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December 17, 2024

**VIA ELECTRONIC MAIL ONLY:** [OCRComplaint@hhs.gov](mailto:OCRComplaint@hhs.gov)

Centralized Case Management Operations  
U.S. Department of Health and Human Services  
Office for Civil Rights  
200 Independence Avenue, S.W.  
Room 509F HHH Bldg.  
Washington, D.C. 20201

**RE: Civil Rights Complaint Against Cincinnati Children's Hospital  
Medical Center Pursuant to Title VI and Section 1557 of the ACA.**

Dear Sirs or Madams:

The Wisconsin Institute for Law & Liberty ("WILL") is a non-profit, public interest law and policy organization dedicated to advancing, among other things, the rule of law, individual liberty, and a robust civil society. Through litigation, education, and public discourse, WILL's nationwide Equality Under the Law project opposes discriminatory programs and policies that use race or ethnicity to make decisions about an individual.

Given frequent engagement with students, employees, consumers, taxpayers, policymakers, and other concerned citizens, WILL has become aware of certain discriminatory programs promoted by Cincinnati Children's Hospital Medical Center in Cincinnati, Ohio ("Cincinnati Children's" or the "Hospital").<sup>1</sup> Although there are a number of examples, this letter focuses on four specific examples of race and sex discrimination in education, training, and scholarship "Programs Designed for Diversity" at Cincinnati Children's: **(1)** the William K. Schubert Minority Nursing Scholarship; **(2)** the Jean Turner Minority Scholarship for Medical Imaging Technology; **(3)** the Biomedical Research Internship for Minority Students (BRIMS); and **(4)** the Administrative Fellowship Program.<sup>2</sup>

Please consider this letter a formal complaint under Title VI of the Civil Rights Act of 1964 and Section 1557 of the Affordable Care Act ("ACA").

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<sup>1</sup> Cincinnati Children's is located at 3333 Burnet Avenue, Cincinnati, OH 45229-3026.

<sup>2</sup> Cincinnati Children's, Building a Diverse Workforce, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce> (last visited Nov. 13, 2024). Many of the cited materials referenced herein also have been enclosed with this complaint.

**I. Cincinnati Children’s educational training and scholarship programs discriminate on the basis of race and sex.**

**A. William K. Schubert Minority Nursing Scholarship**

Through the William K. Schubert Minority Nursing Scholarship, Cincinnati Children’s provides annual scholarship awards to students “who are preparing to become pediatric registered nurses” and are members of “underrepresented groups in the registered nursing profession.”<sup>3</sup> “The goal of the William K. Schubert Minority Nursing Scholarship Program is to increase the diversity of registered nurses at Cincinnati Children’s Hospital Medical Center.”<sup>4</sup>

In using the terms “minority,” “diversity,” and “underrepresented,” Cincinnati Children’s means that it favors men and certain individuals who are not from a “white” racial classification. Under the scholarship’s three eligibility criteria, students must (1) “be enrolled or accepted in a prelicensure registered nurse program (bachelor’s or master’s degree) at an accredited school of nursing”; (2) meet and maintain certain academic criteria; and (3) be a member of an “underrepresented group[.]”<sup>5</sup>

For purposes of the William K. Schubert Minority Nursing Scholarship, Cincinnati Children’s defines “underrepresented groups” on the basis of race, ethnicity, and sex: “Underrepresented groups include male nurses/nursing students and nurses/nursing students who are American Indian or Alaskan Native, Black or African American, Hawaiian Native or other Pacific Islander, Hispanic or Latino, and/or Asian including Chinese, Filipino, Japanese, Korean, Asian Indian, Thai, or Vietnamese/Southeast Asian.”<sup>6</sup>

Scholarship “[s]elections are made once per year” by the Hospital’s “Scholarship Committee,” and recipients may be awarded up to \$2,750 per year to assist with tuition costs.<sup>7</sup>

Cincinnati Children’s proudly implements, supports, and promotes the William K. Schubert Minority Nursing Scholarship, asserting that “[t]hese scholarships exemplify Cincinnati Children’s commitment to assist with economic barriers that prevent some students from pursuing nursing careers.”<sup>8</sup> However, the program’s qualification “barriers” disfavor students who are not men and do not meet certain racial criteria—if these race- and sex-based barriers do not disqualify such students from the Hospital’s “minority” scholarship *entirely*.

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<sup>3</sup> Cincinnati Children’s, William K. Schubert Minority Nursing Scholarship, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/schubert> (last visited Nov. 13, 2024).

<sup>4</sup> *Id.*

<sup>5</sup> *Id.*

<sup>6</sup> *Id.*

<sup>7</sup> *Id.*

<sup>8</sup> *Id.*

## **B. Jean Turner Minority Scholarship for Medical Imaging Technology**

In similar form, Cincinnati Children's explains that the Jean Turner Minority Scholarship for Medical Imaging Technology provides one and two year scholarships to students who are preparing to enter the field of radiology and are members of certain racial minority groups.<sup>9</sup> The Hospital reports that it established the scholarship in 2009, after a Cincinnati Children's employee purportedly "noticed a lack of people of color in the growing and advancing field of radiological technology" and reported "this disparity" to "radiology managers and leaders at Cincinnati Children's."<sup>10</sup>

The Hospital articulates the "[p]urpose" of the Jean Turner Minority Scholarship for Medical Imaging Technology as follows: "Cincinnati Children's Department of Radiology wishes to promote the entrance of people of color into the field of radiology."<sup>11</sup> Scholarship recipients are "selected for each academic year" and awarded up to \$10,000 for tuition costs, or "\$2,500 per semester, up to \$5,000 per year, for a maximum of 2 years."<sup>12</sup>

To qualify for the Jean Turner Minority Scholarship for Medical Imaging Technology, students must meet three criteria: (1) "be a member of an under-represented ethnic group in the field of radiology"; (2) "be currently enrolled or accepted to an accredited Medical Imaging Technology program" and maintain certain academic criteria; and (3) have a home address, or be enrolled in a college located, in Ohio, Kentucky, or Indiana.<sup>13</sup>

Cincinnati Children's implements, supports, and promotes the Jean Turner Minority Scholarship for Medical Imaging Technology, asserting that the program demonstrates the Hospital's "support[] [for] those who are interested in entering careers in the field of radiology" and "furthers [the Department of Radiology's] mission of excellence in imaging."<sup>14</sup> However, the Jean Turner Minority Scholarship for Medical Imaging Technology discriminates based on race or ethnicity and is not for everyone, despite how interested or excellent a medical imaging student might be.

## **C. Biomedical Research Internship for Minority Students (BRIMS)**

Cincinnati Children's Biomedical Research Internship for Minority Students (BRIMS) program is a "science training opportunity" "designed" for "students from backgrounds traditionally underrepresented in medicine and science."<sup>15</sup> According to the program's

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<sup>9</sup> Cincinnati Children's, Jean Turner Minority Scholarship for Medical Imaging Technology, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/medical-imaging-scholarship> (last visited Nov. 13, 2024).

<sup>10</sup> *Id.*

<sup>11</sup> *Id.*

<sup>12</sup> *Id.*

<sup>13</sup> *Id.*

<sup>14</sup> *Id.*

<sup>15</sup> Cincinnati Children's, Biomedical Research Internship for Minority Students (BRIMS), available at: <https://www.cincinnatichildrens.org/education/research/high-school/biomedical-research-internship> (last visited Nov. 13, 2024).

website, the goal of BRIMS is to “involve” these students “in cutting-edge scientific research conducted in an academic medical center to stimulate their interest in pursuing biomedical research careers.”<sup>16</sup>

Through a nine-week program held annually each summer, “14 to 15 underrepresented students” are “paired with a research mentor” and given “a chance to learn, explore, and gain hands-on experience in a Children’s Hospital Medical Center research laboratory environment.”<sup>17</sup> BRIMS interns participate in “weekly career development luncheons and shadowing opportunities with faculty from several different specialties” in addition to activities offered through other programs at Cincinnati Children’s, including the Hospital’s Summer Undergraduate Research Fellowship (SURF) program.<sup>18</sup> Through the Hospital’s SURF program, BRIMS interns are afforded opportunities “to explore clinical, translational, and basic science research” across “all areas of pediatric medicine.”<sup>19</sup>

To be eligible for the BRIMS program, students must be “Cincinnati area college freshmen and sophomores” and meet certain academic criteria.<sup>20</sup> In addition, “[s]uccessful applicants” must be from “underrepresented or disadvantaged backgrounds.”<sup>21</sup>

For purposes of the BRIMS program, Cincinnati Children’s defines an “underrepresented or disadvantaged” student as a student who meets at least one social or economic factor from a list of nine possible options.<sup>22</sup> According to the first criterion on this list, Cincinnati Children’s determines that a student is “underrepresented or disadvantaged,” if the student is “Black or African American, Hispanic or Latinos, American Indian or Native

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<sup>16</sup> *Id.*

<sup>17</sup> *Id.*

<sup>18</sup> *Id.* See also Cincinnati Children’s, Summer Undergraduate Research Fellowship (SURF), available at: <https://www.cincinnatichildrens.org/education/research/surf> (last visited Nov. 13, 2024).

<sup>19</sup> *Id.*

<sup>20</sup> Cincinnati Children’s, Biomedical Research Internship for Minority Students (BRIMS), available at: <https://www.cincinnatichildrens.org/education/research/high-school/biomedical-research-internship> (last visited Nov. 13, 2024).

<sup>21</sup> *Id.* Between November 13, 2024 and December 13, 2024, Cincinnati Children’s updated its BRIMS program website, which now states the following: “Successful applicants will also be from one of the multitude of groups underrepresented in biomedical research and medicine.” While the website does not, at this time, utilize the term “disadvantage” to brand individuals of certain racial groups, or otherwise publicly reveal the considerations that Hospital uses to determine which of the “multitude of groups” qualifies as “underrepresented,” these references nonetheless strongly suggest that race continues to play an underlying role in the Hospital’s selection of students for its BRIMS program. For a look at the Hospital’s BRIMS website for its previous 2024 cohort, see the WayBackMachine’s May 23, 2024 internet archive at <https://web.archive.org/web/20240523114014/https://www.cincinnatichildrens.org/education/research/high-school/biomedical-research-internship>, reflecting a former program name of “Biomedical Research Internship for Underrepresented Students (BRIUS)” and listing eligible “racial or ethnic group[s]” as “Black or African American, Hispanic or Latinos, American Indian or Native Hawaiian and other Pacific Islander (Guam, Samoa).” This listing of racial groups for the 2024 cohort is identical to the listing that was advertised for the 2025 cohort on November 13, 2024.

