

Our vision at Nationwide Children's Hospital is to build an inclusive and diverse culture that fosters mutual respect, where our staff and physicians are valued and provided opportunities to achieve their full potential. Our diversity, combined with our authentic progress to build an inclusive culture enables our employees to bring their unique differences, talents and passion to our One Team Journey to Best Outcomes for our patients, families and staff. One way of accomplishing this goal is with our Employee Resource Groups (ERGs).

Our six Employee Resource Groups serve as a resource in raising awareness of inclusion, engaging the workforce to provide culturally competent patient care and fostering partnerships in our community. The below example highlights *All Equal*- our LGBTQ Employee Resource Group. All Equal is supported by our Diversity, Inclusion and Cultural Competence Department.

The screenshot shows the ANCHOR website interface. At the top, the logo "ANCHOR" is displayed in large blue letters, with the tagline "access nationwide children's hospital online resources" below it. To the right of the logo, there are links for "LOGOUT", "VIEW PROFILE", "MY FAVORITES", and "HELP CENTER". A search bar labeled "Search Site" is also present.

Below the logo is a horizontal navigation menu with the following items: HOME, NEWS, HR INFO, HEALTH & WELLNESS, QUALITY & SAFETY, POLICIES & PROCEDURES, FORMS, TOOLS & RESOURCES, DEPARTMENTS & PROGRAMS, EDUCATION & TRAINING, and MANAGEMENT RESOURCES.

The breadcrumb trail reads: Home > Human Resources > Diversity and Inclusion > Employee Resource Groups (ERGs) > All Equal.

On the right side of the page, there are icons for FAVORITE, TEXT, E-MAIL, and PRINT.

The main content area is titled "ALL EQUAL" and includes the following sections:

- Diversity and Inclusion**
 - Community Partnerships
 - Cultural Competence
 - Disabilities & Request for Reasonable Accommodation
 - Diversity Summit SharePoint
- Employee Resource Groups (ERGs)**
 - [HOLA!](#)
 - [All Equal](#)
 - [A.P.A.N.](#)
 - [Connect With Us](#)
 - [LEAD](#)
 - [Military & Veterans](#)
 - [SharePoint ERG](#)
- Events Calendar**
- NCH Diversity Resources**
- Research Diversity (R.I.D.E.)**
- Sexual/Other Harassment**
- Supplier Diversity**
- Workforce Composition Trend**

The "ALL EQUAL" section includes:

- Mission:** Empower, engage and inspire Lesbian, Gay, Bisexual, Transgender and Queer employees, their advocates and their allies and in addition provide a forum for LGBTQ employees, advocates and allies to interact and enhance professional relationships through networking, support, education and career development in furtherance of the mission of Nationwide Children's Hospital.
- Vision:** Provide a safe environment for open exchange and dialogue amongst Lesbian, Gay, Bisexual, Transgender and Queer employees and their advocates and allies. Generate and foster a safe and engaging environment of networking and support between LGBTQ employees and their advocates and allies. Create a visible presence at Nationwide Children's Hospital to emphasize hospital's commitment to diversity and inclusion. Offer and disseminate education on the needs and issues facing LGBTQ employees, patients and families, with a particular focus on LGBTQ cultural competency. Increase Nationwide Children's Hospital's visibility in the LGBTQ community within the city of Columbus, the state of Ohio, and the overall healthcare realm.

For more information or to join, please contact: AllEqualBoard@nationwidechildrens.org

News And Upcoming Events

Stonewall Columbus Pride 2017 – Come join Nationwide Children's at the Columbus Pride Parade on June 17. Parade kick off is at 10:30am. Interested or have questions? Contact AllEqualBoard@nationwidechildrens.org. Festival is June 16 and 17 at Bicentennial and Genoa Park. Look for the Nationwide Children's table near the family area! If you would like additional details about Pride please go to <https://columbuspride.org/>

Below the text is a photograph of a parade float decorated with blue and white balloons and flags, with people visible on the float.

