Diversity & Inclusion at UT Southwestern
The Power That Drives Innovation
President's Message on Diversity

“A commitment to diversity is fundamental to UT Southwestern’s commitment to excellence.”

UT Southwestern Medical Center has a longstanding commitment to a policy of nondiscrimination and to increasing diversity among all components of the campus.

Our employment decisions are made without consideration of race, color, national origin, religion, sex, age, veteran status, or disability, and we fully abide by and embrace the Supreme Court’s June 23, 2003, decision upholding affirmative action in university admissions.

Our responsibility includes increasing the participation of historically underutilized businesses – minority- and women-owned vendors – in all aspects of university purchasing.

We are proud of the many cultures and ethnicities that make up our university community, and we are committed to creating a cordial environment for all students, faculty, staff, and visitors on campus.

By fostering diversity and equal opportunity, we enrich UT Southwestern as an educational and medical institution and help fulfill our duty to serve the health care needs of the diverse population of our community.

As President of UT Southwestern, I pledge our commitment to these principles, and I urge all members of the Medical Center community to embrace and enhance our collective efforts to achieve these goals.

Daniel K. Podolsky, M.D.
President, UT Southwestern Medical Center

Inclusive Excellence Starts at the Top

President’s Council on Diversity & Inclusion (PCDI) | At UT Southwestern, Diversity & Inclusion is an institutional priority. The President and institutional leaders from across the Medical Center meet regularly to discuss diversity and inclusion initiatives and advancements.

We Are

Diverse.

We Are

Inclusive.

We Are

UT Southwestern.
UT Southwestern’s Diversity & Inclusion Journey: a Timeline

1943 | Dr. Edward Cary, empowered by Karl Hoblitzelle and other civic leaders, establishes Southwestern Medical College, the 68th medical school in the United States.

1949 | Southwestern Medical College becomes part of The University of Texas System.

1954 | St. Paul Hospital is the first hospital in Dallas to admit African American physicians to staff.

1956 | Dr. Emmett J. Conrad becomes the first African American surgeon on the staff of St. Paul Hospital.

1959 | St. Paul Hospital facilities are racially integrated.


1997 | UT Southwestern establishes its Committee on the Advancement of Women.

2005 | UT Southwestern takes over operation of St. Paul and Zale Lipshy University Hospitals from University Medical Center Inc.

2010 | Roslyn Goodall, Assistant Director of Community Recruitment Initiatives at UT Southwestern, is honored by the Texas Diversity Council with the DiversityFIRST Award for her work with individuals and programs that demonstrate diversity and an inclusive environment.

2011 | The Office of Faculty Diversity & Development launches in January as the result of one of UTSW President Dr. Daniel K. Podolsky’s strategic initiatives for the Medical Center.

2012 | UT Southwestern begins supporting the Dallas Mayor’s Intern Fellows Program, an eight-week, paid summer internship program that introduces Dallas public high school students to careers and employment opportunities.

2012 | Diane Jeffries, M.Ed., Director of Faculty Diversity and Development (FDD), is honored as a DiversityFIRST Award recipient.

2013 | UT Southwestern is the recipient of the DiversityFIRST Corporate Leadership Achievement Award, recognizing the institution as a true advocacy leader for diversity and inclusion.

2013 | The newly expanded Office of Diversity & Inclusion and Equal Opportunity is formally launched by top UT Southwestern officials.

2013 | UT Southwestern holds its inaugural “Tribute to Veterans” event, honoring faculty, students, and staff who are veterans and active service members.

2015 | The Office of Diversity & Inclusion and Equal Opportunity partners with the Employee Advisory Council (EAC) to coordinate UT Southwestern’s participation at the North Texas GLBT Chamber of Commerce’s Celebration of Excellence Awards Gala.

2015 | UT Southwestern’s Diversity & Inclusion Journey: a Timeline

Early Southwestern Medical College

Dallas Mayor’s Intern Fellows Program
2015 | UT Southwest-ern holds its annual Martin Luther King Jr. Commemorative Celebration. Dr. Valerie Montgomery Rice, President and Dean of Morehouse School of Medicine, serves as the keynote speaker.

2015 | UT Southwest-ern hosts the Greater Dallas Healthcare Diversity Summit for the third consecutive year.

2016 | UT Southwestern hosts the 2016 Black History Month Lunch & Learn, featuring keynote speaker Dr. Orlando Richard, Associate Professor, Organizations, Strategy & International Management at UT Dallas’ Naveen Jindal School of Management.

2016 | UT Southwestern hires Dr. Nivet as Executive Vice President for Institutional Advancement.

2016 | UT Southwestern and DiverseMedicine Inc. debut “Black Men In White Coats,” a program that seeks to increase the number of Black men in the field of medicine through exposure, inspiration, and mentorship.

2016 | UT Southwestern holds its second annual Tribute to Veterans.

