

Episode #14: Pride

Host: Vicki Guinn

Guests: Asani Seawell, Charlie Kerns

Vicki Guinn:

This is Vicki Guinn with Legacy Health's Marketing and Communications Team. Welcome to our podcast, Engaging Our People. There are over 14,000 of you who work at Legacy, and this podcast is to introduce you to some of your peers through stories about themselves and their jobs.

This month, we are recognizing and celebrating Pride Month at Legacy. We are committed to diversity, equity, and inclusion, or as it's commonly called, DEI. This is interwoven into the Legacy mission, therefore, it is important to our culture, operations, and future. Joining us are two members of our Pride Employee Resource Group. Please listen to learn, get inspired, and get to know your colleagues, Asani Seawell and Charlie Kerns.

Asani Seawell:

I'm Asani Seawell. I am a Clinical Psychologist in the Weight and Diabetes Institute, and I have been here at Legacy for about eight years at this point. In addition to being a psychologist in that role, I also am the Product Director for the Workforce Wellbeing Grant that Legacy received a few years ago to improve staff and provider wellbeing so I help carry out those initiatives. So that's my role. And I'm also the Social Committee Co-Lead, along with Charlie, who you'll meet here in just a moment for the Pride ERG.

Vicki Guinn:

Charlie.

Charlie Kerns:

Awesome, thanks for having me.

Vicki Guinn:

With the beautiful blue hair.

Charlie Kerns:

Thanks. Thank you for having us, Vicki, we appreciate it. So my name is Charlie Kerns. I use they/them pronouns. I am working as a clinic assistant at Legacy Medical Group Northwest, which is one of our internal medicine groups on the Good Sam campus. I have been working with Legacy for almost two and a half years now as a clinic assistant, I'm kind of like a medical assistant except not quite so I get to do a lot of the same things. And I really like working at LMG Northwest because we have a large population of LGBTQ+ patients on our panels there and our providers are super affirming, it's a really great place to work, and I felt very accepted and welcomed since I've been working there and it makes me happy to help support my community.

And also in addition to that, as Asani mentioned, we are Co-Leads for the Pride ERG's Social Committee. And I want to say I've been doing that for about a year and a half now as well and it is really wonderful because once again, it allows me to connect with my fellow LGBTQ+ coworkers and whatnot who are also working here at Legacy and offer a place for community and support.

Vicki Guinn:

Fantastic. So I'm just going to throw the question out there because I don't like to make any assumptions, tell me about Pride Month and why there's a Pride Month and why we want to recognize Pride. That's a big open question, you answer in any way you want to.

Asani Seawell:

Okay. Well, I guess I can start by just telling you the reasons why I celebrate Pride Month. I think it's a wonderful opportunity to be with community, the community that Charlie has been referencing, but also just sort of in the greater Portland area. So my partner and I, we are very involved in the queer choral community. And during Pride Month in June, there are a number of choir concerts and events that happen that we like to take part in. We're actually going to be traveling next month for the International Queer Choral Festival in Minneapolis, it happens every four years, and there'll be queer choirs from all over the world that will be there. So it's just beautiful to be in community with folks. I've also been taking in a lot of drag performances, which has been a lot of fun. And so it's just a time to celebrate with our community, to feel pride in ourselves and our talents and to feel celebrated.

Vicki Guinn:

Great.

Charlie Kerns:

Yeah, exactly what Asani said except different. And I had no idea that you were super involved in the queer choral scene. That's awesome.

Vicki Guinn:

That's pretty cool.

Charlie Kerns:

So yeah, I have a music degree, so I have a soft spot in my heart for music stuff. One of my friends has been trying to get me to join the Portland Gay Men's Chorus for a while now.

Asani Seawell:

We'll talk later, Charlie, you and I got you.

Vicki Guinn:

I'm just jealous because both of you sing.

Charlie Kerns:

Hey, it's fun, it's good for your brain. And I love music.

Vicki Guinn:

I'm banned.

Charlie Kerns:

Hey, band is good too. I play trumpet, so it's all good.

