

BRG INSIDER

The "What's What" in Diversity in October

"Inclusion in Action"



Don't forget to
Subscribe to the D&I
[YouTube Channel](#) to
view recordings of our
events!

"It is important for all of us to appreciate where we come from and how that history has really shaped us in ways that we might not understand."

Sonia Sotomayor | Associate Justice, US Supreme Court

Last Month's
BRG Insider Recap

If you missed last month's edition of the BRG Insider, please click**[here](#)** to catch up on events, resources, and more with our BRGs!

Unidos:

Inclusivity for
a Stronger Nation

Hispanic Latino
Heritage Month

Signature Event

October 12

Noon - 1 p.m.

with Reception at 11:30 a.m.

D1.502 (South Campus)



UT Southwestern
Medical Center
Division of Diversity & Inclusion

[Register Here](#)



Roberto Gonzalez, M.D. has served Dallas ISD families since 2006 and is the principal of the new Medical District PK-8 Biomedical School. Born and raised in Colombia, Dr. Gonzalez graduated from the Universidad de Cartagena and his first career was as a medical doctor in underserved communities.

Principal Gonzalez has served Stevens Park Elementary in Oak Cliff for the past four years. Before joining the Stevens Park Elementary team, Gonzalez served as a bilingual teacher, grade level chair, Math and Science Instructional Coach, and Assistant Principal. During his service as Assistant Principal, he helped the school achieve five TEA distinctions.



Larissa Velez, M.D. joined the UT Southwestern faculty in 2001, is a Distinguished Teaching Professor and serves as Vice Chair for Education in the Department of Emergency Medicine and as the Associate Dean for Graduate Medical Education at UT Southwestern. She also is a clinical toxicology staff at the North Texas Poison Center.

She has received the Emergency Medicine Department’s Teaching Excellence Award three times and in 2018 was honored with a Leaders in Clinical Excellence Mentoring Award for her work with residents and junior faculty. Dr. Velez was included in D Magazine's Best Doctors list for 2018, 2020, and 2021.



Carlos Girod, M.D. is the Associate Vice President of Parkland Health & Hospital System Affairs. He previously served as Vice Chair of Clinical Affairs for Parkland Health & Hospital System.

A pulmonologist and highly regarded clinician, Dr. Girod graduated from the University of Pennsylvania before earning his medical degree from the University of Puerto Rico School of Medicine in San Juan. He completed his internship and residency at UT Southwestern, followed by a clinical fellowship at the University of Colorado School of Medicine, and a research fellowship at the Denver Veterans Administration Medical Center. In 2015, he was the recipient of the Patricia and William L. Watson Jr., M.D. Award for Excellence in Clinical Medicine, UT Southwestern’s highest clinical honor.



Angelica Marin Hill, M.B.A. is the Vice President for Government Affairs and Policy. Previously, Ms. Hill was Assistant Vice President for Legislative Budget and Policy at UT Southwestern, where for seven years she was involved in government relations, strategic planning, and legislative analysis. Ms. Hill has an undergraduate degree in history from Harvard University and a Master of Business Administration from the University of Texas McCombs School of Business. Ms. Hill will serve as the **moderator** for the event.



HISPANIC HERITAGE MONTH
SIGNATURE EVENT
Panelists



OCTOBER 11, 2022: NATIONAL COMING OUT DAY

Library DEI Committee
presents

LGBTQ Healthcare

- Transgender experience
- Provider LGBTQ resources

Leslie McMurray

Transgender Education & Advocacy Associate

October 11, 2022 at 12 p.m.



Join the Library DEI Committee on Tuesday October 11, 2022, National Coming Out Day. On this day, we celebrate members of the LGBTQ+ community as they share their coming out stories, those of triumph and happiness, as well as those filled with grief and trauma.

A discussion with Leslie McMurray, a local activist, will focus on transgender healthcare and share insights and suggested approaches to LGBTQ+ affirming patient-provider relationships and care. The online discussion will be held at 12 noon.

[Register Here](#)

Coming Out Day was founded in 1988 by Richard Eichberg, a psychologist and Jean O'Leary, a gay rights activist, to raise awareness of the lesbian, gay, bisexual and transgender (LGBT) community and its civil rights movement. They chose October 11th to mark the anniversary of the second major National March on Washington for Lesbian and Gay Rights, which took place 1987.

We invite you to participate in a community event and listen to the stories of colleagues.



National Coming Out Day

Food. Fun. Forthcoming Stories.

Tuesday, October 11th

12pm to 1pm

Bryan Willams, M.D. Student Center



DIVERSITY WEEK 2022: CELEBRATE ON THE GREEN



UT Southwestern
Medical Center

2022 DIVERSITY WEEK Celebration on the Green

Join us for an interactive
D&I Meet and Greet &
BRG Open House!

