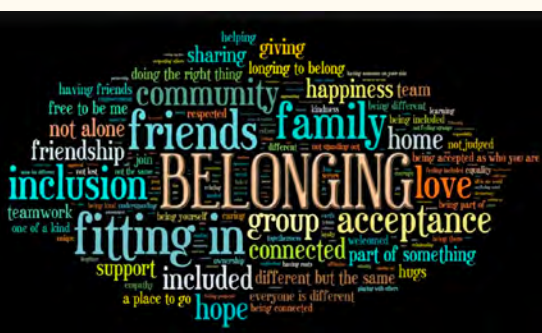


Diversity & Inclusion

UPDATE

FALL 2022

On behalf of the D&I Committee, we hope you enjoyed your summer. While we continue to transition into new things, let's make sure we are connecting with our Crouse family, especially our new team members, to help them to feel like they belong. We



can all play an important role in helping others connect with our dynamic Crouse culture. "Creating genuine feelings of belonging for all is a critical factor in improving engagement and performance" (Cornell University). Simply reaching out to someone you don't know, introducing yourself, and saying hello is a great first step.

In this edition, we highlight the InterFaith Works Annual Duck Race, free LGBTQ training, spotlight our own Crouse Health team members, 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.

Thank you for all you do each and every day,

Twiggy Eure

Director of Diversity & Inclusion

National Hispanic Heritage Month

September is Hispanic Awareness Month

According to National Today, the idea for Hispanic Heritage Month, celebrated throughout the latter half of September and the first half of October, began as a way to promote the history, culture, and contributions of Hispanic-Americans — specifically those whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America. To learn more about the significance of this month and interesting topics like what is the difference between Latino and Latinx, please visit: nationaltoday.com/hispanic-heritage-month/.

D&I Resource Corner

Click here for a list of books for adults and youth by bestselling authors to honor and celebrate Hispanic Heritage month:

Click here for a list of books for youth:

<http://penguinrandomhouseelementaryeducation.com/2022/08/04/books-for-latinx-hispanic-heritage-month-2022/>

Click here for a list of books for adults:

<https://www.today.com/shop/best-latinx-books-2022-t246047>

Did you know?

Earlier this year, Crouse Health was recognized by the local Interdenominational Ministerial Alliance (IMA) for our dedicated diversity and inclusion work throughout the community.



Crouse Health Families working “Side by Side”

We are excited to begin highlighting families that work at Crouse Health. The Crouse culture creates opportunities to bring together diverse families from all over the world. Below are our spotlights for this issue.

Tyshawn Golden, Perioperative Aide Witting Surgical Suite

How long have you worked for Crouse Health?

I've been working at Crouse for seven years.

Who are your relatives at Crouse?

Victor Thomas, MRI Tech Assistant MRI Department, is my older brother by three years. Victor has worked at Crouse for five years.

What inspired you to work at Crouse with your brother?

We both worked jobs we didn't care for. We both felt like working at Crouse was a step in the right direction to a job and career we both enjoy.

What is your experience working at Crouse with your family member?

Working with my brother is always nice. Knowing I have someone in the building that I can always lean on and trust is always a positive thing.



Victor Thomas and his brother, Tyshawn Golden

Samira Ali, Certified Surgical Technologist

How long have you worked for Crouse Health?

I have worked for Crouse for 10 years as a Certified Surgical Technologist in the Main Operating Room.

Who are your relatives at Crouse?

I am the mother of Aslan Abdulla and Ali Abdulla, both Peri-Operative Aides who I referred to Crouse Health.

What inspired you to work at Crouse with your sons?

This was a great work opportunity to have during their college years. The opportunity to be part of helping patients at Crouse will tremendously impact their future careers.



Samira Ali (center) with her sons Ali and Aslan Abdulla

What is your experience working at Crouse with your family members?

Crouse has a good culture and family environment, therefore it was easy to transition having my traditional family work with me side by side.

Continued Partnership with Synergy

Crouse Health continues to partner and impact our local community in significant ways. One of these ways is through the Synergy Program, a program hosted by Mercy Works, Inc. at the Clarence Jordan Vision Center in Syracuse. In the summer of 2019, Crouse successfully hosted ten Synergy interns over several departments (Business Office, Logistics Center/Patient Care Transport, Health Information Management, Communications, Patient Experience, Education & Professional Development, Patient Access, Information Technology, Crouse Medical Practice, and the Emergency Department).

In 2020, with the pandemic at a heightened level, the Crouse team was heavily focused on patient care and unable to host interns. Then in 2021, several Crouse leaders (Dr. Seth Kronenberg, Jameson Crumb, Jennifer Watkins, Dr. Viren Kaul, and Dr. David Moorthi) made time in their busy schedules and virtually hosted six amazing interns.

We would like to thank this year's mentors (see below) for your time. While the commitment is minimal, the impact is tremendous! We look forward to partnering with the Synergy students next year.