Vicki Guinn:

No, banned from singing. My daughter sings.

Charlie Kerns:

Oh.

Vicki Guinn:

And she says, "Mom, that wasn't your calling."

Charlie Kerns:

That's funny. So for me, Pride is really cool because it gives us a chance to sort of recognize where we are right now as a community, as well as the people who helped us get there and where we came from and where we can be in the future. So it's also super important for advocacy and raising awareness for a lot of different issues. And I mean, obviously the LGBTQ+ community definitely exists throughout the rest of the year, but Pride is a month that it's good to be like, "Hey, we're here are some things that you can know about us and ways you can educate yourself to better show up for all of your friends and family members and just general public who are part of this community." So I think it's a good way to raise awareness and sort of encourage inclusivity and whatnot in ways that people might not have been previously aware of so it's kind of giving a voice to people who would usually be more quiet throughout the rest of the year.

Vicki Guinn:

Are you both from this area?

Asani Seawell:

No, not originally. I'm originally from New Jersey via lots of other states along the way as I made myself out to the West Coast, but East Coast originally.

Vicki Guinn:

East Coast. And what about you, Charlie?

Charlie Kerns:

I grew up in the Santa Cruz mountains in California and I moved up here for my undergrad back in 2017 and I never left. So I'm one of those California transplants that everybody complains about.

Vicki Guinn:

Everyone's talking about.

Charlie Kerns:

Everybody complains about.

Vicki Guinn:

But I asked you that for a reason. I want to go, big around the Portland metro area and the inclusivity, do you feel that here in this area or what is it about the West Coast?

Asani Seawell:

Absolutely. So from the East Coast originally, but I actually moved here from rural Iowa. I was teaching at a small liberal arts college in Iowa, population 9,000.

Charlie Kerns:

Oh my goodness.

Asani Seawell:

When school was enrolled, school was in session.

Vicki Guinn:

I passed through Iowa, I passed through, that's all I did.

Asani Seawell:

Yes. And so I definitely was looking for a larger community. I wanted more folks kind of in my circle beyond the number of folks I could count on one hand. So coming out here was fantastic and I remember the first time that I came here, I've lived here about 10 years now, and when I first came here some years before formally moving here, I was just so happy to see people walking down the street holding hands, same sex couples, all various things. I thought, "This is a place where I can just be really, really out and be fine and that'll feel fantastic." And so for me, this has been a wonderful area for that for sure.

Vicki Guinn:

So you're going to stay here with us?

Asani Seawell:

Yeah, I'm staying, I'm staying.

Charlie Kerns:

Oh yeah, same here. I was specifically, I didn't want to go to college anywhere that wasn't on the West Coast because as a outwardly queer and trans passing person, I wanted to make sure that I was going to be in a place for school where I was safe and whatnot, where I could be myself without fearing people trying to beat me up or anything like that, which I feel like is sort of a given when you're trying to figure out where to go to school. So I didn't want to go anywhere that wasn't like Washington or Oregon or California simply because of the general environment inclusivity wise in those areas.

And so I went to school at Pacific University in Forest Grove, which is funny because the environment there is a lot, I would say it's honestly less inclusive than Portland. The farther away you get from Portland.

Vicki Guinn:

From the metro area? Yeah.

Charlie Kerns:

Yeah, it can get a little spicy sometimes. But yeah, I think in the Portland area, all things considered, at least in my opinion, it's been a pretty decent safe place for me. But I know that sometimes that's not the case for people who have different identities than myself so I want to be cognizant of that as well. But I've enjoyed living out here for the most part.

Vicki Guinn:

Oh, that's so good to hear. I mean, I was born and raised here and it seems like Portland, I've traveled a lot, is a very accepting city. It's just when they say keep Portland weird, I don't think it's weird, it's like just be yourself in Portland. That's really what we should flip it. Portland, to me, I think people are allowed to be themselves and do what they want. And I think that's the cool thing about our city because me and my daughter both like sparkly tennis shoes.

