

BRG INSIDER

The "What's What" in Diversity in December

"Inclusion in Action"



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D&I [YouTube](#)
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*"How do we change the world?
One random act of kindness at a
time"*

Morgan Freeman | Actor, Director

Last Month's
BRG Insider Recap

Last month's
edition is here!



THIS DECEMBER - MAKE IT ABOUT KINDNESS AND REFLECTION

As we approach the end of 2022, we are grateful to have you in our community. As an institution we have continued to grapple with new and old challenges. In the midst of that we have seen strength, resilience and a true commitment to care. Our programs and initiatives have reached more people than ever before, and at every space we have continued to hear that our BRGs make a positive impact on belonging. Our work makes UT Southwestern's commitment to diversity and inclusion visible and vocal.

This December, we hope you will take some time to reflect on the ways that you and your BRG colleagues have been the change. Every one of our nearly 100 programs, initiatives and conversation forums highlights the tremendous work that is being done and the efforts that are still needed to build a transformational and equitable healthcare institution.

In this season of gifting and giving- give kindness as a gift too. Give it to your colleagues, your community, those who may need it more than others and those who are not expecting to receive anything. Be Kind. Show Love. Have a Wonderful Holiday Season.

- Team Diversity and Inclusion.

UPCOMING SIGNATURE PROGRAMS



UT SOUTHWESTERN MEDICAL CENTER

MARTIN LUTHER KING JR.

Commemorative Celebration

WEDNESDAY, JANUARY 11, 2023
NOON TO 1PM

Join the Office of Student Diversity & Inclusion and the Office of Institutional Equity & Access' Division of Diversity & Inclusion at noon on Wednesday, Jan. 11, for UT Southwestern's annual Martin Luther King Jr. Commemorative Celebration, featuring keynote speaker Cynthia "Cynt" Marshall, CEO of the Dallas Mavericks, President & CEO, Marshalling Resources Consulting. A reception will immediately follow after the event. During the Celebration, we will be honoring student recipients of the Martin Luther King, Jr. Scholarships for Community Service.

This event will be held in person in South Campus.

About the Keynote Speaker

Cynt Marshall has been a dynamic force for inclusion and diversity within the Dallas Mavericks organization and over a 36-year career at AT&T. Prior to her joining the Mavs, Cynt founded Marshalling Resources, a consulting firm specializing in Leadership, Diversity & Inclusion, Culture Transformation and overall optimization of people resources.

Widely recognized for her visionary leadership and ability to get things done, Cynt is the recipient of several honors and awards, including the 2022 Dallas Holocaust and Human Rights Museum Hope for Humanity award. In 2021, Forbes named Cynt one of 15 of the world's most inspiring female leaders. Cynt received the 2020 Girl Scouts of America Lifetime Achievement award and was touted as one of Adweek's 30 Most Powerful Women in Sports. A graduate of the University of California-Berkeley with degrees in Business Administration and Human Resources Management, Cynt is also the recipient of four honorary doctorate degrees. She serves on four corporate boards and on several non-profit boards, including Dallas CASA where Cynt is the chair of the board.

DIVISION OF D&I'S NEW PODCAST: UNCOVERED



The Division of Diversity & Inclusion is excited to release the first five episodes of its new employee podcast - "***Uncovered: Discovering Courage and Healing in Sharing Our Stories.***"

Our episodes in November recognized Native American Heritage Month and touched on elements of inclusion - confronting bias, navigating systems and authenticity and belonging.

If you would like to share your story with us or would like to recommend a BRG colleague to be featured, please email diversityinclusion@utsouthwestern.edu

[Listen to Episodes Here](#)

2023 BRG Mentorship Program

We are looking forward to another great year of the BRG Mentorship Program. About the program:

- 12-month program (January-December)
- Open to all BRG members
- Participants commit to meeting with their mentor/mentee for a minimum of 1 hour/month.

Questions? Please contact Mary Bandoh.



GLIMPSES FROM 2022 TRIBUTE TO VETERANS (NOV 10)



UPCOMING D&I TRAINING

NAVIGATING A MULTIGENERATIONAL AND MULTICULTURAL WORKPLACE



 **Jan 12**
9AM-11AM

INCLUSIVE TEAM BUILDING

PART I & II

Jan 20 & 27
10:30-12PM

AFFIRMING

Gender Identity and Expression In the Workplace

01. Learn relevant and emergent terms
02. Understand how gender identity & expression are critical to inclusive workplaces
03. Recognize common individual biases and systemic barriers
04. Implement meaningful personal & organizational strategies

Feb 2
9AM-11AM

UTSouthwestern
Medical Center
The Division of Diversity & Inclusion



Feb 17
9AM-12PM

**Diversity
For All Staff**

[Search For Training in Taleo](#)

TRIBUTE TO VETERANS EVENT VIDEO IS NOW AVAILABLE



UT Southwestern Medical Center observed its 8th annual Tribute to Veterans. Led by the Veterans BRG, the event included remarks from President Dr. Daniel K. Podolsky; a keynote, "What Connects Us" by retired Colonel Mark Raschke - a 27-year army veteran and Manager for Leadership Development at UTSW and closing remarks by Chris Rubio, Associate Vice President and Chief Operating Officer for University Hospital and Executive Sponsor of the Veterans BRG. The event also featured the Presentation of Colors by the Color Guard of Grady Spruce High School and the United States Armed Forces Medley.

[Watch the Recording Here.](#)

VR TRAINING TOOL TO COMBAT HEALTH CARE WORKPLACE VIOLENCE



Data from the U.S. Bureau of Labor Statistics show health care workers are five times more likely to experience workplace violence than employees in other industries. To assist that effort, a team of UT Southwestern Emergency Medicine physicians helped create a training tool that puts health care workers inside a virtual hospital room to practice de-escalation skills for a potentially aggressive individual. Although the VR tool was originally designed to be used by health care workers in hospitals, it can be modified for other industries and workplace settings.

[Read More Here](#)

CONNECTING WHO WE ARE TO WHAT WE DO

UTSW STUDY HIGHLIGHTS RACIAL BIAS IN ACCESS TO SURGICAL CARE



The study in the Journal of Pediatric Surgery, examined surgery data for more than 200,000 children. Even after adjusting for demographic factors that might affect surgery rates such as insurance status, poverty, and citizenship, researchers found fewer surgeries reported by parents of Black, Latino, and Asian children. The study is co-authored by Ethan Sanford, M.D., Anesthesiology and Pain Management, Dr. Rasmi Nair, Department of Population and Data Sciences; Adam Alder, M.D., Department of Surgery, and Peter Szmuk, M.D., Anesthesiology and Pain Management at UT Southwestern

[Read more here](#)

AAE-BRG EVENT: THE IMPORTANCE OF DIVERSITY IN HEALTHCARE



Join UTSW's African American Employee-BRG and on 12/08/2022 from 12-1PM for the upcoming December Lunch and Learn: The Importance of Diversity in Healthcare. This live virtual event will offer UTSW employees information regarding diversity in healthcare. Those who attend will gain a unique perspective as the speaker outlines some of the highlights she has experienced throughout her journey. The featured speaker for this webinar event is Cynthia Hill, Nursing Director for Zale Lipshy Pavilion here at UTSW.

[Read more here](#)

Questions about this newsletter or suggestions for spotlights?

Contact the Division of Diversity & Inclusion via email

DiversityInclusion@utsouthwestern.edu