- **Betty O'Conner, MS, RN**, Director of Women's/Infant Services
Mentee: Mariah Wright, RN Major, Jefferson Community College
- **Twiggy Eure**, Director of Diversity & Inclusion
Hawa Omar, Public Health/Medical Major, Syracuse University
- **Allison Duggan, MD**, Clinical Quality Medical Director
Jessaia McGriff, Physician Assistant/ Emergency Med. Major, Hofstra University
- **David Moorthi, MD**
Anjana Allay, Nursing Major, ITC/LeMoyne



Ahmad & Elizabeth El-Hindi
Center for Dialogue's

DUCK RACE

To End Racism

InterFaith Works Annual Duck Race

Crouse Health continues to be a proud sponsor of the InterFaith Works El-Hindi Center for Dialogue and Action's "United We End Racism Annual Duck Race and Racial Justice Awards." Held earlier this summer, the family friendly event celebrates our community's rich diversity, while recognizing the ongoing racial justice work being done in our community. The Crouse Health duck took *first place for "Best Representation of Diversity."* The duck was decorated by Crouse's own, Frankie Sanabria.



Frankie Sanabria (center) holding the Crouse winning duck with Twiggy Eure and Dennis Sanabria.



SANDWICH SATURDAY
"More Than Just A Sandwich!"

WE RISE ABOVE THE STREETS
Recovery Outreach Inc.

I AM CALLED
to help the poor,
the hungry, the thirsty,
the broken.

IF WE EAT
THEY EAT

Contact (315) 491-7164 for more details.

Every Saturday at 10:00am

BILLINGS PARK
on the corner of
South Salina, South Warren
& East Adams Streets



Volunteer opportunity at Sandwich Saturday

Crouse Health team members are invited to join the We Rise Above the Streets Recovery Outreach Inc. team each Saturday, beginning at 10 a.m. at Billings Park (corner of S. Salina and E. Adams Streets, Syracuse) as they spread kindness and compassion to those who need it most in our community.

Winston Gaskin Community Walk for Health & Wellness

Crouse is proud to be a lead sponsor for the 100 Black Men of Syracuse Annual Winston Gaskin Community Walk for Health & Wellness, to be held September 24 at Kirk Park. This is a great community event and all staff are invited to take part. For more information, visit: 100blackmensyr.org.



Café Colao

As we celebrate Hispanic Heritage Month, we would like to share the love we have for our culture, by way of coffee. All around the world, coffee is a staple that is shared by many and can be served in different ways. My brother, Dennis likes his coffee with piping hot milk and sugar, which is often the most traditional way to drink it, and best known as "café con leche." On the other hand, I love my coffee strong and black with a touch of cinnamon and sugar.

The beauty of it all is that, a simple cup of coffee, served in diverse ways, can create spaces of inclusion, where we sit down and enjoy our coffee together. Dennis and I like to call this our "Café Colao" culture. The term Café Colao is a Hispanic phrase for fresh brewed coffee that is often made in the simplest and traditional way possible. This method of brewing coffee grains in the Latin culture has been around for decades upon decades and we wanted to share it with you as we move forward into the celebration of Hispanic Heritage month. Enjoy!

— Frankie Sanabria, Patient Care Transporter &
Dennis Sanabria, Manager, Patient Access

D&I Policy Updated 6/9/22


Crouse Health's D&I Policy was updated on June 9. To review: From your desktop, click on the Crouse Insider Icon > Hospital Documents > Policies and Procedures > Human Resources P&P > Diversity and Inclusion

D&I Committee

Members

Jaime Ayotte, Patient Access, Team Leader
John Bergemann, Director of Human Resources
Julia Bracco, Respiratory Therapy, Respiratory Therapist & Human Trafficking Coordinator
Chaplain Rob Bundy, Staff Chaplain, Rosamond Gifford Spiritual Care Center
Mark Caccavale, Nurse Manager, 7 Memorial
Rev. Katherine Lufkin Day, Managing Chaplain, Rosamond Gifford Spiritual Care Center
Allison Duggan, MD, Clinical Quality Medical Director, Quality Improvement
Svetlana Dyer, Team Leader, Patient and Guest Relations
Twiggy Eure, Director of Diversity & Inclusion; Chair, Diversity & Inclusion Committee
Kathryn Hennigan, Academic Assistant, Pomeroy College of Nursing
Rebecca Howden, Manager, Environmental Svcs
Christol Jennings, DNP, RN, Assistant Professor, Pomeroy College of Nursing
Kevin Johnson, MD, Psychiatrist, Addiction Treatment Svcs
Queen Lane, CD Therapist I, Addiction Treatment Svcs
Bonnie Leff, CD Therapist II, Chemical Dependency Admin
Laurie Leonard, Registered Nurse, Addiction Treatment Svcs
Amanda Marsh, Registered Nurse, Neonatal Intensive Care Unit
Manuel McCoy, IT, Clinical Support Specialist, Information Technology
Desiree McKay-Rogers, PhD, CD Therapist II, Addiction Treatment Services
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, Supervisor, Surgical Services Secretary/Revenue Clerks Cardiac
Terry Zahler, Educational Coordinator, Educational Services

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 thehrcfoundation.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.

Crouse Employee Referral Program

Spread the word!

As an employee, you have inside knowledge about your profession and what it means to work at Crouse. Crouse Health has immediate positions available and we are seeking dynamic individuals to join our growing diverse and inclusive organization. The Applicant Referral Program (ARP) is an opportunity to earn a bonus, help a friend or peer find a rewarding career and ensure that Crouse Health continues to employ diverse people who demonstrate our mission, vision and values. The ARP is a way for Crouse to reward you for referring qualified employees and helping to fill open positions.

This program is open to any current employee and provides a bonus for any referral. Contact Human Resources for more information.



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.