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Special Edition

We have been shocked by the story out of Minneapolis regarding the killing of an unarmed black man. Today, everyone knows his name: George Floyd. His tragic death — and the resulting unrest across the country and here in Syracuse — once again renews the call to end racial injustice and unequal treatment of people by law enforcement.

Given the events of the past few days, I think it is important to acknowledge our focused effort to create a culture of diversity and inclusion within the Crouse Health organization — as well as reaffirm our commitment to building on that progress.

As CEO of Crouse Health, I am proud of the work we have done with our employees and physicians. In just a few short years, we have made significant strides in recognizing differences, expanding awareness of differing viewpoints, and valuing, respecting and supporting each other and those we serve, regardless of background or position. These are important values we have all worked so hard to integrate into our culture.

As Director of Diversity and Inclusion, Twiggy Eure's role at Crouse is to provide strategic guidance to help raise awareness and promote a culture of inclusion, while ensuring that all staff members are treated with dignity and respect. Twiggy works in collaboration with the D&I Committee, comprised of a cross section of employees, to help us embrace differences and attain our goals. I believe we are a stronger organization as a result, but we have much more work to do.

To be sure, these can be hard conversations to have, but we need to keep our minds open to having them. We also need to be open to making changes if it makes us a better, more compassionate organization. As Martin Luther King, Jr. said, "Injustice anywhere is a threat to justice everywhere." We need to keep those words front and center.

As a major regional employer — with 3,200 lives that *all* matter — we are committed to standing behind our Crouse values and making our workplace a role model in the community, where all are treated equally and justly.

I invite Crouse staff members to share any thoughts, feelings or ideas on this topic with Twiggy at twiggyeure@crouse.org or myself. 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.

While we cannot change the world, or lessen the racial divide in our country, we can — each of us in our own way — continue to keep this important conversation flowing within our organization and among our families and friends.

And we need to remain strong — CrouseStrong — for our community, patients and each other.

Kimberly

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