Asani Seawell:

I've seen some of those tennis shoes, Vicky, they're great, they're fly.

Vicki Guinn:

Yeah, you can wear them with dresses, you can wear them anywhere, anything else. And I remember when my aunt moved here and she said, "How do you dress for the opera?" "What's clean."

Asani Seawell:

Wear whatever, come as you are.

Vicki Guinn:

Whatever, that's really how we are here. So what do you think about Legacy as a workplace and Pride and acceptance? Because we've been on a DEI journey here, I think so. And I didn't know if you want to share any thoughts or how it's growing? And you can say if it's growing, are we there?

Charlie Kerns:

I think it is a long process. It's a long journey, and we're definitely making steps in the right direction, I think. And I don't know if we're ever truly going to be there as an organization, like, what even is there? I feel like it's a constant growth process and it's the journey of trying to strive to be better. I don't know if there is a particular finish line, but as long as an organization Legacy is taking steps to be more in that direction, I think that's really good. And my first position at Legacy, I definitely ran into some definite inclusivity issues, which is why I transferred to my current position, which has been great, I've been super-duper happy at my current position, which is why I'm still there and I've been working here.

Vicki Guinn:

So if you run into, I always, as an African-American woman who works here, I always look at it as opportunity to teach somebody.

Charlie Kerns:

Yes, yes.

Vicki Guinn:

They could have, for whatever reason, some unconscious biases or they were raised in a certain part of the country or world and may not see me so I'm okay with that teaching.

Charlie Kerns:

I have embraced lots of good teaching opportunities while I've been here at Legacy. And I'm always down to teach people if I'm in the space to do so myself because I know sometimes it's important also for people to feel comfortable seeking out knowledge on their own as well. But as long as I'm in a space where I'm feeling okay and that I'm not putting myself out too much emotionally to tell somebody about something, I'm totally okay doing that. But sometimes if it's a lot and it's the same thing all the time, I can get a little bit tired and then I'll give them some resources.

Vicki Guinn:

Yeah, it can be too much to do that all the time.

Asani Seawell:

Yeah, yeah, yeah, yeah, absolutely.

Vicki Guinn:

Every day.

Asani Seawell:

Yeah. I think for me, Legacy has been a wonderful place and I really enjoy being here. And I would say that one of the reasons that I love Legacy so much is because the employee resource groups. So I am in Pride, I'm also in BERG, Vicki's in BERG as well with me. And those have really been the backbone of my experience here at Legacy, I would say, in terms of finding that community with other folks that have the same identity.

I do think there's an opportunity for Legacy to, as an organization, better support the employee resource groups I think in some ways because as a part of this Wellbeing Grant, director for that grant, I've been working a lot with the employee resource groups and better understanding what our diverse employees want in terms of wellbeing programming and initiatives. And I have just been really stunned to hear repeatedly from folks that are in employee resource groups that that is one of the foundations for why they feel well at work is because of the ERGs. I'm not certain that Legacy understands how important the ERGs are for recruiting, but also retaining employees at the organization.

And so I think if there was that deep understanding of what these groups mean to individuals and how they really are ensuring that we have a diverse workforce, I think more resources will be made available to the employee resource groups from that perspective. So I just want to kind of make a plug for that, Legacy people in power that can just help support our employee resource groups. But I think also too, Charlie, as I think about our employee resource groups, something else that comes to mind too is I know that a lot of people will join our Pride ERG is huge, we've got, I don't know, 200 members or something.

Charlie Kerns:

Yeah, I think it's the biggest one, yeah.

Asani Seawell:

It's one of the biggest ones, but we only have about 15 people that come to meetings every month. And there's probably lots of reasons for that, right?

Charlie Kerns:

Scheduling, yep, staffing, that sort of thing.

Vicki Guinn:

Are your meetings in person or is it virtual?

Asani Seawell:

No, they're virtual. Yeah, they are virtual meetings. So I think Charlie and I are always thinking about as Social Committee chairs about how can we get people kind of engaged together.

