

Diversity Matters

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[http://uthsc.edu/oed/
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National Disability Independence Day is celebrated each year on July 26. This year commemorates the 25th anniversary of the signing of the Americans with Disabilities Act (ADA) on July 26th, 1990.

The Americans with Disabilities Act provides protection from employment discrimination as well as better access to goods, services and communications for people with disabilities.

“At the signing of the Americans with Disabilities Act July 26, 1990, President George Bush stated, “Three weeks ago we celebrated our nation’s Independence Day. Today we’re here to rejoice in and celebrate another ‘Independence Day,’ one that is long overdue. With today’s signing of the landmark Americans for Disabilities Act, every man, woman and child with a disability can now pass through once-closed doors into a bright new era of equality, independence and freedom.”

Learn more at <http://www.npr.org/sections/npr-history-dept/2015/06/19/415436391/independence-day-for-americans-with-disabilities>



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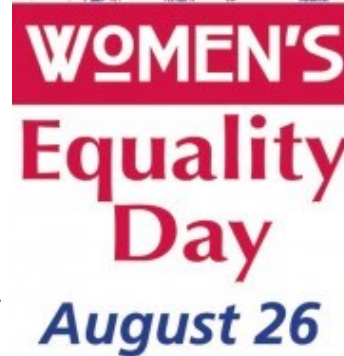
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Women's Equality Day commemorates August 26, 1920 when votes to women officially became part of the US Constitution. This day marks a turning point in the history of the struggle for equal treatment of women and women's rights. In 1920, the day stood for the result of 72 years of campaigning by a huge civil rights movement for women.

Over the last century, great women have proved to the world what women are capable of achieving, from the likes of Rosa Parks and Eleanor Roosevelt fighting for civil rights and equality to great scientists such as Shirley Ann Jackson, Sally Ride and Jane Goodall. The last century has shown more than ever what both women and men are capable of achieving, given the opportunity.

Today, women's equality has grown to mean much more than just sharing the right to the vote. Organization's such as Equality Now and Womankind Worldwide continue to work to provide women across the globe with equal opportunities to education and employment, pushing against suppression and violence towards women and against the discrimination and stereotyping which still occur in every society.

Learn more at: http://www.nwhp.org/wp-content/uploads/E_DayBrochure_2015.pdf



NOTES FROM THE ASSISTANT VICE CHANCELLOR

Search Committee Participation Equals Inclusion

Have you ever been invited to participate on a search committee for an executive, managerial, faculty or professional staff level position? Did you accept the invitation or were you just glad to be considered? If you accepted the role to serve on the search committee what did you learn from the experience? When a search committee is assembled one of the essential benefits is thought to be getting input from a diverse group that serves in an advisory capacity. As a group a diverse search committee accesses different experiences, backgrounds and attitudes of its members in making effective hiring recommendations or decisions.

Typically the hiring authority within an administrative unit or college will have preliminary conversations with the individuals he/she would like to serve on a search committee prior to extending a formal invitation of membership on a search committee. The hiring authority knows that having a credible search committee that is diverse and strong is necessary to have a successful search process. A search committee is typically made up of groups no larger than 3-7 people, but to enable decision-making that is effective and efficient 5-7 people on a search committee is ideal. For positions in the job groups of chief executive and managerial and executive and managerial the search committees may be somewhat larger because the positions impact extends beyond the campus. Each search committee will also have a chair that serves as the designated leader of the committee and he/she is appointed as the leader by the hiring authority.

Some employees consider an invite to participate on a search committee an honor, and for others who accept the opportunity the result is twofold as it relates to inclusion and engagement. Being invited to serve on a search committee is often the result of an opening for an executive administrative position (i.e., chancellor; vice chancellor; associate/assistant vice chancellor; director), academic administrative position (i.e., dean; associate/assistant dean; chair) or faculty position (i.e., professor; associate/assistant professor; instructor). The selected employees are typically viewed as being objective, engaged, a commitment to diversity, works well with others and knowledgeable in the area of the advertised position.

When serving on a search committee for vice chancellor, associate dean or associate professor the search committee members learn more about the institutional effort to demonstrate equal opportunity, affirmative action and diversity by casting a wide net to attract a strong applicant pool. Even though search committees have an advisory role in assisting the hiring authority they offer input on recruitment strategy and advertising plans, making contact with peer institution colleagues to find potential candidates, accessing research associations and member listings, reaching out by email, letter, telephone, and through social media and asking contacts to provide names of potential candidates, including women and members from underrepresented groups. Consequently, the search committee is tasked with selecting qualified persons with the knowledge, skills and attitudes for the identified position. It is here that the committee members also learn how to decide.

You should also know that the work of a search committee is not without its flaws. One real challenge for a search committee is unconscious assumptions and unconscious bias as it relates to evaluating a candidate. Specifically, there is an influence on decision making that encourages training search committee members on [unconscious bias](#) as noted in the research of Mah-zarin Banaji and Richard Clarke Cabot.

Overall, an employee's participation on a search committee is just one example of how participation equals inclusion because it is configured to enable opportunity, interaction, communication, information and decision-making with diversity as an advantage within the institution.



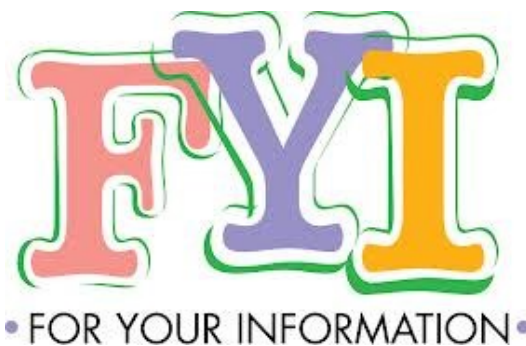
BREAKING NEWS!!

