

BRG INSIDER

The "What's What" in Diversity in November

"Inclusion in Action"



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

*"We often take for granted the very
things that most deserve our
gratitude."*

Cynthia Ozick | Author

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!

UT SOUTHWESTERN RECOGNIZED AS A DIVERSITY CHAMPION!



For the fifth consecutive year, UT Southwestern has been recognized for its outstanding commitment to diversity and inclusion with the Health Professions Higher Education Excellence in Diversity (HEED) Award. This year we are one of 18 institutions nationally to be honored as a **Diversity Champion**.

UT Southwestern's commitment to diversity and inclusion spans all institutional missions – patient care, research, and education. It is embedded in dedicated student, faculty, and employee recruitment, retention, and advancement programs.

Investing in equity, access and success starts at Pre-K with a new Biomedical Preparatory. Health career exploration programs such as – Science Teacher Access to Resources at Southwestern, the Joint Admission Medical Program, HPREP, SURE, ACS Bridge, Amgen Scholars and the Dr. Emmett J. Conrad Leadership Program are preparing our future workforce. Faculty development programs such as PROVIDES and robust employee resource groups and initiatives are building a diverse cadre of healthcare practitioners and providers who exemplify inclusive excellence at UT Southwestern.

UTSW CELEBRATES NOVEMBER AS



VETERAN AND MILITARY FAMILIES MONTH

Veterans & Military Families Month was established in 1996 by the Armed Services YMCA. Former military personnel across UT Southwestern are consistently demonstrating the value of veterans in the workplace and just how much of their skills are transferrable to the civilian world.

At UT Southwestern, veterans have built thriving careers within the healthcare industry while continuing to serve in ways that make their community a better place to live. The UTSW Veterans BRG was created in 2015 to promote military and veteran support.

UT Southwestern was recognized by U.S. Veterans Magazine on its 2020 annual list of “Best of the Best Top Veteran-Friendly Companies” and as a 2022 Top Veteran-Friendly School for its efforts to provide a positive work and educational environment for veterans, transitioning service members, disabled veterans, spouses and veteran business owners.

UT SOUTHWESTERN OBSERVES NOVEMBER AS

NATIVE AMERICAN HERITAGE MONTH

To learn more about the history of indigenous communities in Texas - [view this virtual exhibit.](#)



8TH ANNUAL TRIBUTE TO VETERANS



In celebration of National Veterans and Military Families Month, UT Southwestern will be honoring active and retired military faculty, employees, and students in its 8th annual **Tribute to Veterans Celebration** on Thursday, November 10, 2022 from 12 to 1 PM.

Doors will open at 11:30 with a light reception preceding the event. The event will feature remarks from President Dr. Daniel K. Podolsky; a keynote, **“What Connects Us”** by retired Colonel **Mark Raschke** - a 27-year army veteran with 5 deployments including Operation Desert Storm,, Operation Iraqi Freedom, and Operation Enduring Freedom in Afghanistan, 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 will also feature the Presentation of Colors and the United States Armed Forces Medley.

This event is hosted by the Office of Institutional Equity and Access’s Division of Diversity and Inclusion and the Veterans BRG at UT Southwestern. Mark is an active BRG member and we are excited to hear his story!

[Register Here](#)

