“Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.”

Martin Luther King Jr.

CONGRATULATIONS! INSPIRATIONAL MENTOR AWARDEES

The Division of Diversity and Inclusion was proud to host the first ever BRG Mentorship Program End of Year Celebration and Inspirational Mentor Award Ceremony.

In 2022, the BRG Mentorship Program paired 130+ mentors and mentees in a semi-structured year-long partnership.

The program components included a dedicated newsletter, Mentorship Mentions, and a monthly virtual professional development series, Leadership Circles.

The Inspirational Mentor award was instituted to recognize mentors who exemplified leadership, collaboration and championing of the mentee’s aspirations and goals.

Travis Gill, J.D.
Nominated by Mentee
Gregory Agbasiere

Nancy Nelson
Nominated by Mentee
LoAn Pittman
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.

Join the Office of Diversity, Equity, and Inclusion, the Office of Student Diversity & Inclusion and the Office of Institutional Equity & Access at noon on Wednesday, Jan. 11 in the Tom and Lula Gooch Auditorium (South Campus) for UT Southwestern’s annual Martin Luther King Jr. Commemorative Celebration. 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.

Keynote Speaker: Cynthia "Cynt" Marshall

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.

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RSVP HERE TO ATTEND

Jan 11, 2023

Noon to 1pm

Reception to follow
Do you have a student in your family who is interested in a healthcare career? We have an opportunity for you!

**Encourage Your Student to Apply!**

The Healthcare Scholars Summer Internship Program at UT Southwestern’s Office of Institutional Equity and Access is a full-time immersive summer experience designed for undergraduate and graduate students who are interested in or exploring careers in healthcare.

Through the Division of Diversity and Inclusion, interns are matched each summer to departmental placements across UT Southwestern’s campus for full-time paid internships. Past internships have included experience in clinical, laboratory, and hospital settings. In addition, interns attend professional development seminars and participate in peer mentoring to learn more about the many professional paths in the health sciences. The program runs from June through August with applications opening in January and decisions announced in March. The program also places students in partnership with community partners such as the Dr. Emmett J. Conrad Leadership Program and other community-based internship opportunities.

**Learn more and Apply Here**

**Host An Intern!**

BRG members can play a critical role in creating pathways for our new generation of employees! If you are interested in hosting a paid internship through your department over summer, please contact Sharbari Dey at sharbari.dey@utsouthwestern.edu.
DIVISION OF D&I'S PODCAST: UNCOVERED (NEW EPISODES)

In this episode of Uncovered, we explore vulnerability and how employees negotiate and navigate vulnerability and courage in the workplace. We uncover insights from Jaime Harry, a licensed clinical social worker and certified Health and Wellness coach. Jamie is the program liaison for the Office of Faculty Wellness at UT Southwestern.

Listen to Jamie's Story Here

In this episode, we uncover insights from Anthony Williams, Manager of Equal Opportunity in the Office of Institutional Equity and Access. In his day-to-day role, he spends much of his time serving as an overall soundboard on employee concerns. Anthony stopped by to share his reflections on how listening with care has made him better at what he does.

Listen to Anthony's Story Here

2023 LEADERSHIP CIRCLES SPEAKERS: BRG MENTORSHIP PROGRAM

The Division of Diversity & Inclusion is pleased to announce the 2023 speaker lineup for Leadership Circles. Leadership Circles is a program offered to UT Southwestern's BRG Mentorship Program participants (both mentors and mentees) as an opportunity to hear from UT Southwestern's senior leaders on topics involving leadership, mentorship, and professional development. This is the third year of this program that is offered across our six employee Business Resource Groups. In 2023, our topics for our Leadership Circles sessions will center around the Surgeon General's Framework for Workplace Mental Health and Well-Being.

Martin J. Marshall II, MBA
AVP, Support Services

Angelica Marin Hill, MBA
VP, Government Affairs & Policy

Christopher McLarty, D.N.P., APRN, ACNP-BC
AVP & Chief Nursing Officer

Anne Lai Howard, J.D.
AVP, Medical Risk Management

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

Our episodes in January touch 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
UPCOMING BRG EVENTS

AAE-BRG Lunch & Learn
How To Overcome Career Challenges and Maximize Your Potential
featuring Laura Hunt
Financial Analysis Manager, Sponsored Programs Administration

JAN 12 | 12PM - 1PM
RSVP Here

Tell a Story Through Art

Friday, Jan 20
12pm to 1pm
RSVP here

VET BRG Monthly Mixer
Community Beer Company
Jan 26
RSVP Here

Localist D&I Calendar
UPCOMING D&I TRAINING

Navigating a Multigenerational and Multicultural Workplace

Jan 12
9AM-11AM

Inclusive Team Building

Jan 20 & 27
10:30-12PM

Affirming Gender Identity and Expression in the Workplace

Feb 2
9AM-11AM

Diversity For All Staff

Feb 17
9AM-12PM

Search For Training in Taleo
Mortality rates are higher in U.S. counties where eviction rates are also elevated. UTSW Researchers have found a striking relationship between county-level evictions and all-cause mortality, even after adjusting for sociodemographic factors such as age, sex, and race, as well as health factors including diabetes, hypertension, and kidney disease. Housing instability is a key social determinant of health. Eviction rates have increased over the past two decades, disproportionately affecting minorities and women in the United States.

Read more here

The 2022 edition of the Dallas 500 is a the 180-page publication that includes some of the most recognizable names in business, along with nearly 200 new and emerging leaders. Dallas 500 is a special edition that profiles the most influential leaders in North Texas, across a wide spectrum of industries. It's produced by the editors of D CEO, the award-winning business title of D Magazine Partners. Dallas 500 goes far beyond corporate bios to reveal the personal side of the leaders who drive the North Texas economy and make it such a vibrant place to work and live.

Read more here

“Although Latinos have been considered to be first and foremost an ethnic group, the Hispanic community represents a heterogeneous mix of Native American, European, and African ancestries,” Burchard and his co-authors wrote in an article published in the American Journal of Public Health. “Therefore, they can self-identify as any race or of mixed race as defined by the 2000 U.S. Census.” Now researchers say more precise data collection could help identify distinct risk factors for disease in certain populations.

Read more here

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