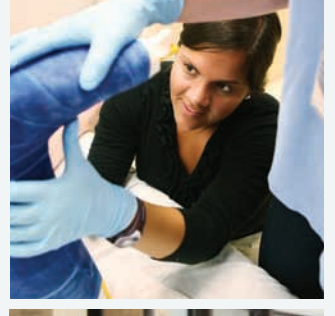


JULY
07
08
AUG

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July 4 Independence Day

Aug 1 – Aug 30 Ramadan *Islamic Month of Fasting*

cchmc observed holidays are denoted in boxes :: paydates are denoted in bold

SEPT
09
10
OCT

S	M	T	W	TH	F	S
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SEPTEMBER 15 – OCTOBER 15 :: HISPANIC HERITAGE MONTH
OCTOBER :: DISABILITY EMPLOYMENT AWARENESS MONTH

Sept 5 Labor Day :: Sept 28 – 29 Rosh Hashanah *Jewish New Year*

Oct 7 – 8 Yom Kippur *Jewish Day of Atonement* :: Oct 11 LGBT National Coming Out Day

Oct 26 – 30 Diwali *Indian Festival of Lights*

cchmc observed holidays are denoted in boxes :: paydates are denoted in bold

NOV
11
12
DEC

S	M	T	W	TH	F	S
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NOVEMBER :: NATIVE AMERICAN INDIAN HERITAGE MONTH

Nov 6 – 8 Eid al-Adha *Islamic Feast of Sacrifice* :: Nov 11 Veterans Day

Nov 24 Thanksgiving Day :: Dec 20 – 28 Hanukkah *Jewish Festival of Lights*

Dec 25 Christmas *Christian* :: Dec 26 – Jan 1 Kwanzaa *African-American Heritage Celebration*

cchmc observed holidays are denoted in boxes :: paydates are denoted in bold



DIVERSITY
AND
INCLUSION

20
11



DIVERSE MINDS CHANGE THE OUTCOME
www.cincinnatichildrens.org/diversity | diversity@cchmc.org

DIVERSE MINDS CHANGE THE OUTCOME

Cincinnati Children's has a strong Diversity program that has helped to bring our core values to life and create a supportive, inclusive environment for employees.

We have a tremendous opportunity to leverage the strength of our existing program and focus on cultural competence in clinical care to improve experiences and outcomes for patients and families. By better understanding the patient's point of view, we can improve how we deliver high-quality, family-centered care.

As you begin or deepen your involvement with the programs, resource groups, and mentoring opportunities listed in this calendar, I hope you will also join me in making cultural competence an essential part of how we do things at Cincinnati Children's. You have my pledge that it will be a key focus of our program in 2011 and beyond.

James Page Assistant Vice President *Diversity & Inclusion*

DIVERSITY & INCLUSION

VISION: To be the leader in integrating cultural competence and diversity into high quality healthcare experiences for our patients and their families, and a satisfying work environment for our employees.

MISSION: Cincinnati Children's is committed to being the leader in culturally competent, family-centered care. Our goal is to create an inclusive environment for patients, families and employees, in which diverse views and backgrounds are considered and respected as we work together to innovate and improve outcomes.

www.cincinnatichildrens.org/diversity

Employee Resource Groups

50 Plus Advisory Group
African-American Professional Advisory Council
Employee Activities Committee
Lesbian, Gay, Bisexual, Transgender Group and Allies
Hispanic Employee Resource Group
International Association of Administrative Professionals
Nursing Mothers Group
Asian Employee Resource Group
Veterans Advisory Council
CCHMC Young Professionals

Mentoring Program

Diversity & Inclusion's mentoring program strives to enhance career development of all employees by building collaborations and supporting Cincinnati Children's mission, vision and values.

The program unites employees with a broad cross-section of mentors in management and non-management roles. To learn more about how you can become a mentor or be mentored, visit the Diversity & Inclusion website at <http://groups/hr/diversity/mentoring.htm>.