



WOMEN IN HEALTHCARE SECURITY & WIHS ALLY PINS

September 2020

The WIHS Network is the first of several Employee Resource Groups (ERG) focused on diverse populations and their advancement within our organization

As part of our WIHS Network rollout strategy and culture improvement efforts, we would like to introduce the WIHS and the WIHS Ally pins. We are recognizing all women in our contract for the unique qualities they bring to the table and the allies that contribute to a culture of equality within our organization.



- Wear it with pride!
- All inclusive – anyone is welcome
- Available to anyone on the contract

This pin represents our appreciation for all you do and who you are. We see you!



WIHS Pin



WIHS Ally Pin

Need more pins?

Contact Katie Moracco
Katie.A.Moracco@kp.org
C: (510) 410-5178

When women and men come together as allies with the shared goal of bettering their workforce, wonderful things happen. A good culture is contagious – it elevates morale, performance and quality of life.

Scan the QR code or [click here](#) to become part of the WIHS Network



www.bci-toolkit.com/wihs | WIHS@kp.org



**Together
we make a
difference!**



WIHS Pin Distribution & Talking Points

Please distribute the WIHS pins to all the women in security at your site and WIHS Ally Pins to the identified allies in this list (www.bci-toolkit.com/wihs-allies-list). You'll see the Pins came with cards with room on the back (white stripe) to write something if you'd like to make the delivery more personal (highly encouraged). We'd also love for these special moments to be registered in pictures and/or videos and sent to us for the WIHS page (www.bci-toolkit.com/wihs) and Heroes News Bulletin (www.bci-toolkit.com/heroes-news). If doing so, please make sure the participants sign [a image release form](#) and send your content to mia.x.odell@kp.org. **We appreciate your participation!**

Talking points during pin distribution

- ❑ **The network** - Mention this is the first of many Employee Resource Groups focused on diverse populations within our organization with the goal of elevating the discussion on women in our industry and spearhead meaningful diversity-focused conversations and programs throughout our department.
- ❑ **WIHS Allies** – when distributing those pins, explain that they are receiving that because they've been recognized by a peer as someone who advocates for equity, diversity, and inclusion. Thank them for making a difference.
- ❑ **Recruitment** - Encourage everyone to register on the WIHS network so they can be updated on program activities and learn more about the group. [Registration form](#).
- ❑ **Benefits** - Inform them that by joining the WIHS Network, they gain access to programs and resources focused on professional development, mentorship, scholarships for certifications, and a supportive community. All at no costs, of course.
- ❑ **Champions** - If you are the WIHS Champion at your site, let them know so they can refer to you with questions. If your site could not identify a Champion at this point, it would be great to ask the person receiving the pin if they would like to be the Champion for your location. [Champion Recruitment Page](#).
- ❑ **Ally Pins** - make sure to mention that there are WIHS ally pins available for them to gift male colleagues, or male/female from outside the security department, they believe make their work-life better. Instruct them to nominate an ally using [the WIHS Allies form](#) so they can be recognized. [Ally Flyer](#)
- ❑ **FAQs:** Have the [FAQs](#) handy for support. If you receive questions not answered here, please inform us so we can improve.



OUR MISSION

Amplify the voice and influence of women leaders within the Kaiser Permanente Healthcare Security Organization.



OUR VISION

To be an inclusive security organization with networks and communities that promote growth, development, mentorship, and healthy environments for female leaders.



OUR VALUES

Integrity	Self-Improvement
Pay it Forward	Courage
Perseverance	Respect
Intersectionality	Accountability