



Associate Resource Groups (ARGs)

The ARGs are associate-led groups of like-minded individuals who meet on a periodic basis to provide support, affiliation and drive change in their respective area. ARGs are sponsored by an administrative or clinical leader who help support groups' aims.

Adelante (Latino & Hispanic)

The Mission

The Latino & Hispanic ARG exists to create a diverse and culturally competent environment where all associates feel they have a voice, and where the Latino/Hispanic families we serve feel their needs are being met.

General Areas of Focus

Recruitment, education and awareness of Latino/Hispanic culture and community building

Specific Projects

- Annual Hispanic Heritage Month celebration
- Annual Cinco de Mayo celebration
- Annual Wilmington Hispanic Festival and Parade

Why Should You Join?

Have your voice heard, your opinion valued, help improve the workplace, and network with other Latinos/Hispanics in the organization in a safe and welcoming environment.

Women@Work

The Mission

The Women@Work ARG exists to increase the pathways to leadership, provide professional development, and engage in networking and community engagement.

Specific Projects

- Clothing drives focused on outfitting women for job interviews and work settings
- Roundtable discussions with local women leaders to learn about their struggles, victories and advice

Why Should You Join?

Connect with like-minded women in other areas of the organization, increase our visibility, grow professionally, and identify ourselves for additional leadership opportunities.

Contact the Nemours Children's Office of Health Equity & Inclusion at ohci@nemours.org for more information.



Caregivers

The Mission

The Caregivers ARG exists to give associates a place to meet and share self-care resources, provide support, and develop strategies to help understand and alleviate the stressors of caregiving. As we share the journey of our own caregiving and our tips and strategies for helping ourselves, we hope to help others in their caregiving journey.

General Areas of Focus

Self-care, support, friendship, education

Why Should You Join?

If you are interested in advancing self-care initiatives for associates and their families or just looking for a place of respite from the challenges of caregiving, then the Caregivers ARG is where you want to be. The Caregiver ARG welcomes all caregivers of any level/involvement to walk with them through their journey, offering support, understanding and a safe, confidential place to share their experiences.

African Heritage

The Mission

The African Heritage ARG seeks to impact and enhance optimal patient care services and associate relationships by providing an inclusive experience and valued understanding from a diverse cultural perspective.

General Areas of Focus

Enhancing patient care and the culturally diverse associate experience at Nemours Children's

Specific Projects

- Annual African American History Month celebration
- External speakers talk about workplace diversity
- Racial Healing Series

Why Should You Join?

To gain a better understanding of the culturally diverse environment at Nemours Children's and to partner in finding ways to enhance the relationship between patients, families and each other.

DESIaN (South Asian)

The Mission

DESIaN exists to bring together associates who identify their ethnicity from India, Pakistan, Nepal, Bhutan, Sri Lanka, Bangladesh, Maldives and other countries in the region. We discuss, collaborate and improve unique patient care needs of that origin, help with professional development of associates, provide mentoring to medical students/nursing students and other younger generations who aspire to be in the medical field, improve community engagement and last, but not the least, have fun while at Nemours Children's.

General Areas of Focus

Networking among associates, supporting and guiding each other in career development, providing mentoring, advocacy for patients of this ethnicity, and increasing awareness of cultural variances

Specific Projects

- Annual Celebration and Greetings for various Independence Days and festivals with more sociocultural significance though some may have religious origin: such as Christmas, Eid, Deepavali/Diwali etc.
- Conducting health care fairs/activities/basic health screening and educational sessions for patient populations from these areas who may have poor access to health care
- Work with Nemours Drive to increase focus on this ethnic group for associate engagement and patient care
- Work with the Nemours International Medicine Program to increase and collaborate care/potential camps/mission trips to underserved areas in Southeast Asia
- Fundraising for disasters/emergencies in the region, traveling family members, etc.

Why Should You Join?

Have fun, have your voice heard and your opinion valued, build mentor-mentee relationships, share career development ideas, and help improve the workplace to be more welcoming and safer for associates and patients of this ethnic group.

Healthcare Alliance of Asian & Pacific Islanders

The Mission

To provide a supportive and inclusive environment for Asian and Pacific Islander associates, allies, and communities to celebrate, network, develop careers, address challenges and needs, and spread cultural awareness and perspectives with a goal of improving clinical practices and associate and patient experiences.

General Areas of Focus

- Community outreach engagement and education
- Cultural competency and perspectives in health care
- Natural medicine, acupuncture and alternative medicine
- Removing mental health stigma

Specific Projects

Annual Asian American & Pacific Islander Heritage Month celebration

Why Should You Join?

To connect with fellow Asian and Pacific Islander associates, engage in celebrations highlighting the culture and ultimately educating other associates to become allies and spread cultural awareness.

Pride

The Mission

The Pride ARG exists to network with other associates who identify as LGBTQ+, improve patient care for this group of patients and to have fun.

General Areas of Focus

Networking with other associates who identify as LGBTQ+, improving patient care for this group of patients and having fun

Specific Projects

- Celebrations by the Human Rights Campaign as a Leader in Healthcare Equality
- "Being Out at Work" panel discussion
- Use the Health Equality questionnaire to identify gaps in our organization and work to close the gaps
- Safe space training

Why Should You Join?

Have fun, meet other people and work to improve both patient care and associate engagement.