<sup>22</sup> See *supra* n. 21.

Hawaiian and other Pacific Islander (Guam, Samoa).”<sup>23</sup> Thus, while candidates meeting the racial criteria can immediately qualify for BRIMS, candidates who do not meet the program’s racial criteria must either find some other way than skin color to demonstrate their disadvantage, or lose their eligibility altogether.<sup>24</sup>

The program’s unequal treatment on the basis of race “is sponsored by the Office of Academic Affairs and Career Development at Cincinnati Children’s,” in addition to some private funding that the program also receives.<sup>25</sup> Ultimately, Cincinnati Children’s implements, supports, and promotes its BRIMS program, which imports other Hospital education and training programs, like the SURF program. The program’s website indicates that the 2025 BRIMS application cycle opens mid-November 2024, and applications are due February 1, 2025.<sup>26</sup> For program or application inquiries, the program’s website directs applicants and potential applicants to “contact us at BRIMS@cchmc.org”—an email address containing the Hospital’s domain name.<sup>27</sup> The BRIMS program website also contains a hyperlink to the “2025 application,” which directs to an application page. On the application page, Cincinnati Children’s explains that BRIMS is one of several summer research “programs [] hosted through the Office of Academic Affairs and Career Development (OAACD)” at the Hospital.<sup>28</sup>

#### **D. Administrative Fellowship program**

Cincinnati Children’s also offers the Administrative Fellowship program to qualified candidates as a one-year “opportunity to develop an understanding of the administration and operations of a leading pediatric and academic medical center.”<sup>29</sup> To facilitate participants’ “career development” and “professional development,” “[e]ach fellow is assigned [to] a preceptor and executive sponsor.”<sup>30</sup> The fellowship experience involves a series of “observational learning experiences” and opportunities to “lead and participate in real-time strategic, operational, and financial projects across the organization, while also building relationships with team members and leaders throughout Cincinnati Children’s.”<sup>31</sup>

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<sup>23</sup> *See supra* n. 21.

<sup>24</sup> Notably, the William K. Schubert Minority Nursing Scholarship and BRIMS programs set forth *different* racial preferences for “underrepresentation” or “disadvantage” in which an individual who is, for example, Japanese is favored under the former but disfavored under the latter.

<sup>25</sup> *Id.*

<sup>26</sup> *Id.*

<sup>27</sup> *Id.*

<sup>28</sup> Cincinnati Children’s, Summer Research Programs - Office of Academic Affairs and Career Development (OAACD), available at: <https://oaacdsummerprograms.smapply.io/> (last visited Nov. 13, 2024).

<sup>29</sup> Cincinnati Children’s, Administrative Fellowship, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/admin-fellowship> (last visited Nov. 13, 2024).

<sup>30</sup> *Id.*

<sup>31</sup> *Id.*

To qualify for the Administrative Fellowship program, a candidate must either be (a) a student currently enrolled in an MHA or MBA program that requires a one-year residency or fellowship, or (b) a recent graduate of an advanced degree program related to healthcare administration or another field if the graduate also has a healthcare background or interest.<sup>32</sup> Moreover, in recognition of Cincinnati Children’s “commitment to ... divers[ity],” the Hospital “strongly encourages applicants from historically underrepresented groups” “including diverse groups based on race, ethnicity, sexual orientation, and gender identity.”<sup>33</sup>

The Hospital’s “strong encouragement” aimed only at certain individuals on the basis of race and sex likewise indicates both that Cincinnati Children’s harbors correspondingly “strong” preferences for certain individuals on the basis of race and sex and that the program’s recruitment, application, and evaluation processes are influenced by race- and sex-based considerations.

The Hospital implements, supports, and promotes its Administrative Fellowship program, which is intended to be “mutually beneficial to both the fellow and Cincinnati Children’s.”<sup>34</sup> The program’s website indicates that the program is offered each year, with the next Administrative Fellowship beginning in July 2025.<sup>35</sup> In preparation for annual “recruitment phase[s],” “each year around August and September,” “Cincinnati Children’s Administrative Fellows host informational webinars” about the program.<sup>36</sup> The Hospital utilizes the National Administrative Fellowship Centralized Application System (NAFCAS) to collect application materials but also accepts application materials and program inquiries sent to AdminFellowship@cchmc.org.<sup>37</sup>

## II. Present and Ongoing Discrimination.

Given the continuing healthcare worker shortage crisis across America,<sup>38</sup> Cincinnati Children’s efforts to help educate, train, and support up and coming talent is commendable. However, that is *not quite* the Hospital’s goal with respect to the above-discussed educational training and scholarship programs.<sup>39</sup> Instead, here, Cincinnati Children’s has specifically “Designed [its Programs] for Diversity,” intentionally limiting candidate pools through the

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<sup>32</sup> *See id.*

<sup>33</sup> *Id.*

<sup>34</sup> *Id.*

<sup>35</sup> *Id.*

<sup>36</sup> *Id.*

<sup>37</sup> *Id.*

<sup>38</sup> *E.g.*, Duquesne University - School of Nursing, *The Shortage of Healthcare Workers in the U.S.*, available at: <https://onlinenursing.duq.edu/post-master-certificates/shortage-of-healthcare-workers/> (last visited Nov. 13, 2024); Alejandra O’Connell-Domenech, *The U.S. is suffering a healthcare worker shortage. Experts fear it will only get worse*, *The Hill* (Sept. 28, 2023), available at: <https://thehill.com/changing-america/well-being/prevention-cures/4225960-the-us-is-suffering-a-healthcare-worker-shortage-experts-fear-it-will-only-get-worse/> (last visited Nov. 13, 2024).

<sup>39</sup> *See supra* §§ I. A–D.



imposition of race- and sex-based eligibility criteria to evaluate candidate worthiness.<sup>40</sup> And not only has the Hospital created these discriminatory programs, but it also channels its resources, time, and employees to implement, operate, support, promote, and otherwise advance these programs.<sup>41</sup>

Race- and sex-based discrimination are defining features of the William K. Schubert Minority Nursing Scholarship, the Jean Turner Minority Scholarship for Medical Imaging Technology, the BRIMS program, and the Administrative Fellowship at Cincinnati Children's. And this discrimination is present and ongoing, as the programs undertake recruitment and selection activities annually.

To be sure, Cincinnati Children's indicates that it: will accept BRIMS program applications until February 1, 2025; has recently completed the August/September "informational webinar" for interested Administrative Fellowship applicants; and is preparing the 2025 "recruitment phase" for "annual[]" selections for the Administrative Fellowship and William K. Schubert Minority Nursing Scholarship.<sup>42</sup> Meanwhile, the Hospital's recruiting activities for each of its special diversity programs remain constant through, at a minimum, the Hospital's prominent website invitations and promotions.<sup>43</sup>

### **III. Cincinnati Children's discriminatory educational training and scholarship programs violate Title VI and Section 1557 of the ACA.**

As a private healthcare entity and a recipient of federal funding, Cincinnati Children's is subject to Section 1557 of the ACA and Title VI of the Civil Rights Act of 1964, which "prohibit[] discrimination on the basis of race, color, national origin, [and] sex."<sup>44</sup>

Section 1557 of the ACA proscribes discrimination against individuals based on race and sex in "any health program or activity, any part of which is receiving Federal financial assistance," including "Federal financial assistance from the Department [of Health and Human Services]" for (among other things) "[a]ny project, enterprise, venture, or undertaking to ... [p]rovide health education for health care professionals or others," "[e]ngage in health or clinical research," or "administer health-related services."<sup>45</sup> Moreover, "[a]ll of the operations of any entity principally engaged in the provision or administration of any [such] health projects, enterprises, ventures, or undertakings" are subject to the ACA's anti-

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<sup>40</sup> See *id.* See also Cincinnati Children's, Building a Diverse Workforce, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce> (last visited Nov. 13, 2024).

<sup>41</sup> See *supra* §§ I. A–D.

<sup>42</sup> See, e.g., *supra* §§ I. A–D.

<sup>43</sup> Applicants need not "go[] through the motions" of continuing to solicit, or otherwise applying for, a racially discriminatory benefit. See, e.g., *Int'l Bhd. of Teamsters v. United States*, 431 U.S. 324, 366 (1977). Victims of discrimination are "not ... limited to the few who ignore[] the ["Whites Only"] sign and subject[] themselves to personal rebuffs" or further discriminatory treatment. See *id.* at 365–66.

<sup>44</sup> 42 U.S.C. § 18116 & 45 C.F.R. §§ 92.1(a), 92.2(a)(1) (prohibiting discrimination on the basis of race and sex); 42 U.S.C. §§ 2000d, 2000d-4a(2)–(4) & 45 C.F.R. §§ 80.1, 80.2 (prohibiting racial discrimination). See *infra* n. 46 & n. 48.

<sup>45</sup> 42 U.S.C. § 18116; 45 C.F.R. §§ 92.1(a), 92.4.

discrimination provisions.<sup>46</sup> Under the ACA, “[d]iscrimination on the basis of sex includes ... discrimination on the basis of: ... [s]exual orientation; [g]ender identity; and [s]ex stereotypes.”<sup>47</sup>

Likewise, Title VI contains a similar provision, broadly prohibiting healthcare entities from engaging in racial discrimination when they receive federal funding “under any program or activity,” including “Federal financial assistance from the Department of Health and Human Services.”<sup>48</sup>

As the United States Supreme Court recently reiterated in a case applying the anti-discrimination standards of Title VI, “[o]ne of the principal reasons race is treated as a forbidden classification is that it demeans the dignity and worth of a person to be judged by ancestry instead of by his or her own merit and essential qualities.”<sup>49</sup> Consequently, under Title VI, recipients of federal funding, like Cincinnati Children’s may *not*, directly or indirectly, on the basis of race:

- “Deny an individual any service, financial aid, or other benefit provided under the program”;<sup>50</sup>
- “Treat an individual differently from others in determining whether he satisfies any admission, enrollment, quota, eligibility, membership or other requirement or condition which individuals

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<sup>46</sup> *E.g.*, 45 C.F.R. § 92.4; 89 Fed. Reg. 37522, 37542 (“As stated throughout this section, if any part of a health program or activity receives Federal financial assistance and the entity administering said health program or activity is principally engaged as provided in paragraph (2), then all the operations of the recipient are subject to the rule.”). See Cincinnati Children’s, About Cincinnati Children’s, available at <https://www.cincinnatichildrens.org/about> (emphasizing the Hospital’s top priorities and leadership in research, education, and training in its Vision, Mission, and Pillars); Cincinnati Children’s, Awards and Recognition, available at <https://www.cincinnatichildrens.org/about/awards> (recognizing the Hospital as the “No. 2” top recipient of federal funding from the National Institutes of Health) (last visited Dec. 17, 2024).

