

# Diversity & Inclusion

U P D A T E

SUMMER 2021



Spring has sprung, and now it is almost summer! During this season, please take some quality time for yourself. It's been a long year and a half, and self-care is important. As healthcare professionals, we can't pour from an empty cup. Please find creative ways to replenish yourself. Keep in mind that if additional support is needed, Crouse's HelpPeople employee assistance program is available as a benefit to you and your family. Call 315-470-7447.

In this edition we highlight Military Appreciation Month, Asian Pacific Month, a CDC vaccine update and more. If you missed our last update, I encourage you to visit the D&I section on the CNN intranet or at [crouse.org/diversity](http://crouse.org/diversity). Stay safe, and let's continue doing more good work together.

Twiggy Eure  
Director of Diversity & Inclusion



## Military Appreciation Month

Each year, the president makes a proclamation, reminding Americans of the important role the U.S. Armed Forces have played in the history and development of our country. May was chosen because many individual days during the month are set aside to note our military's achievements. We particularly thank the members of the Crouse family who have served in a branch of the armed services for their dedication to our nation. To learn more, visit [military.com/military-appreciation-month](http://military.com/military-appreciation-month).

We would like to say thank you for your service to the following Crouse Health service members (including Crouse Medical Practice):

**Yasser Abazeed – Egyptian Army**

**Devon Alfaro – U.S. Army**

**Stephan Alkins, MD – U.S. Air Force**

**Aaron Armelino – U.S. Navy**

**Jacklyn Bell – U.S. Army**

**Jacklyn Bingle – U.S. Navy**

**Tim Breezee – U.S. Army**

**James Brown – U.S. Army**

**Francine Cantor, MD – U.S. Army**

**Brad Carpenter – U.S. Army**

**Dan Cianchetta – U.S. Air Force**

**Mack Darby – U.S. Army**

**Kyle Dreverman – U.S. Marine Corps**

**Vincent Ferro – U.S. Marine Corps  
Reserves**

**Ted Gottbrecht – U.S. Navy**

**Rusty Haas – U.S. Army Reserves**

**Kimberly Henry – U.S. Army**

**Marie Huaqui – U.S. Marine Corps**

**Pam Jones – U.S. Navy**

**Jeff Lape – U.S. Army Major**

**Karen Marshall – U.S. National Reserves**

**David Mason, MD – U.S. Army National  
Guard & Operation Iraqi Freedom**

**Jason Martin – U.S. Marine Corps**

**John Mattes – U.S. Army**

**Anne Milewski-Craner – U.S. Air Force**

**Ross Moquin, MD – U.S. Navy**

**Jason Nilsson – U.S. Army**

**Anthony Ortolano – U.S. Army**

**Stephen Page – U.S. Air Force**

**Chris Scribner – U.S. Army**

**Amy Spendlove – U.S. Marine Corps**

**Mike Stevens – U.S. Air Force**

**Maxime St. Leger – U.S. Army**

**Chris Van Vilet – U.S. Marine Corps**

**Tony Waddell – U.S. Air Force**

**Alex Wasilewski – U.S. Army**

**Ken Watson – U.S. Marine Corps**

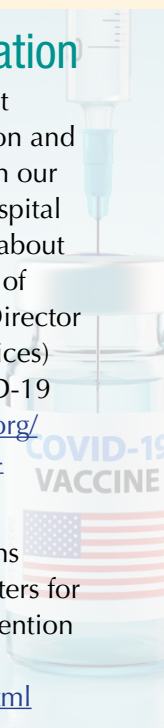
**Karen Wickert – U.S. Army**

**Marianne Wormworth – U.S. Army**

## COVID-19 Vaccination

Becoming educated about COVID-19, the vaccination and COVID-positive activity in our community and in the hospital is important. Please read about Dr. Tolani Ajagbe's (Chief of Psychiatry and Medical Director Addiction Treatment Services) decision to get the COVID-19 vaccination; visit [crouse.org/crouseconnects/covid-19-vaccination/](http://crouse.org/crouseconnects/covid-19-vaccination/).

The following link contains information from the Centers for Disease Control and Prevention (CDC). [cdc.gov/vaccines/covid-19/toolkits/index.html](http://cdc.gov/vaccines/covid-19/toolkits/index.html)



# Employee Spotlight – Military Veterans

## Dan Cianchetta

### **What's your current job title?**

Technical Support Specialist

### **Where do you work at Crouse Hospital and how long have you been here?**

Information Technology Department. I've been here just over 25 years.