2017 | UT Southwestern creates the new position of “Veteran Acquisition Partner” to focus exclusively on veteran hiring at UT Southwestern. UTSW also creates a unique website designed just for military veterans.

2017 | UT Southwestern hosts its inaugural UT Southwestern Adaptive Sports Expo. Free to the public, this event is designed to raise awareness about the benefits of adaptive sports for people with mobility, cognitive, or visual impairments.

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2017 | UT Southwestern hosts its annual Martin Luther King Jr. Commemorative Celebration.

2017 | UT Southwestern launches four business resource groups (BRGs) for African Americans, Hispanic-Latinos, Veterans, and LGBT employees.

2017 | The Office of Diversity & Inclusion is renamed the Office of Institutional Equity & Access.

2018 | UT Southwestern marks 25 years of participation in the Dr. Emmett J. Conrad Leadership Internship Program. Since 1993, UTSW has placed more than 200 college students, primarily from underrepresented backgrounds, into medically related internships on campus.

2019 | The UT Southwestern Office of Institutional Equity & Access adds a fifth BRG for Asian-Pacific Islanders.
Diversity +
The Community

UT Southwestern works with many community organizations and affinity partners to provide our employees and visitors with opportunities and to maintain and foster meaningful connections with the communities we serve. Among our activities:

**Lectures & Celebrations**
- **Martin Luther King Jr. Commemorative Celebration** | UT Southwestern honors the legacy of Dr. Martin Luther King Jr. and recognizes an outstanding student who exemplifies the spirit of Dr. King's efforts to achieve social and political justice through community service.
- **Hispanic-Latino Commemorative Celebration** | UT Southwestern honors Hispanic and Latino Heritage Month, celebrating the enduring contributions of individuals whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.

**Community Partnerships**
- **Tribute to Veterans Celebration** | UT Southwestern honors its faculty, students, and staff who are veterans and active service members.
- **Hispanic-Latino Commemorative Celebration** | UT Southwestern honors Hispanic and Latino Heritage Month, celebrating the enduring contributions of individuals whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.

**Mayor’s Internship Program** | An eight-week, paid summer internship program that introduces Dallas public high school students to careers and employment opportunities in medicine and related fields at UT Southwestern.

**KwanzaaFest HealthFest** | Each year, volunteers from UT Southwestern provide free health screenings and informational sessions to the Dallas community.

**Binational Health Fair** | UT Southwestern sends more than 75 volunteers to participate in this event, which is hosted by the Consulate of Mexico and designed to raise awareness about healthy lifestyles and provide educational activities, workshops, insurance referrals, flu vaccinations, and medical screenings.

**Events**
- **Black Men in White Coats** | UT Southwestern is a partner of DiverseMedicine Inc., an organization founded to inspire individuals from underrepresented minority groups and economically disadvantaged backgrounds to become highly effective clinicians and scientists. Established in 2013, the Black Men in White Coats campaign aims to increase the number of Black men pursuing careers in the medical industry. UT Southwestern hosted the first-ever Black Men in White Coats summit in February 2019.

**Science Saturday** | UT Southwestern hosts Science Saturday, a free event for people of all ages to learn about biomedical research discoveries made at the institution.

**Greater Dallas Healthcare Diversity Summit** | For five consecutive years, UT Southwestern has hosted the Greater Dallas Healthcare Diversity Summit.

**UT Southwestern LaunchAbility Academy** | Each year, UT Southwestern provides job training services for underserved adults with cognitive disabilities such as autism and Down syndrome, as well as those with stroke effects and significant learning disabilities.

**STARS Summer Research Program** | A UT Southwestern program since 1991, the STARS (Science Teacher Access to Resources at Southwestern) program has grown to provide educational resources to more than 14,000 teachers and an estimated 65,000 students in 3,500 schools in Dallas/Fort Worth and surrounding areas.

**Dr. Emmett J. Conrad Internship Program** | A leadership internship program that introduces college students with paid internships, mentors, and character- and skills-building experiences at UT Southwestern.

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Diversity + Talent

Workplace Diversity

Recruiting | From 2001 to 2015, UT Southwestern saw marked gains in faculty diversity. Over those 15 years, African American faculty increased 288%, Hispanic faculty increased 276%, and women faculty increased 271%.

According to the Association of American Medical Colleges, UT Southwestern in 2016 exceeded national average percentages of diverse faculty compared to other U.S. medical schools: African American faculty (3.46% UTSW vs. 3.0% U.S. average), Hispanic faculty (5.21% UTSW vs. 4.5% U.S. average), and women (41.03% UTSW vs. 38.74% U.S. average).

UT Southwestern remains committed to supporting its education, research, and patient care missions by maintaining appropriate gender, racial, and cultural diversity in its faculty and by continuing to emphasize quality in its recruitment and retention programs.

