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FOR IMMEDIATE RELEASE:

CHNK Recognized as a Leader in Gender Equity

Covington, KY: In a September 26 ceremony held at People's Liberty in downtown Cincinnati, Children's Home of Northern Kentucky (CHNK) received recognition as one of the inaugural organizations in Greater Cincinnati/Northern Kentucky to earn a Queen City Certified *Leader in Gender Equity* designation. This designation identifies CHNK as having a diverse workforce representative of the Cincinnati/Northern Kentucky region, strong gender balance at all levels of the organization, fair pay practices, and an inclusive, supportive work culture.

Founded in 2018 by People's Liberty Haile Fellow Nicole Armstrong, Queen City Certified (QCC) is the first US-based certification model for gender equity in the workplace. The model includes six categories in which CHNK was scored, including recruitment and interviewing practices, work-life support, training and professional development, equal pay for equal or comparable work, leadership and decision-making, and organizational culture. To be certified, a minimum score of 600 was needed; CHNK scored 1,130.

"Receiving recognition as a community leader in gender equity is both humbling and empowering for Children's Home of Northern Kentucky," shared CHNK Chief Executive Officer Rick Wurth. "This agency has been a safe place for thousands since our establishment in 1882. CHNK continues to explore new ways where all staff and clients experience safety and support regardless of gender, sexual orientation, or gender identity."

The first QCC cohort began the three-month certification process in July, with collaborative learning sessions and extensive self-assessments that looked into each organization's policies and procedures. CHNK's Chief Human Resources Officer David Howard represented CHNK in the cohort. Eight of the nine organizations in the first cohort were successfully certified; CHNK's fellow Leaders in Gender Equity are:

- Cincinnati Symphony Orchestra
- Corporation for Findlay Market
- Differential
- Freestore Foodbank
- Graydon
- Lighthouse Youth Services
- Women's Crisis Center

"We have been fortunate in attracting a dedicated and professional workforce that wants to be associated with an employer that is on the cutting-edge of inclusion and diversity," reflected Wurth.

About Children's Home of Northern Kentucky

Established in 1882, Children's Home of Northern Kentucky (CHNK) is a premier provider of behavioral health and substance use treatment services. Outpatient and residential services are designed specifically for youth who have experienced mental health disorders, abuse, neglect,



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addiction, or other serious trauma. Operating out of three locations in Northern Kentucky, the CHNK team of 100 healthcare professionals takes a trauma-informed and family-focused approach to treatment, annually impacting more than 1,700 individuals. For more information, visit www.chnk.org.

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