Vicki Guinn:

Thinking about what you do, yeah.

Asani Seawell:

Yeah. Most recently we did a roller derby event where we went to see two of the Women's Rose City Roller Derby team play, and that was a lot of fun so we enjoyed that. What have been some other things, Charlie, that we've done?

Charlie Kerns:

We've had arcade meetups, we've had... Oh goodness. I love how, now that I'm thinking about, it's just completely out of my head, like gay skate nights, ugly sweater meetups, that sort of thing.

Asani Seawell:

Went to the pumpkin patch.

Charlie Kerns:

Oh yeah, the pumpkin patch was good, pumpkin.

Vicki Guinn:

Oh my gosh. And you didn't invite me?

Charlie Kerns:

We had a river float where we went tubing down the Sandy River. So we do all sorts of stuff. The Social Committee is popping. We like to keep things fun and funky, fresh in the Pride ERG, we like to have fun.

Vicki Guinn:

You need to bring that over to BERG.

Charlie Kerns:

It's so funny because I'll mention at work, I'm like, "Oh, I'm planning this thing," making posters for stuff. And my coworkers are like, "What is that? What are you guys doing?" I'm like, "Well, you would know if you're part of the Pride ERG." So yeah, we are the envy of some people.

Vicki Guinn:

They're jealous.

Charlie Kerns:

Yeah, we got fun stuff going on.

Vicki Guinn:

Well, I like the fact that the social part of the ERGs, and I totally agree with you about the ERGs, because ERGs, to me being part of BERG is to build connection because anybody who knows the history, if you know the history of ERGs, they started, I think, in the Midwest when, it's Xerox or IBM, one of the companies were hiring a lot of Black engineers. And so they wanted to bring them all together for retention and to build connection. And so that's kind of where they evolved. And they really do benefit the employer, I think, a lot for connection and also retention is a big one.

Asani Seawell:

Right, yeah, yeah, yeah, totally.

Vicki Guinn:

And then get those employee survey results up too.

Asani Seawell:

That's right.

Vicki Guinn:

And some of it is around advocacy and a platform for change. And a lot of these companies don't know what they need to change too until they hear it from an ERG who share their experience in the workplace.

Asani Seawell:

Yeah, yeah.

Charlie Kerns:

And I think we recently were rolling out the pilot project with getting people's names changed over and whatnot to chosen names on Teams, which I think the Pride ERG was pretty instrumental in getting that off the ground. I know Josh Swan, who is one of our... What is he?

Vicki Guinn:

He's one of the leads, co-leads.

Charlie Kerns:

Yeah, and he was really big on that and got a bunch of the people in the ERG to help participate in that and get that off the ground, which I thought was really, really neat. And so, yeah, advocacy is good.

And also it is a way for people to build connections with other people across the company that they wouldn't normally interact with. For example, there was somebody who was one of the higher ups in the labs, I know somebody with lab background who's looking for a job right now and I was able to reach out to this person and be like, "Hey, do you know about these sorts of things? What's the lab culture like at Legacy?" And that sort of thing. And I wouldn't have had that connection with that person otherwise if it weren't for the ERG. And it's just stuff like that. And I think it's really cool for networking and just generally helping people feel like they have community, even if it's not within their specific department. And I think that sort of connection is crucial, especially in a big company like Legacy when it can be kind of easy to feel isolated with some of the more remote little satellite positions.

Asani Seawell:

100%. Charlie and I learned at one of our Pride events, social committee events that we live around the same neighborhood. I had no idea that we were just down the street from each other. So that was pretty neat to learn.

Vicki Guinn:

Isn't that cool?

Asani Seawell:

Yeah, yeah.

Vicki Guinn:

And before the podcast started, we were talking about chickens where you live. We share animals in our yards. So the other thing too is you were talking about educating earlier, I know we have to educate, but what are some of the things that... Well, DEI, it's always trying to understand terminology, correct words. Oh, I don't even assume. I know in marketing communications, we have a guide that we use because we were trying to educate ourselves and stay current on language to use. So do you find yourself doing that, or how important is that, particularly in healthcare?

