

## Diversity, Equity, & Inclusion Corner

Did you know the newly updated HSO website can be translated into 23 languages?



Go check it out for yourself! Click the “Select Language” drop down button on the top right corner to choose your preferred language.

While you’re there, stop by the “About” page to view HSO’s DEI Guiding Principles and how we are working to promote diversity and equity throughout our initiatives and policies.

### This Month’s Happenings:

#### May is Mental Health Awareness Month.

Created in 1949 by Mental Health America, this month aims to raise awareness, educate the public, and reduce the stigma associated with mental illness. Given 1/3 of Americans now show signs of clinical anxiety or depression, Mental Health Awareness Month presents an opportunity for HSO to strengthen our efforts to ensure our patients and communities receive the behavioral health care they need. Check out Clermont County Public Health Coalition for Activity & Nutrition’s monthly newsletter to learn more about how HSO is celebrating: <https://ccphohio.org/wp-content/uploads/sites/21/2022/05/can-newsletter-may-2022.pdf>

## Diversity, Equity, & Inclusion Corner

### This Month's Happenings:

#### June is Pride Month.

Originally established to honor the [1969 Stonewall Uprising](#) in Manhattan, Pride Month recognizes the impact that LGBTQIA+ individuals have had on the world. Celebrated with parades, picnics, workshops, and memorials for those who have lost their lives, Pride Month has something for everyone. Looking to take part in the [festivities](#)?

- **June 5:** HIV Long-Term Survivors Day
- **June 24: HSO Pride Day:** Celebrate by coordinating multicolor HSO shirts
- **June 27:** National HIV Testing Day
- **Parades & Festivals:**
  - **June 10:** New Richmond Pride
  - **June 11:** Washington Court House Pride
  - **June 24:** Middletown Pride
  - **June 25:** Cincinnati Pride



#### June is Men's Health Month.

Men's Health Month was created in 1994 to increase awareness of preventable health problems and encourage preventative detection and treatment of disease among men. While medicine and lifestyle factors have evolved to place more emphasis on healthier diets and exercise, women continue to outpace men when it comes to life expectancy. This is called the [longevity gap](#). Across the U.S., more than half of all women older than 65 are widows. At age 85, women outnumber men by 2.6 to 1.

To raise awareness about the importance of men's health and to encourage men and boys to actively participate in their healthcare decisions, **HSO offices are celebrating** by wearing Blue the first three Fridays in June.



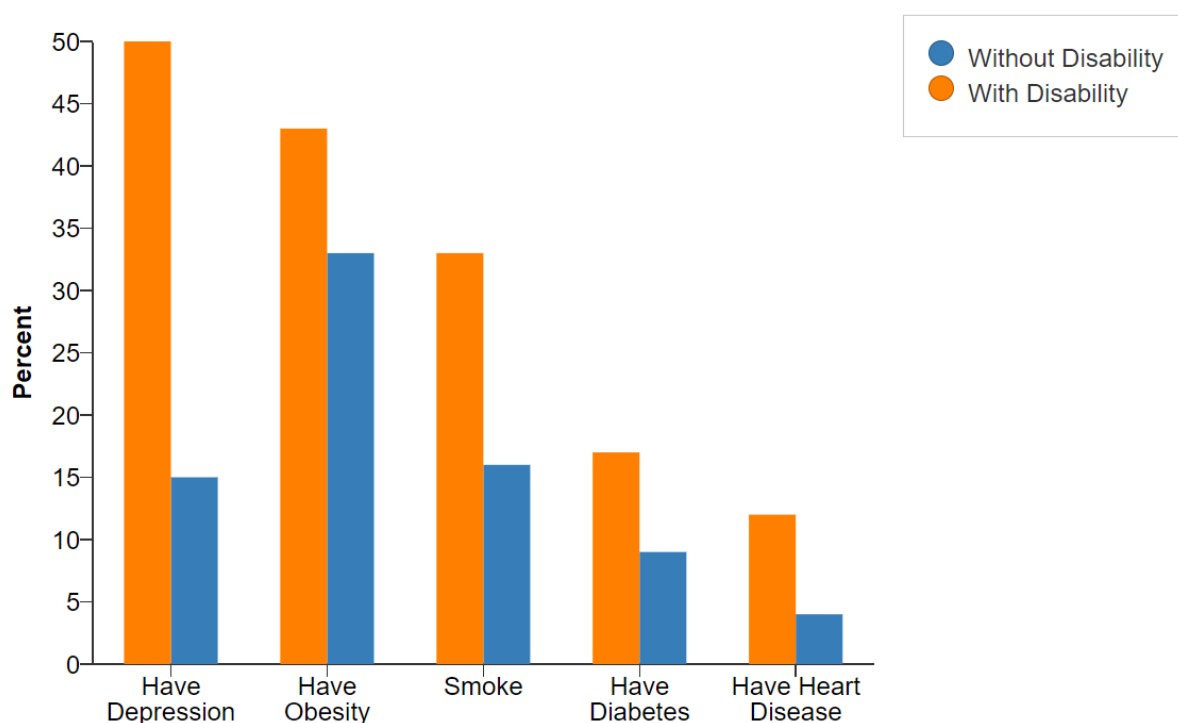
Loveland Family Practice Celebrating Men's Health Month in 2021

