## June 2023

"Inclusion in Action"

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**BRG INSIDER**

The "What's What" in Diversity in June

<table>
<thead>
<tr>
<th>What Must Break</th>
<th>The dawn, for what comes after the dark.</th>
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<tr>
<td>Silence, for what needs to be said.</td>
<td>Stigmas and cycles and chains, for what needs to end.</td>
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<tr>
<td>Glass Ceilings, for what cannot be contained.</td>
<td>Sometimes, things break so light can enter.</td>
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<tr>
<td>The ground, for what shall rise above it.</td>
<td>So something can grow so the old can usher in the new.</td>
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Last Month's *BRG Insider*

Last month's edition is here!

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**JUNE IS PRIDE MONTH**
The Signature Celebration will feature keynote speaker Russell Poole, MBA., Chief Information Officer and Vice President, Information Resources, UT Southwestern.

Mr. Poole is a veteran technology leader and in his role, provides strategic leadership over the University's information technology and leads the digital transformation that supports the continued growth and success of all of UT Southwestern's core missions.

Mr. Poole came to UT Southwestern from the University of Colorado Anschutz Medical Campus, where he led the University's overarching technology environment since 2013.

This hybrid event will take place on UT Southwestern's South Campus, D1.502 (McDermott Lecture Hall) with live streaming available. The event will feature executive remarks, a fireside chat with Mr. Poole facilitated by Dr. Tim Blackburn, Professor of Radiology, and an interactive live trivia challenge!

This event is hosted by the Office of Diversity, Equity & Inclusion, in collaboration with the Office of Institutional Equity & Access, and the LGBT and Allies Business Resource Group.
Leaders who approach work-life harmony as a top priority have a happier and more engaged workforce.

When you offer flexibility to your employees, they are likely to work harder for you.

You have to be cognizant that you are not being taken advantage of, but it is important to listen to your employees' needs. Martin shared that he has never observed a leader encountering operational obstacles as a result of being “too compassionate” with their employees.

Establish a ritual to mark the end of your work day and transition into your home life, such as going for a run or walk.

Put personal priorities on your calendar, such as time with your spouse or a favorite activity.

Solicit feedback from individual team members about what they would like autonomy to look like for them.
Join UT Southwestern's African American Employee Business Resource Group (AAE-BRG) as we honor Juneteenth through cuisine, community, and celebration on Thursday, June 15, 2023, from 11 AM to 1 PM in Clements University Hospital (CUH) Pavilion.

This event will offer cuisine that historically represents staple food served at Juneteenth celebrations across the state within the African American community. Come celebrate, rejoice, and meet our BRG leaders!

All UT Southwestern staff, faculty, trainees, and students are welcome!

Tickets are $8 per person and can be purchased at the venue.

Children's Health Diversity, Equity and Inclusion and PRIDE and Women Empowering Women workgroups invite you for their Q2 Diversity, Equity and Inclusion Forum – Family Voices: A Best Practices Conversation, on Thursday, June 15, at noon.

This panel conversation moderated by Kim Cummings, Senior Vice President Talent Management and Workforce Planning, Children’s Health will include strategies to provide an inclusive and welcoming healthcare experience for all family structures. Panelists include:

- Melanie (JaeHee) Chung-Sherman, Psychotherapist, Paul Bass Psychiatry Clinic, UTSW;
- Jessica Spaniol, Director and Managing Attorney of General Legal Services at UTSW;
- Dr. Brad Tate, Chief Medical Officer at the Plano Campus, Children’s Health;
- Dr. Stormee Williams, Chief Health Equity Officer, Children’s Health; and
- Chantel Williams, Director of Environmental Services at Children’s Health.

Register Here
You can see all of our BRG events posted to UT Southwestern's Diversity and Inclusion calendar.

Please join UT Southwestern Family & Community Medicine Residency Program for our next Walk With A Doc (WWAD) event on **June 10th from 11-12 at Kiest Park** (located in Oak Cliff at: 3080 S Hampton Rd Dallas, TX). We meet at the recreation center parking lot and have a brief talk on a health topic prior to starting each walk. In honor of June being Pride Month, we invite you to come dressed in your best pride gear as we learn about LGBTQ+ health before the walk! We can’t wait to see everyone on Saturday 6/10!
Photos from 2023 Dallas Pride Parade
CONNECTING WHO WE ARE TO WHAT WE DO

UTSW RESEARCHER WINS BEST RESEARCH ON DIVERSITY/DISPARITY IN HEALTH OUTCOMES

Recent UT Southwestern graduate Lisa Thiele, M.D., M.P.H., and a team of UTSW researchers have received the Society of Maternal-Fetal Medicine's Disparities Award for Best Research on Diversity/Disparity in Health Outcomes for a study showing that providing free prenatal iron supplements to pregnant patients decreases anemia and the need for transfusions during childbirth. Socioeconomically disadvantaged patients "have a lot of barriers, so I understand why a patient would buy food or school supplies for her family rather than buy a supplement that might not change how she feels," said Dr. Thiele.

Read more here

In 2019, nearly 600 volunteers donated their time across the UT Southwestern Health System. But when the pandemic struck, health and safety precautions prevented them from serving in person. Over the past year, the program has started to rebound with nearly 300 volunteers giving more than 9,150 hours, according to Ms. Sherri Wood Cooper, Manager of Volunteer Services. "It's been wonderful to have volunteers back in person on campus...we can see how much they have been missed in the faces of our patients, families, and staff members every day."

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

Read more here

CARNAVAL DE SALUD HEALTH FAIR REUNITES DALLAS COMMUNITY

Students from UT Southwestern's Medical School, Graduate School of Biomedical Sciences, and School of Health Professions planned and coordinated the fair at Thomas J. Rusk Middle School in Dallas, not far from the main UT Southwestern campus. Because of the COVID-19 pandemic, the event had been paused since 2019. The event is part of the UT System's United to Serve initiative to foster community outreach. For some attendees, the atmosphere of the event makes it easier to talk about health issues than in a clinical setting, said Shanup Dalal, M.D, former Assistant Professor of Pediatrics and Internal Medicine.

Read more here