Developing & Leading

Master’s Program in Leadership | In partnership with the UT Dallas School of Management, UT Southwestern offers employees a Master of Business Administration (MBA) degree with a concentration in Healthcare Organization Leadership. The degree program is designed specifically for UTSW faculty and staff. This opportunity, which comes with special tuition assistance, provides educational and career advancement opportunities to people of diverse backgrounds and is highly popular on campus.

Leadership Now! Program | Through the Office of Faculty Diversity and Development, UT Southwestern offers “Leadership Now!,” a program that uses training sessions and faculty mentors to assist first-year medical students in their transition into a new career.

Aspiring Leaders Program | Offered to a select number of UT Southwestern employees who aspire to be leaders at UTSW but are not currently in a supervisory role with direct reports, the Aspiring Leaders Program comprises a yearlong training curriculum. Designed specifically for employees with management potential, the program includes monthly group leadership sessions, individual project assignments, development assessments, and one-on-one mentoring. At the conclusion of the training, participants present their findings from their individual projects during daylong “graduation” activities and are credited with one year of supervisory experience.

Career Development Program | UT Southwestern’s Career Development Program is an employee benefit designed to help employees fine-tune their UT Southwestern career interests and objectives and help retain employees whose career interests, talents, and skill set are a mutual fit for the employee and UT Southwestern.

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Leadership Spotlight

“UT Southwestern proudly hires people of diverse viewpoints, backgrounds, races, abilities, gender, sexual orientation, military status, and more. This diverse workforce enriches our community with unique perspectives and wide-ranging skills and expertise. Diversity and inclusion are critical to not only our institutional well-being but also our talent pipeline.”

Sara Saathoff
Assistant Vice President
HR Strategic Initiatives/Talent Acquisition

“UT Southwestern Medical Center is a community diverse in faces, voices, backgrounds, and beliefs. We leverage our diversity as a strength to enhance the way we teach, learn, innovate, and care for our patients and each other. Within our organization, diversity and inclusion are truly a shared mission, as well as an institutional priority, that are ingrained in our workplace DNA.”

Travis Gill, J.D.
Assistant Vice President
Office of Institutional Equity & Access
Office of Women’s Careers (OWC)
The Office of Women’s Careers (OWC) was founded in April 2012 as a division of the Office of Faculty Diversity & Development to provide a coordinated approach in the recruitment, career advancement, and professional development of female faculty at UT Southwestern.

HEAL for Women
The OWC launched the HEAL for Women series in 2014. In 2013, the UTSW Office of Faculty Diversity & Development began the Housestaff Emerging Academy of Leaders (HEAL) series, a networking and professional development program for historically underrepresented and/or discriminated groups. A year later, the OWC started HEAL for Women, with interactive workshops designed specifically for women residents, junior faculty, and clinical fellows in all clinical departments.

Faculty Women’s Club
The purpose of this organization, founded in 1943, is to welcome newcomers and to promote fellowship in the campus community through projects, interest groups, and informative programs during the school year.

Women in Science and Medicine Advisory Committee (WISMAC)
An institutional standing committee composed of appointed representatives of the faculty, administration, fellows, and student body, WISMAC provides advice and initiatives on issues related to women in science and medicine, with the ultimate goal of improving UT Southwestern for everyone.

Carolyn P. Horchow
Women’s Health Symposium
UT Southwestern’s signature health care educational program for women, this annual event is named in honor of co-founder Carolyn P. Horchow, the late wife of Dallas philanthropist and retail entrepreneur Roger Horchow. Mrs. Horchow, who died in 2009, served on the UT Southwestern University Hospitals and Clinics board of visitors and on the Visiting Nurse Association of Texas board, and she was active in the American Red Cross, United Way, and many other community organizations.
Diversity Within

Business Resource Groups (BRGs) are an integral part of UT Southwestern’s Diversity & Inclusion strategy. BRGs support initiatives that drive organizational results; increase employee engagement; and foster awareness, respect, and inclusion in the workplace. Launched in 2017, UT Southwestern BRGs collectively had more than 500 group members by 2019.

Overview: Our Five Business Resource Groups

AFRICAN AMERICAN EMPLOYEE BRG (AAE-BRG)
The AAE-BRG serves as a corporate thought leader in the area of African American insights and as an advocate for a winning and inclusive culture in which inclusion is prioritized, diversity is respected, and a qualified talent pool is valued.

EXECUTIVE SPONSOR
Valla Wilson, CIA, CRMA
Vice President, Internal Audit & Chief Audit Executive

ASIAN-PACIFIC ISLANDER BRG
This BRG assists the institution in connecting with key Asian-Pacific Islander consumer groups and enhancing community engagement. Additionally, the group provides opportunities for professional development, peer education, and knowledge-sharing for its members.