<sup>47</sup> *E.g.*, 45 C.F.R. § 92.101(2).

<sup>48</sup> 42 U.S.C. §§ 2000d, 2000d-4a(2)–(4) & 45 C.F.R. § 80.1; U.S. Dep’t. of Just., Civ. Rts. Div., *Title VI Legal Manual*, Section V: Defining Title VI, available at: <https://www.justice.gov/crt/fcs/T6manual> (recognizing that “[f]or recipients ‘principally engaged’ in the business of providing education, health care, [or other ‘public works’],” “Title VI covers the entire entity when any part of it receives federal financial assistance” pursuant to 42 U.S.C. § 2000d-4a(3)(A)(ii) or the “catch-all provision” under 42 U.S.C. § 2000d-4a(4)). See, e.g., USASpending Report, Children’s Hospital Medical Center, Recipient Identifier JZD1HLM2ZU83, available at: <https://www.usaspending.gov/search> (estimating the Hospital’s federal funding from HHS alone at \$2.44 billion) (last visited Dec. 13, 2024).

<sup>49</sup> *Students for Fair Admissions, Inc. v. President & Fellows of Harvard Coll.* (“SFFA”), 600 U.S. 181, 220 & n.2 (2023) (reiterating that the standards of constitutional equal protection are also applied to Title VI actors) (citing cases; internal quotation marks omitted).

<sup>50</sup> 45 C.F.R. § 80.3(b)(1)(i).



must meet in order to be provided any service, financial aid, or other benefit provided under the program”;<sup>51</sup>

- “Utilize criteria or methods of administration which subject individuals to discrimination”;<sup>52</sup>
- “[I]nsulate applicants who belong to certain racial or ethnic groups from the competition for admission”;<sup>53</sup>
- “[U]se race to foreclose ... consideration” “simply because [an applicant] was not the right color”;<sup>54</sup>
- “[D]esire some specified percentage of a particular group merely because of its race or ethnic origin”;<sup>55</sup> or
- Otherwise implement racial preferences, or rest its actions upon any racially discriminatory purpose or intention—whether in whole or in part.<sup>56</sup>

Cincinnati Children’s various race-based programs do *all* of these things in contravention of Title VI and the ACA.<sup>57</sup> The Hospital imposes eligibility criteria and selection preferences that “[t]reat ... individual[s] differently from others” “on ground of race, color, or national origin.”<sup>58</sup> Under this system of preferential treatment, race is used to “insulate” and otherwise prioritize the consideration of applicants belonging to certain racial classes while diminishing or “foreclos[ing]” individuals of disfavored racial classes from the *same* consideration, or *any* consideration at all.<sup>59</sup>

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<sup>51</sup> 45 C.F.R. § 80.3(b)(1)(v).

<sup>52</sup> U.S. Dep’t of Health & Hum. Servs., *Civil Rights for Individuals and Advocates - Discrimination on the Basis of Race, Color, or National Origin*, available at: <https://www.hhs.gov/civil-rights/for-individuals/race/index.html> (last visited Nov. 13, 2024).

<sup>53</sup> *SFFA*, 600 U.S. at 211 (citation and internal quotation marks omitted).

<sup>54</sup> *Id.* at 209 (citation and internal quotation marks omitted).

<sup>55</sup> *Id.* at 211 (citation and internal quotation marks omitted).

<sup>56</sup> *Vill. of Arlington Heights v. Metro. Hous. Dev. Corp.*, 429 U.S. 252, 265–68 (1977); U.S. Dep’t. of Just., Civ. Rts. Div., *Title VI Legal Manual*, Section VI: Proving Discrim. – Intentional Discrim., available at: <https://www.justice.gov/crt/fcs/T6manual>.

<sup>57</sup> The standards for evaluating race discrimination claims under Title VI likewise apply to discrimination claims brought under the ACA. *See* 42 U.S.C. § 18116 & 45 C.F.R. § 92.1(a) (explicitly incorporating Title VI’s prohibitions and enforcement). *See also* U.S. Dep’t of Health & Hum. Servs., *Civil Rights for Individuals and Advocates - Discrimination on the Basis of Race, Color, or National Origin*, available at: <https://www.hhs.gov/civil-rights/for-individuals/race/index.html> (last visited Nov. 13, 2024) (discussing Title VI and ACA protections and prohibitions against racial discrimination concurrently).

<sup>58</sup> *See, e.g.*, 45 C.F.R. § 80.3(b).

<sup>59</sup> *See SFFA*, 600 U.S. at 209, 211 (citation and internal quotation marks omitted).

Indeed, the Jean Turner Minority Scholarship for Medical Imaging Technology establishes a *100% racial minority quota* for “under-represented ethnic group[s]” or “people of color”; and the William K. Schubert Minority Nursing Scholarship establishes a similar 100% minority quota favoring members of designated racial groups and “male [] nursing students.”<sup>60</sup> Likewise, the Administrative Fellowship emphasizes its “strong[]” desire for candidates who are members of “diverse groups based on race, ethnicity, sexual orientation, and gender identity.”<sup>61</sup> And the BRIMS program relies on race or ethnicity “as a convenient or rough proxy for” “disadvantage[]” when evaluating candidate eligibility.<sup>62</sup> Under BRIMS, some “racial or ethnic group[s]” count; but others do not make the cut, requiring candidates of disfavored races either to prove their “disadvantage[]” another way, or lose eligibility all together.<sup>63</sup>

But the Hospital may not operate its BRIMS program “on the belief that minority students,” because of their race, “always (or even consistently) express some characteristic minority viewpoint” or circumstance.<sup>64</sup> Nor may such a legally-bound actor allocate benefits using race “as a convenient or rough proxy for”—in this case, “disadvantage[]”—or “another trait” “believe[d] to be ‘characteristic’ of a racial or ethnic group.”<sup>65</sup> A system of racial preferences based on such proxies and beliefs only “furthers stereotypes that treat individuals as the product of their race, evaluating their thoughts and efforts—their very worth as [individuals]—according to a forbidden race-based requirement.”<sup>66</sup> Moreover, because “[a] benefit provided to some applicants but not to others necessarily advantages the former group at the expense of the latter,” this system of racial preferences employs race as a “negative” “to discriminate *against* those racial groups that were not the beneficiaries of the race-based preference”—violating the anti-discrimination standards of Title VI and the ACA.<sup>67</sup>

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<sup>60</sup> Cincinnati Children’s, Jean Turner Minority Scholarship for Medical Imaging Technology, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/medical-imaging-scholarship> (last visited Nov. 13, 2024); Cincinnati Children’s, William K. Schubert Minority Nursing Scholarship, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/schubert> (last visited Nov. 13, 2024).

<sup>61</sup> Cincinnati Children’s, Administrative Fellowship, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/admin-fellowship> (last visited Nov. 13, 2024).

<sup>62</sup> *Roberts v. McDonald*, 600 U.S. ---- (2023) (statement of Alito, J., respecting the denial of cert.); Cincinnati Children’s, Biomedical Research Internship for Minority Students (BRIMS), available at: <https://www.cincinnatichildrens.org/education/research/high-school/biomedical-research-internship> (last visited Nov. 13, 2024); *supra* n. 21.

<sup>63</sup> Cincinnati Children’s, Biomedical Research Internship for Minority Students (BRIMS), available at: <https://www.cincinnatichildrens.org/education/research/high-school/biomedical-research-internship> (last visited Nov. 13, 2024); *supra* n. 21.

<sup>64</sup> *SFFA*, 600 U.S. at 211–12, 219, 221.

<sup>65</sup> *Roberts v. McDonald*, 600 U.S. ---- (2023); Cincinnati Children’s, Biomedical Research Internship for Minority Students (BRIMS), available at: <https://www.cincinnatichildrens.org/education/research/high-school/biomedical-research-internship> (last visited Nov. 13, 2024); *supra* n. 21.

<sup>66</sup> *SFFA*, 600 U.S. at 221 (cleaned up).

<sup>67</sup> *Id.* at 212, 218–19 (emphasis in original); *supra* n. 57.

Apart from these issues concerning the BRIMS program, the *main* “point of [Cincinnati Children’s various diversity programs] is that there is an inherent benefit in race *qua* race—in race for race’s sake.”<sup>68</sup> This impermissible diversity interest “in race for race’s sake” “rests on the pernicious stereotype that a black student can usually bring something that a white person cannot offer.”<sup>69</sup> Approaching sex-based characteristics in the same way, the Hospital’s special diversity programs assert that race and sex in and of themselves—not one’s “own merit and essential qualities”—say who a person is and who is worthy of educational training opportunities and scholarship assistance.<sup>70</sup>

Indeed, the Hospital’s special programs are championed as “Programs Designed for Diversity” for the purpose of “cultivating” and “retaining” a diverse workforce that is defined on the basis of race and sex.<sup>71</sup> These discriminatory education, training, and scholarship programs are grounded in a desire to remedy purported disparities in hopes of achieving some desired level of racial and gender balance. Reinforcing this goal, Cincinnati Children’s sorts its workforce according to race and sex—“MALE” vs. “FEMALE” and “WHITE” vs. one broadly lumped category for all “POC” (People of Color).<sup>72</sup> According to the Hospital, this goal tracking of racial and gender balances demonstrates Cincinnati Children’s “unwavering focus on DEI” and the “measurable ... human progress” that is taking place.<sup>73</sup> A screenshot of the Hospital’s “human progress” in achieving race- and sex-based diversity is imaged below.

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<sup>68</sup> *Id.* at 220.

