



A collaboration among the University of Minnesota,
University of Minnesota Physicians and Fairview Health Services

M Health Fairview's Employee Resource Groups are voluntary, employee-led initiatives whose aim is to foster a *diverse, inclusive workplace.*

Asian Heritage Network (AHN) is comprised of employees that share a common cultural heritage and background. Our ERG is dedicated in cultivating an inclusive environment at M Health Fairview, one that considers the many different dimensions of diversity with special focus on cultural aspects—ranging from values and preferences to beliefs and communications styles. Our focus is to create, foster, and cultivate this environment not only within our organization but with our patients and our communities as well. AHN can achieve this by bringing people together and creating a platform to elevate awareness and inclusivity. **Contact: Huy Nguyen, hnguye11@Fairview.org**



Through **Black Initiative Network (BIN)**, members and allies of the BIPOC community can provide support, resources and awareness about adversities our employees face in the workplace as well as in our communities. We would like to use our platform to assist in building trust among minority populations by promoting positive teamwork and education about important health related issues. We will work together to promote cultural sensitivity with our colleagues and patients through events, forums, guest speakers, and other networks of communication, leading to a more diverse workspace and welcoming environment for all. **Contact: Ayanna Cobb, acobb3@fairview.org**

Cross-Cultural Leadership Network (CCLN) seeks to foster a culture of growth and opportunities for people of color to advance in their career. CCLN works to understand current hiring, promotion, and retention practices within M Health Fairview. We look at the work already in progress, measure the current state across the different levels in the organization, establish an achievable target, and identify smart goals to provide or advance leadership opportunities to people of color at various leadership levels. **Contact: Manish Kalra, manish.kalra@fairview.org**



<https://bit.ly/join-mhf-erg>

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FUSION (Facilitators of Unity & Strengtheners of Inclusivity in Nursing)

is committed to embedding antiracism into nursing practice, working to correct health disparities for all patients from the nursing lens with special attention paid to BIPOC individuals and improving the experiences of BIPOC staff related to diversity, equity, and inclusion (DEI). The motivation for this group to focus specifically on nursing, is twofold: 1) Generally, nurses spend the largest amount of time daily in a patient-facing role, 2) Nurses comprise a large amount of the M Health Fairview workforce. Combined, these two aspects theoretically provide a vast target audience for both staff- and patient-centered interventions. **Contact:** *La'Anna Johnson*, Laanna.Johnson@fairview.org



Our Pride Alliance Group for Equality (PAGE) is comprised of members and allies of the LGBTQIA+ community and is dedicated to fostering and cultivating an inclusive and diverse environment for our people, patients, and community. We achieve this by creating an environment which encourages our people to bring their best self to work. **Contact:** *Ashley Olson*, aolson66@fairview.org

Veterans Allies & Advocates is dedicated to supporting and serving Military/Veteran employees, family members, patients, and community members. We have both active/retired military as well as people who support our Veterans and Military. Our primary goal is to help M Health Fairview be recognized as a "Beyond the Yellow Ribbon" company. **Contact:** *Theresa Carroll*, theresa.carroll@fairview.org



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