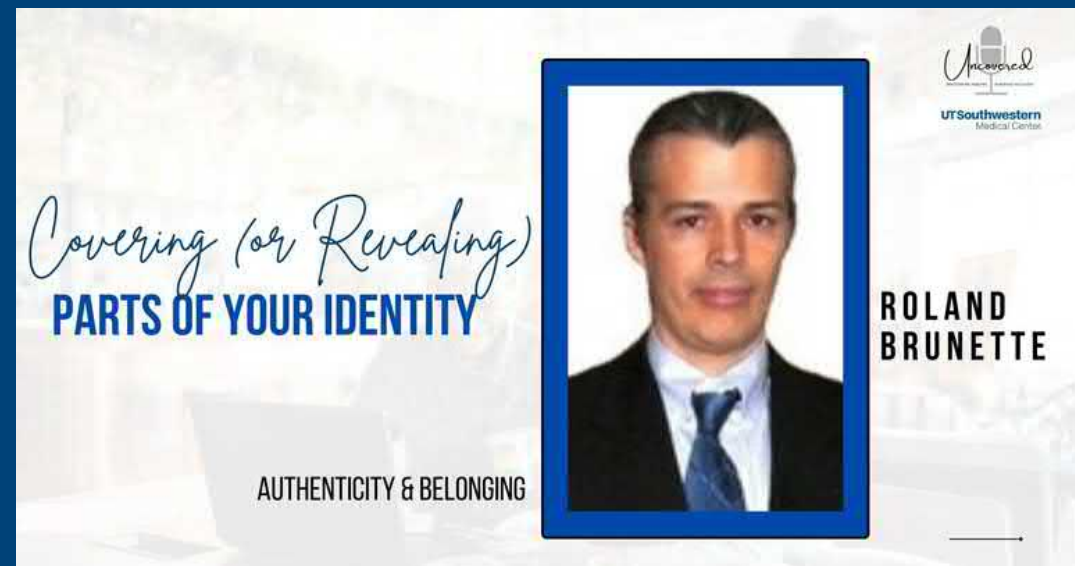
About the Keynote Speaker

Mark Raschke currently serves as the Manager, Leadership Development within the Organizational Development and Training team at UT Southwestern Medical Center. Mark is a retired Army colonel, and over the course of his 27-year military career has extensive experience leading large organizations, managing complex programs, and spearheading leadership development initiatives. He led multiple organizations ranging in size from 15 to over 3,000 personnel, including commanding at multiple levels.

Mark received a bachelor’s degree in Management from the United States Military Academy at West Point and has two master’s degrees - a Master of Business Administration from Embry-Riddle Aeronautical University and a master’s degree in National Security and Strategic Studies from the United States Naval War College.



DIVISION OF D&I'S NEW PODCAST: UNCOVERED



The Division of Diversity & Inclusion is excited to release the first episode of its new employee podcast - "***Uncovered: Discovering Courage and Healing in Sharing Our Stories.***" Each episode in this series touches upon the elements of inclusion - establishing trust, confronting bias, listening, learning from failure and navigating systems.

In this episode, we start by recognizing Native American Heritage Month and a story about ***Covering and Revealing*** by Roland Brunette. Roland is a Technical Support Specialist with Client Services at UT Southwestern. He shares his experiences as part of the indigenous community and how he embraces his identity and the wisdom of his elders, and invites others to learn about indigenous cultures and the importance of inclusion.

[Listen to Episode 1](#)

The Science of Gulf War Illness: Answers from 28 Years of Multidisciplinary Research

THURSDAY, NOVEMBER 3, 2022

Researchers led by UT Southwestern epidemiologist Robert Haley, M.D. have solved the mystery of Gulf War Illness. In the Nov. 3 episode of Science Café, learn from Dr. Haley, Professor of Internal Medicine in the Division of Infectious Diseases and Geographic Medicine and in the Peter O'Donnell Jr. School of Public Health, about the science of Gulf War Illness.



A collection of unexplained and chronic symptoms affecting veterans of the Persian Gulf War, Gulf War Illness has baffled scientists and medical doctors for three decades. In May of this year Dr. Haley's research team published a decisive study exploiting a gene-environment interaction proving a causal link with low-level nerve gas exposure in the war. Dr. Haley will explain how a long series of studies led to the discovery that could inform treatment advances for this chronic illness in our war veterans.

[Register HERE](#)

LAST MONTH'S BRG MENTORSHIP PROGRAM RECAP

Takeaways from October Leadership Circles with Sherri Toney - "How to Develop and Support New Colleagues"



Sherri Toney, SPHR, SHRM-SCP

Assistant Vice President, Human Resources

- Have a checklist to ensure a smooth onboarding experience. Make sure that the new employee gets an office tour, has all the equipment they need, gets to meet their new colleagues, and maybe even an assigned “buddy” for miscellaneous questions. This investment on the front end enables the employee to become productive more quickly and ultimately improves employee engagement and retention.
- The small things have a huge impact on how people feel about their environment. Going the extra mile to help someone or even simply giving your colleague a friendly greeting in the morning can impact their entire experience of the institution.
- Leaders can foster a welcoming environment by encouraging questions, offering “coffee chats,” and ensuring that new employees know who to go to for support.
- In effort to welcome our international colleagues, avoid making assumptions or having a one-size-fits-all approach. Instead, bring a spirit of cultural humility in which we allow them to talk about where they’re from, what’s important to them, how they learn, etc.
- Ask people what they need!