## Diversity, Equity, & Inclusion Corner

### July is Disability Pride Month.

Since July of 1990, with the signing of the Americans with Disabilities Act ([ADA](#)) prohibiting discrimination against people with disabilities, [Disability Pride Month](#) has been celebrated to honor the diversity of each person in the disability community and to change the way people think about and define “disability”. At HSO, everyone has a role to play in supporting inclusive programs and communities, encouraging people with disabilities to take advantage of the benefits of health promotion and prevention. Considering disability affects [1 in 4 adults](#) and that adults with disabilities are more likely to experience health disparities, encouraging people with disabilities into health prevention discussions begins with identifying and eliminating barriers to their participation, and celebrating the uniqueness present in everyone.

### Adults with disabilities are more likely to:



### The Diversity Wheel

The [Dimensions of Diversity Wheel](#), developed in 1990, is an evolving framework that illustrates the multiple dimensions that make up an individual's identity and experiences, encouraging individuals to look beyond the overly simplistic identities of race and gender. Starting from the outside, and working in, we see external diversity as elements of a person's identity that may change through action (location, appearance, education), internal diversity

as characteristics a person is born into (race, ethnicity, health status), and core diversity as items that describe a person's approach to life (personality, leadership style, world views).

Take a moment to consider the wheel from your own perspective, and then a minute to note the barriers that exist for those different than you. By considering all individuals, we are better able to think outside of ourselves to create equitable policies and practices to make HSO an inclusive and diverse workplace.



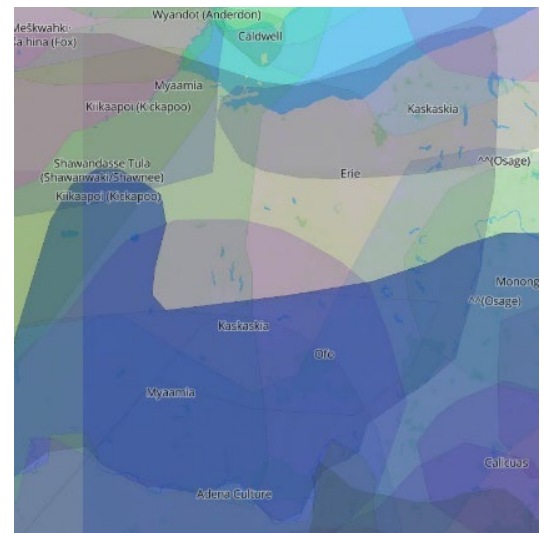


## Diversity, Equity, & Inclusion Corner

### This Month's Happenings:

#### August 9 is International Day of the World's Indigenous Peoples.

Celebrated since 1994, International Day of the World's Indigenous Peoples raises awareness on the importance of protection and promotion of the rights of indigenous peoples. It also recognizes the achievements and contributions that indigenous people make to improve world issues, such as environmental protection. HSO holds great respect for the land and original peoples of the area where our offices and communities are located. To discover tribal connections to the land where you live, please explore [Native Land](#).



