### African Heritage

The mission of the African Heritage Associate Resource Group at Nemours is to impact and enhance optimal patient care services and Associate relationships by providing an inclusive experience and valued understanding from a diverse cultural perspective.

- **General areas of focus:** Enhancing patient care and the culturally diverse Associate experience at Nemours.
- **Specific projects - past, present, future:**
  - Dynamic speaker coming on-site to talk about workplace diversity next month. This will be a great opportunity to get our message out and inform more Associates about our mission.
- **Why you should join?**
  - To gain a better understanding of the culturally diverse environment at Nemours and to partner in finding ways to enhance the relationship between patients, families and each other.

### Latino/Hispanic

The mission of the Latino/Hispanic Associate Resource Group is to create a diverse and culturally competent environment where all associates feel they have a voice, and where the Latino/Hispanic families we serve feel their needs are being met.

- **General areas of focus:** Recruitment, education and awareness of Hispanic culture, and community building.
- **Specific projects - past, present, future:**
  - Hispanic Heritage Month Celebration, October 13, 2016.
  - Wilmington Hispanic Festival & Parade 2017 - create float.
- **Why you should join?**
  - Have your voice heard, your opinion valued, help improve the workplace, and network with other Hispanics in the organization in a safe and welcoming environment.

### Nemours Pride

General area of focus is to network with other Associates who identify as LGBTQ, improve patient care for this group of patients and to have fun!

- **Specific projects - past, present, future:**
  - The celebration for our acknowledgement by the Human Rights Campaign as a leader in Healthcare Equality.
  - We sponsored a panel discussion on “Being Out at Work” and had panelists discuss their experiences.
  - We are using the Health Equality questionnaire to identify gaps in our organization and will work to close these gaps.
- **Why should you join?**
  - Have fun, meet other people and to work to improve both patient care and employee engagement.

### Women Leaders

Our goal is to increase the pathways to leadership, provide professional development, engage in networking and community engagement.

- **Projects:**
  - We coordinated a clothing drive that focused on helping women have job interview and work clothing. We collected over 4,000 pounds of clothing – a record for the recipient organization!
  - We are currently planning a round table discussion with local women leaders to learn about their struggles, victories and advice.
- **Why should you join?**
  - Our value is to provide Associates with the opportunity to connect with like-minded women in other areas of the organization, increase our visibility, grow professionally and identify ourselves for additional leadership opportunities.

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For more information contact the office of Health Equity and Inclusion at OHEI@Nemours.org