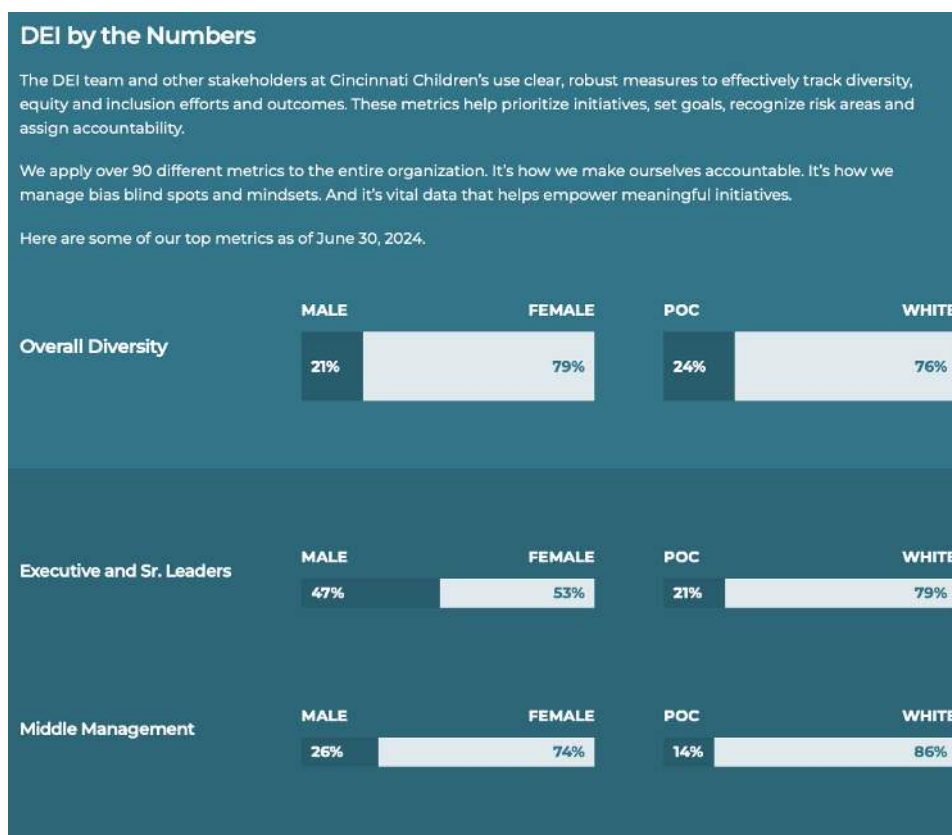
<sup>69</sup> *Id.* (citation and internal quotation marks omitted).

<sup>70</sup> *Id.* (citation omitted and internal quotation marks omitted).

<sup>71</sup> Cincinnati Children’s, Building a Diverse Workforce, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce> (last visited Nov. 13, 2024).

<sup>72</sup> Cincinnati Children’s, About Cincinnati Children’s - Diversity, Equity and Inclusion, *DEI by the Numbers*, available at: <https://www.cincinnatichildrens.org/about/diversity-equity-inclusion> (last visited Nov. 13, 2024).

<sup>73</sup> Cincinnati Children’s, About Cincinnati Children’s - Diversity, Equity and Inclusion, available at: <https://www.cincinnatichildrens.org/about/diversity-equity-inclusion> (last visited Nov. 13, 2024). See also Cincinnati Children’s, About Cincinnati Children’s, *Our First DEI Annual Report* (highlighting the Hospital’s DEI scorecard and dashboard to “help[] us discover quickly where we’re meeting our diversity goals and where we aren’t”), available [here](#).



However, the Hospital is *not* authorized to sort individuals and bestow benefits and advantages on the basis of race and sex, however well-intentioned its misguided notions may be. It is well-established that federal funding recipients, like the Hospital, may not rely on general disparities in society to justify racially motivated action.<sup>74</sup> Indeed, the “outright racial balancing” the Hospital seeks as to so-called “underrepresented groups” has been long held to be “patently unconstitutional” and therefore also prohibited by Title VI and the ACA.<sup>75</sup>

<sup>74</sup> *SFFA*, 600 U.S. at 226.

<sup>75</sup> *Id.* at 223 & n.2; *supra* n. 49 & n. 57. See also Cincinnati Children's, William K. Schubert Minority Nursing Scholarship, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/schubert> (last visited Nov. 13, 2024); Cincinnati Children's, Jean Turner Minority Scholarship for Medical Imaging Technology, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/medical-imaging-scholarship> (last visited Nov. 13, 2024); Cincinnati Children's, Biomedical Research Internship for Minority Students (BRIMS), available at: <https://www.cincinnati-childrens.org/education/research/high-school/biomedical-research-internship> (last visited Nov. 13, 2024); see also Cincinnati Children's, Administrative Fellowship, available at: <https://www.cincinnatichildrens.org/careers/diverse-workforce/admin-fellowship> (last visited Nov. 13, 2024).

Likewise, if the aim of “racial balancing” for its own sake is “patently” illegitimate, the aim of simple “gender balancing” is, and has long since been, illegitimate as well.<sup>76</sup>

In short, Cincinnati Children’s must treat people as individuals, “not as simply components of a racial, ... sexual or national class.”<sup>77</sup> In implementing race- and sex-based preferences in its education, training, and scholarship programs, Cincinnati Children’s asserts only illegitimate, stereotypical notions about race and a deficient, long-forbidden interest in obtaining racial and gender balance for the sake of race and gender diversity.<sup>78</sup> Cincinnati Children’s may not look to race or sex for considering whether an individual needs, deserves, or otherwise qualifies for an educational opportunity, nor attempt to ensure “proper” balance. Treating individuals as racial or gender archetypes to “fix” group differences is beyond the remit of a healthcare entity. And in any event, such discrimination is illegal: Title VI and the ACA do not permit federal funding recipients, like the Hospital, to operate their education, training and scholarship opportunities in this manner.

\* \* \*

For the foregoing reasons, Cincinnati Children’s discriminatory race- and sex-based preferences in at least four of its education, training, and scholarship programs violate Title

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<sup>76</sup> *SFFA*, 600 U.S. at 223 (individuals may not be treated as “components of a sexual class”) (cleaned up) (citation omitted); *Contractors Ass’n of E. Pennsylvania, Inc. v. City of Philadelphia*, 6 F.3d 990, 1010 (3d Cir. 1993) (gender preferences may not be based on “a stereotyped reaction”) (citation omitted); *Harrison & Burrowes Bridge Constructors, Inc. v. Cuomo*, 743 F. Supp. 977, 1002 (N.D.N.Y. 1990) (“simple gender balancing” serves no legitimate purpose). *See also* 42 U.S.C. § 18116 & 45 C.F.R. § 92.1(a) (explicitly incorporating Title IX’s prohibitions and enforcement); *Cannon v. Univ. of Chicago*, 441 U.S. 677, 695 (1979) (observing that “Title IX was patterned after Title VI of the Civil Rights Act of 1964,” and that “[t]he drafters of Title IX explicitly assumed that it would be interpreted and applied as Title VI had been”); *Vengalattore v. Cornell Univ.*, 36 F. 4th 87, 103 (2d Cir., 2022) (explaining that because “[t]he provisions [of Title IX and Title VI] are otherwise identical in scope and thrust, and they use identical language to describe the benefited class, *i.e.*, persons, [c]ases brought under Title IX are generally to be analyzed in the same way as cases under Title VI”) (citations and internal quotation marks omitted).

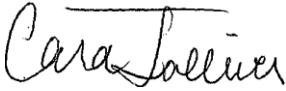
<sup>77</sup> *SFFA*, 600 U.S. at 223 (citation and internal quotation marks omitted).

<sup>78</sup> As if all this were not enough, Cincinnati Children’s racial group preferences are impermissibly “imprecise,” “arbitrary,” “undefined,” “overbroad,” and “underinclusive.” *Id.* at 216. Under “[t]his scattershot approach,” individuals are lumped into broad, ill-defined racial categories, in which certain racial or ethnic groups are arbitrarily prized over others. As just one example of many, Cincinnati Children’s apparently favors an individual who is Japanese under the William K. Schubert Minority Nursing Scholarship but rejects that same individual under the terms of the BRIMS programs’ particular racial preferences. *See Vitolo v. Guzman*, 999 F.3d 353, 363–64 (6th Cir. 2021) (condemning racial preferences that qualify “individuals who trace their ancestry to Pakistan and India,” but not “those from Afghanistan, Iran, and Iraq” as “plagued with ... underinclusivity”). The Hospital’s special diversity programs also lack any “logical end point”—a “critical” narrow tailoring limitation for race-based preferences. *SFFA*, 600 U.S. at 212. In fact, far to the contrary, the Jean Turner Minority Scholarship for Medical Imaging Technology has been operating since 2009 in hopes of achieving racial balance concerning “people of color” or “under-represented ethnic group[s].” *Supra* § I. B. At fifteen years in, it would defy all logic to contend that this program is, or has been, in any way “temporary” or “limited.” *SFFA*, 600 U.S. at 212. The continuation of all four of the programs discussed herein only further underscores an impermissible goal to achieve racial and gender balance.

VI and the ACA.<sup>79</sup> Accordingly, we ask that you open a formal investigation based on this complaint and find that the race- and sex-based eligibility criteria and considerations for each program discriminate against individuals based on race and sex in violation of Title VI and the ACA.

Sincerely,

WISCONSIN INSTITUTE FOR LAW & LIBERTY, INC.



Cara Tolliver  
Associate Counsel



Nathalie E. Burmeister  
Associate Counsel

*Enclosures: 12*

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<sup>79</sup> See *supra* §§ I. A–D.





## Careers

# Building a Diverse Workforce

## Be Your Amazing Self

When you bring your life stories, experiences and voice to the table, we all grow. You'll be part of a vibrant culture that welcomes extraordinary people from all diversity dimensions and helps them fulfill their vocational calling.

No one else is like you. That's why we encourage you to join us. Let's create an inclusive, equitable workforce where you can be your amazing self as you help Cincinnati Children's carry out the vital mission to improve child health.

Any success we achieve as an organization begins with our people. We're focused on cultivating, retaining and bringing in diverse talent, while also continuing to foster a welcoming environment where our existing employees and leaders can reach their full potential.

## Programs Designed for Diversity

You deserve myriad opportunities to be your best, to learn, to grow. One of many reasons the Diversity, Equity and Inclusion (DEI) team exists is to help every employee bring their experiences, perspectives and skills to the table. You'll have access to programs and tools that help you build a path toward fulfilling your vision of success.

