In the rear of the main hospital)
- Pomeroy College of Nursing (PCON, 3rd Floor)
- Crouse Medical Practice
- 410 S. Crouse Avenue
- Commonwealth Place (6010 E Molloy Road)



Coming Out Day 2019



The D&I Committee presented a special lunch and learn event to celebrate National Coming Out Day on Oct. 11. Crouse doctors Kevin Johnson, MD & Alann Weissman-Ward, MD spoke on coming out and coming out as transgender in the workplace. Whether you are already out, coming out, or not ready, Crouse Health supports you for who you are and commends you for your courage.



Celebrating Native American Heritage Month

Once again, the D&I Committee hosted the dynamic Indigenous People's Dancers in celebration of Native American Heritage Month. Learning about the history, culture, and traditions of American Indians and Alaska Natives was educational and enjoyable.



D&I Committee Members Out and About



CROUSE FOUNDATION GALA

D&I Committee members (back row) Tonya Swift-Freeman, Veronica Clanton, Frankie Sanabria, (front row) Tawyna Montgomery, Twiggy Eure, and Dennis Sanabria were in attendance along with nearly 1,300 guests, in support of Crouse Health's 43rd Annual Tribute Evening on Friday, Sept. 20.

MERCY WORKS GALA

Tonya Swift-Freeman, Twiggy Eure, Kimberly Boynton and son Henry, Dennis Sanabria, Veronica Clanton, Frankie Sanabria, and Erick McCarthy and his wife Mischelle enjoyed the Second Annual **Mercy Works Gala**, held on Saturday, Oct. 2. The audience enjoyed the keynote speaker, former NFL player Tim Tebow. Crouse Health was proud to sponsor nine interns through Mercy Work's Synergy Program this summer.



Pictured above is Crouse CEO Kimberly Boynton and D&I Committee members Veronica Clanton, Frankie Sanabria, Tonya Swift-Freeman, and Dennis Sanabria celebrating **National Hispanic Awareness Month**.



The 100 Black Men of Syracuse held their 12th Annual Banquet on Saturday, Nov. 16 at The OnCenter. Crouse D&I Committee members Frankie Sanabria, Tawyna Montgomery, Walter Eiland (back), Dennis Sanabria, and Veronica Clanton were in attendance to celebrate the good work the organization does around mentoring, education, health & wellness, and economic empowerment activities throughout the year.

D&I at Crouse

2019 STRATEGIC FOCUS AREAS

We will continue to focus on our D&I goals. One of our key areas will be to attract and recruit diverse candidates into open positions at Crouse. We will also look to spark interest in the Crouse Future Leaders Program for 2020.



Congratulations to Doreen Boateng-Kennedy, Academic Assistant, Pomeroy College of Nursing, on graduating from Crouse Health's Inaugural Future Leaders Program. She selected Twiggy Eure for the shadowing/mentorship experience. If you are interested in participating in the program, please contact Twiggy Eure at ext. 12762. Applications will be available soon.

