

# Diversity Matters

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[http://uthsc.edu/  
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## Women's History Month: "Inspiration Through Women"

Women's History Month is an annual declared month worldwide that highlights contributions of women to events in history and contemporary society. The month of March has been set aside in the United Kingdom and in the United States. In India, this month is celebrated in October and corresponds with the celebration of Persons Day, which is October 18.

The event traces its beginnings back to the first International Women's Day in 1911. In 1978, the school district of Sonoma, California, participated in Women's History Week, an event designed around the week of March 8 (International Women's Day). In 1987 Congress expanded the focus to a whole month. Soon, other state departments of education began to encourage celebrations of National Women's History Month as a way to promote equality among the sexes in the classroom.

Please click on the link for more details on [Women's History Month Events](#) !

**UT CODE OF CONDUCT**



**CHECK THE CODE**

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A new code of conduct, applicable to University of Tennessee employees, has been revised for two purposes:

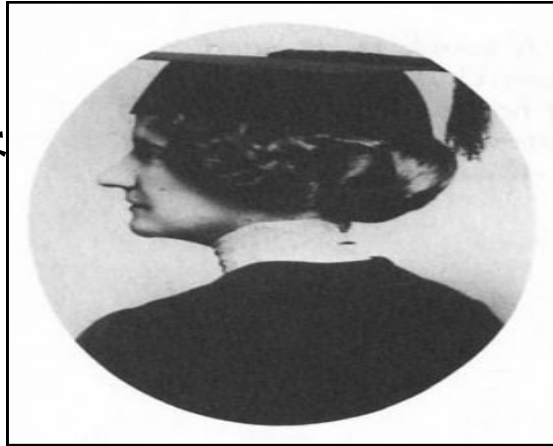
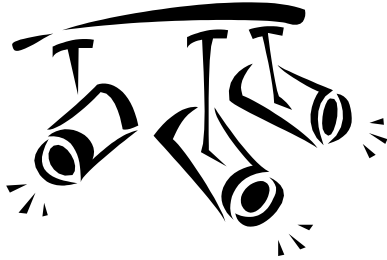
1. To better facilitate a UT workplace culture that promotes responsible and ethical behavior.
2. To better facilitate University compliance with standards established by federal guidelines.

Check the Code: <http://www.tennessee.edu/code/>





First Woman to Graduate From UTHSC



SARA CONYER YORK

Sara York proved to be a determined woman at the age of 32, convincing administration to admit her into medical school. Sara was the first female among 37 medical graduates of the University of Tennessee, Memphis in 1913. She later practiced in Crockett and Lauderdale Counties, Tennessee.

WOMEN IN SCIENCE QUIZ

1. Who turned to the study of ancient climates and cosmology after teaching at the University of Colorado (1963-1972) and working with Enrico Fermi on the nuclear reactor for the atomic bomb (1943-45)?
2. Who was the first African-American woman to earn a degree of Doctor of Dental Surgery in 1890?
3. Who was an army surgeon in the Civil War and won the Congressional Medal of Honor; and worked for dress reform, declaring "corsets are coffins"?
4. Who was the first Native American to graduate from the Woman's Medical College of Pennsylvania in 1890? She returned to the Omaha reservation in Nebraska to serve 1,300 patients and helped set up a hospital in 1913.
5. Who was the biophysicist who developed standards for radiation protection, and established techniques for treating tumors with radiation and X-rays?
6. Who was probably the first woman in America to perform major surgery when she successfully removed an ovarian tumor in 1875?
7. Who is the author of Silent Spring and other books on the environmental protection of the world?



- Answers:
1. Leona Marshall Libby, Aug. 9, 1919 - Nov. 10, 1986
  2. Dr. Ida Gray, 1867 - 1953
  3. Dr. Mary Walker, Nov. 26, 1832 - Feb. 21, 1919
  4. Susan LaFlesche Picotte, June 17, 1865 - Sept. 15, 1915
  5. Edith Quimby, July 10, 1891 - Oct. 11, 1982
  6. Emeline Cleveland, Sept. 22, 1839 - Dec. 8, 1878
  7. Rachel Carson, May 27, 1907 - Apr. 14, 1964

## NOTE FROM THE DIRECTOR

As UTHSC celebrates National Women's History Month, OED thought it would also be appropriate to make you aware of Women in Higher Education in Tennessee (WHET). The organization has been around since 1980 to meet the needs of women in the academy, however in 2001 WHET and American Council on Education (ACE)–The Network formally merged.

