



Ola Snow, Chief Human Resources Officer, Cardinal Health
Senate Bill 11 Proponent Testimony
Judiciary Committee

Chair Eklund, Vice Chair Manning, Ranking Member Thomas, and members of the Senate Judiciary Committee, my name is Ola Snow and I serve as the Chief Human Resources Officer at Cardinal Health. I am also the executive sponsor of our Equality Network, an employee-driven resource group that works diligently to cultivate an open and inclusive environment allowing Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) employees to bring 100 percent of themselves to work. Thank you for the opportunity share our support of Senate Bill 11.

With our global headquarters in Dublin, Ohio, Cardinal Health employs more than 6,500 Ohioans and 50,000 employees worldwide. Ohio is also home to several Cardinal Health pharmaceutical and medical distribution centers, nuclear pharmacies, and the Cardinal Health at Home headquarters. We have been proud members of the Ohio community for over 45 years and take seriously our role as a good corporate partner through our business and philanthropic commitments.

Essential to Care™. It is how we describe what we do in healthcare, and it is also our company mindset. As a leading provider of products and services supporting the healthcare industry, we strive each day to make healthcare more efficient, providers more effective, and patients as healthy as possible. Our employees are committed to providing cost-effective solutions that enhance supply chain efficiency from hospital to home. Fostering a diverse, inclusive work environment that drives innovation, while also reflecting the communities where we operate, is imperative to the mission of Cardinal Health.

At Cardinal Health, we know the diverse talent of our employees and our inclusive work environment is vital to our growth and success. This commitment to our values and employees made it a natural decision to incorporate domestic partnership benefits for all of our eligible employees in 2003 and protections based on sexual orientation and gender identity or expression into our equal employment opportunity policy in 2007.

Ohio currently lacks laws that protect people based on sexual orientation, gender identity and gender expression. While Cardinal Health and other companies across Ohio have instituted protections for these employees, they often experience discrimination when looking for housing or in other aspects of their daily lives. This potential for discrimination plays into a current or potential employee's decision to stay in or move to Ohio, putting our state at a competitive disadvantage.

Senate Bill 11 would amend the Revised Code to enact the Ohio Fairness Act to prohibit discrimination on the basis of sexual orientation, gender identity, or gender expression. Protecting these Ohioans allows people to have the confidence and support to achieve their full potential, therefore sharing that potential within our wonderful state. Recognizing and embracing diversity makes all businesses stronger and more competitive. It helps our state attract and retain top talent at all skill levels. By making a clear statement establishing the expectation that everyone in our state will be treated equally, Ohio will become stronger and more attractive for workforce development.

On behalf of Cardinal Health and myself, I urge you to vote in favor of Senate Bill 11. Thank you.