## Opportunities for Candidates

- **Administrative Fellowship Program.** This one-year program focuses on diverse and culturally competent candidates. It helps fellows understand the administration and operation of our leading pediatric not-for-profit medical center. At the same time, it builds the practical experience that's relevant to a fellow's field of study and work.
- **Biomedical Research In Medicine and Science (BRIMS).** The Biomedical Research In Medicine and Science (BRIMS) program offers an outstanding science training opportunity for Cincinnati area college freshmen and sophomores. The program is designed to involve students from backgrounds traditionally underrepresented in medicine and science in cutting-edge scientific research conducted in an academic medical center to stimulate their interest in pursuing biomedical research careers.
- **International Talent Program.** Our Immigration Services office works with you and your department to ensure the success of hiring, onboarding, and career development of all international employees and assist with obtaining and maintaining proper U.S. work authorization.
- **Project SEARCH** brings employability skills training and workplace internships to individuals with significant disabilities. It's especially designed for youth transitioning from high school to adult life. This international program originated at Cincinnati Children's and now has program sites all over the United States and the world. Several local programs serve youth in Greater Cincinnati, including one at Cincinnati Children's.
- **Summer Undergraduate Research Fellowship (SURF).** SURF targets undergraduate students and gives them a chance to explore opportunities in laboratories at the University of Cincinnati College of Medicine and Cincinnati Children's. Students have access to faculty who cover all areas of pediatric medicine including biology, genetic diseases, cancer, cardiology, neurology, immunology and much more.
- **The Jean Turner Minority Scholarship for Medical Imaging Technology.** Promotes the entrance of minorities into the field

of Radiology - Radiography, CT, US, MRI, Nuclear Medicine, and Interventional Radiology.

- **William K. Schubert Minority Nursing Scholarship.** This scholarship is awarded yearly to increase participation of underrepresented groups, including men, in nursing.

## Opportunities for Employees

- **Cultural Competency Champions (C3) Program.** The program builds the skillset of employees to deliver culturally competent care and foster a culturally responsive environment for staff.
- **Employee Resource Groups.** These affinity employee groups focus on valuable employee experience, personal and professional growth, and community engagement.
  - African American Professionals Advisory Council
  - Asian Cultural and Professional Group
  - Cincinnati Children's Administrative Professionals
  - LGBTQIA Resource Group
  - Hispanic / Latino Resource Group
  - Veterans and Military Family Advocacy Network
  - Young Professionals
  - Disabled and Abled Resource Group
  - Women in Search of Excellence
- **Mentoring Program.** An organization-wide opportunity that allows employees of all levels to focus on their professional development and cultural competencies and connect across differences.
- **Qualified Bilingual Staff Program.** It encourages employees with existing bilingual skills to provide language assistance to patients and families.
- **Women's Faculty Association.** The WFA promotes career development, advancement, mentoring, networking, and recognition of women in the Department of Pediatrics.

## Join Our Award-Winning Team





## Careers

# Building a Diverse Workforce | William K. Schubert Minority Nursing Scholarship

## William K. Schubert Minority Nursing Scholarship

### Objective

The goal of the William K. Schubert Minority Nursing Scholarship Program is to increase the diversity of registered nurses at Cincinnati Children's Hospital Medical Center. The program grants awards annually to assist with tuition for persons who are preparing to become pediatric registered nurses. These scholarships exemplify Cincinnati Children's commitment to assist with economic barriers that prevent some students from pursuing nursing careers.

### Criteria

Student should be a member of one of the **underrepresented** groups in the registered nursing profession. Underrepresented groups include male nurses / nursing students and nurses / nursing students who are American Indian or Alaskan Native, Black or African American, Hawaiian Native or other Pacific Islander, Hispanic or Latino, and / or Asian including Chinese, Filipino, Japanese, Korean, Asian Indian, Thai, or Vietnamese/Southeast Asian.

Student must be enrolled or accepted in a prelicensure registered nurse program (**bachelor's or master's degree**) at an accredited school of nursing on a full-time or part-time basis.

Student must have and maintain a **minimum GPA of 2.75** on a 4.0 scale.

If the student is a current Cincinnati Children's employee and is eligible for benefits under the organization's Tuition Assistance Program, s/he is eligible to apply for the scholarship.

## Awards

The award is a maximum of \$2,750 per year. Funds are prorated for part-time enrollment status. Maximum time is extended for part-time study. Funds are sent directly to recipients' schools to be used for tuition and fees only, not for living expenses.

## Application Instructions

The 2024 William K. Schubert Minority Scholarship Application is now open. All applications must be received by 11:59 PM, May 4, 2024. Application will open February 12. Applications will not be considered if all required documents are not included in the application, or if received after the deadline date. [Submit an application.](#)

## Selection Process

Selections are made once per year and will be determined by the Scholarship Committee. The deadline for submitting a completed application is May 4, 2024. Early submissions are encouraged. Scholarship recipients will be evaluated based on the contents of their application packet and the completion of interview. Selections are announced after July 15.

## Contact Information

Schubert Scholar Application Team  
Center for Professional Excellence  
Cincinnati Children's, MLC 3020, Cincinnati, OH 45229  
Email: [studentservices@cchmc.org](mailto:studentservices@cchmc.org)





## Careers

# Building a Diverse Workforce | The Jean Turner Minority Scholarship for Medical Imaging Technology

## The Jean Turner Minority Scholarship for Medical Imaging Technology

As a young African American woman, Jean Turner began her career at Cincinnati Children's and the Department of Radiology in the 1960's working under the direction of the Radiology Chairman, Frederick N. Silverman, MD.

Her 40-year career began as a Radiology File Clerk, and she retired as a member of the Radiology Reading Room staff. Jean developed a love for radiology but noticed a lack of people of color in the growing and advancing field of radiological technology.

After discussing this disparity with radiology managers and leaders at Cincinnati Children's, the Jean Turner Scholarship Award was established in 2009, to create opportunities for people of color in the field of radiology and to honor her 40 years of service in the Department of Radiology. Supporting those who are interested in entering careers in the field of radiology in all modalities is one way the Department of Radiology at Cincinnati Children's furthers its mission of excellence in imaging.

### Purpose

The Cincinnati Children's Department of Radiology wishes to promote the entrance of people of color into the field of radiology.

We support diversity, equity, and inclusion of Registered Radiologic Technologists in all medical imaging modalities: radiography, CT, US, MRI, nuclear medicine, and interventional radiology.

## Scholarship Award

- Two scholarship recipients will be selected
- Maximum total scholarship payout is \$10,000
- \$2,500 per semester, up to \$5,000 per year, for a maximum of 2 years
- Payment will not exceed total of tuition and fees paid for the semester
- Payment will cover tuition and fees only and will be paid directly to the school
- Recipient must maintain a minimum GPA of 2.75 for each semester to be eligible for payment

## Eligibility

- Applicant must be a member of an under-represented ethnic group in the field of radiology
- Applicant's home address or college they are enrolled in must be in Ohio, Kentucky, or Indiana
- Applicant must be currently enrolled or accepted to an accredited Medical Imaging Technology program as a full or part-time student

## Application Process

- Applicant may be a new or continuing student
- Applicant must submit a complete application packet
- Application packet requires an essay and 3 reference letters

## Selection Process

- Scholarship student is selected for each academic year. Award may be for a 1 or 2-year scholarship and depends on applicant's grade level at the time of award.
- The application deadline is July 18, 2022. Recipient selection announcements are made on August 19, 2022.

- Evaluation of scholarship applicants is based on the contents of their application packet and successful completion of a small group interview.

## Employment at Cincinnati Children's

Employment in the Department of Radiology after graduation is a goal and potential outcome of the program. Employment is not guaranteed. Employment opportunities are based on available job openings, candidate qualifications and the interview process.

## Apply Now

To begin the application process, download our application packet.

For more information, contact Rebecca Pryor, Education and Compliance Coordinator, at [rebecca.pryor@cchmc.org](mailto:rebecca.pryor@cchmc.org) or 513-636-5993.

## Biomedical Research In Medicine and Science

Home > Education and Training > Research Education and Training Programs > High School Programs > Biomedical Research In Medicine and Science

### Biomedical Research In Medicine and Science (BRIMS)

The Biomedical Research In Medicine and Science (BRIMS) program offers an outstanding science training opportunity for Cincinnati area college freshmen and sophomores. The program is designed to involve students from backgrounds traditionally underrepresented in medicine and science in cutting-edge scientific research conducted in an academic medical center to stimulate their interest in pursuing biomedical research careers.

#### Contact Us

If you have questions about the program or application process, please contact us at [BRIMS@cchmc.org](mailto:BRIMS@cchmc.org).

#### Program Details

This nine-week program offers a chance to learn, explore, and gain hands-on experience in a Children's Hospital Medical Center research laboratory environment for 14 to 15 underrepresented students each summer. **The online application will open in early to mid-November 2024.**

##### 2025 application

Applications for 2025 are due on **February 1, 2025.**

Each BRIMS intern will be paired with a research mentor to pursue a nine-week full time basic science, or clinical biomedical research project during the summer. All BRIMS students will present a poster during the annual capstone poster competition at the end of the program.

In addition to participating in SURF activities, BRIMS interns participate in weekly career development luncheons and shadowing opportunities with faculty from several different specialties. Participants will be paid \$13.00 / hr. The BRIMS program is sponsored by the Office of Academic Affairs and Career Development at Cincinnati Children's and a generous endowment from the Charlotte R. Schmidlapp Foundation.

##### Attendance is mandatory on Orientation Day, Monday, June 2, 2025.

Applicants must be from the Greater Cincinnati Area, be 17 years and 6 months old by the start of the program, and either be graduating from high school in 2025 or have completed their college freshman year. Successful applicants will also be from one of the multitude of groups underrepresented in biomedical research and medicine.

## Selection Criteria



The BRIMS program is highly competitive. **Only US citizens, or green card holders are eligible to apply for the program.** Successful applicants are high achieving graduating high school seniors or students completing their first year of college and have taken multiple science courses (rising Freshmen or Sophomores). We consider high school class rank, GPA, ACT or SAT scores (if available), number of science classes taken, leadership in extracurricular activities and recommendations to narrow the applications to 20 finalists. From those, the top 14 to 15 will be matched with mentors based on their personal essays and interviews, depending on funding. All applicants must submit a personal statement highlighting their academic achievements; extracurricular activities; future academic and career goals; and any obstacles they have encountered personally that have shaped their motivation, personality, and outlook.

## Application Process



**Please compile and submit the following information online:**

1. Complete the [online application](#) including uploading your resume with a list of extracurricular activities and leadership positions held, your personal essay about your career goals, and your High School transcript including grades through the fall semester 2024 and ACT or SAT scores, if available. Note, if you are currently a college freshman, include a transcript of your fall college grades.
2. We ask that you submit two letters of recommendation (only one is required) through the online application portal. You will be asked to enter your recommenders' names and email addresses into the application portal, and it will automatically generate an email that will be sent directly to the recommender. Please speak with your recommenders very early in the application process to coordinate the submission of these letters. Waiting until the last minute can cause your application to be incomplete when the portal closes, and this will result in your candidacy not being considered further. At least one letter of recommendation should be from a science teacher or scientist, and the optional letter can be from anyone who can speak to your character and academic performance.