Asani Seawell:

I think it's very important. I don't know if Pride was involved in initiating this or just-

Vicki Guinn:

And inclusive language.

Asani Seawell:

Right, just including it, but now there have been several meetings, Pride meetings where we've been told that you can actually add your pronouns to appear kind of on your Teams page and sort of do that and so talking about the importance of pronouns. I think we can also get on our name badges your preferred pronouns as well out there to help people.

Charlie Kerns:

Stickers.

Asani Seawell:

Stickers to help people kind of understand your preferred pronoun. Don't have any on mine, I need to go and get that, that's my reminder. So that's important to know because you're right you don't want to make assumptions about folks at all, so yeah.

Charlie Kerns:

Yeah. And with inclusive language too, I remember I heard a saying a while ago, it's like, "High tides raise all ships," or something like that. So when you use just generally inclusive language for everybody, it is literally inclusive of everyone. So in that case, you don't leave anyone out, which is great. That's why I like saying y'all and folks and stuff. I love rubbing my little grubby hands all over of funny sayings like that. But yeah, so y'all means all in my heart and whatnot.

Vicki Guinn:

Well, I got Southern Roots. That's what we use.

Asani Seawell:

Yeah, very southern, yeah.

Charlie Kerns:

Oh yeah. And just generally making sure to use inclusive language, or if you're not sure if a group of people is okay... I grew up in California. I say guys to everybody.

Vicki Guinn:

Oh, that's very West Coast, yeah.

Charlie Kerns:

But I also like to check in with people because there are some people who don't being referred to as guys, and I like to try to be cognizant of that. So that's a mental default for me but I also make sure to check in with people so that if they're not chill with it, I'm like, "Okay, okay, let me just doctor that up a little bit."

Vicki Guinn:

Okay, let me ask you this, because I have heard this, people say, "I can't remember all the LGBTQA+," and there's another one now, AI, A?

Asani Seawell:

Yeah, IA+.

Vicki Guinn:

I just learned that from an educator. And so what do you say when, I've had somebody say to me one time, I said, "No, they're not African American, they're African." And they go, "Oh, that's the same." No, it's not.

Asani Seawell:

Yeah, yeah. You want people to try. And so I think that, at least for me, I appreciate when people are making the effort, and certainly if folks are going to make mistakes, I feel like I can be sort of forgiving of that. But you want to see people make the effort. When folks just sort of throw up their hands and they're not even going to try, that's really troubling to me. And I think I also can anticipate too and be gracious when a person makes a mistake too, and sort of be okay with that. But be able to apologize. I mean, I've had an experience myself where someone that I know has now changed their pronouns, they've got different pronouns from when I first knew them, and I sometimes will find myself slipping into the old pronoun, and they've been so gracious with me and they've corrected me, and I'm trying really hard. So I understand that that can be effortful, but you want to see the effort in that. That's the thing that that's important, that you're respecting the person in that way.

Charlie Kerns:

Yep, 100%. And as somebody who uses non-traditional pronouns, my pronouns are they/them, and I've been using they them pronouns since before I started working at Legacy. I know, once again, as Asani said, it's a lot about effort and intent from people. I can tell pretty easily if somebody's actually consciously trying to make an effort and whatnot. But sometimes, if it's been somebody who's been consistently using the wrong pronouns for me for many years, at this point, I'm like, "Okay, come on, buddy. I believe in you, you can do it." It's like, "You got this."

But yeah, and so I know a lot of people get really stressed out about what to do if they accidentally use the wrong pronoun for somebody. And the best thing, as the resident trans person, the best advice that I could give for that is just quickly apologize, correct yourself and move on. I know a lot of people will default into be like, "Oh my God, I'm so sorry. I never think of you that way, I promise, I'm the worst person ever." But all that does is it makes the person who you were talking to feel bad and make it feel like it's their responsibility to make you feel better.

Asani Seawell:

To make you feel better, yeah.

