

OHSU Pride Mission Statement

OHSU Pride fosters an inclusive environment that promotes LGBTQ wellness, education, research and advocacy within and across OHSU and the community.

OHSU Pride Five Year Goals and Strategies

OHSU Pride has developed six primary strategies, which align with OHSU's Vision 2020 and diversity initiatives.

Strategy 1: Ensure that OHSU's policies and procedures are fully inclusive, welcoming and equitable for LGBTQ employees and visitors at OHSU

Goals:

- a. Lead the Healthcare Equality Index (HEI) annual survey to ensure that OHSU obtains a "top performing score" with regard to its LGBTQ policies and procedures
- b. Assess and make recommendations for the EPIC system regarding best practices for capturing inclusive and welcoming LGBTQ information
- c. Work to gain equal healthcare coverage for transgender employees
- d. Work to eliminate the financial disparity on domestic partners by educating about the taxation differences on domestic partnership benefits

Strategy 2: Raise the visibility and support of OHSU and OHSU Pride in the LGBTQ community through community engagement

Goals:

- a. Participate and grow OHSU participation annually in the Portland Pride Parade and sponsor a booth during Pride weekend
- b. Attend select LGBTQ organizational events, such as the Basic Rights Oregon (BRO) & Human Rights Campaign (HRC) dinners and banquettes, and participate in the Annual AIDS Walk
- c. Organize and implement an annual OHSU food drive
- d. Assess the creation of an LGBTQ-affirming healthcare provider list for the LGBTQ community

Strategy 3: Provide LGBTQ education to the broader OHSU community

Goals:

- a. In partnership with Human Resources, the Center for Diversity and Multicultural Affairs, Affirmative Action and Equal Opportunity Department, Cultural Advocacy Team and others, provide cultural competency training to OHSU staff, providers and students
- b. Create and distribute an LGBTQ resource guide
- c. Make recommendations to the academic schools on best practices for training LGBTQ-affirming and competent healthcare providers and researchers

Strategy 4: Increase LGBTQ and allied employee and student recruitment and retention at OHSU

Goals:

- a. Work with HR and academic admissions departments on hiring and admissions practices related to recruiting talented LGBTQ employees and students
- b. Provide LGBTQ employee mentoring/networking opportunities in order to enhance employee development, education, and retention
- c. Create a welcoming and diverse environment for LGBTQ employees, students and all those individuals who interact with OHSU

- d. Provide information about OHSU Pride and other LGBTQ resources at New Employee Orientation and student orientations

Strategy 5: Provide LGBTQ employees, students, and allies with space and opportunities for social support and networking at OHSU

Goals:

- a. Organize and promote quarterly social events for LGBTQ employees and allies

Strategy 6: Assess and track the experiences of LGBTQ employees, students, and patients in order to make recommendations on best practices for patient care, employee retention, and culturally competent educational curriculum

Goals:

- a. Conduct an OHSU climate survey regarding LGBTQ employees, students, and patients
- b. Collaborate with OHSU research on exploring LGBTQ health disparities
- c. Assess other comparator healthcare organizations and best practices to assess and benchmark OHSU's practices