#### August 26 is Women's Equality Day.

Women's Equality Day, celebrated since 1972, commemorates the 1920 certification of the 19<sup>th</sup> Amendment to the Constitution, granting women the right to vote. The Amendment represents an important milestone in U.S. history, however, at the time, [not all women in the U.S.](#) were included under its protections. Voting rights for Native American women were not recognized until 1924, Chinese American women 1943, Japanese and other Asian American women 1952, and African American women remained barred from voting until 1965. Thus, Women's Equality Day is celebrated by remembering the struggle for equality women have faced and acknowledging the work that remains to be done to insure fairness, equity, and inclusion for all women.



### DEI Conversations & Education:

Earlier this month, representatives from HSO participated in the [Racial Equity Institute](#) and [Greater Cincinnati Foundation's](#) two-day workshop titled Racial Equity Matters. The workshop developed the capacity of participants to better understand racism through historical, cultural, and structural analysis, creating a shared language and clearer understanding of how systems have contributed to inequitable outcomes.

If you are an HSO employee interested in participating in similar trainings/discussions, please complete the Microsoft Forms survey: <https://forms.microsoft.com/r/Htec5N0Gw4>

September 2022

## Diversity, Equity, & Inclusion Corner

### This Month's Happenings:

#### September 10<sup>th</sup> is Suicide Prevention Day

World Suicide Prevention Day, first established in 2003, represents a global commitment to focus attention on suicide prevention. To raise awareness, many use this day to share personal stories and mental health resources. There are [five deaths per day in Ohio](#) from suicide and [33%](#) of people report they know someone who has died by suicide; all of us as healthcare professionals can take action to raise awareness in our communities.

Those contemplating or affected by suicide are encouraged to share their stories and seek professional help by dialing or texting 988 to reach the National Suicide Prevention Lifeline. For those looking to participate in an awareness event, Out of the Darkness Cincinnati is hosting a community walk of remembrance, hope, and support on [Sunday, October 9](#).

#### September 29<sup>th</sup> is World Heart Day

Created by the World Heart Federation in 2000, [World Heart Day](#) brings awareness to cardiovascular disease as the world's leading cause of death, claiming 18.6 million lives each year, and highlights the actions that individuals can take to prevent and control cardiovascular disease. By controlling risk factors, such as tobacco use, unhealthy diet, and physical inactivity, at least 80% of premature deaths from heart disease and stroke could be avoided.

For those looking to participate in an awareness event, CycleNation Cincinnati is hosting a cycling event to empower people to be healthy while funding vital research to eradicate heart disease and stroke on Thursday, October 6.

### DEI Conversations & Education:

#### CaraConference 2022: September 12-16

Join Caracole for their fifth annual CaraConference, a virtual educational event focused on the intersection of public health and HIV/AIDS. Hear from national and regional public health experts as they discuss how systemic challenges impact access to care and share the community-led approaches they've adopted to empower individuals and communities to achieve better health outcomes. [Registration](#) closes on Thursday, September 8 at 11:59 PM (ET).



**It's Okay to Ask for Help**

**Mental Health Resources for Yourself and Your Friends**

|  |   |
|--|---|
| <b>National Suicide Prevention Lifeline</b><br>1-800-273-TALK (8255)<br>Veterans: Press 1  | <b>The Trevor Project</b><br>TrevorLifeline: 1-866-488-7386<br>TrevorText: Text TREVOR to 1-202-304-1200<br>TrevorChat: <a href="https://www.thetrevorproject.org">thetrevorproject.org</a> |
| <b>Crisis Text Line</b><br>Text TALK to 741741 to text with a trained counselor for free   | <b>National Alliance for Eating Disorders</b><br>Helpline: 1-866-662-1235<br><a href="https://allianceforeatingdisorders.com">allianceforeatingdisorders.com</a>                            |
| <b>RAINN</b><br>National Sexual Assault Hotline<br>Lifeline: 1-800-656-4673<br>Chat: <a href="https://www.hotline.rainn.org">Via hotline.rainn.org</a> | <b>National Eating Disorders Association</b><br>Helpline: 1-800-931-2237<br>Chat: <a href="https://www.myneda.org">Via myneda.org</a>   |
| <b>TWLOHA</b><br>Connect to mental health resources in your community<br><a href="https://twloha.com/find-help">twloha.com/find-help</a>               | <b>Seize the Awkward</b><br><a href="https://seizetheawkward.org">seizetheawkward.org</a><br><a href="https://www.instagram.com/seizetheawkward">@seizetheawkward</a>                       |