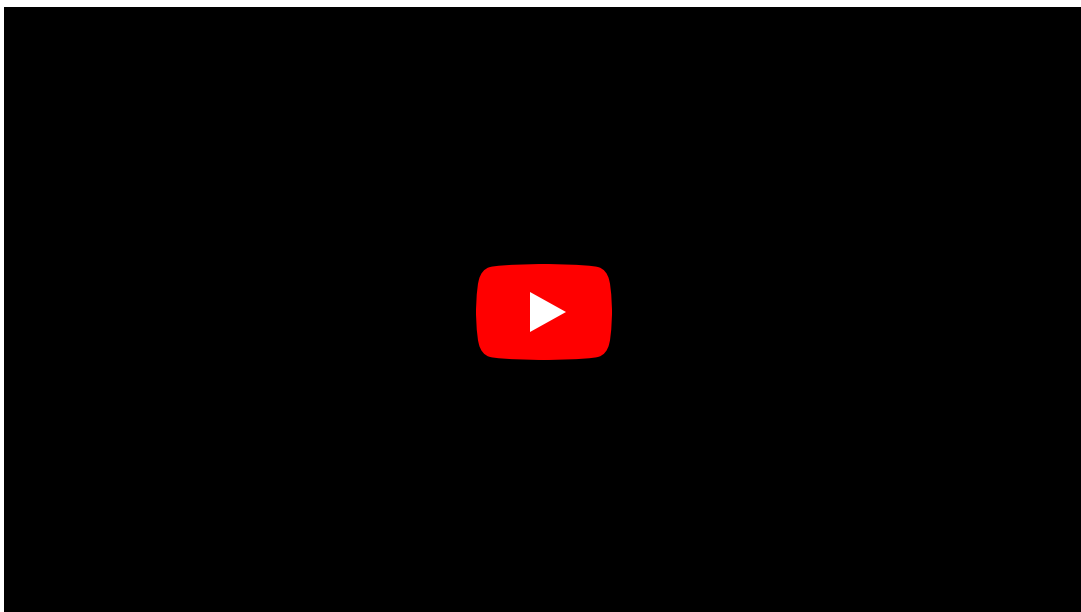
The Wayback Machine - [https://web.archive.org/web/20240523114014/https://www.cincinnati...](https://web.archive.org/web/20240523114014/https://www.cincinnatichildrens.org/education/research/high-school/biomedical-research-internship)



#### High School Programs

## Biomedical Research Internship for Underrepresented Students

### Biomedical Research Internship for Underrepresented Students



The BRIUS program offers an outstanding science training opportunity for Cincinnati area *graduating high school seniors and college freshmen*. The program is designed to involve students traditionally underrepresented in biomedical careers in cutting-edge scientific research conducted in an academic medical center to stimulate their interest in pursuing biomedical research careers.

### Contact Us



If you have questions about the program or application process, please contact us at [brius@cchmc.org](mailto:brius@cchmc.org).

## Program Details



This nine-week program offers a chance to learn, explore, and gain hands-on experience in a Children's Hospital Medical Center research laboratory environment for 14 to 15 underrepresented students each summer. **The online application will open in early to mid-November 2023.**

### 2024 application

Applications for 2024 are due on **February 15, 2024.**

Each BRIUS intern will be paired with a research mentor to pursue a nine-week full time basic science, or clinical biomedical research project during the summer. All interns will give a five-minute PowerPoint presentation of their research project to the group and are encouraged to present a poster at the Summer Undergraduate Research Fellowship (SURF) Capstone poster competition at the end of the program.

In addition to participating in SURF activities, BRIUS interns participate in weekly networking luncheons and shadowing opportunities with minority faculty in several different clinical specialties. Participants will be paid \$13.00 / hr. The BRIUS program is sponsored by the Office of Academic Affairs and Career Development at Cincinnati Children's and a generous endowment from the Charlotte R. Schmidlapp Foundation.

### **Attendance is mandatory on Orientation Day, Monday, June 3, 2024.**

Applicants must be from a racial or ethnic group that is underrepresented in biomedical research including Black or African American, Hispanic or Latinos, American Indian or Native Hawaiian and other Pacific Islander (Guam, Samoa). This program is open to high achieving graduating high school seniors and college freshmen from the Cincinnati tri-state area only.

### **Selection Criteria**



The BRIUS program is highly competitive. **Only US citizens, or green card holders are eligible to apply for the program.** Successful applicants are high achieving graduating high school seniors or students completing their first year of college and have taken multiple science courses (rising Freshmen or Sophomores). We consider high school class rank, GPA, ACT or SAT scores (if available), number of science classes taken, leadership in extracurricular activities and recommendations to narrow the applications to 20 finalists. From those, the top 14 to 15 will be matched with mentors based on their personal essays and interviews, depending on funding. All applicants must submit a personal statement highlighting their academic achievements; extracurricular activities; future academic and career goals; and any obstacles they have encountered personally that have shaped their motivation, personality, and outlook.



## Application Process

### **Please compile and submit the following information online:**

1. Complete the [online application form](#) including uploading your resume with a list of extracurricular activities and leadership positions held, your personal essay about your career goals, and your High School transcript including grades through the fall semester 2023 and ACT or SAT scores, if available. Note, if you are currently a college freshman, include a transcript of your fall college grades.
2. We ask that you submit two letters of recommendation (only one is required) through the online application portal. You will be asked to enter your recommenders' names and email addresses into the application portal, and it will automatically generate an email that will be sent directly to the recommender. Please speak with your recommenders very early in the application process to coordinate the submission of these letters. Waiting until the last minute can cause your application to be incomplete when the portal closes, and this will result in your candidacy not being considered further. At least one letter of recommendation should be from a science teacher or scientist, and the optional letter can be from anyone who can speak to your character and academic performance.



## Education and Training

# Summer Undergraduate Research Fellowship (SURF)

## Summer Undergraduate Research Fellowship Program

The Summer Undergraduate Research Fellowship (SURF) Program at Cincinnati Children's Hospital Medical Center offers undergraduates the chance to explore clinical, translational, and basic science research in laboratories in the Department of Pediatrics, University of Cincinnati College of Medicine. The primary goal is to provide students with a foundation for making career choices in the biomedical sciences. Students have the opportunity to work with one of more than 700 faculty members at Cincinnati Children's Hospital Medical Center, many of whom have active research programs that cover all areas of pediatric medicine, including the study of developmental biology, congenital disorders, genetic diseases, cancer, cardiology, neurology and immunology.

The program is 10 weeks long. Students work 40 hours per week in person and are paid a salary of \$13 per hour. Students start the program on either May 27 or May 29, depending on their availability and the approval of their mentor. In addition to hands-on laboratory experience, students participate in various academic and social activities with students from other summer programs at the University of Cincinnati. The SURF Program includes a mentoring workshop, two scientific writing classes, an ethics in research seminar, an introduction to surgery, an introduction to

pathology and a career day. At the end of the summer, students have an opportunity to present their research in a poster session, and a lecture is presented by a distinguished keynote speaker.

## **Program Director**

Sherry Thornton, PhD

## **Research Mentors**

More than 700 faculty members conduct research in the Department of Pediatrics at Cincinnati Children's. [Learn more about research conducted at Cincinnati Children's.](#)

\*Please note, we ask that you reach out to no more than one to two faculty. If an applicant contacts more than two faculty members their application may not be considered. Please contact, Sherry Thornton, PhD at [sherry.thornton@cchmc.org](mailto:sherry.thornton@cchmc.org) with questions.

## **Living in Cincinnati**

Cincinnati offers fun and exciting things to do. [Learn More About Living and Working in Cincinnati.](#)

## **How to Apply**

The online application is planned to open in early November. [Learn more about our application process.](#)



## Cincinnati Children's Summer Research Programs - OAACD

### Applications for SURF, BRIMS, HSSI

Welcome to the homepage for the Cincinnati Children's summer research programs applications. These programs are hosted through the Office of Academic Affairs and Career Development (OAACD). The three applications housed here are for the Summer Undergraduate Research Fellowship (SURF) program, the Biomedical Research Internship in Medicine and Science (BRIMS) program, and the High School Summer Internship (HSSI). Please register and complete the eligibility quiz to find out which programs are appropriate for you. Thank you for your interest in our programs, and good luck with your applications.

\*Please note, two helpful notes:

1. All emails from the system will come from [noreply@mail.smapply.net](mailto:noreply@mail.smapply.net), please check your spam folder and add this email address to your safe sender list
2. All applicants must return to their application to hit the final submit button before February 1 at 5:00 PM EST. **There is no automatic submission**





## Careers

# Building a Diverse Workforce | Administrative Fellowship

## Cincinnati Children's Administrative Fellowship

The Cincinnati Children's Administrative Fellowship is a one-year project-based experience offering the opportunity to develop an understanding of the administration and operations of a leading pediatric and academic medical center. Fellows will have the opportunity to lead and participate in real-time strategic, operational, and financial projects across the organization, while also building relationships with team members and leaders throughout Cincinnati Children's.

Given Cincinnati Children's commitment to building a culturally competent and diverse workforce, this program strongly encourages applicants from historically underrepresented groups in healthcare - including diverse groups based on race, ethnicity, sexual orientation, and gender identity. Individuals with the following credentials make ideal candidates for the Administrative Fellowship:

- Recent graduates of healthcare administration-related master's degree programs (such as MHA, MHSA, MPH, MBA with healthcare focus);
- Recent graduates of other master's level-or-above degrees that also have background, experience, and interest in healthcare (examples: a healthcare administration undergrad and MSN

graduate; or healthcare experience and recent other master's degree in a relevant field);

- Students currently enrolled in an MHA or MBA program requiring a one-year residency/fellowship.

Goals of the Cincinnati Children's Administrative Fellowship include:

- Developing fellows' competencies in healthcare administration and leadership through project work and observational learning experiences;
- Creating a pipeline of diverse and culturally competent healthcare administration leaders by increasing the fellows' opportunity to be considered for full-time roles at Cincinnati Children's.

## Fellowship Experience

Fellows will be at Cincinnati Children's Hospital Medical Center for a 12-month period, each July-June, with time focused on:

- **Project Work** - Administrative Fellows work closely with leaders on a wide variety of impactful projects throughout the organization. A fellow and program manager will evaluate the project proposals to ensure there is benefit to the fellow's career development. Ultimately, the project is expected to be mutually beneficial to both the fellow and Cincinnati Children's.
- **Observational Learning Experiences** - Fellows will rotate through a set of experiences that give a broad overview of healthcare administration. These observational learning experiences may also lead to opportunities during and post-fellowship.
- **Professional Development** - Each fellow is assigned a preceptor and an executive sponsor to discuss expectations, progress, and next steps. These relationships provide the fellow with a strong connection to the organization and our community. Other opportunities will be available for professional development, introductory/informational

meetings, and career-focused networking within the organization and community.