Charlie Kerns:

Exactly. And that's not what we're trying to do here. Just quickly, gracefully correct yourself and move on. It's like if you tripped while you were walking, so you just correct yourself and you're like, "Oh, okay, sorry," blah, blah, blah. And then just keep going. That's my best advice for that. And I promise if you do that and don't make a huge scene out of it, it makes it a lot easier for everyone involved.

Asani Seawell:

Yeah, I think you can also, I mean, I have a friend of mine who I just saw over the weekend actually, who I'd heard from another friend that their pronouns, preferred pronouns had changed, but I hadn't heard that from my friend. So I just asked them, "What are preferred pronouns now?" And they said, "I like it if you would just mix it up."

Vicki Guinn:

Oh, perfect. Okay.

Asani Seawell:

Okay.

Charlie Kerns:

There you go.

Asani Seawell:

And they said, "Thank you for asking. I didn't know if I should send out an email telling everyone that I changed my pronouns or how this would go about." But at the beginning of our conversation here Charlie did a beautiful thing, which was say their name and their pronouns. And I think that's a wonderful thing that we could maybe all get into a habit of doing, think about putting in your byline and your email address, things like that, so that people are just kind of aware for all of us, kind of make it part of the culture really.

Charlie Kerns:

It normalizes it.

Asani Seawell:

It normalizes it.

Charlie Kerns:

And then that also makes it so that people who use non-traditional pronouns or whatnot, they're not the only ones doing that because if everyone's doing that, it makes it a lot easier for everyone, honestly, it normalizes it and makes people stick out like a sore thumb less. So yeah.

Vicki Guinn:

So we're on our learning journey, so everyone forgives each other. And so I have a 91-year-old father who will never understand because he's 91, and we tried to explain, but then he's just trying to understand. And so I think everybody, we just have to be tolerant and look at people generationally is how I think about, it may take them a little bit more time to try to understand. But my thing is, and I had this experience with this person in Home Depot, in the garden section, who was giving great advice on plants.

Asani Seawell:

Great.

Vicki Guinn:

But they started going on and giving me their political side, and I am in PR, I can talk to anybody, I can honestly talk to anybody. And he kept going and going and going until he said, he made a comment about, and I could tell which side he was on after a while, but I didn't comment, just talk, I don't care. And he made a comment about certain people, people being gay. He says, "I don't know about gay people."

Asani Seawell:

Oh dear.

Vicki Guinn:

You know those where you have to pause. And I kept smiling and I go, "It's not about gay people, it's about the individual, because I don't like mean people."

Asani Seawell:

Oh, that was a snappy comeback. Good one, Vicky.

Vicki Guinn:

I did. I said, "I just don't like mean people, and there are people who look like me who are mean, I just don't care for mean people." And he just looked at me and he looked and he just kind of went, "Oh, okay," and it took him down a notch like, "Okay, maybe I should be looking through that lens."

Asani Seawell:

Right, yeah.

Vicki Guinn:

I wasn't going to let him go, you know I wasn't going to let him go.

Charlie Kerns:

At the plant section no less.

Vicki Guinn:

Yeah, we were just talking about gardenias, we were having a good old conversation, and he went to politics. And I said, "Okay, I'm going to let you slide on to politics, I don't care. I'm still talking about plants, and I'm smiling listening to you because I am giving you your space. I am not trying to convert you to anything." We are fully individuals. And I can ride with anybody, and he kept on going, but I don't do hate, I don't do hate. And he went there and I said, "Well, you know what? Don't care. I just don't like mean people."

Asani Seawell:

That was a good comeback, Vicky, yeah, yeah. But your example-

Vicki Guinn:

And I said it very calm.

Asani Seawell:

You did, that was great. You had that one in your back pocket.

Vicki Guinn:

I sure did. I carry that one all the time.

Asani Seawell:

Your example, though, is just reminding me that this is such a divisive time in our nation and our world right now where I think that people are really looking to community to feel safe and seen.

Vicki Guinn:

Absolutely.