EXECUTIVE SPONSOR
Archania Cronjaeger
Assistant Vice President, Hospital Facilities

HISPANIC-LATINO BRG (HISLAT)
This BRG ensures UT Southwestern is a great place to work for Latinos by providing people development, employee engagement, and community involvement opportunities that enhance our institution's diversity efforts, inspire our associates, strengthen the Latino communities we serve, and drive our institution's business results.

EXECUTIVE SPONSOR
Melody Bell
Assistant Vice President, Academic Information Systems

LGBT & ALLIES BRG (LGBTA)
The LGBTA exists to foster an equitable and inclusive working environment where lesbian, gay, bisexual, and transgender employees, and their allies, feel a sense of community and opportunity and where their diversity contributes to the successful achievement of UT Southwestern’s strategic priorities.

EXECUTIVE SPONSOR
David Weigle, M.D.
Assistant Dean, UT Southwestern Graduate Medical School

VETERANS BRG
This BRG exists to link veterans and active-duty military, their family members, and military supporters from all branches of the United States Armed Forces.

EXECUTIVE SPONSOR
Chris Rubio
Associate Vice President and COO, University Hospital Administration

Annual Awareness Events
- Martin Luther King Jr. Celebration (January)
- Black History Month Celebration (February)
- Asian-Pacific American Heritage Month (May)
- Pride Month Celebration (June)
- Hispanic and Latino Heritage Month Celebration (September/October)
- Veterans Day Celebration (November)

Business Resource Groups’ Areas of Focus

- Recruitment
- Retention
- Career Development
- Community Engagement
UT Southwestern has many other organizations and units working hard every day to build a more inclusive campus. For example:

**Latino Medical Student Association**
Unites and empowers medical students through service, mentorship, and education to advocate for the health of the Latino community.

**Student National Medical Association**
Supports minority medical students, addresses the needs of underserved communities, and increases the number of clinically excellent, culturally competent, and socially conscious physicians.

**Sexuality Alliance for Scientists**
Promotes and serves the LGBTQ+ graduate students and postdoctoral scholars of UT Southwestern by providing a welcoming and safe environment and participates in community outreach activities to promote UTSW support of the LGBTQ+ community.

**Housestaff Emerging Academy of Leaders (HEAL)**
A networking and professional development program for historically underrepresented and/or discriminated groups; among UT Southwestern's active HEAL groups are:
- HEAL for LGBT & Allies
- HEAL for Muslims
- HEAL for Underrepresented in Medicine
- HEAL for Women
Since its founding as the Office of Faculty Diversity & Development in 2011, the UT Southwestern Office of Institutional Equity & Access has regularly been recognized for its efforts in advancing the evolution of diversity and inclusion, not only on campus and in the community but on the larger statewide and national stages. We attribute our success to the enthusiasm of our teams in carrying out our programs and initiatives, as well as to the UT Southwestern administration, which views challenges and opportunities through the lens of diversity and inclusion and sees change as an inherent and integral part of progress.
The faculty, staff, and students at UT Southwestern are unusually gifted in sharing their different perspectives and experiences and speaking with coherent and compelling messages on why diversity matters. Whether they are supporting change internally or externally, having tough conversations when needed, or acting on behalf of underrepresented groups, those in the UT Southwestern community work tirelessly toward real and positive change.
Diversity: UTSW Employee Data

The UT Southwestern faculty, staff, and students represent a rich collection of individuals from all facets of the diversity spectrum and very well reflect the patient population we serve. We believe that a diverse organization is a strong organization – and a key to fostering a robust and inclusive environment. By bringing together our different backgrounds, skills, and experiences, we are better able to nurture the innovation and continuous improvement that has made UT Southwestern one of the top academic medical centers on the planet.

December 2019 Total Employees

19,034

- Management/Leadership positions held by women: 66%
- Management/Leadership positions held by people of color: 760+
- Veterans in our workforce: 47%
## Diversity: UTSW Compared to National Figures

### UT Southwestern Percent of Women in Leadership

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Executive, Director, and Manager Positions</td>
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### UT Southwestern Race/Ethnicity (2019)

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<tr>
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<tbody>
<tr>
<td>White</td>
<td>40%</td>
</tr>
<tr>
<td>Black</td>
<td>21%</td>
</tr>
<tr>
<td>Asian</td>
<td>21%</td>
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<tr>
<td>Hispanic</td>
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### S&P 500 Percent of Women In Leadership*

<table>
<thead>
<tr>
<th>Index</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>S&amp;P 500</td>
<td>26.5%</td>
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### U.S. Hospital Labor Force Race/Ethnicity**

<table>
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<tr>
<td>Asian</td>
<td>9%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>11%</td>
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* [catalyst.org/research/women-in-sp-500-companies](catalyst.org/research/women-in-sp-500-companies)

** [bli.gov/cps/cpsaat18.htm](bli.gov/cps/cpsaat18.htm)