

OFFICE OF INSTITUTIONAL
EQUITY & ACCESS

THE TIME 
IS NOW

 A RESOURCE GUIDE FOR EMPLOYEES

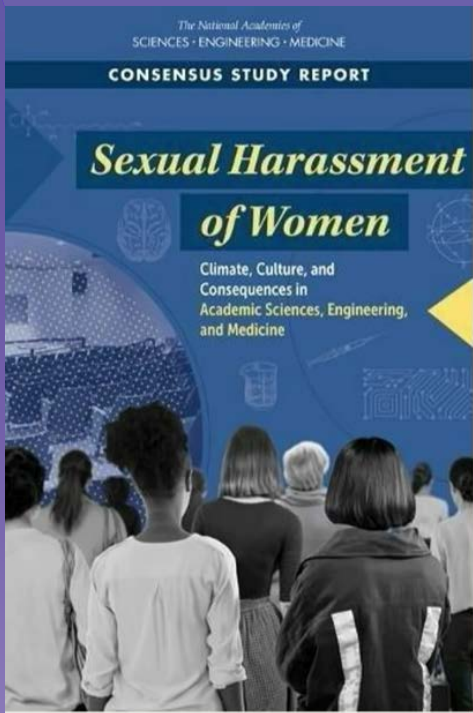
JULY 2020

FOREWORD

We set the tone for this conversation with words from **Esther Choo**, Founding Member & Strategic Lead at Time's Up Healthcare, discussing the ways in which Time's Up is tackling **injustice in healthcare.**



"We have to make **fundamental changes** in our healthcare environment, if we want to move **forward.**"





DR. LAUREN POWELL

VICE PRESIDENT,
Head of Healthcare Industry, TIME'S UP

MEET THE SPEAKER

Dr. Powell joins TIME'S UP from the Virginia Department of Health's Office of Health Equity (OHE), where she pioneered innovative programs and initiatives to increase equity, diversity, and inclusion in health across the Commonwealth of Virginia.

She holds a Bachelor of Science in Biochemistry from Xavier University of Louisiana, a Masters in Public Administration at the Harvard Kennedy School of Government, and a Doctorate of Philosophy in Clinical and Population Health Research at the University of Massachusetts Medical School.



ABOUT TIME'S UP

The logo for TIME'S UP, featuring the words "TIME'S" and "UP" in a large, white, serif font, with a thick white horizontal bar between them, all set against a black rectangular background.

By helping change culture, companies, and laws, TIME'S UP Now aims to create a society free of gender-based discrimination in the workplace and beyond.

Time's Up wants every person — across race, ethnicity, religion, sexuality, gender identity, and income level — to be safe on the job and have equal opportunity for economic success and security. TIME'S UP Now is an independent, nonpartisan, and not-for-profit 501(c)(4) charitable organization.

Visit

<https://timesupnow.org/take-action/join-the-fight/>

to learn more about how you can get involved.



Visit

<https://nwlc.org/times-up-legal-defense-fund/>

to learn more about how you can get involved.

ALLYSHIP RESOURCES



POWER



SAFETY



EQUITY

THE WORK OF ALLYSHIP

Being an ally is hard work.

Many would-be allies fear making mistakes that could have them labeled as “-ist” or “-ic” (racist, sexist, transphobic, homophobic, etc). But as an ally, you’re also affected by a system of oppression. This means that as an ally, there is much to unlearn and learn—mistakes are expected. You need to own this as fact and should be willing to embrace the daily work of doing better.

As an ally, you need to own your mistakes and be proactive in your education, every day

If you refuse to acknowledge that your words and actions are inherently shaped and influenced by systemic oppression, you’re setting up yourself to fail..

Lack of self-awareness is not a trait of an ally. You’ll be complicit in the oppression of those you intend to help. If you choose not to understand this, but label yourself an “ally”, you’re essentially a wolf in sheep’s clothing. You’ll find ways to infiltrate vulnerable communities and wield far more power than someone who is outwardly “-ist” or “-ic” because you’re “trusted.” Just as society will not change overnight, neither will you. Here are some important do’s and don’ts to consider as you learn, grow, and step into the role of an ally.