The Office of Equity and Diversity (OED) would like to welcome Jenna Fielding as the new **Associate Equity Assurance Specialist!**

Jenna Fielding joined UTHSC in June 2015. Previously, Jenna worked for a local pathology firm and as a research assistant at The University of Memphis. She is an alumnus of The University of Memphis, earning a B.A. in Psychology and a B.S. in Biology.

Within the Office of Equity and Diversity, her duties primarily include completing intake of harassment and discrimination claims and ensuring University compliance with EEO, AA, ADA/Section 504, ADEA, Title IX, Title VII, Title VI, and other applicable state and institutional policies related to hiring and non-academic conduct processes. Additionally, Jenna is responsible for training members of the UTHSC community on topics such as harassment and discrimination prevention, conflict resolution, and UT policy and workplace laws.

Jenna is a native of Memphis and a graduate of Houston High School.



Effective July 1, 2014, employees and students who qualify for accessible parking on the UTHSC campus are required to renew their parking every six months. The Accessible Parking form must be re-submitted every six months to the Office of Equity and Diversity.

Re-submissions are due by August 31, 2015 and February 27, 2016.

[CLICK HERE TO ACCESS THE ACCESSIBLE PARKING FORM](#)

Taste of Asian Pacific Cuisine



Pics from TIP 2015



Community Events

July & August



MEMPHIS RIVERFRONT

Twilight Tuesday

Beale Street Landing June 16-August 4, 2015
8:30pm-10:00pm

<http://memphisriverfront.com/event/twilight-tuesday/2015-06-16/>

Free movies on the grass roof of Beale Street Landing began on June 16, 2015.

The top quality movies for the Twilight Tuesday outdoor movie series at Beale Street Landing kicks off with the thrilling Indiana Jones & Raiders of the Lost Ark and continues for 7 consecutive weeks, featuring favorites such as Independence Day, Pirates of the Caribbean and Frozen.

The movies will be shown each Tuesday June 16th through August 4th at 8:30 pm on a 24 foot screen at the south end of the grass roof of Beale Street Landing.



Patriotic Pops at the Shell! Levitt Shell July 2, 2015

<http://www.2pc.org/article/patriotic-pops-at-the-shell/>

This year's Patriotic Pops is July 2 at 7:30pm at the Levitt Shell. The concert will feature Memphis' own Kallen Esperian, singing Broadway favorites such as *Summertime*, *Someone to Watch Over*, and *Some-where Over the Rainbow*. The concert will also include the Second Presbyterian chancel choir and orchestra leading patriotic favorites such as *God Bless America*, *Battle Hymn of the Republic*, and our traditional Armed Forces salute. The evening will conclude with fireworks and the *1812 Overture*.



Germantown Fishing Rodeo and Fireworks Extravaganza Municipal Park Exeter Road July 4, 2015

<http://www.germantown-tn.gov/index.aspx?page=562&recordid=9791>

Lions Club Fishing Rodeo

9 to 11 a.m.

Age: 4 to 15 years

Fee: donations gratefully accepted

Bring a fishing pole, tackle and bait and try to hook the big one. Proceeds benefit the charitable work of the Germantown Lions Club.

Fireworks Extravaganza

Events at 5 p.m., fireworks at 9:10 p.m.

Celebrate the nation's birthday with moon bounces, games, crafts and refreshments. Then be amazed by a spectacular fireworks display.

GOLDEN TICKET

15% DISCOUNT

The Germantown Performance Arts Center (GPAC) is offering a 15% discount to UTHSC students, faculty, staff, residents, and postdocs by using a special code created for UTHSC, when purchasing tickets online (www.gpacweb.com) or when calling the box office at 901-751-7500. UTHSC's promotional code is **UT15**. GPAC has some exciting programming throughout the season that should encourage a pluralistic view because music, art, and drama enables access to everyone. <http://www.gpacweb.com/>

2015 Religious Holidays

<http://faithinmemphis.com>

August

July

- July 2 Asalha Puja day ** - **Buddhist**
- July 9 Martyrdom of the Bab **Baha'i** (begins sundown on 8)
- July 13 Ulambana (Obon) ** - **Buddhist**
- July 13 Lailat al Kadr * - **Islam** (begins sundown on 12)
- July 18-21 Eid al Fitr * - **Islam** (begins sundown on 17)
- July 23 Emperor Haile Selassie birthday - **Rastafari**
- July 24 Pioneer Day - **Mormon Christian**
- July 26 Tish'a B'av * - **Jewish** (begins sundown on 25)

- August 1 Fast in honor of Mother of Jesus - **Orthodox Christian**
- August 1 Lammas - **Christian**
- August 1 Lughnassad (Northern Hemisphere) Imbolc (Southern Hemisphere) **Wicca Pagan**
- August 6 Transfiguration of the Lord - **Orthodox Christian**
- August 13-15 Obon -**Shinto**
- August 15 Assumption of the Blessed Virgin Mary - **Catholic Christian**
- August 15 Dormition of the Theotokis - **Orthodox Christian**
- August 29 Raksha Bandhan - **Hindu**

Equity & Diversity July/August Training Classes

July

Is it Bias?

When? July 14 2015, 2:00 pm - 3:30 pm; July 23, 2015, 9:30 am - 11:00 am

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Ashleigh Brock

August

Cracking Codes

When? August 13, 2015 9:30am-11:00am; August 25 2015 2:00pm-3:30pm

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Ashleigh Brock



Request a Workshop

https://jfe.qualtrics.com/form/SV_cJdCwxN8NwB4hvf

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