

CENTER FOR DIVERSITY AND INCLUSION

# Diversity, Equity and Inclusion at OHSU

Institutional Resources for Students and Employees





(OHSU/FRITZ LIEDTKE)

### **The Center for Diversity and Inclusion**

The Center for Diversity and Inclusion leads and supports campus-wide efforts, including the unconscious bias initiative, to create an environment of respect and inclusion for all people. With a range of resources and services, the Center for Diversity and Inclusion supports and empowers students, faculty and staff from all walks of life, including historically underrepresented populations. For more information about the various resources, programs and initiatives, call 503-494-5657, [cdi@ohsu.edu](mailto:cdi@ohsu.edu) or visit the O2 intranet site.

OHSU seeks to attract, retain and develop the best talent available by creating an environment that values diversity, equity and inclusion. Our continued success depends on the diverse skills, experiences and backgrounds that our students and employees bring. OHSU provides the following tools and resources to foster growth while meeting the needs of a more diverse community.

## Getting Involved

### Employee Resource Groups

- Ability Resource Group
- Asian Pacific Islander ERG
- Black ERG
- International ERG
- Latinos Unidos ERG
- Middle Eastern ERG
- Native American ERG
- OHSU Pride
- Older ERG
- Veterans ERG
- Women's ERG

### Student Interest Groups

- Alliance for Visible Diversity in Science
- Asian Pacific American Medical Student Association
- Association of Native American Medical Students at OHSU
- Hispanic Student Dental Association
- Jewish Student Association
- Latino Medical Student Association
- Middle Eastern South Asian Association
- Muslim Community at OHSU
- Queer Health Alliance
- Student National Medical Association



### Employee Resource Groups

Employee Resource Groups are OHSU-sponsored and employee-managed groups comprising of people from underrepresented backgrounds and their allies who share a common background or similar interest. Employee Resource Groups provide opportunities for career development, social support, networking, and mentoring and community participation. They also help promote cultural awareness and employee engagement.

### Student Interest Groups

OHSU is home to local chapters of distinguished national student organizations and other diverse student interest groups. The Center for Diversity and Inclusion works with OHSU schools, academic programs and units to provide support for diverse student interest groups.

### Women in Academic Health and Medicine

The Women in Academic Health and Medicine is a campus-wide committee that addresses issues that affect women faculty. This includes career advancement, career satisfaction, participation by women on decision-making bodies at OHSU, pay equity, discrimination and parenting. The group hosts the Women's Leadership Conference, held annually since 2013.

## Resources and Guides

### Cultural Awareness Guide for Religious and Spiritual Beliefs

The Center for Diversity and Inclusion created a guide to enhance awareness of faith-based practices and events. The guide serves as an educational resource for a myriad of religions and beliefs. It offers crucial information about dates and practices that will be helpful to those planning activities, events, meetings and co-curricular events that impact OHSU students, employees and patients.

### CultureVision

CultureVision is an online tool that gives healthcare professionals and students access to up-to-date cultural information. The database has information on more than 75 cultural communities about topics such as family traditions, diet and nutrition, religion and spirituality, illness-related issues, etiquette and more. It is designed to be used by anyone who interacts with patients across all care and administrative settings to help healthcare professionals better understand a patient's background. Access to CultureVision is available via the O2 intranet site.

### Diversity Resource Guide

The Diversity Resource Guide serves as a resource for OHSU students, staff, faculty and residents to connect with diverse and multicultural organizations and businesses in Portland and beyond.

### Inclusive Resources for LGBTQ Patients, Employees and Students

OHSU is committed to ensuring that LGBTQ patients and their families are welcomed, respected and given culturally competent care. The LGBTQ Resources List is a collection of online resources for students and employees. The LGBTQ Health Brochure lists many of OHSU's health resources for the LGBTQ community, as well as information regarding programs, services, and enrichment opportunities.

### Pregnant and Parenting

The Affirmative Action and Equal Opportunity Department and the Title IX Coordinator have resources for pregnant and parenting employees and students. These resources include policies, HR contacts, parental leave information, child care resources, lactation room locations and adoption assistance. Visit the Diversity and Inclusion page on the O2 intranet site for these resources.

## Programs and Services

### Language and Interpreter Services

OHSU provides free interpreter services for patients and their families who are deaf, hard of hearing or deaf-blind, or have limited English proficiency. Qualified healthcare interpreters are available 24 hours a day, seven days a week via phone, onsite or through video remote technology. For more information, email [interpreter@ohsu.edu](mailto:interpreter@ohsu.edu) or call 503-494-2800 ext. 1. Translation services are also available at OHSU to ensure that patients and their families understand medical treatment plans even after the visit is complete. For more information, email [translations@ohsu.edu](mailto:translations@ohsu.edu).

### Office of International Affairs

The Office of International Affairs supports OHSU's international community, programs and activities. The Office of International Affairs consists of the Department of Immigration Services and the Department of Export Controls. They provide a range of services such as immigration advice and processing, learning opportunities, resource coordination and transition support for international employees, postdocs, residents, students and visitors. For more information, visit [www.ohsu.edu/internationalaffairs](http://www.ohsu.edu/internationalaffairs) or email [oia@ohsu.edu](mailto:oia@ohsu.edu) or call 503-418-0825.

### Transgender Health Program

The OHSU Transgender Health Program provides safe comprehensive, affirming health care for the transgender and gender-nonconforming communities. For more information, email [transhealth@ohsu.edu](mailto:transhealth@ohsu.edu) or call 503-494-7970.



