In Focus

A Message from API-BRG Leadership,
"We stand in Solidarity with the Asian community."

We are deeply saddened by the tragic news of the Atlanta violence that took the lives of six women of Asian descent and are also deeply disturbed by the growing reports of bias and attacks against Asians across the nation. We condemn these attacks and stand in solidarity with the Asian community across the country and the world.

Over the next few months, the Asian Pacific Islander Business Resource Group (API BRG), in collaboration with the Office of Institutional Equity & Access’ Division of Diversity & Inclusion, plans to host events and support forums to unite our campus against racism and champion sustainable change toward a safer and more just world.

We are fortunate, grateful, and humbled to work at an organization that supports diversity and respects every individual, in every encounter, every day.

Sincerely,
API BRG Leadership Team
UPCOMING EVENTS

Check the API BRG TEAMS Channel or access the BRG website for online updates.

April 23 - Division of Title IX Zoom Event
- Two Sides of the Same Coin: Navigating Support and Justice in the Title IX Process

May 19 - API Heritage Month Celebration

May 27 - Happy Hour API-BRG Event

June 9 - Wellness Wednesday
- Relationship Skills for Couples

Coming Soon - The menu for the cuisines listed below will be coming on the dates listed below
- May 6 - Thai Cuisine
- May 13 - Indian Cuisine
- May 20 - Chinese Cuisine
- May 27 - Japanese Cuisine

BE IN THE KNOW!

Division of Title IX Zoom Event
"Two Sides of the Same Coin: Navigating Support and Justice in the Title IX Process"

April is Sexual Assault Awareness Month. One of the most notable tools to fight sexual assault, Title IX of the Education Amendments Act of 1972, protects people from sex discrimination, including sexual misconduct, harassment, and violence in educational programs and activities at institutions that receive federal funding.

Join in and hear the conversation with Lt. Jones and a panel of experts on Friday, April 23, at Noon. This special presentation is hosted by UTSW’s Division of Title IX on learning to navigate the Title IX process. The expert panel will include Krista Anderson, UT System wide Title IX Coordinator; Adam Jones, UTSW Police Lieutenant; and Laila Cooper, UTSW EAP Manager.

The lunchtime event, “Two Sides of the Same Coin: Navigating Support and Justice in the Title IX Process,” will address the various facets for both complainants and respondents.
Heat 2 tbsp sesame oil or any oil (sunflower, peanut or safflower oil) in a shallow pan. Lower the flame and add ½ tsp mustard seeds and crackle them. Once the mustard seeds begin to crackle and pop, add 1 tsp urad dal (husked and split black gram). Sauté the urad dal till it starts changing color. The urad dal should become a maroonish color. Sauté on a low flame, so that the urad dal does not get burnt.

TIP: Chana dal (Bengal Gram) can be added instead of urad dal. If adding chana dal, then soak them for 30 minutes in hot water. Drain and then sauté them while tempering, instead of urad dal.

Then add ¼ cup sliced pearl onions or shallots. You can also use ¼ cup of finely chopped onions. Also add 10 to 12 curry leaves and 1 to 2 green chilies, chopped. You can also use 1 to 2 dry red chilies instead of green chilies. Sauté for a minute.

Then add ¼ tsp turmeric powder and a pinch of Asafoetida (Hing). Stir well.

Adding shredded cabbage. Also, season with salt as required. Stir and mix again very well.

If cabbage looks dry, sprinkle a teaspoon of water and cover the pan with a tight lid. On a low flame simmer the cabbage till it's cooked. Check after every 5 to 6 minutes and give a stir so that the cabbage does not get burnt. If the water has dried up and the cabbage is not cooked, sprinkle some more water (about 3 to 4 tablespoons). Cover and continue to cook.

Lastly, add 2 tbsp chopped cilantro leaves to cabbage poriyal. This step is optional and you can skip the coriander leaves.

**DIRECTIONS**

**Preparing the cabbage**

Peel and remove the top skin from the cabbage. Rinse. Quarter the cabbage and blanch in hot water for 5 to 10 minutes. Then shred cabbage or chop it.

