

An important part of maintaining the powerful workforce at Cincinnati Children's Hospital Medical Center is harnessing the talents of our employees and providing ample opportunities for professional growth, as well as making sure our employees are comfortable in their environment and happy in their roles. Employee Resource Groups (ERGs) make an excellent contribution in all of these regards.

These Office of Diversity and Inclusion-sponsored groups, each made up primarily of traditionally underrepresented individuals, provide essential opportunities to our workforce. On the most basic level, these groups offer our employees opportunities to meet, network with and support co-workers of similar backgrounds, as well as coordinate and participate in celebrations that are important to their cultural upbringing.

Beyond these benefits the ERGs also serve very important business and professional development purposes. Through the various leadership roles involved in the groups, members have the opportunity to utilize their talents, grow their professional skills and gain high-level acknowledgement for their efforts. These groups create an excellent source for developing, recruiting and promoting diverse individuals within our organization.

Cincinnati Children's Hospital's Employee Resource Groups

African American Professionals Advisory Council (AAPAC)

AAPAC at CCHMC strives to support and empower African American employees of this institution, as well as in the surrounding community. By providing programs for educational and professional development, AAPAC enhances opportunities for growth in and around Cincinnati Children's. AAPAC oversees much of the annual coordination for Black History Month events. If you would like more information about AAPAC, please contact AAPAC@cchmc.org.

Asian Resource Group

The CCHMC Asian Resource Group is promotes cross-cultural understanding of the many cultures of the Asian employees at Children's. Celebrations coordinated by the group have included Diwali and Chinese New Year, in the past. If you are interested in contributing to this group, please contact Vijaya.Chaturvedi@cchmc.org.

Hispanic Resource Group

The Hispanic Resource Group contributes to the mission of Cincinnati Children's Hospital by educating, promoting, and assisting in the understanding of Latin American cultures. Through programs such as celebrations of Hispanic Heritage Month and a variety of professional development opportunities for Hispanic employees, this groups helps to make Cincinnati Children's a welcoming environment to anyone, whether patient or employee. If you would like more information, please email Diversity@cchmc.org.

International Association of Administrative Professionals (IAAP), CCHMC Chapter

The International Association of Administrative Professionals (IAAP®) is a not-for-profit professional association for office professionals with approximately 28,000 members and affiliates in nearly 600 chapters worldwide. The Mission of the IAAP® is to enhance the success of career-minded administrative professionals by providing opportunities for growth through education, community building and leadership development.

The CCHMC-IAAP corporate chapter offers monthly "Lunch 'N Learns" featuring a wide array of speakers and educational topics. Chapter members coordinate the annual Women's History Month and Administrative Professional Week celebrations. For more information about IAAP membership, please contact Marie.Chappell@cchmc.org.

Lesbian, Gay, Bisexual, Transgender, and Allies Resource Group (LGBTQA)

The CCHMC LGBTQA Group works to educate employees and raise awareness of issues relating to the Lesbian, Gay, Bisexual, and Transgender community. From celebrating at the Cincinnati Pride Festival to working with the annual Human Rights Campaign Corporate Equality Index survey, the LGBTQA group is contributing to the creating a comfortable environment for LGBT individuals at Children's and in Cincinnati. If you would like more information, please contact LGBTQA@cchmc.org.

Veterans Advisory Council (VAC)

The Veterans Advisory Council (VAC) is a group of CCHMC employees committed to supporting and honoring Veterans, active military employees, patients and their families. Beyond the coordination of Veteran and military-related celebrations at CCHMC, the VAC helps to develop programs to recruit, retain and develop Veterans. If you would like more information or are interested in joining, please contact Veterans.Advisory.Council@cchmc.org.

Young Professionals (YPs)

Through events, education and community service, the CCHMC YPs connect and engage young professionals and help establish them as valuable resources to the entire organization. Additionally, the YPs help with coordination of programs to increase employee retention and advance the careers of members. If you would like more information, please contact YoungProfessionals@cchmc.org.

For general information about the Employee Resource Groups or if you are interested in starting a new group, please email the Office of Diversity and Inclusion at Diversity@cchmc.com or call 3-6491.