(JORDAN SLEETH/OHSU)

## Professional and Personal Development

### Unconscious Bias Campus-wide Initiative

The Center for Diversity and Inclusion offers unconscious bias training as part of its commitment to create an inclusive environment and remove barriers to individual and group success. The Unconscious Bias Campus-wide Initiative is a multi-pronged approach that begins with foundational courses for employees, students and hiring managers. It continues with ongoing professional development opportunities. Another key element is the Inclusion Ambassador Program that is comprised of employees who serve as conduits to continued learning within their workgroups. For more information, email [ubci@ohsu.edu](mailto:ubci@ohsu.edu).

### Diversity Events Calendar

The Center for Diversity and Inclusion hosts and supports professional development opportunities that promote cultural awareness and employee engagement. Events are listed on the OHSU diversity event calendar. To subscribe, email [cdi@ohsu.edu](mailto:cdi@ohsu.edu).

## Recruitment and Planning

### Diversity Advisory Council

The Diversity Advisory Council advises the President and the Executive Leadership Team on ways to enhance diversity, multiculturalism and equal opportunity for all aspects of our mission. It comprises of individuals from across campus and supports diversity initiatives.

### Diversity Action Plan

The Diversity Action Plan is intended as a roadmap to guide the efforts of all OHSU community members and campus units. Individual units and departments are invited to enhance the goals, strategies and metrics to achieve the objectives within their groups.

### Recruitment Manual and HERC Resources

The manual includes guidelines to help develop and post position descriptions, tips and best practices for a well-executed search for talent, sample offer letters and resources. The Greater Oregon Higher Education Recruitment Consortium, based at the Center for Diversity and Inclusion, is a regional consortium of higher education member institutions that are working towards increasing diversity in recruitment, retention, advancement and placement for faculty and staff. Additional information on HERC benefits at [www.goherc.org](http://www.goherc.org).





## Prevention and Reporting

### **Affirmative Action and Equal Opportunity Department**

The Affirmative Action and Equal Opportunity (AAEO) department advances the well-being of the OHSU community by supporting diversity, expanding opportunities and ensuring compliance with all civil rights laws and related OHSU policies. AAEO works to resolve problems collaboratively throughout OHSU. For more information, contact [aeo@ohsu.edu](mailto:aeo@ohsu.edu) or 503-494-5148.

### **Confidential Advocacy Program**

The Confidential Advocacy Program (CAP) provides confidential and privileged support to OHSU members who have experienced any form of sexual misconduct or violence (sexual harassment, sexual assault, dating violence, intimate partner violence or stalking). CAP advocates can connect you with resources, as well as provide emotional support, help with safety planning and serve as a guide to navigate the reporting systems. Contact CAP anytime at your closest support line or visit their webpage at [www.ohsu.edu/cap](http://www.ohsu.edu/cap).

### **Support lines:**

Portland 833-495-CAPS

La Grande 833-992-CAPS

Ashland 833-913-CAPS

Monmouth 833-963-CAPS

Klamath Falls 833-981-CAPS



## Title IX

Title IX of the Education Amendments of 1972 protects individuals from discrimination on the basis of sex in any educational program or activity operated by recipients of federal aid. OHSU complies with Title IX and 34 CFR Part 106 by prohibiting sex and gender discrimination in education programs, activities, employment and admissions. For more information, contact the OHSU Title IX Coordinator at [titleix@ohsu.edu](mailto:titleix@ohsu.edu) or the US Department of Education Office for Civil Rights at 1-800-421-3481.

## Ombudsperson

The Ombudsperson provides an alternative to formal processes for dispute resolution and assists parties in reaching mutually acceptable agreements. Use of the office is voluntary and confidential. The office does not advocate for either side in a dispute, nor represent management or visitors to the office. For more information, visit [www.ohsu.edu/ombudsman](http://www.ohsu.edu/ombudsman).

## Physical Access Committee

The Physical Access Committee's priority is identifying barriers that prevent people with disabilities from accessing campus facilities. It reports its findings and recommendations to the OHSU Provost and OHSU Chief Diversity Officer. For information or to report an access issue, email [pac@ohsu.edu](mailto:pac@ohsu.edu).



## Designated Spaces

### Gender Designated Facilities

OHSU provides a safe and inclusive environment for all OHSU members, patients and visitors by ensuring that individuals may use Gender Designated Facilities that best align with their gender identity or expression.

### Interfaith Spaces and Meditation Rooms

OHSU provides interfaith spaces for prayer, meditation and quiet reflection. These Meditation Rooms can be found at:

- Doernbecher Children’s Hospital, room 10301
- Main Hospital 9th floor, room 9CO5
- Robertson Life Sciences Building, 4th floor (*ID badge required*)
- Richard Jones Hall, 4th floor
- Knight Cancer Research Building wellness rooms, 1st floor

Rooms are available on a first come first serve basis. For religious accommodation questions, email [aaeo@ohsu.edu](mailto:aaeo@ohsu.edu) or call 503-494-5148.



## Lactation and Breastfeeding Rooms

OHSU has more than two dozen designated locations throughout its campuses where women can either breastfeed their babies or pump breast milk. Any private space within or near an employer's department or unit may also be appropriate. A complete list of lactation spaces is available on the O2 intranet page.

**Center for Diversity and Inclusion**

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