

WHAT WE DO

Employee Resource Groups and Physician Affinity Groups engage in a wide range of activities and initiatives that reflect CHOP's diversity goals.

Culture of Inclusion

- Heritage Month celebrations
- Immigration peer ambassador program
- LGBTQ+ Pride Month celebrations
- National Disability Employment Awareness Month events
- Monthly brown bag discussions
- Monthly podcasts
- She Did It! speaker series
- Veterans Day appreciation breakfast

Diverse Talent

- Career panels
- Career recruitment fairs
- Brown bag discussions
- Executive Journeys speaker series
- Medical student recruitment conferences
- Speed networking events
- Visiting clerkship program for physicians

Community Engagement and Outreach

- Anti-Defamation League annual Walk Against Hate
- Back-to-school supply drive
- Community health fairs, conferences and other events
- Holiday toy drive
- Martin Luther King Day of Service
- Outreach events with ERGs from other organizations
- STEM education outreach programs

EXECUTIVE SPONSORS

- **Multicultural Physicians' Alliance/Alliance of Minority Physicians**
James Guevara, MD, Attending Physician
- **All Abilities Resource Group**
Joni Rittler, VP, Supply Chain
- **LGBTQ+ Pride Resource Group**
Gilbert Davis, AVP and ACIO IS Business Operations
- **Young Professional Network**
Doug Hock, EVP and COO
- **Multicultural Professionals Network**
Kisha Hawthorne, SVP and Chief Information Officer
- **U.S. Military Resource Group**
Doug Carney, SVP, Facilities Services, Real Estate and Construction Management
- **iSTEM Resource Group**
Bryan Wolf, MD, EVP and Chief Scientific Officer
Jeff Pennington, AVP and Chief Research Informatics Officer
- **Women's Resource Group**
Janet Holcombe, VP and Chief Compliance Officer

MAKE CONNECTIONS!

EMPLOYEE RESOURCE GROUPS AND PHYSICIAN AFFINITY GROUPS

Employee Resource Groups and Physician Affinity Groups provide Children's Hospital of Philadelphia (CHOP) employees with a sense of connection to the broader mission of the organization beyond their day-to-day tasks. Members offer each other an enhanced sense of belonging through mentoring, volunteerism and community involvement. Groups also provide opportunities for the voices of employees to be heard and the power of diverse thinking to influence the policies, protocols and practices that define the workplace. Any CHOP employee can become a member of any group — there are no restrictions.

MULTICULTURAL PHYSICIANS' ALLIANCE/ALLIANCE OF MINORITY PHYSICIANS

These two physician groups are composed of ethnic minority residents, fellows and attending physicians whose interest is to maintain and expand the diversity of Children's Hospital of Philadelphia's medical staff. The MPA meets several times a year to organize activities for recruitment and to provide a supportive social network for its members. The AMP is a joint endeavor of the Hospital of the University of Pennsylvania and CHOP.

Email: mpa@email.chop.edu

ALL ABILITIES RESOURCE GROUP

This group aims to develop and enhance CHOP's workplace diversity efforts by expanding the visibility of people with disabilities in the workplace, and offering recommendations for adequate accommodations and resources for employees and families throughout the organization.

Email: aarg@email.chop.edu

LGBTQ+ PRIDE RESOURCE GROUP

This group works to foster a positive work environment that supports employees, patients and patient families identifying as lesbian, gay, bisexual, transgender and questioning/queer (LGBTQ) and their allies.

Email: pride@email.chop.edu

YOUNG PROFESSIONAL NETWORK

This group focuses on generational diversity in the workplace, networking, professional development, and engagement of early career professionals.

Email: yphn@email.chop.edu

MULTICULTURAL PROFESSIONALS NETWORK

This diverse group of employees — representing multiple racial, cultural and ethnic groups — seeks to continue their career development, provide outreach within the community, and foster a positive work environment that supports employees, patients and patient families of all ethnicities.

Email: mpn@email.chop.edu

U.S. MILITARY RESOURCE GROUP

This group aims to create a comfort zone for military and veteran employees by providing networking, helping with integration into the civilian workforce and advocating for more inclusion.

Email: usmilitary@email.chop.edu

ISTEM RESOURCE GROUP

This group focuses on inclusion in the biomedical science, technology, engineering and math workforce and works to engage employees and serve the patient population by addressing disparities.

Email: istem@email.chop.edu

WOMEN'S RESOURCE GROUP

This group works to support women in their career growth and provides resources for women in order to maximize work/life balance.

Email: women@email.chop.edu

Our groups are managed by the Office of Diversity & Inclusion. Send general inquiries to diversityandinclusion@email.chop.edu.