According to its website, WHET is committed to the following goals and initiatives:

- Professional development seminars
- Partnership with the statewide Women's Leadership Conference for college and university students
- A Presidential Advisory Committee
- Support for member's participation in national leadership conferences
- A reception to honor new college and university presidents in Tennessee at the annual conference
- Offers the Pat Pierce and Hal Ramer Scholarships annually

WHET's annual conference has supported the core values of leadership, networking and connection among women in the Tennessee higher education community. To learn more about WHET click on or paste the following link into your web browser:

<http://www2.cumberland.edu/communications/women%20in%20higher%20education%20in%20tn/default.html>

Membership is offered to individuals and institutions if you are giving consideration to joining WHET as a female professional in Tennessee higher education. Some additional resources for women leaders in higher education that might be of interest are as follows:

1. [American Association of University Women](#)
2. [Women in Higher Education](#)
3. [Office of Women in Higher Education](#)
4. [American Council on Education](#)

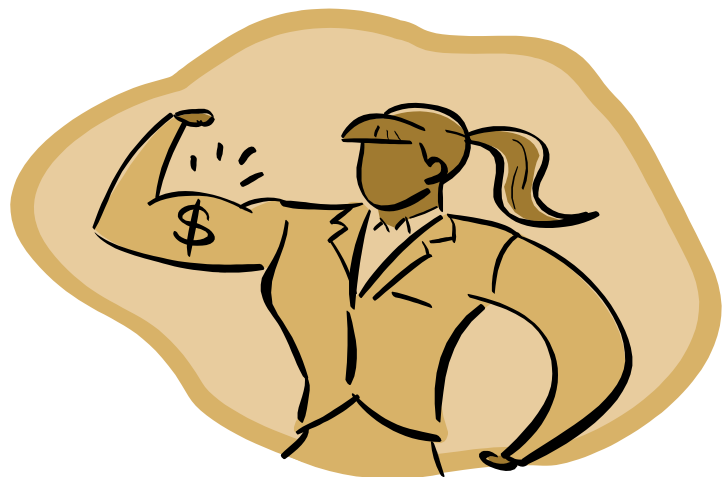
## For Women in the Workplace: How to Get Beyond the Glass Ceiling?

Below are a few key points addressed in an article provided on the Partners for Health Employee Assistance Program (EAP) website [www.here4tn.com](http://www.here4tn.com). Call 1-855-437-3486 for more information, help and support. Counselors are available 24 hours a day, seven days a week to provide confidential assistance.

### How to reach beyond the glass ceiling

- Learn to Take Risks
- Stop, Look and Listen
- Network, Network, Network!
- Higher Learning

[Click on this link for more information](#)



## 2013 Religious Holidays

<http://faithinmemphis.com>

### MARCH

March 10 - Shivaratri (Hindu)  
 March 11- Ramayana Begins (Hindu)  
 March 18 - Clean Monday, Lent begins (Eastern Orthodox)  
 March 21 - Naw Ruz (New Year's Day) (Baha'i/Zoroastrian)  
 March 24 - Palm / Passion Sunday (Christian, Catholic)  
 March 26 - Pesach / Passover (through April 2) (Jewish)  
 March 27 - Magha Puja Day (Buddhist)  
 March 27 - Holi (Hindu)  
 March 28 - Maundy Thursday (Christian)  
 March 28 - Holy Thursday (Catholic)  
 March 29 - Good Friday (Christian, Catholic)  
 March 30 - Holy Saturday (Catholic)  
 March 31 - Easter Sunday (Christian, Catholic)

### APRIL

April 1 & 2 - Pesach-Passover (Last 2 Days) (Jewish)\*\*  
 April 7 - Yom Ha'Shoah (Jewish)  
 April 14 - Vaisakhi/New Year (Hindu, Sikh)  
 April 16 - Yom Ha'Atzmaut (Jewish)  
 April 20 - Ram Navami (Hindu)  
 April 20 & 21 - 1<sup>st</sup> Day of Rivdan (Hindu)  
 April 25 - Theravadin Buddhist (New Year) (Theravadin Buddhist)  
 April 25 - Mahavira Jayanti (Jain)  
 April 29 - Ridvan (Baha'i)

## Equity & Diversity Training Classes

Sign up on the HR 128 [Training Calendar](#)

Location of all classes: 930 Madison Plaza Conference Room C-1

### March

#### *Workplace Violence Video*

March 5, 2013, 10 a.m.-11 a.m.; March 19, 2013 1:30 p.m.-2:30 p.m.

#### *ADA: Accommodations for Employees*

March 12, 2013, 10:00 am-11:00 am; March 26, 2013 2-3:00 p.m.

#### *Sexual Harassment Awareness Training (all employees)*

March 18, 2013, 1:30 p.m.-3:00 p.m.

#### *Essential Issues in Employment Law for Managers and Supervisors*

##### *Part II: Other Forms of Harassment*

*(Managers and Supervisors only)*

March 22, 2013, 1:00 p.m. - 3:00 p.m.

### April

#### *Ouch! That Stereotype Hurts*

April 09, 2013, 10:00 am -12:00 pm; April 23, 2013, 10:00 a.m. -12:00 p.m.

#### *Essential Issues in Employment Law for Managers and Supervisors*

##### *Part III: Documentation and Discipline*

*(Managers and Supervisors only)*

April 19, 1:30 p.m.- 3:00 p.m.

#### *Drop by Drop: Is it Discrimination?*

April 16, 2013, 1:00 pm -3:00 pm; May 7, 2013; 10:00 a.m.-12:00 p.m.

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