TO BE AN ALLY IS TO...

1. Take on the struggle as your own.
2. Transfer the benefits of your privilege to those who lack it.
3. Amplify voices of the oppressed before your own.
4. Acknowledge that even though you feel the pain, the conversation is not about you.
5. Stand up, even when you feel scared.
6. Own your mistakes, and de-venter yourself.
7. Understand that your education is up to you and no one else



THE DO'S:

- Do be open to listening
- Do be aware of your implicit biases
- Do your research to learn more about the history of the struggle in which you are participating
- Do the inner work to figure out a way to acknowledge how you participate in oppressive systems
- Do the outer work and figure out how to change the oppressive systems
- Do use your privilege to amplify (digitally and in-person) historically suppressed voices
- Do learn how to listen and accept criticism with grace, even if it's uncomfortable
- Do the work every day to learn how to be a better ally

THE DON'TS

- Do not expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- Do not participate for the gold medal in the "Oppression Olympics" (you don't need to compare how your struggle is "just as bad as" a marginalized person's)
- Do not behave as though you know best
- Do not take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- Do not assume that every member of an underinvested community feels oppressedlly

Read more at

[GuideToAllyship.com](https://www.GuidetoAllyship.com)

SPEAKING UP

Consider speaking out **in writing**, or find ways to share your message **verbally**.

Responding to Microaggressions

Adapted from Ella Washington, Allison Hall Birch, and Laura Morgan Roberts for Harvard Business Review

DISCERN

Determine how much of an investment you want to make in addressing the microaggression. Do not feel pressured to respond to every incident; rather, feel empowered to do so when you decide you should. Consider factors such as the importance of the issue, the relationship, and your feelings, when deciding what to do.

DISARM

If you choose to confront a microaggression, be prepared to disarm the person who committed it. One reason we avoid [these conversations] is that they make people defensive. Perpetrators of microaggressions typically fear being perceived — or worse, revealed — as racist. Explain that the conversation might get uncomfortable for them but that what they just said or did was uncomfortable for you. Invite them to sit alongside you in the awkwardness of their words or deeds while you get to the root of their behavior together

SPEAKING UP

DEFY

Challenge the perpetrator to clarify their statement or action. Use a probing question, such as “How do you mean that?” This gives people a chance to check themselves as they unpack what happened. And it gives you an opportunity to better gauge the perpetrator’s intent. One of the greatest privileges is the freedom not to notice you have privilege; so microaggressions are often inadvertently offensive. Acknowledge that you accept their intentions to be as they stated but reframe the conversation around the impact of the microaggression. Explain how you initially interpreted it and why. If they continue to assert that they “didn’t mean it like that,” remind them that you appreciate their willingness to clarify their intent and hope they appreciate your willingness to clarify their impact

DECIDE

You control what this incident will mean for your life and your work — what you will take from the interaction and what you will allow it to take from you. Black people, as well as those with various other marginalized and intersectional identities, are already subject to biased expectations and evaluations in the workplace. Life is sufficiently taxing without allowing microaggressions to bring you down. Let protecting your joy be your greatest and most persistent act of resistance.



POWER

SAFETY

EQUITY

REPORTING CONCERNS

OF SEXUAL MISCONDUCT OR SEXUAL HARASSMENT
at UT SOUTHWESTERN



BY PHONE:
(214) 648-8175



VIA EMAIL:
TITLEIX@UTSOUTHWESTERN.EDU



ONLINE:
www.utsouthwestern.edu/about-us/title-ix/what-to-do/



IN PERSON:
Paul M. Bass Building, 11th Floor, Suite 306

SB 212

MANDATORY REPORTING REQUIREMENT:

The Texas Legislature recently passed Senate Bill 212, which expands the responsibilities of all employees of Texas universities. The legislation also creates new consequences and penalties for individuals who do not uphold those responsibilities. Please see the **FAQ, Policies, and Training** on the **Title IX website** to learn more.

Office of Institutional Equity & Access



Contact Us

FOR MORE INFORMATION

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