- **Diversity and Inclusion** - Developing culturally competent leaders is a cornerstone of the Fellowship and Cincinnati Children's more broadly. Educational training, organizational programming, and observational experiences that help in advancing the fellows skills around diversity and inclusion are foundational components to the Fellowship experience.

## Requirements and Eligibility

Eligibility requirements include recent graduates of healthcare administration-related master's degree programs (such as MHA, MHSA, MPH, MBA with healthcare focus); recent graduates of other master's level or above degrees that also have background, experience, or interest in healthcare; OR students currently enrolled in an MHA or MBA program requiring a one-year residency/fellowship. The program strongly encourages applicants from historically underrepresented groups in healthcare – including diverse groups based on race, ethnicity, sexual orientation, and gender identity.

A recent graduate is defined as someone who is currently enrolled in a master's degree program during the fellowship hiring process and / or has graduated from a master's degree program within a year of the fellowship July start date.

For the Administrative Fellowship beginning in July 2025, Cincinnati Children's will fill our three (3) Administrative Fellow positions over one recruitment phase. The process will be in accordance with the uniform NAFCAS dates.

Unfortunately, currently our one-year fellowship program does not accept applications from candidates who require immigration or work visa sponsorship.

Cincinnati Children's Hospital Medical Center is an Affirmative Action/Equal Opportunity Institution. M/F/Disability/Veterans

## Salary and Benefits

The Administrative Fellow will receive a comprehensive benefit package with a competitive salary. Benefits include the following:

- Paid time off (including holidays, vacation, and sick time)
- Medical, Dental, and Vision Coverage

## Informational Webinar

Cincinnati Children's Administrative Fellows host informational webinars each year around August and September. This year, the webinars will be held on:

Tuesday, July 23, 5 p.m. EDT

Wednesday, August 14, 5 p.m. EDT

Thursday, September 5, 5 p.m. EDT

[Click here to sign up for our webinars.](#)

For further information, please contact  
[AdminFellowship@cchmc.org](mailto:AdminFellowship@cchmc.org).

## Application Instructions

Applications for the Cincinnati Children's Administrative Fellowship can be submitted in two ways:

1. Use the online National Administrative Fellowship Centralized Application Service (NAFCAS);
2. OR submit required materials detailed below to [AdminFellowship@cchmc.org](mailto:AdminFellowship@cchmc.org). Required materials include (1) a one-page resume, (2) three letters of recommendation, (3) a graduate grade report or transcript, (4) a one-page personal statement (750 words or less) that includes the following:
  - Why are you interested in working at a pediatric institution, specifically at Cincinnati Children's?
  - How will the knowledge and experience you gain through a pediatric fellowship with Cincinnati Children's help you

accomplish your personal, educational, and/or professional goals?

- How has one or more aspect(s) of your identity (ex. culture, race, ethnicity, gender identity, religion, family structure, etc.) contributed to your life experiences?

Please contact [AdminFellowship@cchmc.org](mailto:AdminFellowship@cchmc.org) with any questions.

## Application Information

The Cincinnati Children's Administrative Fellowship follows the application timeline set by the National Administrative Fellowship Centralized Application System (NAFCAS). **The Administrative Fellowship application is due Friday, September 27, 2024.**



About Cincinnati Children's

## Diversity, Equity and Inclusion

### **We believe we are “Better Together”**

Championing diversity, equity and inclusion (DEI) and living it out every day is fundamental to who we are at Cincinnati Children's. More importantly, it's who we aspire to be—a place where everyone feels welcome, safe, valued and respected.

Achieving that goal is a personal and institutional journey that takes time and consistent attention. We're confident we're making measurable, sustainable and truly human progress to become that place of safety and respect.

A unified, unwavering focus on DEI will strengthen our care, research and educational mission and will enhance our culture to make it a better workplace for all. This focus on DEI will inspire us to listen, learn and understand each other. It will make us better together.



"I'm at Cincinnati Children's because I want to change the world of healthcare—for children in Cincinnati and beyond. I envision a world where all children can reach their full potential, and racial and economic disparities have been eliminated. The ZIP code you were born in should never shorten your life expectancy or quality of life."

**—Steve Davis, MD, MMM, President and Chief Executive Officer**



"Our commitment to diversity, equity and inclusion has never been stronger. We are building on a culture with strong foundations of compassion and respect, and we are bringing our mission to life every day. Investing in talent with diverse backgrounds and experiences allows us to provide culturally competent care leading to better



outcomes for all. We aspire to be - a place where everyone feels welcome, safe, valued, and respected."

—Visael “Bobby” Rodriguez, Vice President of Diversity, Equity & Inclusion and Community Relations

**Our First DEI Annual Report**

**The CEO Personal Commitment**

**DEI Five-year Strategic Plan**

**Recognized as a Best Employer**

**Everyone Deserves Respect. That's Cincinnati Children's Commitment.**

**We're dedicated to making sure all employees, patients, families and visitors feel welcome and safe.**

**Together, we commit to:**

- **Ending child health disparities**
- **Advancing diversity, equity and inclusion**
- **Standing against racism**
- **Creating an environment free of discrimination**
- **Taking personal and institutional responsibility**

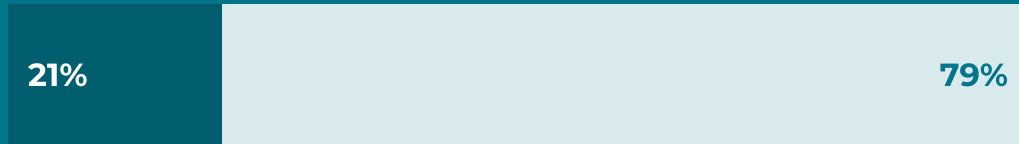
# DEI by the Numbers

Data as of June 30, 2024

## Overall Diversity

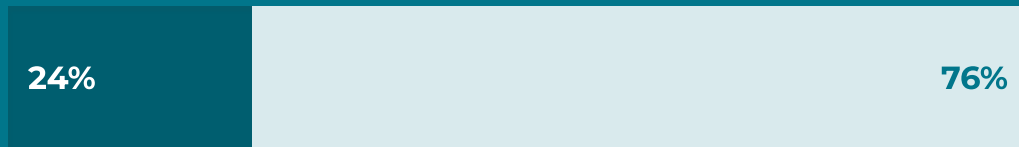
MALE

FEMALE



POC

WHITE



## Executive and Sr. Leaders

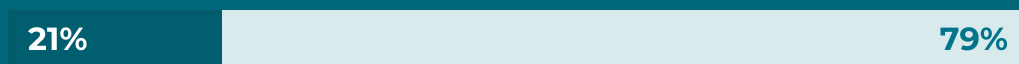
MALE

FEMALE



POC

WHITE



## Middle Management

MALE

FEMALE

26%

74%

POC

WHITE

14%

86%

### Supplier Diversity

**\$96.5M**

Diverse Spend in FY2024

### Community Engagement

**68,000+**

Children and Families Reached Through Community Outreach

### "Better Together" Training



# 100%

16,000+ Employees Participated and Completed the Training

## Building Strong Community Relationships

From partnership investments with other nonprofits to employee volunteer efforts, we're deeply committed to collaborating,



leading and advocating to improve the health of local children and reduce disparities in targeted populations. We're committed to addressing significant health needs beyond our walls and achieving healthcare outcomes for all children in the region.

Our total community benefit exceeded \$400 million in fiscal year 2021 and supported charitable patient care, subsidized health services, health professional education, research and community relations.

Connect to Community Relations

## Compassionate Care and Resources For All Patients and Families



There's a reason that patients from all 50 states and 90 countries come to us for care. Ranked among the top five in the nation on U.S. News & World Report's



list of Best Children's Hospitals, when you come to us for care, you're getting some of the best care in the world – right here in Cincinnati.

If you are a patient or a family member, we want to make your visit as easy and meaningful as possible. Check out our Patient & Family Journey support page for links to help you manage your visit and connect you with our hospital resources.

[Get Support for the Journey](#)

 An official website of the United States government  
[Here's how you know](#) 



## Advanced Search



Filter by: Prime Awards and Transactions 

1



FILTER

[Learn how active filters work](#) 

### Prime Award Results

Contracts 115

Contract IDVs 7

Grants 1,443

Direct Payments 2

Loans 0

[HHSN272200800006C](#)[00266200206D266025459](#)[HHSN275200900018C](#)[HHSN26420042272C](#)[75N93018F00019](#)[00266200105D266015438](#)[HHSN27200003](#)[HHSN27200001](#)[HHSN27200015](#)[HHSN27200016](#)

< 1 2 3 ... 12 >

1-10 of 115 results

Data sources and  
methodology



## Results by Category



Awarding Agency





Dept of Health and Human Services (H...	\$2.44B
Department of Defense (DOD)	\$41.25M
Department of Education (ED)	\$9.68M
National Science Foundation (NSF)	\$3.56M
National Aeronautics and Space Admin...	\$922,071
Federal Communications Commission (F...	\$705,534
Department of Veterans Affairs (VA)	\$665,816
Environmental Protection Agency (EPA...	\$326,080
Department of Commerce (DOC)	\$300,000
Department of Labor (DOL)	\$114,785