We will feature food trucks
representing diverse cuisines and
music to celebrate Diversity Week

Venue: POB Greenspace
(1801 Inwood Rd)

Date: October 20, 2022
Time: 11:00AM - 1:00PM



National Diversity Week was founded in 1998, in order to raise awareness about the diversity which has shaped – and continues to shape – the United States. Officially, National Diversity Week falls in the full first week of October.

At UT Southwestern, the Office of Institutional Equity & Access' Division of Diversity & Inclusion, the Office of Student Diversity & Inclusion, and UT Southwestern's six Business Resource Groups (BRGs) are coming together to celebrate Diversity Week on Thursday, October 20th. Representatives from each of our organizations will be available for an "open house" discuss our roles with the institution, our programmatic offerings, leadership development opportunities, and how you can get involved! The event also will feature food trucks representing diverse cuisines and music by DJ Sneak.

BRG Upcoming Social Events

LGBTQA BRG Networking Social



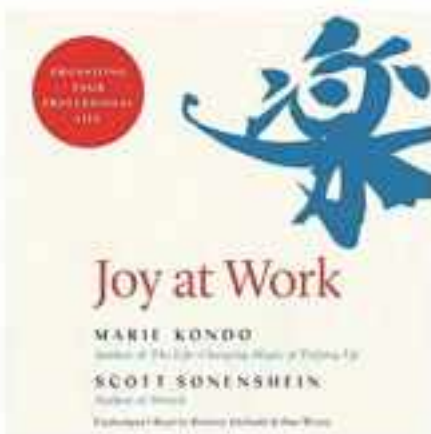
JR's Bar and Grill
October 20
5:30pm-7 pm



Celebrate Diwali

OCT 26 11AM-2PM
CUH Pavilion

Fall Book Club



Wednesday, Oct 26
12pm to 1pm

[Register Here](#)



AAE-BRG Lunch & Learn
**A Journey To
Healthcare
Leadership**
featuring
Anthonia "Toni" Eby
Associate Vice-President &
COO of Ambulatory Services

NOV 3 | 12PM - 1PM

[Register Here](#)

LAST MONTH'S BRG MENTORSHIP PROGRAM RECAP

Takeaways from September Leadership Circles with Erin Sine - "How to Develop a Problem-Solving Mindset with Creativity"



Erin Sine, J.D.

Vice President for Legal Affairs

[Click to View Recording](#)

- Listen with “very open ears.” This sounds simple, but it’s hard to implement and requires years of practice. Then think critically about what you’ve heard and ask lots of questions to help you and your team spot all relevant issues.
- Take extra time on the front end to ensure that you fully understand what the problem is. “You don’t want the cure to be worse than the problem itself.”—so don’t rush to jump into action mode before you’ve thought things through.
- Once you’ve fully defined the problem, consider your desired outcome. How likely is each proposed solution to bring about that desired outcome?
- Sometimes “too many cooks in the kitchen” can actually be a barrier to effective problem-solving. If you have too many people weighing in, it can be difficult to reach consensus and to have ownership. One remedy for this can be to have subgroup pre-meetings so that the subgroup can come to the larger meeting aligned and ready to present some proposed solutions.
- Improving your problem-solving skills is no different than any other skillset—it’s about self-awareness and then practice, practice, practice. Ask yourself questions like: How is your communication? Your active listening skills? Are you open to other perspectives? Do you notice that you become defensive when someone disagrees with your opinion?
- While accountability is important, focusing too much on who is responsible for the problem (“finger-pointing”) can sometimes hinder the solution. It is best to focus on solutions first, and then do a ‘What did we learn?’ recap on the back end to try to ensure that the same mistakes are not repeated. Treat it as a learning opportunity.

BRG COMMUNITY EVENTS

FRIDAY, SEPTEMBER 23, 2022

UT Southwestern was a sponsor of the US India Chamber - Wellness and Workplace Conference on September 23, 2022, which featured Dr. Vivek Murthy, Surgeon General of the United States as the keynote speaker. UT Southwestern's own Dr. Madhukar Trivedi served as a panelist in a discussion on "Mental Health and Society. API-BRG representatives (including Executive Sponsor Archana Cronjaeger, pictured here with Surgeon General Murthy) attended the conference and had the opportunity to network with community partners.



SAVE THE DATE



Join your colleagues at UT Southwestern, the Office of Institutional Equity & Access' Division of Diversity & Inclusion and the Veterans Business Resource Group for our annual Tribute to Veterans. The program will feature a keynote address by Retired Army Colonel and Manager of Leadership Development Mark Raschke. The event will include remarks from President Dr. Daniel K. Podolsky and a moderated Q&A and closing remarks by Chris Rubio, Associate VP and Chief Operating Officer for University Hospital and Executive Sponsor of the Veterans BRG. The event will also feature the Presentation of Colors and the United States Armed Forces Medley.