### **What branch of the military did you join and why?**

United States Air Force. After graduating high school, I began studies at a community college and working part-time, but after a year or so, I wasn't really dedicated to it, so dropped out and worked full time for about a year. That got kind of boring and I had no clear career path and needed some discipline and direction in my life, so I joined the Air Force.

### **How long did you serve?**

Five years active duty in the Air Force and one year active duty in the NY Air National Guard.

### **What did you do in the military?**

I was a Radar Operations technician; specifically my job was detecting and identifying aircraft.

### **Do you keep in contact with anyone from your time in the military?**

I've worked a number of years in the civilian sector with some of the people who I served with in the military, but other than my wife, who was also in the military, not really; it's been a number of years.

### **What is something thing you learned in the military that you apply to life outside the military?**

That it takes dedication and discipline to achieve anything in life and teamwork is a huge part of that, as well as accountability.

### **How did you imagine military life before joining?**

I really had no idea what to expect.

### **How did your perceptions change after serving?**

I found that military life wasn't all that bad and that, through discipline and conformity to certain standards that were worlds away from where I was coming from, I was able to better focus on the tasks at hand, take on more responsibility and grow as an individual while being a team member.

### **What were your first few months out the service like?**

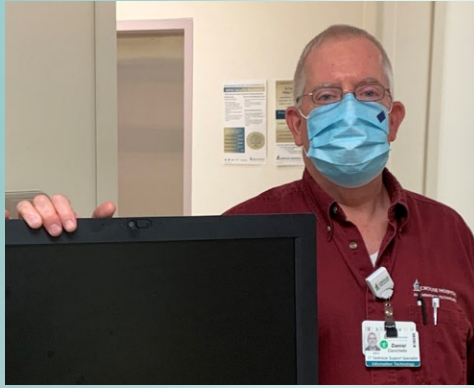
Kind of like graduating high school or college, where you've become a mature adult with some experience, knowledge and renewed confidence, ready to plan a new future.

### **Is there anything you wish civilians understood about the military service?**

Just to be grateful to those who are serving and/or have served to protect us and the freedoms we enjoy today. Also to help out, in any way you can, those military men and women who are suffering from PTSD.

### **Do you have any advice for individuals thinking about joining the military?**

If you desire to serve your country and/or are undecided about your future, you can gain valuable education and experience, travel and can pursue almost any civilian equivalent career in the military and you're backed by good old "Uncle Sam."



## Marianne Wormworth, RN

### **What's your current job title?**

Registered Nurse

### **Where do you work at Crouse Hospital and how long have you been here?**

Surgical Suite / OR for 35 years

### **What branch of the military did you join and why?**

U.S. Army

### **How long did you serve?**

I did four years Active Duty, two years Inactive Duty.

### **What did you do in the military?**

I was a Surgical Tech in the Operating Room.

### **Do you keep in contact with anyone from your time in the military?**

Yes, I keep in contact with a woman I met in basic training and surgical tech school. She currently lives in California.

### **What is something thing you learned in the military that you apply to life outside the military?**

I learned about working with others from different backgrounds and working as a team.

### **How did you imagine military life before joining?**

I was only 17 years old when I joined and really had no idea what was ahead of me. I wanted an adventure.

### **How did your perceptions change after serving?**

I felt honored to serve and found my calling in nursing.

### **What were your first few months out of the service like?**

I moved back home to my parent's house and prepared for nursing school. I attended Crouse Hospital School of Nursing.

### **Is there anything you wish civilians understood about the military service?**

It can be really hard to be away from your family; being kind to service members can go a really long way.


### **Do you have any advice for individuals thinking about joining the military?**

It was a great experience for me. I advise people who aren't sure what they want to do in life to join. It's never a waste of time; it's a great way to find yourself and have an adventure.



Congratulations to **Christol Jennings** on completing her Doctorate of Nursing Practice at Grand Canyon University. Dr. Jennings is a graduate of the Pomeroy College of Nursing and is currently an instructor at the college. Way to go, Dr. Jennings!

Congratulations to an instrumental D&I Committee member, **Veronica Clanton**, on her upcoming retirement. Well done, Veronica! Best wishes on your retirement.



# Crouse Health Commemorates Pride Month!

## June is Pride Month

Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month is currently celebrated each June to honor the 1969 Stonewall uprising in Manhattan. Typically, celebrations include pride parades, picnics, parties, workshops, symposia and concerts. LGBTQ Pride Month events attract millions of participants around the world. For more information, visit [loc.gov/lgbt-pride-month/about/](https://loc.gov/lgbt-pride-month/about/) or, to learn about the local CNY Pride organization, 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 7.

