

## We're Fighting to Build a Culture of Belonging



We're united for a St. Joseph's Medical Center where we all feel like we belong and are accepted as valuable and important members of our community. No matter our differences, most of us want the same things. We want to be able to provide for our families, have security through hard times, and be the best we can be in every patient interaction.

Whether we are white, Black, or brown, we all deserve to be treated the same at work. Some of us who are people of color are treated differently, supervised more closely, given less opportunity than others or made to feel like we don't belong. What this hides from us is how much we have in common and that these differences are used as a way to divide us against each other. When we all feel like we can bring our full selves into our workplace we will also provide the best quality patient care.

Over the past several years it has been our experience that St. Joe's commitment to safety and belonging for everyone is surface level. To truly change the systems of oppression at St. Joe's that make some of us feel like we don't belong, we need decision-making power as workers and union members. Administration and HR already exercise power at St. Joe's. Culture change must be directed by us as workers.

We need a workplace that respects and values all of us. When some of us are treated differently based on the color of our skin, our gender, our sexual orientation, or other identities we hold, it impacts all of us, our patients, and perpetuates systemic discrimination. This is all of our struggle and in order for us to win on issues like safe staffing or higher wages, we must stand together across the differences that are usually used to divide us against each other. When we took action in 2021, we won the SEIU Healthcare 1199NW Multi-Employer Training Fund in our contract that improved our income and access to education and now we can stand united to win a new contract that includes commitments for a workplace where we all belong. It is time for all of us to take an active role to ensure we address systemic oppressions that exist both within and outside of St. Joe's.

### **Our Diversity, Inclusion and Belonging Committee Proposal Includes:**

- ▶ **Outside facilitation to bring experiences from other organizations and counteract the power imbalance between administration and workers**
- ▶ **Accountability to advancing our work on being more inclusive**
- ▶ **Update our equal opportunity clause to be more inclusive of our identities**
- ▶ **New language on protection from harassment**
- ▶ **New protections for:**
  - **Religious Accommodation**
  - **Language Protection**
  - **Inclement Weather & Natural Disaster protocols**
- ▶ **A new floating holiday that aligns with our individual views and values**



“I am on the Diversity, Inclusion and Belonging Committee (DIB) and I took the dress code policy that addressed hair color and hairstyles that had been used to bully Black employees to our DIB committee. Those employees should not have felt harassed by their manager for as long as they did.” - **Charney Chambers, Equipment Tech, Respiratory D Tech**

“I’ve worked at Joe’s for a long time, there are a lot of people who can’t make it into work when there is bad weather, Joe’s used to have a van or gave uber vouchers and rooms when we call ahead of time. Now there are issues with being first come first serve or employees having to sleep in the corner of a procedure room. It would be nice to provide basic needs for people that stay over so we can provide care for our patients.” - **Nilda Warren, CNA 9th floor**



## What is Belonging?

“Belonging means more than just being seen. Belonging entails having a meaningful voice and the opportunity to participate in the design of social and cultural structures. Belonging means having the right to contribute to, and make demands on, society and political institutions. Belonging is more than just feeling included. In a legitimate democracy, belonging means that your well-being is considered and your ability to design and give meaning to its structures and institutions is realized.”

**Othering and Belonging Institute, UC Berkeley - john a. powell**



Our bargaining team met with Jamika Scott, a Tacoma native born at St. Joseph Medical Center and recently elected to the Tacoma City Council. The team shared stories about safety, staffing, wages and asked our council member for their support as we fight for a fair contract!

## Our bargaining team

- ★ Charney Chambers, Respiratory
- ★ Willie Willis, EVS
- ★ Desiree Castillo, CDU
- ★ Nilda Warren, Med/Surg Acute
- ★ Alisha Colyer, Dietary
- ★ Jason Blessing, 8<sup>th</sup> floor PCU
- ★ Jase Wistisen, ER
- ★ Aisha Duncan, Hospice House
- ★ Stephen Wanjau, Float Pool