



# NATIONWIDE CHILDREN'S®

*When your child needs a hospital, everything matters.*

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Proponent Testimony for HB 369

Chairman Hambley, Vice Chair Patton, Ranking Member Brown, and members of the House Civil Justice Committee:

On behalf of Nationwide Children's Hospital, I am writing to urge your support for HB 369, the Ohio Fairness Act. As one of the country's largest hospitals with over 1.5 million patient visits each year, we know our researchers, physicians, and staff want to be part of a welcoming and inclusive community. We are proud of and celebrate our diverse team, which is why we support extending anti-discrimination protections in employment to all Ohioans.

Nationwide Children's Hospital has six defined, guiding ideals that we call our "One Team Values." The very first core value is *Do the Right Thing: We always act with integrity and honesty; We are inclusive and respectful of everyone.* This way of thinking is not only reflected in our overall principles, but in our everyday work at the hospital.

HB 369 reflects our own personnel policy guidelines which prohibit the discrimination of an employee or applicant due to gender, gender identity, sexual orientations, or gender expression. With over 12,000 employees, we know our diversity, combined with continued progress to build an inclusive culture, enables our employees to bring their unique differences and talents to work every day. When our workforce feels valued and protected, we know they are better situated to provide the best possible care for our patients.

We continually work to engage our physicians and staff through trainings and classes. Our Employee Resource Groups, made up of teams of employees, act as resources for group members and the entire hospital. *All Equal*, our LGBTQ+ Resource Group, promotes professional development, peer networking and provides opportunities for participants to engage in the work of diversity and inclusion. The purpose is to positively impact the organization's culture in a manner that benefits participants and the organization as a whole.



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Our vision is an inclusive and diverse culture that fosters mutual respect, where our staff and physicians are valued and provided opportunities to achieve their full potential.

Nationwide Children's Hospital is proud to support this long overdue legislation in extending protections to our LGBTQ+ community. We appreciate the opportunity to provide this testimony and thank you for your consideration of HB 369.