

**Kaleida Health**  
**1199 SEIU United Healthcare Workers East**  
**Communications Workers of America, AFL-CIO**  
**2022 Contract Negotiations**

**Employer Proposal**  
**Presented: August 5, 2022**

*SR JK*

**Letter of Intent**

SEIU 1199 and CWA, collaboratively, with Kaleida Health share the commitment of advancing Diversity, Equity, and Inclusion (DEI) throughout Kaleida Health. The diverse backgrounds of staff members and patients should always be treated with dignity, inclusion and respect. At Kaleida Health, we are and must continue to be a strong advocate against racism, inequities and intolerance of any kind. Kaleida Health chooses to champion this work with the support of the labor unions in order to be a voice for our workforce.

Kaleida Health established the DEI department in 2020 to become a more equitable and inclusive place to work and deliver care that values and celebrates diversity. We invite all staff to get involved and participate in our DEI work. This can include membership in Employee Resource Groups (ERGs), participation in events, engagement in community groups, and education. To get involved visit our website at [Departments - Diversity, Equity, and Inclusion: Overview \(kaleidahealth.org\)](https://www.kaleidahealth.org/Departments-Diversity-Equity-and-Inclusion-Overview)

Employee Resource Groups (ERGs) are system-wide groups of employees who are united by a common goal, interest, experience or characteristic. These commonalities may include various dimensions of diversity such as race/ethnicity, gender, sexual orientation, gender identity, disability status, generation, religious affiliation, military/veteran status, working parents and caregivers or other attribute or shared experience. The Kaleida Health ERGs were established in 2021. There are currently four ERGs:

- Diversity, Inclusion, Race, and Equity (DIRE)
- Sexual and Gender Equity (SAGE)
- Active Military members, veterans, and their families
- Lean on Me for working parents and caregivers

Applications to participate in the ERGs are located on KaleidaScope: [Departments - Diversity, Equity, and Inclusion: Employee Resource Groups \(kaleidahealth.org\)](https://www.kaleidahealth.org/Departments-Diversity-Equity-and-Inclusion-Employee-Resource-Groups)

We are committed to ~~for~~ promoting Diversity Equity and Inclusion throughout Kaleida Health, SEIU 1199 and CWA. We look forward to seeing our organization's continued growth and our employees participation as we work together to build an even more diverse, equitable and inclusive culture.

Sincerely,

*TA*  
*8/8/22*  
*JK*

*TA*  
*8/8/22*  
*JK*

*TA*  
*8/8/22*  
*JK*

**Don Boyd**  
President and Chief Executive Officer  
Kaleida Health

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**Shannon D. Bryant**  
Chief Diversity and Inclusion Officer  
Kaleida Health

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**Cori Gambini**  
President  
CWA 1168

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**Jim Scordato**  
Vice-President  
SEIU1199

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