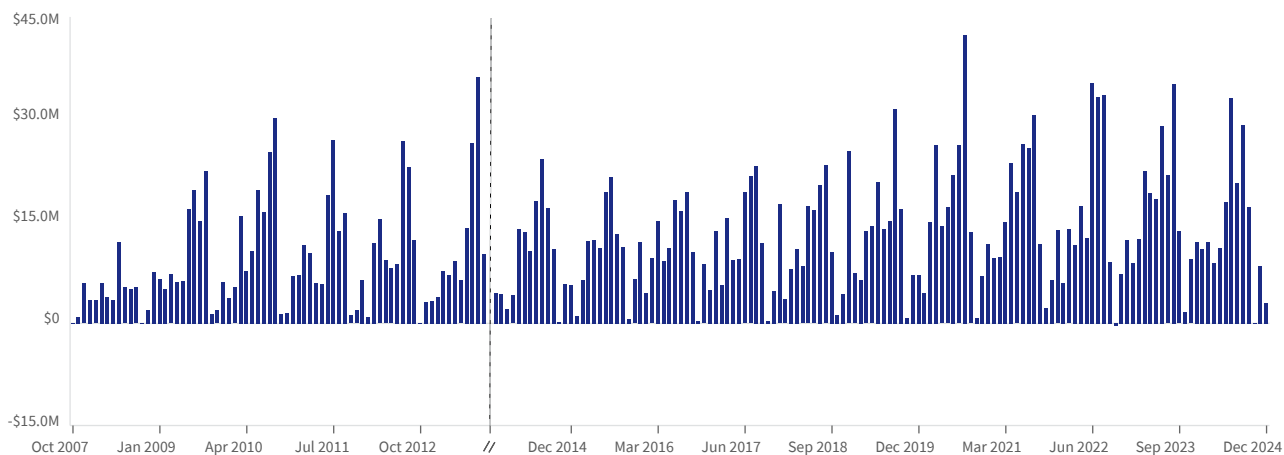
Data sources and methodology

Results Over Time



By Month

Download data by Month



Data sources and methodology



## Results by Geography



Place of Performance

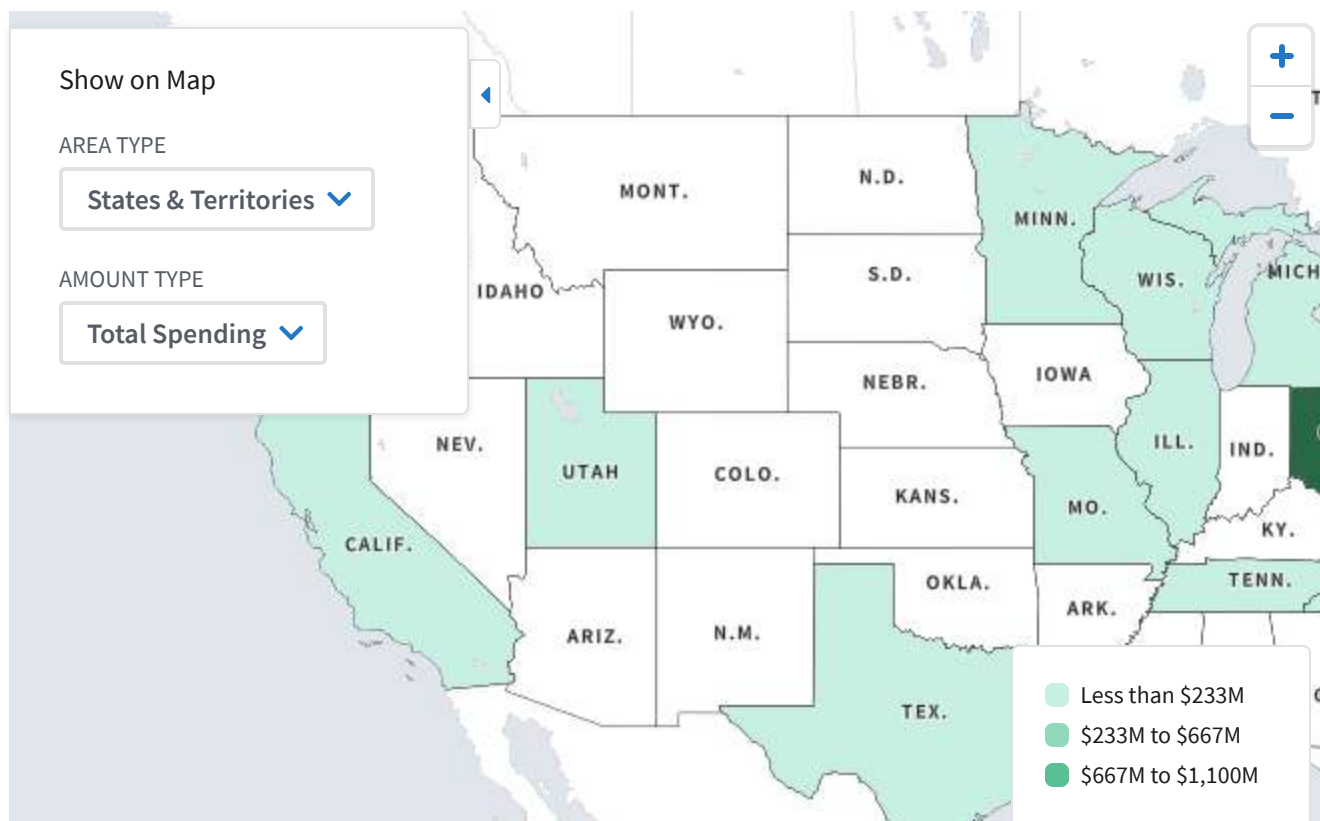
Show on Map

AREA TYPE

States & Territories

AMOUNT TYPE

Total Spending





Data sources and  
methodology



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## Building a more transparent government.

Providing publicly accessible and searchable data on what the federal government spends each year.

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## About Cincinnati Children's

### Our Vision

Cincinnati Children's will be the leader in improving child health.

## The Leader in Improving Child Health

Cincinnati Children's is a nonprofit, comprehensive pediatric health system. As the leader in research and education, Cincinnati Children's is consistently ranked as one of America's best children's hospitals by *U.S. News & World Report* and is one of the top recipients of pediatric research grants from the National Institutes of Health.



[View our Awards and Recognition](#)

## Our Mission

Cincinnati Children's will improve child health and transform delivery of care through fully integrated, globally recognized research, education and innovation.

For patients from our community, the nation and the world, the care we provide will achieve the best:

- Medical and quality-of-life **outcomes**
- Patient and family **experience**
- **Value**

today and in the future.

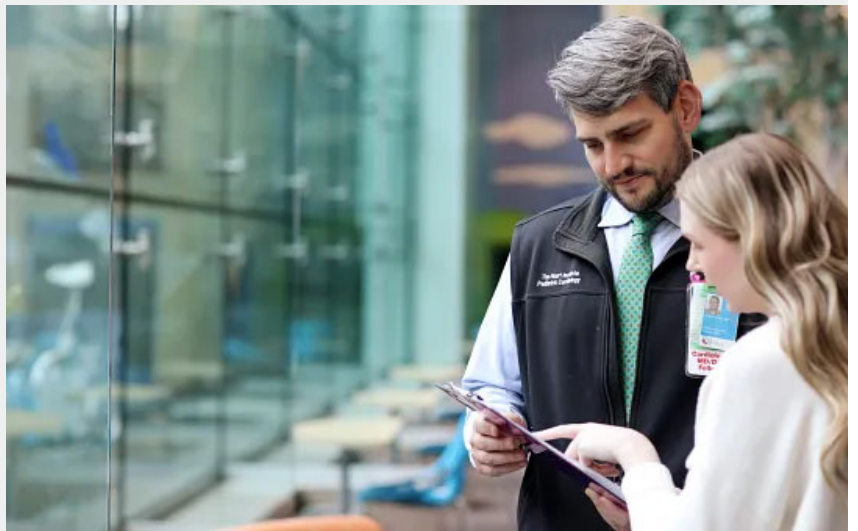
## Our Pillars

Patients and Family

Research

Education and Training

### Education and Training



Our education and training programs help the next generation of providers learn how to change the outcome to offer a variety of high-quality experiences and opportunities for growth.

**Clinical Training Programs**

**Living in Cincinnati**

**Research Education and Training Programs**

**Continuing Professional Education**

About

### We Are One at Cincinnati Children's

We are committed to fostering a culture where everyone feels welcome, safe, valued and respected.





**Compassionate**



**Collaborative**



**Honest**



**iMpaCtful**



**Curious**



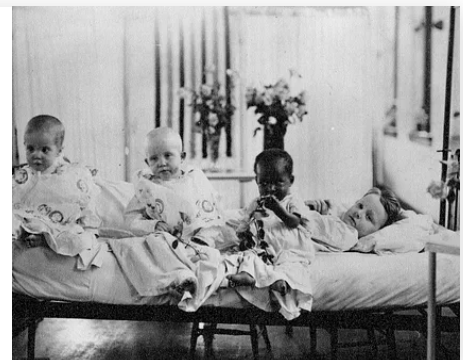
**Cincinnati Children's is committed to diversity and equality**

We are dedicated to making sure all employees, patients, families and visitors feel welcome and safe.

**About**

**Our History**

Between now and our 150th birthday in 2033, we will honor our history and pursue an even greater future as one Cincinnati Children's. By elevating and accelerating our focus on Care, Cure, Community and Culture, we will pursue our potential together, so all kids can pursue theirs.



**Our Commitment to Community**





Community Impact



Critical Care Building

[Learn About Community Relations](#)

“

Cincinnati Children's is determined to strengthen our environment for all patients, families and employees. Diversity, Equity & Inclusion is about all of us together... creating a place where everyone feels welcome, safe, valued and respected.

**Steve Davis, MD, MMM**  
President and CEO



[Meet Our Leadership Team](#)

## Take Action

[Receive Care From Us](#)

[Work With Us](#)

[Train With Us](#)

[Do Business With Us](#)

[Support Us](#)

CONNECT WITH US

800.368.2222



Patients & Family



Research & Science

Young & Health

QUICK LINKS

- Schedule an Appointment
- Make a Referral
- Find an Urgent Care
- Find a Doctor
- Get an Online Second Opinion
- Pay a Bill
- Price Transparency
- Sign In to MyChart
- Request Medical Records

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- Our Commitment to Diversity, Equity and Inclusion (DEI)
- Locations and Directions
- Clinical Services
- Health Library
- Visitor and Patient Information
- Clinical Trials
- Events

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Give Today

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About Cincinnati Children's

## Awards and Recognition

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### The Leader in Improving Child Health

As the leader in improving child health, research and education, Cincinnati Children's is consistently ranked as one of the best children's hospitals.



#### Top-Ranked Children's Hospital

Cincinnati Children's is ranked one of the best children's hospitals in the nation by *U.S. News & World Report* for more than 15 years. We are also in the Top 10 for all 10 ranked pediatric subspecialties. We dedicate a world-class team to every child, provide answers to the most challenging medical conditions and deliver the best possible outcomes.

#### A Great Place to Work

A great place to work is one where employees are proud of the work they do, enjoy the people they work with and trust the people they work for.

#### Second Among All Children's Hospitals for National Institutes of Health (NIH) Funding

The National Institutes of Health (NIH) places us at No. 2 among all children's hospitals and medical school pediatric departments for research funding. We also placed second for total NIH fellowship awards to children's hospitals and third for total NIH training awards.