



**SEIU**Healthcare®  
United for Quality Care

**Swedish Medical Center**

May 30, 2018

# Taking Action for Justice at Swedish

United in our union, we have the strength to make Swedish a welcoming place for everyone to give and receive care. We, the more than 8,000 healthcare workers of SEIU Healthcare 1199NW working at Swedish Medical Center, come from a wide variety of backgrounds and communities to provide care to our patients. Systems of power like racism, sexism, misogyny, and bigotry, make it so not all of our identities are equally valued in our workplace and in our communities. This shows up at Swedish, too.

Many of us have shared our experiences about what is happening so that we can come together as healthcare workers and union members to proactively address these injustices.

By taking action we have made the Materials Services Center at First Hill and General Medical at Issaquah more welcoming to everyone and held Swedish Medical Center and ourselves accountable to a safe workplace. In both cases managers were removed from their positions. It is an important and courageous first step to speak with co-workers or an organizer about the discrimination we face.

**We're continuing to share our experiences and what we're seeing. Please consider filling out the questions on the back to be a part of taking that step!**



"Discrimination and injustice is impacting healthcare workers and patients every day. No mother should be scared for her child's safety when it comes to interacting with the police. But I have had many conversations with my son over the years about what to do and not do if he's approached by the police. One day he and his friend were walking to the pool and a police car pulled over and started interrogating them. When my son asked why this was happening the cops said that there were some cars broken into down the street and him and his friend look like the person that did the break-in. My son and his friend are young black men. My son had just returned home from college. My son should not have to live a life of fear each time he walks the street just because of the color of his skin.

My son's experience is not unlike what many of us face at Swedish. Many of us workers of color have heard stories or personally been told 'you're not a good fit for the culture here.' We know that discrimination is pervasive in our communities and, unfortunately, in our work place as well. Please take time to share your story if you have experienced discrimination or harassment of any kind. The first step in healing our communities is sharing our experiences."

**Delores Prescott, Charge RN, 3SW, First Hill**



"It is horrible that we are still fighting against racism in 2018. The most reprehensible behaviors are not from the offenders but from those who know of the behaviors and who question the truthfulness of the victims of racism. We have co-workers living in fear for their jobs and their lives. Organizations who seem to protect the offenders and victimize the victims cannot possibly take good care of patients of color when they won't even protect employees. We have to stop treating racism like it is 'too big.' We can do something. We have to start speaking up and not stop speaking up until management does the right thing."

**Sheron Ray, NAC, Surgical Telemetry, Cherry Hill**

All parts of this form are optional, including the following self-identifying information.

Name

Job class/department

Personal email

Personal cell phone

1. Have you seen or experienced racism or racial discrimination in the workplace?

☐ Yes

☐ No

If you are comfortable doing so, please share your experiences in the space below.
2. Have you seen or experienced sexism, sexual harassment, sexual assault in the workplace?

☐ Yes

☐ No

If you are comfortable doing so, please share your experiences in the space below.
3. Have you seen or experienced harassment or discrimination on the basis of gender identity in the workplace?

☐ Yes

☐ No

If you are comfortable doing so, please share your experiences in the space below.
4. Have you seen or experienced threats of violence or threats to your personal safety in the workplace?

☐ Yes

☐ No

If you are comfortable doing so, please share your experiences in the space below.
5. Is there a person in Swedish management whose behavior you have concerns with?

☐ Yes

☐ No

If you are comfortable doing so, please share your experiences in the space below.
6. Is there currently an incident(s) of racism/sexism that you are facing right now?

☐ Yes

☐ No

If you are comfortable doing so, please share your experiences in the space below.
7. Would you be interested in attending a meeting to discuss these concerns with co-workers who share your concerns?

☐ Yes

☐ No

You may reach out directly to any of the following Executive Board members of the union at Swedish for further discussion.

Delores Prescottt, RN, Short Stay 3SW, First Hill	206-304-0941
Sheron Ray, NAC, Surgical Telemetry 4E, Cherry Hill	206-554-9669
Tasha Glancy, Patient Financial Scheduling Specialist, Pain Services, First Hill	206-854-2487
Georgia Bakke-Tull, Mammo Tech, Mobile Mammography, First Hill	509-860-3424
Betsy Scott, RN, Swedish Cancer Institute, First Hill	206-954-4169
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