

Year 2 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

Children's Hospital Los Angeles

Creation of the Women's Initiative Network (WIN) Enterprise Resource Groups

This Action Applies to Rubric Item(s): Other efforts to address or prevent sexual harassment

Description of Work:

Summary

Children's Hospital Los Angeles' (CHLA) has developed several Enterprise Resource Groups (ERGs), comprised of Staff and Faculty members, including the development of the Women's Initiative Network in Spring of 2021 as recommended by the Gender Equity Council. The WIN ERG convenes to promote education, community, celebration, and advocacy for women and traditionally underrepresented groups.

Description

As NASEMⁱ indicated, mentoring and social networks affect climate. With the establishment of the WIM Group, it is the intent to bring women of intersectional identities together to build community across the organization. The objectives of our ERGs include:

- Foster community
- Enhance members' networking among peers
- Increase visibility within CHLA by increasing engagement and involvement across the ERG community
- Create innovative events that will engage faculty and staff
- Incorporate and champion initiatives that support CHLA's strategic objectives
- Serve as an idea generation/support resource to all work areas at CHLA

Each ERG accomplishes these objectives by focusing on four key goals:

- **Celebrate:** Vital to any community-building process, we must celebrate our successes, acknowledge contributions and share in the victories of promoting our values and initiatives. Developing and investing in our future generations of leaders is essential to our growth within the enterprise.
- **Cultivate:** We firmly believe that a sense of belonging is foundational to building an inclusive culture for the entire enterprise. By formally and informally creating opportunities for mentorship and sponsorship within the

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ERGs, every member will know that they are an integral part of how we deliver excellent care.

- **Educate:** Being committed to growth within the DEI space will require consistent and continuous professional development around identity issues, cultural competencies, and the dynamic nature of living in a diverse society. Our ERGs will be a primary source for educating the enterprise by bringing in programming, speakers and events to invest in ERG members as well as build allyship.
- **Advocate:** Moving beyond what we do within the walls of CHLA, we believe that our ERGs can impact the communities they serve outside of the CHLA walls. We will participate in advocating for the needs of the communities we serve and belong to make an impact in the society at large.

The Women's Initiative Network has held listening sessions for women, educational presentations on Women's issues, and has established a Book Club to allow for safe spaces for Women to share and exchange best practices for supporting themselves and other women in the workplace. As CHLA is comprised of a large women's workforce, a key driver for WIN initiatives includes connecting with, receiving, and responding to concerns brought forward from our women in the workforce.

Next Steps

As the Women's Initiative Network is still growing, next steps will include expanding the membership and establishing clear goals for next fiscal year that align with strategic business goals of diversifying leadership at CHLA and minimizing instances of harassing behaviors experienced by women. Additional initiatives should continue to support building a network of support for Women in the workplace, and safe spaces for women to find allyship, mentorship and sponsorship connections. These initiatives will be supported by continued education and partnership with the office of Diversity, Equity and Inclusion, Human Resources, and the Gender Equity Council.

Key Takeaways

Fostering and inclusive climate required the implementation of many key drivers, including creating spaces where women can feel seen, heard, and supported. In establishing the Women's Initiative Network (WIN), comprised of both faculty and staff at CHLA, we are intentionally bringing Women together from all areas of the organization representing diverse and intersectional identities. Utilizing WIN as a resource group for CHLA can offer an insight to the direct concerns of women in the workplace, promote

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Mentorship and Sponsorship opportunities for Women, as well as create safe spaces for women to connect and share their lived experiences. By intentionally building programs aligned with strategic business goals such as providing educational resources, presentations and networking opportunities for women, we anticipate the WIN group can support CHLA's overall goals of developing women leaders, decreasing harassing behaviors, and increasing the sense of belonging in women.

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^{i i} National Academies of Sciences, Engineering, and Medicine. 2020. *Promising Practices for Addressing the Underrepresentation of Women in Science, Engineering, and Medicine: Opening Doors*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25585>.