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
- Mentors need not be members of a BRG
- Mentors will typically have a minimum of 2 years' tenure at UTSW and 2 years of managerial experience.
- Participants commit to meeting with their mentor/mentee for a minimum of 1 hour/month.

Questions? Please contact Mary Bandoh.



UPCOMING BRG EVENTS IN NOVEMBER



AAE-BRG Lunch & Learn A Journey To Healthcare Leadership

featuring

Anthonia "Toni" Eby

Associate Vice-President &
COO of Ambulatory Services

NOV 3 | 12PM - 1PM



HAPPY HOUR

Light appetizers will be provided

HOLY CRUST
TRINITY GROVES

5PM TO 7PM
NOV 3, 2022



THURSDAY, NOV 3
5PM - 9PM

HOLIDAY SOCIAL

THE RESERVE

900 S. Harwood St., Dallas Texas

Appetizers will be provided. Food and beverages are not covered. Registration is limited to the first 50 respondents.

[Register HERE](#)

[RSVP HERE](#)

[RSVP HERE](#)

UPCOMING D&I TRAINING IN NOVEMBER



INCLUSIVE TEAM BUILDING

PART I & II

NOV 10 & NOV 17
10:30AM TO 12PM

NAVIGATING A MULTIGENERATIONAL AND MULTICULTURAL WORKPLACE



NOVEMBER 4, 2022
9:00AM - 11AM

[Search For Training in Taleo](#)

GLIMPSES FROM HISPANIC HERITAGE MONTH (SEP 15-OCT 15)



GLIMPSES FROM 2022 DIVERSITY WEEK (OCT 17 -OCT 21)



GLIMPSES FROM 2022 API DIWALI CELEBRATION (OCT 26)



HISPANIC HERITAGE MONTH SIGNATURE EVENT VIDEO IS NOW AVAILABLE



UT Southwestern Medical Center observed Hispanic Heritage Month from September 15th to October 15th. Led by the Hispanic-Latino BRG, the month began with a fun and festive kickoff -Festival De Comida, celebrating Latin cuisines, a service opportunity in partnership with Be The Match to increase Hispanic donors to the registry, a community partnership with the Dallas Stars for the pre-season NHL game as the Dallas Stars took on Minnesota Wild, and the signature event panel that anchored the month on the topic of Unidos: Inclusivity for a Stronger Nation. The event included cultural segments and remarks from UTSW's executive leadership.

[Watch the Recording Here.](#)

NAVIGATING THE UTSW WORKPLACE: UNPACKING THE APPLICANT PROCESS



Sara Rasmus
AVP Human Resources

Travis Gill, J.D.
AVP Institutional Equity and Access



This webinar featuring UT Southwestern's Assistant Vice President of Human Resources, Sara Rasmus and OIEA's Assistant Vice President, Travis Gill, J.D., was presented by the Employee Advisory Council in partnership with the six Business Resource Groups. The conversation was geared towards demystifying the applicant process. Have you been considering making an internal move at UT Southwestern? Do you know how you need to be prepared? Are you familiar with the internal applicant system? What are the benefits of promoting from within? This is an opportunity to learn more!

[Watch the Recording Here](#)

CONNECTING WHO WE ARE TO WHAT WE DO

UTSW STUDY HIGHLIGHTS RACIAL BIAS FACTORS IN PHYSICIAN ASSISTANT TRAINING



The study in the Journal of Physician Assistant Education highlights the challenges to understand and recognize the burden that Black/African American students in physician assistant training programs endure and identifies contributing factors in overcoming those challenges based on interviews with successful PAs of color. The study is co-authored by Carolyn Bradley-Guidry, DrPH, M.P.A.S., Distinguished Teaching Professor and inaugural Assistant Dean for Diversity, Inclusion, and Equity Affairs at UT Southwestern School of Health Professions.

[Read more here](#)

UTSW FIRST ACADEMIC MEDICAL CENTER IN NATION SELECTED AS ACS BRIDGE SITE



The American Chemical Society (ACS) Bridge Program, was created to increase the number of Black, Latino, and Indigenous students earning doctorates in chemistry, has named UT Southwestern as the first academic medical center in the nation to serve as a Bridge Site. As a Bridge Site, UT Southwestern will receive funding, mentoring, and other support services from ACS to enable students from underrepresented minority groups to successfully complete their doctorate degrees in chemistry.

[Read more here](#)

Questions about this newsletter or suggestions for spotlights?

Contact the Division of Diversity & Inclusion via email

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