



Indiana University Health

IU Health is a place where team members' voices and perspectives are heard and understood. Our Employee Resource Groups and Diversity Councils are safe spaces where people can come together, have meaningful discussions and use viewpoints to affect positive change.

Employee Resource Groups

Minority Affinity Group: The IU Health Minority Affinity Group provides space for ethnic minority team members to connect and share experiences. They represent an underrepresented group or groups protected by federal or international non-discrimination laws in employment and/or business, including but not limited to race, age, sex, sexual orientation, gender, gender identity or ethnicities. They are responsible to aligning with organizational values, diversity and inclusion enterprise statement, civility; practicing inclusion, supporting business needs, sharing information, attendance/engagement, developing guiding principles to support healthy group dynamics among others.

Pride: The IU Health Statewide Pride affinity group provides a forum for lesbian, gay, bisexual, transgender and queer/questioning individuals along with friends and allies, to come together and discuss career-related opportunities and participate in community programs and Pride events.

Women's Insight Network (WIN): The IU Health Women's Initiative (WIN) affinity group is a community that supports and advocates for women at IU Health. The group is open to IU team members from every region, facility and business unit. Their mission is to:

- Inspire throughout the organization by raising the voice and visibility of women, the unique issues they face and how they are making a difference
- Educate and provide opportunities for women to develop leadership skills
- Influence/advocate for women via a strong and broad network of mentors and sponsors focused on creating a diverse organization as a key criterion to fulfill the organization's goals
- Expand gender partnerships, conversations and collaborations.

Young Professionals: Young Professional of IU Health is open to IU Health team members from every region, facility and business unit. In addition to providing opportunities for young professionals to connect and grow, the group is dedicated to the following:

- Supporting the personal and professional development of team members
- Inspiring and cultivating the next generation of IU Health leaders
- Fostering a community of collaboration through service, education and other charitable activities
- Providing young professionals with tools to achieve physical, mental, emotional and financial wellness
- Assisting in improving employee recruitment, engagement and retention
- Actively working to align goals, objectives and members to other IU Health activities and programs that have already been established or are working to charter activity
- Supporting the sustainability of young professionals by consistently engaging and expanding its membership



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Diversity councils

As ambassadors of diversity, equity and inclusion, this group seeks to encourage, enable and empower all team members to contribute to and thrive in a diverse working environment in order to deliver on our Promise, “The Best Care, Designed for You”.

Our System Diversity Council leads the way. We also have over 12 local diversity councils. Regional councils are focused on applying these same intentions to their business unit, job function or region.