**June 7 – red**      **June 9 – yellow**      **June 11 – blue**  
**June 8 – orange**      **June 10 – green**      **June 12 – purple**



## Free LGBTQ Training Now Available!

As a participant in the Human Rights Campaign Foundation's Annual Healthcare Equality Index (HEI), over 50 different online, on-demand CME accredited LGBTQ training options (including both interactive eLearning courses and recorded webinars) are free to all staff. Topics range from the basics of LGBTQ patient-centered care to more specialized topics for clinicians. Course descriptions are available at [thehrfoundation.org/professional-resources/hei-training-options](https://thehrfoundation.org/professional-resources/hei-training-options) (includes: The National LGBT Health Education Center and The National LGBTQIA+ Health Education Center).

By participating in ongoing LGBTQ training, employees can help Crouse Health in our ongoing commitment as a member of the American Hospital Association's #123forEquity Campaign to Eliminate Health Care Disparities. Please contact Twiggy Eure, Director of Diversity and Inclusion, if you have any questions.

## D&I Resource Corner

For a list of LGBTQ+ books to read during Pride Month, see the links below:

### For adults

[readitforward.com/essay/article/books-read-pride-month/](https://readitforward.com/essay/article/books-read-pride-month/)

### For kids

[timeout.com/new-york-kids/news/lgbtq-books-for-kids-to-read-during-pride-month-060920](https://timeout.com/new-york-kids/news/lgbtq-books-for-kids-to-read-during-pride-month-060920)



# JUNETEENTH

## Celebrate Freedom

### JUNE 19

## What is Juneteenth?

Juneteenth, an annual holiday commemorating the end of slavery in the United States, has been celebrated by African Americans since the late 1800s. Over the years, Crouse Health has supported, and continues to support, the Syracuse Juneteenth organization. Each year, a weekend of events are held, including Family Day at Clinton Square and parade 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 about the organization by visiting [syracusejuneteenth.org/](https://syracusejuneteenth.org/).

---

**History, despite its wrenching pain,  
cannot be unlived,  
but if faced with courage,  
need not be lived again.**

— MAYA ANGELOU

---

## D&I Committee

### Members

**John Bergemann**, Director of Human Resources

**Mark Caccavale**, Nurse Manager, 7 Memorial

**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, Addiction Treatment Services

**Rebecca Howden**, Manager, Environmental Services

**Kevin Johnson, MD**, Psychiatrist, Addiction Treatment Services

**Queen Lane**, CD Therapist I, Addiction Treatment Services

**Laurie Leonard**, Registered Nurse, Addiction Treatment Services

**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**, Cardiac Registrar, Cardiac Services Administration

**Thomas Tarbox**, Educational Coordinator, Educational Services

**Terry Zahler**, Educational Coordinator, Educational Services



Celebrating the work to eliminate racism and bring about justice, the El-Hindi Center for Dialogue's annual Duck Race to End Racism will be combined with their Racial Justice Awards. The virtual event will include the community, sponsor and student Duck Races, and will highlight the Racial Justice Award honorees. The event will be held Saturday, June 26, streamed on YouTube 11 a.m. to noon, and rebroadcast on Facebook from 7-8 p.m.

Many thanks to Frankie Sanabria, Patient Transport, for decorating our duck this year. His creative efforts truly proclaim the messages supported by this event!

For tickets or to learn more, visit [interfaithworkscny.org/united/](https://interfaithworkscny.org/united/).

## Asian Pacific Islander American Heritage Month

took place last month. To learn how our partner, Sodexo, paid tribute to the generations of Asian Pacific Americans who have enriched and shaped the history of our country, [click here](#). Thank you to Chef Jason and the team for the wonderful meal that included Wonton Soup, Saigon Turkey Burger, Guajillo Adobo London Broil, Lumpia, Malaysian Chicken Curry, Fried Paneer, and Thai Fried Rice that was served on May 27.

## National Police Week

In 1962, President John Kennedy proclaimed May 15 as National Peace Officers Memorial Day and the calendar week in which May 15 falls as National Police Week. We thank local law enforcement members who work with our dynamic security team, led by John Kavanaugh, for maintaining a safe and secure environment for our patients, families and employees. For more information about National Police Week, visit [nleomf.org/programs-events/national-police-week](https://nleomf.org/programs-events/national-police-week).



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.