[afsp.org/resources](https://afsp.org/resources)

 American Foundation for Suicide Prevention



**WORLD  
HEART  
DAY** 29 SEP

## **Diversity, Equity, & Inclusion Corner**

### **This Month's Happenings:**

#### **October is Breast Cancer Awareness Month**

HSO is proud to celebrate Breast Cancer Awareness Month, an annual campaign to increase awareness of the disease and to raise funds for research into its cause, prevention, diagnosis, treatment, and cure. [Breast Cancer Awareness Month](#) was founded in 1985 as a partnership between the American Cancer Society and the pharmaceutical division of Imperial Chemical Industries, to promote mammograms as the most effective tool to fight breast cancer. With the help of former First Lady and breast cancer survivor, Betty Ford, the initiative gained strength and national awareness, with the pink ribbon introduced as part of the campaign in 1992.

At HSO, please help us show our support and raise awareness by **wearing pink every Friday in October**. See below for a throwback to last year's Breast Cancer Awareness Month celebrated by Batavia Ob/Gyn.



#### **October is Health Literacy Month**

[Health Literacy Month](#), founded in 1999, draws attention to the importance of making health information easy to understand and the health care system easier to navigate. As health professionals and as a trusted healthcare organization, we all have a responsibility to address our patient's ability to both **understand and use** health information. Low health literacy results in medication errors, low rates of treatment compliance, reduced use of preventative services, unnecessary ER visits, and higher mortality.

To increase health literacy and ultimately improve health outcomes, collaboration is needed at the individual and organization level. HSO is actively working to address health literacy by making print, oral, and electronic health information easier to understand; providing education to improve literacy skills

and empower individuals; and working to make the delivery of health care more patient-centered. For more information on how to be a Health Literacy Hero, check out these [fact sheets](#) to learn more.

# BE A HEALTH LITERACY HERO



Nine out of 10 adults struggle to understand and use health information when it is:



Unfamiliar



Complex



Jargon-filled

Limited health literacy costs the health care system money and results in higher-than-necessary morbidity and mortality.



You can improve health literacy by:



Using plain language



Simplifying numbers



Accounting for culture

*Source: Centers for Disease Control and Prevention, 2016*

## DEI Conversations & Education:

[HealthStream Trainings due 11/1](#)

Have you completed HealthStream DEI trainings: Cultural Competence & Diversity in the Workplace? If not, you still have time! All trainings are due November 1.



November 2022

## Diversity, Equity, & Inclusion Corner

### This Month's Happenings:

#### November 11 is Veterans Day

With its origins dating back to November 11, 1919 as the first anniversary of the end of World War I (then called "[Armistice Day](#)"), Veterans Day has been celebrated as a national holiday since 1938. Unlike Memorial Day, Veterans Day pays tribute to all American veterans.

HSO is proud to employ and support our nation's veterans and their families. We are also honored to provide care to veteran patients. In 2021, HSO provided care to 1,065 veterans.

This Friday, please remember **to wear HSO red, blue, or flag shirts** and take a moment to show appreciation for the veterans and their families in your life.



#### November is Diabetes Awareness Month

Established in 1975, [Diabetes Awareness Month](#) creates an opportunity for HSO to share the impact diabetes has on our patients and communities. Why November? November is the birthday month of Sir Frederick Banting, the Canadian scientist and doctor who co-discovered insulin with his colleague, Charles Best. This year, 2022, is special as it is 100 years since the first-ever insulin injection into a human!

