Exploring Diversity at OHSU
Campus Resources for Students and Employees
Respect for All
Diversity, Equity and Inclusion

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.

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, email cdi@ohsu.edu or visit the O2 intranet site.

Contact the Center for Diversity and Inclusion at cdi@ohsu.edu | 503-494-5657 | www.ohsu.edu/diversity
Affinity and Special Interest Groups

Employee Resource Groups

Employee Resource Groups (ERGs) are OHSU-sponsored and employee-managed groups comprising of people from underrepresented backgrounds or employees and their allies who share a common background or similar interest. ERGs provide opportunities for career development, social support, networking, mentoring and community participation. They also help promote cultural awareness and employee engagement. Examples of ERGs include: Ability Resource Group, Asian Pacific Islander Employee Resource Group, Black Employee Resource Group, International Employee Resource Group, Latinos Unidos Employee Resource Group, Middle Eastern Employee Resource Group, Pride, Veterans Employee Resource Group and Women's Employee Resource Group.

Student Interest Groups

The Center for Diversity and Inclusion works with OHSU schools, academic programs and units to provide support for all departments to strengthen retention of diverse students, faculty, residents and research fellows. Student groups include: Alliance for Visible Diversity in Science, Asian and Pacific Islander American Medical Student Association, Hispanic Student Dental Association, Jewish Student Association, Latino Medical Student Association, Middle Eastern South Asian Association, Student National Medical Association and Students for LGBTQ Health.

Women in Academic Medicine

The Women in Academic Medicine Committee was established as a standing committee of the School of Medicine to address issues that affect women faculty, including career advancement, career satisfaction, participation by women on decision-making bodies at OHSU, pay equity, discrimination, and parenting and schedule flexibility issues.

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 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.
Resources and Guides to Enhance Awareness

Cultural Awareness Guide for Religious and Spiritual Beliefs

The Center for Diversity and Inclusion created a guide to enhance awareness to faith-based practices and events. The guide serves as an educational resource for the 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.

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

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.

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 or call 503-494-7970.

Professional and Personal Development

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 Events Calendar**

The Center for Diversity and Inclusion events calendar provides opportunities for professional development, promote cultural awareness and employee engagement to further enhance the community of inclusion at OHSU. Subscribe by visiting the event calendar at www.ohsu.edu/diversity.

**Recruitment and Planning**

**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 (GO HERC), based at the Center for Diversity and Inclusion, is a regional consortium of 25 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

**Prevention and Reporting**

**Affirmative Action and Equal Opportunity Office**

The Affirmative Action and Equal Opportunity (AAEO) office
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 at aaeo@ohsu.edu or 503-494-5148.

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 or the US Department of Education Office for Civil Rights at 1-800-421-3481.

Ombudsman

The Ombudsman 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, contact Merle Graybill, OHSU Ombudsman, at graybill@ohsu.edu or 503-494-5397.

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.

Designated Spaces

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;
- Robertson Life Sciences Building, 4th floor (ID badge required);
- Richard Jones Hall, 4th floor;
- The Learning Resource Center

Rooms are available on a first come first serve basis. For religious accommodation questions, email 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 employee’s department or unit may also be appropriate. A complete list of lactation spaces is available on the O2 intranet page.

Learn more about all these services and resources at o2.ohsu.edu

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OHSU Global

OHSU Global is an interdisciplinary global health center that focuses on collaboration, advocacy, research and education around health issues that connect people all over the world. It partners with the best public and private institutions in Southeast Asia to create funded opportunities for students, residents and faculty in areas of ophthalmology, nutrition, occupational health, nursing quality, pediatric care and infectious disease research. For more information, visit ohsu.edu/global or email ohsuglobal@ohsu.edu.

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Photo: OHSU/Amanda Lucier