

## Inclusion in the Workplace: Community Social Responsibility

*The following article is part of the Inclusion in the Workplace series, sponsored by the UPMC Center for Inclusion and the Employee Partnership Council.*

The strength and vibrancy of our communities are greatly enhanced by volunteers. According to the Corporation for National and Community Service, the federal agency that leads President Obama's "United We Serve" initiative, nearly 63 million Americans volunteered more than 8 billion hours of service in 2010. The value of those volunteers' time was \$173 billion. Those are huge numbers, but with approximately 313 million people in the United States, that means that there are a lot of people who haven't made community social responsibility part of their lives.

If you're among those who haven't volunteered in the past, there's no better time than now to start. During July, the Employee Partnership Council's Lend a Hand event is "One Hour, Your Way." The goal is for employees to volunteer for at least one hour during the month — just one hour, in any manner you choose. If there's a cause you believe in, people you know who are in need of help, or a project that could use your expertise, don't sit on the sidelines — step forward and volunteer!

There's never a shortage of volunteer activities that UPMC supports, and the employees and community members who enthusiastically step up deserve recognition and thanks for their efforts. With a workforce that's 55,000 strong, there's still an untapped pool of talented, motivated people who could be doing much good work in our communities.

If you're interested in volunteering but aren't sure who or where you might want to help, or even where to begin looking, a good place to start is to visit the Volunteering page on Infonet. There you'll find information about Pittsburgh Cares, a nonprofit organization that provides extensive listings of volunteer opportunities. You can narrow listings down by location, the type of opportunity, or how frequently volunteers are needed.

Now that you know how to find volunteer opportunities, maybe it's time to learn why you should. An obvious reason is that by volunteering, you are helping a cause or organization that is a force for good in the community. Your efforts can, in ways both great and small, make the world a better place.

There also are aspects to volunteering that can benefit you on a personal level — the satisfaction that comes from knowing that you've made a difference, helped to improve the lives of people in need, or solved a problem. A number of studies have shown that volunteering provides considerable health benefits, such as lower mortality rates, improved immune systems, reduced blood pressure, and better weight control. People who volunteer were found to have higher self-esteem and lower rates of anxiety and depression.

Volunteering also gives you the chance to learn and develop new skills, to meet and network with new people, and to have fun doing something you enjoy while helping others. When you combine how volunteer work helps other people and benefits you as well, you understand why so many are enthusiastic about community social responsibility — it's a win/win situation.

So if you've been thinking about volunteering, make July the month when you turn thought into action. You don't have to make a major commitment — just one hour, your way. Think about a cause or a group that you're truly passionate about helping, and raise your hand to volunteer. Taking that first step could lead to a lifetime of service that might not only benefit your community, but enrich your own life in ways you never considered.

When you do take that step, we want you to share your story with us. Tell us about your experiences, whether you've been volunteering for years or if you spent one hour, your way in July as your first venture into community service. Send your story and photos to [inclusion@upmc.edu](mailto:inclusion@upmc.edu). Your experience might inspire others to lend a hand and discover how rewarding volunteering can be.

## Mandatory Training Begins This Month

In our hospital and work environments, nothing is more essential than safety. For UPMC staff members, our yearly mandatory education is an important part of making sure that our workplace is safe. Beginning this month, you can complete your mandatory training in order to stay informed and brush up on skills to be effective in your role.

The completion of mandatory training is a requirement of the Department of Health, The Joint Commission, and other regulatory bodies. UPMC is responsible for ensuring that all\* staff members, students, volunteers, and others complete this mandatory training on an annual basis. This ensures that UPMC is in compliance with all regulations.

The training is available from Monday, July 16, through Monday, Oct. 15. Staff required to complete the training are pre-enrolled in My HUB.

To access the training module, log in to My HUB and select the Human Resources tab. Select the uLearn information link and click All Learning. To easily locate the Mandatory Training 2012 online modules in All Learning, use the drop-down menu filter "Mandatory Training 2012," then click Go. Click the yellow Launch button for each module. When the module appears, click the Launch link on the Table of Contents page.

*\*This training does not pertain to staff of Children's Hospital of Pittsburgh of UPMC.*