#### 3 Facts about Diabetes:

1. 1 in 3 children born in the United States will become diabetic.
  - a. For African American and Hispanic children, this increases to nearly 1 in 2.
2. 33.6% of adults in Ohio have prediabetes.
3. People with diabetes have medical expenses 2.3x higher than those without diabetes.

HSO's nationally accredited Intensive Diabetes Self-Management Education Program aims to provide patients with the tools, education, and peer support needed to take control of their diabetes. Last year alone, program graduates showed an average weight decrease of 5.6 pounds and an average A1c reduction of 2.9!

To celebrate the month, please remember **to wear blue** on the final Friday of November.



## Diversity, Equity, & Inclusion Corner

### This Month's Happenings: Holiday Season

The month of December is [holiday season](#) for a reason, it's full of celebrations! Some winter holidays are religious, while others celebrate nature and cultural traditions. Let's explore a few together:

#### St. Nicholas Day 12/6

Honoring St. Nicholas of Myra, the man whose life inspired the tradition of Santa Claus, St. Nicholas Day is celebrated on the anniversary of his death: December 6, 343 A.D. In European countries, the holiday is celebrated with children leaving their shoes in front of the fireplace at night, waking in the morning to find them filled with presents. This tradition is also the origin for stockings on the fireplace we see today.



#### St. Lucia Day 12/13

Celebrated in Sweden, Norway, and parts of Finland, this holiday honors St. Lucia, one of the earliest Christian martyrs. During St. Lucia Day, Scandinavian towns elect their own St. Lucia, dressed in white and wearing a lighted wreath on their head, who leads a procession and festival marking the beginning of the Christmas season.

#### Las Posadas 12/16-12/24

Celebrated throughout Mexico and Central America, Las Posadas is Spanish for "The Inns." This holiday honors the journey of Mary and Joseph from Nazareth to Bethlehem. During each night of this nine-day festival, a child dressed as an angel leads a procession through towns and cities, stopping at homes to ask for lodging. When refused per the original story, attendees read Bible passages and sing carols.



#### Hanukkah 12/18-12/26

Hebrew for "dedication", Hanukkah is a Jewish holiday based on the story of a special candle holder, the menorah. In the Second Temple of Jerusalem the menorah burned for eight days despite only having a single day's supply of oil. During each night of Hanukkah one candle on the menorah is lit, accompanied with traditional blessings, songs, and food.

### Winter Solstice 12/21

Winter Solstice, originally called Yule, is one of the oldest recorded winter holidays in history. Celebrated on the darkest (shortest) day of the year, this holiday welcomes back longer days of sunlight. Historically, Winter Solstice was celebrated by cutting down a large oak tree (yule log) and slowly pushing it into the fireplace through the 12 days of Christmas.



### Christmas 12/25

Originating as a Christian holiday with the story of Jesus' birth in a manger, today [92% of Americans](#) report celebrating the holiday, whether for religious or cultural reasons. The holiday has come to symbolize family, love, expressions of joy, and a time to come together, with [67% of U.S. employees](#) taking at least part of Christmas week off of work. Fun fact: Germany started the tradition of [Christmas trees](#) in the 16<sup>th</sup> century, with the tradition adopted in the 19<sup>th</sup> century in America.

### Kwanzaa 12/26-1/1

Stemming from a Swahili phrase meaning “first fruits”, Kwanzaa was created in 1966 by Dr. Maulana Karenga to celebrate African American culture and its contributions to society at large. Each night of Kwanzaa attendees light a candle from a special candle holder, the kinara, representing one of Kwanzaa’s seven principles: unity, self-determination, collective work/responsibility, cooperative economics, purpose, creativity, and faith.



### What are your holiday traditions?

In an effort to share memories and learn more about how HSO employees choose to celebrate during the holiday season, we welcome employees to share their holiday traditions and photos via HSO Yammer or by sending an email to Logan Graham at [lgraham@hsohio.org](mailto:lgraham@hsohio.org).