"Radical empathy is not about you and what you think you would do in a situation you have never been in and perhaps never will. It is the kindred connection from a place of deep knowing that opens your spirit to the pain of another as they perceive it."

Isabel Wilkerson | Author, Activist

The Division of Diversity and Inclusion was proud to host the first ever BRG Appreciation Reception and Keystone Award Ceremony in July.

This event showcased the significant contributions of our BRG members and officers who devote their time, energy, and talent to center belonging, inclusion, and wellness for everyone at UT Southwestern.

Having launched four of the institution’s six BRGs in 2017 – adding the Asian-Pacific Islander BRG in 2019 as the fifth and the Women & Allies BRG in 2020 as the sixth – UT Southwestern’s BRGs now have nearly 3000 members, have hosted 200-plus events, and continue to offer their members a positive and inclusive environment with opportunities for facilitating personal growth, career advancement, health, and wellness.

The Keystone Award exemplifies a steadfast commitment to inclusion, service and making a positive difference in the lives of others at UT Southwestern.

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LAST MONTH'S BRG MENTORSHIP PROGRAM RECAP

Takeaways from July Leadership Circles with Dr. W. P. Andrew Lee - "How to Increase Your Influence at Work and Prepare for Growth Opportunities"

- “Do your best and enjoy the most...” Focus on the essence of what you enjoy in your work and seek out new opportunities helps you grow.
- If everyday work becomes easy then you are not being challenged enough. Challenges in your role allow you to mature, develop new skills and become a better professional.
- You may meet your role models in your field of work but you also have to be proactive about seeking out multiple mentors to help advise your career goals and navigate the systems within which you are operating.
- Adaptability, resilience, flexibility and active listening skills are critical leadership skills that help us become more prepared to growth.
- Plan while being flexible. Sometimes, Plan B, adjusted to accommodate reality and sound rationale- can work out better in the long run.
- Having sound guiding principles and clarity of the larger organizational mission helps people find ways to accomplish what they need to do.
- Empathy is one of the top three qualities in healthcare providers who are high impact professionals. The other two being humility and integrity.
- Empathy is a skill that can be learned, developed and practiced over time. Leading with empathy helps build high performing teams and increasing your influence at work.
- When you focus on building trust within your teams and stakeholders – it helps build your influence at work.
- Seeking opportunities in professional associations in your field are an important way to learn, stay relevant in your work and, increase your growth opportunities outside of your workplace.

W. P. Andrew Lee, M.D.
EVP for Academic Affairs & Provost Dean UTSW Medical School

CONGRATULATIONS!

BRG MEMBER PROFESSIONAL WINS & RECOGNITIONS

Kateleen Collins

Received funding to conduct research with the Neuroscience Nursing Research Center to design and implement a multisensory room on the inpatient psychiatric unit.

Celebrate Summer at the VETERANS BRG MONTHLY MIXER

Join us for a cold beverage, lively conversation and the ability to network.
THURSDAY, AUGUST 25, 2022, 4:30-6PM COMMUNITY BEER CO. (ADJACENT TO PEGASUS PARK)
# UPCOMING DIVERSITY & INCLUSION TRAINING

## Affirming Gender Identity and Expression in the Workplace (2 hours)

<table>
<thead>
<tr>
<th>Dates &amp; Times</th>
<th>Listings in Taleo Learn</th>
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</thead>
<tbody>
<tr>
<td><strong>Fridays</strong></td>
<td>8.12.22 - Affirming Gender Identity and Expression in the Workplace</td>
</tr>
<tr>
<td><strong>Aug. 12th – 9 to 11 AM</strong></td>
<td>10.14.22 - Affirming Gender Identity and Expression in the Workplace</td>
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<tr>
<td><strong>Oct. 14th – 9 to 11 AM</strong></td>
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## Navigating the Multigenerational and Multicultural Workplace (90 min)

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<th>Dates &amp; Times</th>
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<tbody>
<tr>
<td><strong>Fridays</strong></td>
<td>9.16.22 - Navigating the Multigenerational and Multicultural Workplace</td>
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<tr>
<td><strong>Sept. 16th - 9 to 11 AM</strong></td>
<td>11.4.22 - Navigating the Multigenerational and Multicultural Workplace</td>
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<td><strong>Nov. 4th - 9 to 11 AM</strong></td>
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## Inclusive Team Building – Pt. I & II (90 minutes each)

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<thead>
<tr>
<th>Dates &amp; Times</th>
<th>Listings in Taleo Learn</th>
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<tr>
<td><strong>SEPTEMBER 2022</strong></td>
<td>9.22.22 - Inclusive Team Building - Part 1</td>
</tr>
<tr>
<td><strong>Fridays from 10:30 AM to 12 PM</strong></td>
<td>9.29.22 - Inclusive Team Building - Part 2</td>
</tr>
<tr>
<td><strong>NOVEMBER 2022</strong></td>
<td>11.10.22 - Inclusive Team Building - Part 1</td>
</tr>
<tr>
<td><strong>Fridays from 10:30 AM to 12 PM</strong></td>
<td>11.17.22 - Inclusive Team Building - Part 2</td>
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## Diversity for All Staff (3 hours)

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<tr>
<th>Dates &amp; Times</th>
<th>Listings in Taleo Learn</th>
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</thead>
<tbody>
<tr>
<td><strong>Thursday, Oct. 20th – 9 AM-12 PM</strong></td>
<td>10.20.22 - Diversity for All Staff</td>
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[Search Trainings in Taleo]
In the past year, UT Southwestern has been ranked and recognized for its diversity efforts as one of the nation's best employers for women and new graduates; as a top place to work in health care by Forbes for diversity within the workforce, employee engagement, and professional growth; and one of Dallas’ top performing workplaces for diversity, family friendliness, work-life balance and fulfillment by the Dallas Morning News. In addition, UT Southwestern was recognized by LinkedIn as one of the Top 25 Companies to Work for in Dallas-Fort Worth in 2021 as an employer that “puts employees first.”

Read more here.

Five early career physician-researchers are the first awardees to receive support from the UT Southwestern Fund to Retain Clinical Scientists. The UT-FOCUS program provides financial, career development, and wellness support to retain early career physician-scientists who need additional assistance due to caregiving responsibilities exacerbated by COVID-19. UT Southwestern is one of only a few institutions nationwide to be selected for the award. The program is funded by a grant from the Doris Duke Charitable Foundation, the American Heart Association, and support from the UT Southwestern Dean's Office.

Read more here.

For the sixth year in a row, UT Southwestern’s William P. Clements Jr. University Hospital is the No. 1 Best Hospital in Dallas-Fort Worth and the No. 2 Best Hospital in Texas, according to the annual U.S. News & World Report rankings. In addition, UT Southwestern is ranked among the top hospitals nationally in nine specialties ranging from brain to heart to cancer care. UT Southwestern is listed among the top 5% of hospitals nationally for consistent delivery of clinical quality, and among top hospitals for patient experience and routine specialty care.

Read more here.

Questions about this newsletter or suggestions for spotlights?
Contact the Division of Diversity & Inclusion via email DiversityInclusion@utsouthwestern.edu