

Christine Moranda
OhioHealth

Chair Hambley, Vice Chair Patton, Ranking Minority Member Brown, and the members of the House Civil Justice Committee, I have worked for OhioHealth for 15 years and early on in my career, HR leadership reached out to the OhioHealth LGBT community, seeking understanding of who we were and asked us for our insights and thoughts regarding how we felt we were treated. Most of our stories were positive, but there were a few that caused us to pause and reflect on the need for acceptance and education of who we are and what our rights are. This first meeting with HR then began a small movement within our OhioHealth LGBT community to advocate for a change in the HR EEO Policy to include: *...sex, sexual orientation, gender identity or expression plus all of the other status or factors used as a basis for an employment decision.* We also worked to obtain same-sex domestic partner benefits for the organization before marriage for same sex couples was recognized.

As one of the founders of our LGBT Business Resource Group, these steps OhioHealth has taken shows the commitment to Diversity and Inclusion across the organization. I am proud to be part of an organization with this legacy. Which is why I am in full support for the State of Ohio to create the Ohio Fairness Act through House Bill 369.

It is time for the State of Ohio to support all Ohioans not just some. I have had the privilege of living in Columbus for over 30 years and feel the support Columbus has shown towards the LGBT Community has made a difference and remains open and inclusive. It is it time for Ohio to adopt this inclusive language across the State and end the discriminatory practices on the basis of sexual orientation or gender identity or expression. I am even more heartened by OhioHealth adding the value of Inclusion in support of our diverse associates in the last year.

Respectfully Submitted by

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