

Diversity & Inclusion

U P D A T E

FALL 2020



Twiggy Eure

We are in the final stretch of this unprecedented year. Thank you for the positive feedback we have been receiving regarding the content in our D&I Updates.

Our goal is to share

relevant and timely information with you to help us all enhance our knowledge base. This update is focused on National Coming Out Day and Native American Heritage Month. If you missed last month's update, I encourage you to take a look by visiting the updated D&I section on the CNN website.

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. Take good care,

~ Twiggy Eure,
Director of Diversity & Inclusion

National Coming Out Day



National Coming Out Day is celebrated on Oct. 11 each year. The first observance was in 1988 and by 1990 it was being celebrated in all 50 states. This year marked its 32nd anniversary. On this day, many people who identify as LGBTQ+ will "come out" (a term stemming from the phrase "come out of the closet") to friends or family about their sexuality, which is a very big moment.

Due to COVID-19, many of the Coming Out Day celebrations/events were held virtually across the country. Important information, including personal stories, can be found by visiting the Human Rights Campaign's

website (listed in resources below). Additionally, Crouse celebrated National Coming Out Day in 2019 with an insightful presentation by Kevin Johnson, MD, and Alann Weissman-Ward, MD. To see and hear this presentation and how they integrated their personal stories, please visit the CNN page > View Menu > Diversity and Inclusion > D&I Videos > Lunch & Learn: Coming Out 2019.

To learn more about the history of Coming Out Day, [click here](#).

Additional Resources

[Human Rights Campaign](#)

[Napa Bookmine's 2020 Pride Books for Adults](#)

[Napa Bookmine's 2020 Pride Books for Kids & Young Adults](#)

NATIVE AMERICAN HERITAGE MONTH

Celebrate with us in November

On Thursday, Nov. 19 the Clocktower Café will offer menu specials in recognition of American Indian and Alaska Native Heritage Month. Highlights of the menu that day will be:

Three Sisters Soup: Corn, squash, beans and herbs in a flavorful vegetable broth

Seared Salmon: Lightly spiced, grilled Salmon fillet garnished with scallions

Black Bean Succotash: Black beans, roasted corn, and butternut squash;

the perfect accompaniment to our Seared Salmon.

Native American Fry Bread: A simple (and delicious!) flat bread that is fried. Fry bread became a symbol of resilience as it was developed out of necessity and with few ingredients.

Thank you to Deborah Hanson, Retail Manager, Nutritional Services, and our Sodexo partner, for providing the information on the following pages in celebration of Native American Heritage Month!



YOUR

OTE

COUNTS

Election Day is
Tuesday, Nov. 3.

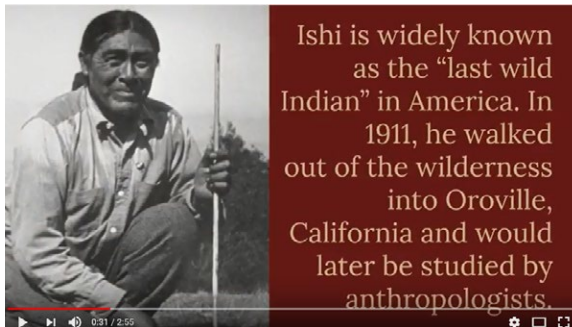
*Be sure to exercise your
right to vote!*



American Indian and Alaska Native Heritage Month

Please join Sodexo in celebrating American Indian and Alaska Native Heritage Month throughout November. This federally designated month is a celebration of the rich and diverse cultures, traditions, history and contributions American Indian and Alaska Native people have made to the United States of America. We invite you to learn more and to participate in advancing a culture of inclusion to build a better, stronger Sodexo for everyone.

American Indian and Alaska Native People Change Agents



10 Interesting Facts about Native Americans

[Fact Retriever >](#)



Native American Incubator

[Alphachimp >](#)



Real Life as A Young and Native American

[i-D >](#)



Inside life on the Lakota Sioux Reservation *Hidden America: Children of the Plains PART 1/5*

[ABC News >](#)

• Celebrate •
**AMERICAN INDIAN
AND ALASKA NATIVE
HERITAGE MONTH**



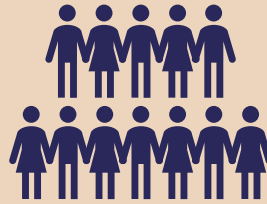
American Indian and Alaska Native Demographic Trends



*including those of more
than one race*

in the U.S.

*Source: Wow! Facts; Diversity
Best Practices*



42% of Native Americans
are under 24

*Whereas the under 25 population
for the U.S. is only*

34% of the total
population

*Source: National Congress of
American Indians*



Native American
women earn

58 cents
for every dollar
that white men earn

Source: AAUW

Helpful Resources

- » Addressing Culture and Origins Across the Globe: Lessons from Australia, Brazil, Canada, the United Kingdom and the United States – [Download the White Paper Here >](#)
- » Get to know [Native American Heroes and Leaders](#) and learn about [10 Native American Cultures](#)
- » Meet [Joy Harjo](#), the first Native American named U.S. poet laureate.
- » Navigate a special collection of films, short stories and resources about Native Americans by [PBS](#) and [WETA](#).
- » [Top Native American Organizations](#).
- » American public radio and television programming related to Native Americans from [The American Archive of Public Broadcasting](#)

Get Involved

Register Now For November 12 Webinar



**Join NAAC and the OneSodexo
First Nations Workstream**

November 12

8 – 10 a.m. EDT (2 – 4 p.m. CET)

This webinar will feature Terzah Tippin Poe, an Inuit from the U.S. Arctic who is a lecturer, instructor and teaching fellow in the Sustainability and Environmental Management program at Harvard University.

You will learn:

- Who Indigenous Peoples are and where they live
- The emergence of Indigenous Peoples' rights—a brief history
 - Current challenges facing the world's Indigenous Peoples
 - Indigenous Peoples: An engagement guidance overview. “Beyond consultation and consent—a collaborative approach”

You are encouraged to invite colleagues who may benefit from learning about this topic.

[Register Here >](#)



Community Outreach Opportunity

Victory Temple Fellowship
Church Ministry Outside
The Walls

*Helping, Sharing & Caring
Give Away*

**Saturday, Nov. 21
10 a.m. – 2 p.m.**

817 East Willow Street, Syracuse
(rear entrance, parking lot)

REQUESTED ITEMS

- Laundry detergent
- Fabric softener
- Bleach

Donations may be dropped off in the
main lobby of the hospital.

You may also Cash App your donation
to: \$VT0817

Call **315-474-4213** for more
information

“No one is born hating another person
because of the colour of his skin,
or his background, or his religion.

People must learn to hate,
and if they can learn to hate,
they can be taught to love.”

— NELSON MANDELA

D&I Committee

OUR PURPOSE

Comprised of Crouse-loyal staff from a number of areas, the Diversity & Inclusion Committee, founded in 2014, helps Crouse become a more diverse employer, with the 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

Corey Giannone, CD Therapist I,
CDTS Outpatient Drug Abuse

Rebecca Howden, Manager,
Environmental Services

Kevin Johnson, MD, Crouse
Chemical Dependency
(Psychiatrist)

Queen Lane, CD Therapist I, CDTS
Outpatient Drug Abuse

Laurie Leonard, Registered Nurse,
CDTS Outpatient Drug Abuse

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

Amanda Marsh, Registered Nurse,
Neonatal Intensive Care Unit

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

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.