**Preparing tempering**

1. Heat 2 tbsp sesame oil or any oil (sunflower, peanut or safflower oil) in a shallow pan. Lower the flame and add ½ tsp mustard seeds and crackle them.
2. Once the mustard seeds begin to crackle and pop, add 1 tsp urad dal (husked and split black gram). Sauté the urad dal till it starts changing color. The urad dal should become a maroonish color. Sauté on a low flame, so that the urad dal does not get burnt.
3. TIP: Chana dal (Bengal Gram) can be added instead of urad dal. If adding chana dal, then soak them for 30 minutes in hot water. Drain and then sauté them while tempering, instead of urad dal.
4. Then add ¼ cup sliced pearl onions or shallots. You can also use ¼ cup of finely chopped onions. Also add 10 to 12 curry leaves and 1 to 2 green chilies, chopped. You can also use 1 to 2 dry red chilies instead of green chilies. Sauté for a minute.
5. Then add ¼ tsp turmeric powder and a pinch of Asafoetida (Hing). Stir well.
6. Then add the shredded cabbage. Also, season with salt as required.
7. Stir and mix again very well.
8. If cabbage looks dry, sprinkle a teaspoon of water and cover the pan with a tight lid. On a low flame simmer the cabbage till it's cooked. Check after every 5 to 6 minutes and give a stir so that the cabbage does not get burnt. If the water has dried up and the cabbage is not cooked, sprinkle some more water (about 3 to 4 tablespoons). Cover and continue to cook.
9. Add 3 to 4 tbsp grated fresh coconut. Stir very well.
10. Lastly, add 2 tbsp chopped cilantro leaves to cabbage poriyal. This step is optional and you can skip the coriander leaves.

**INGREDIENTS**

- 1 medium sized green cabbage or 4 cups tightly packed cabbage
- 2 to 3 Garlic cloves
- ½ tsp Turmeric
- 2 tbsp Cooking oil: sesame or vegetable
- ½ tsp Black mustard seeds
- 10 Curry leaves
- ¼ cup Shallots
- Green chilies (for a more spicy flavor use dry red chilies)
- 2 tsp Cilantro leaves – chopped for garnish
- 2 tsp Fresh, shredded coconut
- Salt to taste
- (optional) ½ tsp Split black gram dal or Bengal gram dal
- (optional) A pinch of Asafoetida (Hing)

**TIPS!**

Stir and Serve cabbage poriyal hot or warm with chapati or rice.
WELLNESS TIPS

Use Your 5 Senses To Help Manage Stress Every Day

April is Stress Awareness Month. Today, especially during the pandemic, stress levels are up. It’s even more important to take a moment out of your busy day to connect with your body and find quick relief.

Here is a simple checklist to use your 5 senses every day to manage stress levels:

1. **HEAR**: Listen to soothing nature sounds like rain. Sing along to your favorite song.
2. **SEE**: Find an area with natural light and watch the clouds pass by. Surround yourself with warm, neutral earth tones or cool shades of blue and green (keep plants around). Look at a favorite photo of loved ones or a place you want to vacation. Read a book instead of electronic devices before going to bed.
3. **SMELL**: Step outside and take a deep breath of fresh air. Smell flowers. Light your favorite candle. Try aromatherapy such as smelling lavender essential oil.
4. **TASTE**: Eat a small piece of dark chocolate. Sip some hot tea. Enjoy a healthy snack, like mandarin oranges, to awaken your senses.
5. **TOUCH**: Wrap yourself up in your favorite blanket. Soak in a warm bath. Pet a dog or cat. Hug a loved one.
What do you love about working at UTSW Medical Center?
There are many aspects of working at UTSW that I love, but one that stands out for me is getting to be a part of a professional community that embraces its commitment to diversity. The collaborative efforts I see taking place across the institution to accomplish the mission of excellence in patient care, research, and education gives me a more profound sense of purpose as I conduct my work for UTSW.

What’s the best career advice you’ve ever received?
You never stop learning, no matter how old you are or what stage of your career you are in. Open your mind to new concepts, different perspectives, and skills – by learning continually, you gain more skills and become flexible and adaptable in your career and life. Cultivate a willingness to learn. It is an attribute that will be beneficial in life.

What has been your career path at UTSW?
- 2010 - 2012: CSA, Patient and Physician Referral Services
- 2018 - Present: Program Manager, Academic and Administrative Information Resources (AAIR)

What does being part of the API BRG mean to you?
Being a part of this diverse group where each person makes a difference and positively impacts the Asian community at UTSW is something I am proud of. We all represent different areas, but we all have a shared vision. It is when we come together, you experience the difference this group makes.

How do you model work/life balance for your team?
This, for me, is a work in progress. Somedays, I do great, and on other days there is room for improvement. I make it a point to ensure my team and I take time off as this is important not only for well-being but also for keeping one balanced and happy. During the workday, I encourage taking short breaks, even if it’s a quick walk during lunchtime or sitting outside when the weather is nice. Having a change of scenery from our computer screen/cubicle/office helps refresh one’s mind. When you return to work, you feel energized from the short break. For me having short breaks allows me to think clearly, and in turn, helps me have a deeper focus which allows me to work productively throughout the day.
NEW MEMBERS

We extend a warm welcome to the newest members of the API BRG. We are now 243 members strong!

Want to join our API-BRG as a NEW member?
Use the QR Code shown on the right, to access and complete the New Member Form. 
NOTE: Existing members, don't need to complete this form.

MEMBERSHIP UPDATES

We invite you to participate!

- API BRG has a Teams channel to view job openings within UTSW. Click here to find the top priority positions.
- Send in ideas for API BRG events
- Several openings on committees that can help our community and your career

CONNECT WITH US

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