CELEBRATING PROFESSIONAL WINS

Gabrielle Hawthorne



Was recently promoted to IR Program Manager in the Department of Information Resources

LaTonya Rosales



Was recently promoted to Senior Business Analyst in the Department of IR-Business Administrative Systems

Donna Wood-Martin



Graduated from the Aspiring Leaders Program (Cohort 20) on August 19, 2022

Wanda Singleton



Was recently promoted to Patient Financial Advisor II in the Department of AB Medicine & Oncology

Tracey Peacock



Was recently promoted to GME Program Coordinator I for Maternal-Fetal Medicine and Reproductive Endocrinology and Infertility in OBGYN from Education Coordinator in Neurocritical Care

Ernesto Berumen



Was nominated for a national award by the residents of the radiology residency program. The Aunt Minnie Award for best radiology program coordinator in the country.

Congratulations!



UPCOMING DIVERSITY & INCLUSION TRAINING

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

Dates & Times

Friday, Oct. 14th – 9 to 11 AM

Listings in Taleo Learn

[10.14.22 - Affirming Gender Identity and Expression in the Workplace](#)

Navigating the Multigenerational and Multicultural Workplace (90 min)

Dates & Times

Friday, November 4th - 9 to 11 AM

Listings in Taleo Learn

[11.4.22 - Navigating the Multigenerational and Multicultural Workplace](#)

Inclusive Team Building – Pt. I & II (90 minutes each)

Dates & Times

NOVEMBER 2022
Fridays from 10:30 AM to 12 PM

Listings in Taleo Learn

[11.10.22 - Inclusive Team Building - Part 1](#)
[11.17.22 - Inclusive Team Building - Part 2](#)

Diversity for All Staff (3 hours)

Dates & Times

Thursday, Oct. 20th – 9 AM-12 PM

Listings in Taleo Learn

[10.20.22 - Diversity for All Staff](#)

[Search Trainings in Taleo](#)

NATIONALLY RECOGNIZED LEADER SELECTED AS INAUGURAL CHIEF DIVERSITY EQUITY & INCLUSION OFFICER



Dr. Shawna Nesbitt, Professor of Internal Medicine, has been appointed as Vice President and the inaugural institutional Chief Diversity, Equity, and Inclusion Officer (CDEIO) at UT Southwestern. Dr. Nesbitt is an accomplished physician, researcher, professor, and author. Since joining UTSW in 2001, she has held various DEI leadership roles and responsibilities, including serving as a member of the President's Diversity and Inclusion Council and as Associate Dean, Student Diversity and Inclusion, leading the team for the Medical School as well as the Graduate School and School of Health Professions. She brings a deep understanding of UTSW and the complexities of a large, growing academic medical center to her new leadership role.

UTSW SELECTED AS ONE OF 12 ELITE NUTRITION OBESITY RESEARCH CENTERS IN THE NATION



UTSW has been selected to be one of 12 NIH Nutrition Obesity Research Centers in the nation – and the only one in Texas – to investigate the causes, prevention, and treatment options for obesity affecting more than 40% of the U.S. population with medical costs nearing \$175 billion. More than 150 UTSW scientists in fields ranging from metabolism to genetics will be part of the elite National Institutes of Health-funded, university-wide interdisciplinary research center. UT Southwestern will receive \$6.15 million in grant funding over five years from the National Institute of Diabetes and Digestive and Kidney Diseases.

[Read more here](#)

CONNECTING WHO WE ARE TO WHAT WE DO

HEALTHFEST CELEBRATES OPENING OF UTSW MEDICAL CENTER AT REDBIRD



Southwestern Dallas county residents, business owners, and regional leaders gathered Saturday 17th at the celebration for the opening of UTSW at RedBird, the largest of UTSW's regional campuses and the first to bring academic medicine to this region. While the new facility accepted its first patient on Aug. 29, the event served as a community-focused celebration and showcase of current and upcoming medical offerings. HealthFest visitors were greeted with music, cooking demos, food trucks offering free brunch, games, and ticket giveaways to Dallas Mavericks games.

[Read more here](#)

THOUSANDS FROM UTSW COMMUNITY TURN OUT FOR DALLAS HEART WALK



UT Southwestern staff, family, and friends stepped out for a cause at this year's Heart Walk to honor loved ones who have passed from heart disease and stroke and to show their commitment to the American Heart Association's (AHA) mission to fund research to fight these cardiovascular diseases. UT Southwestern boasts one of the largest participation numbers among the organizations participating in Dallas' walk. Over 2,200 people from UTSW across 138 teams participated in the Sept. 24 walk, pledging more than \$37,000 to support the AHA and its mission.

[Read more here](#)

Questions about this newsletter or suggestions for spotlights?

Contact the Division of Diversity & Inclusion via email
DiversityInclusion@utsouthwestern.edu