



Dear Southcoast Colleagues,

Today, we begin Southcoast Health's annual Pride Month celebration. We are very proud to honor the accomplishments, the dignity and the equality of our LGBTQIA+ employees, patients and community.

**This year, Southcoast Health will collectively achieve several significant milestones as we mark Pride Month, including:**

- The establishment of the **LGBTQIA+ Employee Resource Group (ERG)**, which encourages LGBTQIA+ colleagues and allies to network and participate in projects that are engaging and supportive. Chuck Cusson Jr., Executive Director, Talent Management and Organizational Capability, will lead the LGBTQIA+ ERG. Chuck joined Southcoast Health in December 2021.
- The launch of the LGBTQIA+ **Welcoming & Knowledgeable** project, designed to reduce healthcare disparities and to improve the care experience for our LGBTQIA+ patients. The key components of this project include an upgrade to our electronic medical record to accommodate the special needs of this community and comprehensive cultural awareness training to support an environment of understanding and respect.
- The publication of a **Transitioning Resource Guide** for managers and employees that outlines practical considerations for employees beginning the transition from one gender to another, as well as LGBTQIA+ training for all Southcoast Health employees, focusing our cultural competency training on the LGBTQIA+ population.

**In addition, everyone is invited and welcome to join the Pride Month festivities we have planned:**

- [Online ordering of rainbow cupcakes begins today](#), Wednesday, June 1. Onsite sales begin Monday, June 20, at the St. Luke's and Charlton Memorial cafes.
- A Southcoast Health booth at the LGBTQIA+ Network Pride event at Buttonwood Park on Saturday, June 4, from 11am to 3pm.

- A [chalk artist event on the “Path to Understanding” at Charlton Memorial](#) on Thursday, June 16, 4pm-6pm.
- A Tuesday, June 28, virtual panel event featuring Southcoast providers who are members and allies of the LGBTQIA+ community.
- Featured stories about colleagues.
- A Pride ERG networking event – date TBD.

Look for more details this month on posters, in newsletters, across social media and via the [Southcoast intranet](#).

Please reach out with any questions to Chuck Cusson Jr., LGBTQIA+ ERG Chair, at [cussonc@southcoast.org](mailto:cussonc@southcoast.org), or Barbara Schmidt, Diversity, Equity & Inclusion Council Chair, at [schmidt@southcoast.org](mailto:schmidt@southcoast.org).

We hope you will join us for any and all activities!

With Gratitude,



Lauren De Simon Johnson  
Senior Vice President and Chief Human Resources Officer  
Southcoast Health