

# Diversity & Inclusion

## UPDATE

SUMMER 2020



Twiggy Eure

All across the country, we continue to feel and see the effects of recent injustices – let's be clear, Crouse stands with the Black community. As we have seen, with the voices and demonstrations of many, this is a sure model that all of us can make a difference. There is great momentum and hope in seeing people from all walks of life, come together. I am proud to be part of an organizational culture that recognizes that "Black Lives Matter" and values all of its team members, patients, and members in our community. If you missed Kimberly's recent CEO Update, I encourage you to take a look at it by visiting our website at [crouse.org/diversity](https://crouse.org/diversity). I was encouraged as she reminded us to reflect on the progress we've made as an organization to date. I look forward to doing more good work together.

So many of you have reached out asking how you can help. Thank you! For starters:

1. Remember that everyone deserves to be treated with dignity and respect.
2. Participate in peaceful protest. You may also:
  - Assist those on the front line by providing food, water, and medical supplies
  - Offer to make signs and get the word out
3. Continue to foster an inclusive workplace. As we lean in and educate ourselves about the experiences of others, we gain a healthy appreciation for one another.
4. Please keep our D&I goals in mind as opportunities become available:
  - Educate the Crouse Health community about the importance and value of D&I
  - Increase professional opportunities for Crouse Health employees, with an emphasis on D&I
  - Increase awareness of the Crouse Health brand in diverse communities
5. Get involved in the Syracuse community. There are dynamic organizations that

focus their efforts on the betterment of our community. They would love to hear from you. Here are a few that Crouse has partnered with over the years: Syracuse Community Health Center, InterFaith Works, CNY Pride, Dunbar Center, Interdenominational Ministerial Alliance, NAACP of Syracuse and Onondaga County, 100 Black Men of Syracuse, Urban CNY and Mercy Works.

6. Recommended article – A guide to how you can support marginalized communities can be found here: [cnn.com/2020/05/30/us/how-to-be-an-ally-guide-trnd/index.html](https://www.cnn.com/2020/05/30/us/how-to-be-an-ally-guide-trnd/index.html)

I hope this helps. I'd love to hear your thoughts, feelings and ideas on this topic. I can be reached at [twiggyeure@crouse.org](mailto:twiggyeure@crouse.org). Please also keep in mind that Crouse's HelpPeople employee assistance program is available as a benefit to you and your family. They can be reached at 315-470-7447.

Thank you,  
Twiggy

### VIRTUAL

Ahmad & Elizabeth El-Hindi  
Center for Dialogue's

## DUCK RACE

To End Racism



InterFaith Works 18th Annual {Virtual} Duck Race to End Racism will take place throughout the month of June and culminate on June 27 virtually! To get involved in this family-friendly event, please visit: [interfaithworkscny.org/event/18th-annual-duck-race-to-end-racism/](https://interfaithworkscny.org/event/18th-annual-duck-race-to-end-racism/).

Huge thanks to Deborah Montrond, Accounts Payable Supervisor, for decorating our duck this year. It looks fabulous!



# BLACK LIVES MATTER



## 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

**Twiggy 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



### What is Juneteenth?

On June 19, 1865, Union soldiers arrived in Galveston, Texas to read the Emancipation

Proclamation letting slaves know they were finally free. A celebration began as jubilation spread throughout the slave quarters. Every year since then, communities across our nation have celebrated Juneteenth. Over the years, Crouse Health has supported, and continues to support, the Syracuse Juneteenth organization. Each year, they hold a weekend of events including: Family Day at Clinton Square, a parade where they march from the Dunbar Center (Southside of Syracuse) to Clinton Square, ending with the Juneteenth Festival that has hosted thousands. While there will not be a Juneteenth festival in our community this year due to COVID-19 restrictions, you can learn more, or donate to the organization, by visiting [syracusejuneteenth.org/](https://syracusejuneteenth.org/).



### June is Pride Month

According to the Library of Congress, Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month is currently celebrated each year in the month of June to honor the 1969 Stonewall Uprising in Manhattan. The Stonewall Uprising was a tipping point for the Gay Liberation Movement in the United States. Typically, celebrations include pride parades, picnics, parties, workshops, symposia and concerts, and LGBTQ Pride Month events which attract millions of participants around the world. The purpose of the commemorative month is to recognize the impact that lesbian, gay, bisexual and transgender individuals have had on history locally, nationally and internationally.

CNY Pride is a local organization. Due to COVID-19 restrictions, they have cancelled the annual Pride Month parade in Syracuse, however, there will be a virtual NY pride event on Sunday, June 14, 2020. For more information, please visit: [virtualnypride.org](https://virtualnypride.org).

To commemorate Pride Month and show our support, Crouse Health will light our clock tower the week of June 22.

<b>June 22</b> - red	<b>June 24</b> - yellow	<b>June 26</b> - blue
<b>June 23</b> - orange	<b>June 25</b> - green	<b>June 27</b> - purple

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.