Asani Seawell:

So we've definitely seen in the Pride ERG, just like the number of people that have joined in the past few years, it's been extraordinary. I mean, every week there are more people that are joining the Pride ERG. So I think everyone is looking for an opportunity to be with people that understand them.

Vicki Guinn:

That safety.

Asani Seawell:

Safety, connection.

Vicki Guinn:

Absolutely.

Asani Seawell:

Community.

Vicki Guinn:

I know it's Pride, but it's really all of the ERGs. But Pride, I can see that. And wherever I work, Pride has always been the biggest one.

Asani Seawell:

Oh, interesting.

Vicki Guinn:

It's huge.

Charlie Kerns:

You got to get the word out on the other ones.

Asani Seawell:

Yeah,

Charlie Kerns:

I do, yeah.

Asani Seawell:

And you can be a member of more than one ERG too, which is also lovely. I'm in BERG and Pride, and so that's been really nice too.

Vicki Guinn:

I like that, yeah. So tell me what's going on this month?

Asani Seawell:

What's going on? Well, we just did the roller derby event, and I think a lot of people are kind of doing their individual events as well too. So we've been encouraged to post kind of what you're doing in the community this month. So I think folks have been doing a little bit of that. And Pride Month is kind of extended for us because the Portland Parade is not until July now.

Vicki Guinn:

Can you explain that? It's in July, but other states it's still in June?

Asani Seawell:

It depends on the state.

Charlie Kerns:

I think, honestly. So as far as I'm aware, at least in the US, June is widely recognized as Pride Month. But honestly, I want to say in Portland, I know that there were some other groups that had sort of precedents over the waterfront area scheduling wise.

Vicki Guinn:

Oh, it's just scheduling?

Charlie Kerns:

Yeah and it's just scheduling I think honestly.

Asani Seawell:

I think it was Father's Day, Juneteenth happens. That was when the Pride Parade was happening.

Vicki Guinn:

A naked bike ride.

Asani Seawell:

I think they actually postponed that this year.

Vicki Guinn:

Oh. It was on Father's Day one day. It was a lot going on in the city that day.

Charlie Kerns:

Yeah. So I think honestly, it was a scheduling thing. I think that there isn't a bigger reason for it.

Vicki Guinn:

Just scheduling? And so what are we going to do for Pride Parade at Legacy?

Charlie Kerns:

Well, I know we have a contingency marching in the parade again, and I think this is going to be the last year just as Legacy before the big merge with OHSU. So it's kind of a last hurrah for Legacy as us. And we always have a booth too-

Vicki Guinn:

That makes you cry.

Charlie Kerns:

Where we have different little pride kits that sometimes we have hand sanitizer, STI prevention supplies, that sort of thing. They have killer pencils too, from what I remember. They got pencils. And sunscreen.

Vicki Guinn:

And sunscreen always, yes.

Charlie Kerns:

And I heard that if you go to one of the Pride ERG events or March in the parade, they might be able to hook you up with one of our limited edition hot commodity Pride lanyards.

Vicki Guinn:

Can I get one?

Charlie Kerns:

Those are a status symbol.

Vicki Guinn:

Yeah, they are.

Charlie Kerns:

And they're very hard to come by.

Vicki Guinn:

So who can participate?

Charlie Kerns:

I think anyone in Legacy.

Asani Seawell:

Anyone can participate.

Vicki Guinn:

Anyone in Legacy?

Asani Seawell:

Yeah, yeah.

Vicki Guinn:

And what's the date again?

Charlie Kerns:

I want to say it's the 21st.

Asani Seawell:

I think so, July 21st.

Vicki Guinn:

Yeah, that would be Sunday, July 21st at the waterfront.

Charlie Kerns:

There will be more information.

Asani Seawell:

Or it ends at the waterfront.

Vicki Guinn:

It ends at the waterfront.

Asani Seawell:

The Pride route you can find the starting information online, look it up. They've changed the route, I think last year was maybe the first year of the new route or maybe the second year of the new route.

Vicki Guinn:

But it all ends at the waterfront?

Asani Seawell:

It all ends at the waterfront. And there's a festival down there, and there's musical performances and booths and things like that at the waterfront.

Vicki Guinn:

Yeah, I know. It draws thousands.

Charlie Kerns:

It is one of the big Portland events, I feel.

Asani Seawell:

It's huge. I mean, it probably goes on for a couple hours, two and a half hours or something like that. So bring your hydration, bring your screen, bring your snacks.

Charlie Kerns:

Oh yeah.

Vicki Guinn:

And then what else were we doing? We're doing some things on social media, right? Posting. I saw the video.

Charlie Kerns:

Oh yes, the video. We had a bunch of our ERG members who were part of the cool video that they put out recently.

Vicki Guinn:

The video's pretty good. And I think we're highlighting some businesses this month and individuals. There's a lot going on.

Charlie Kerns:

Yeah, I know they interviewed Sam. They work at the community clinic, and that was cool.

Asani Seawell:

That's right, yes.

Charlie Kerns:

Their face popped up on the main page. I'm like, "I know them." It was so cool. So yeah, so that was fun.

Vicki Guinn:

But really, Pride is all year, like all our ERGs are.

Asani Seawell:

That's right.

Charlie Kerns:

Yeah, we're operating.

Asani Seawell:

It continues all year absolutely.

Charlie Kerns:

It's just we get one month to be extra obnoxious about it.

Vicki Guinn:

That's right, just say you get to be extra.

Charlie Kerns:

I mean, with the most amount of love, as y'all know.

Vicki Guinn:

So in closing, is there anything else we want to say, or is there a call to action? Do you want more people in Pride or your ERG? Of course, it's growing like crazy.

Asani Seawell:

Of course people are always welcome to join the ERG absolutely. We love having folks, and for people who are concerned that they can't attend the monthly meeting, which I think it's a fourth Thursday of every month at 12:00 PM, that doesn't work for everyone. So the meetings are recorded. And also our leaders do a one-pager, which they basically summarize the main notes from the meeting and send it out to folks as well. So that's a way that you can sort of stay involved. People are welcome to come and join, obviously, also join the social events that we have, we love to see you out in the community doing fun things.

Vicki Guinn:

And how do they find out?

Charlie Kerns:

The Teams channel. If you know somebody who's part of the Pride ERG, you can have them add you or you can reach out to anybody who's affiliated with it on the Legacy, I want to say they're in SharePoint somewhere, and just get in touch. Or even Asani or myself, you can Teams us and we'll get you looped in. Yeah, and it's pretty low commitments, it's low stakes, and it's good.

Vicki Guinn:

It's free, right?

Charlie Kerns:

Yes. We try and make sure that all of our events are low cost or free if possible so it minimizes barriers to attendance and that sort of thing.

Asani Seawell:

Yeah. I'll also say that on our DEI page, you can find the list of all our employee resource groups and the leadership, that also sits there too and I think information about when meetings are held. So that would also be a place where people can find information.

Vicki Guinn:

Good. Okay. I really do want to go roller skating when you guys go.

Charlie Kerns:

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Oh yeah.

Vicki Guinn:

I have pink roller skates.

Charlie Kerns:

You do?

Vicki Guinn:

Oh, I'm ready.

Charlie Kerns:

Oh, you know how to roller skate?

Vicki Guinn:

Oh, yeah. Oh yeah. I got knee pads and elbow pads and wrist pads.

Charlie Kerns:

Great.

Vicki Guinn:

And a helmet and I'm not ashamed to wear it.

Charlie Kerns:

Well, consider yourself invited to our next gay skate event.

Vicki Guinn:

If you hear this message, you've listened to the entire episode, and I thank you. We value your feedback so please take a moment and drop us a message at podcast@lhs.org. You can tell us about your ideals for future stories or how we can better engage our people. And please look at the June 27th edition of our internal newsletter front page. It will have more information on Pride Month Activities at Legacy.