

Diversity Matters

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ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH

May is Asian-Pacific American Heritage Month – it is a month to celebrate and pay tribute to the contributions generations of Asian/Pacific Americans have made to American history, society and culture. A rather broad term, Asian-Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island).

On October 5, 1978, President Jimmy Carter signed a Joint Resolution designating the annual celebration. Over the next ten years, Presidents Carter, Reagan and George H.W. Bush continued to annually issue proclamations designating a week in May as Asian/Pacific American Heritage Week. In 1992, the official designation of May as Asian-Pacific American Heritage Month was signed into law.

May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants. May was officially proclaimed "Asian American and Pacific Islander Heritage Month" by President Barack Obama in 2012. [Learn More](#)

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Celebrating with UTHSC Employees I

Below are members of the UTHSC faculty and staff. Learn some interesting facts!

[CLICK HERE](#)

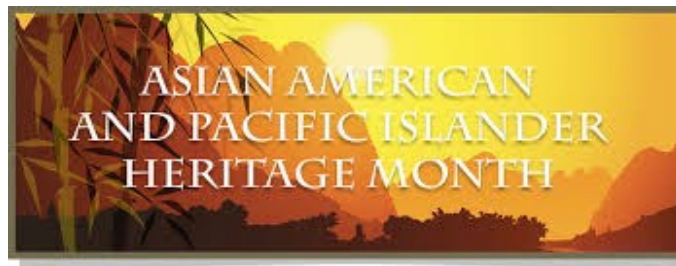
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NOTES FROM THE ASSISTANT VICE-CHANCELLOR

UTHSC Observations: Workforce, Workplace and Marketplace

Throughout the year the Office of Equity and Diversity (OED) plans events and programs with an intent to increase the knowledge and understanding of compliance topics (i.e., harassment; discrimination), diversity, inclusion, unconscious bias, cultural competence and other related concepts germane to UTHSC's business or academic purpose. The target audience is and continues to be students, faculty, staff, medical residents, fellows, and post docs. One of the ways this occurs is the OED staff commits to learning more about the concepts referenced earlier by interacting with the UTHSC community, reading and research, attending training sessions for professional development and evaluating how other diversity professionals and organizations demonstrate their understanding and application of these same concepts.

A recent search of diversity related concepts produced information on workforce, workplace and marketplace as it relates to the three diversity and inclusion pillars posited by [Hyatt](#). These three concepts referenced above have also been mentioned in prior editions of *Diversity Matters*. The Hyatt organization describes the [three pillars of diversity and inclusion](#) as follows:

WORKFORCE is taking a look at how we recruit, retain and develop high performing, talented and engaged associates with diverse backgrounds and perspectives.

WORKPLACE is creating opportunities to educate, advocate and communicate diversity and inclusion topics in order to foster an inclusive, engaging culture and work environment where all associates share their own unique experiences, perspectives, and are encouraged to reach their full potential.

MARKETPLACE is striving to be the preferred brand in the markets we serve by building valuable partnerships with our diverse customers, suppliers and developers.

A review of Hyatt's three pillars also prompted a moment of institutional reflection and comparison regarding UTHSC's mix of *people* (workforce) as it relates to employees who hold jobs that are non-exempt, exempt and faculty based, *culture* (workplace) as it relates to the work environment in a unit, department, division, or college and *business* (marketplace) as it relates educating students, training residents and post docs, treating patients and research findings.

A closer look at UTHSC's *workforce* advises that use of an applicant tracking system (Taleo) since January 2012 has greatly enhanced local, regional and national recruitment for non-exempt and exempt staff positions. A wider net has also been cast to enhance faculty recruitment through [higherjobs.com](#), professional listserv communications, and other search mediums, but more important some UTHSC colleges are engaged in continuous faculty recruitment efforts as a best practice. There is also active professional development taking place within UTHSC for faculty and staff through the [Teaching Learning Center](#) in AFSA and formal training and informal training offered throughout UTHSC by various offices like HR, Finance and Operations, Research, ITS and others.

When looking at UTHSC's *workplace* regarding projects and initiatives we learn there are inclusive interdisciplinary collaborations between colleges and collaborative research efforts across the institution that involves faculty, staff, post docs and students. Moreover, UTHSC's Vice Chancellor for [Research](#), Dr. Steven Goodman, has committed to accelerating UTHSC's research efforts through building a strong team of scientist that will involve recruitment and retention strategies that foster inclusion. HR, AFSA, and OED are also involved in several collaborative efforts that involve committees, surveys, meeting with employee organizations and just listening as it relates to students, staff and faculty. OED is also finalizing steps to launch a campus-based diversity and inclusion certification in July 2016 targeting faculty and staff.

The *marketplace* is where the diverse mix of employees within UTHSC come together to demonstrate how well that mix works together in demonstrating its mission of education, research, clinical care and public service. Some specific examples are the creation of academic physician practice groups, the [Health Careers Program](#), building a [state-of-the-art pharmaceutical manufacturing facility](#) on campus, participation in the [Memphis Medical District Collaborative](#) and the [College of Dentistry extending its reach](#) across Tennessee. Several UTHSC colleges and academic programs like the [College of Medicine](#), [College of Pharmacy](#), [College of Dentistry](#) and [Department of Physical Therapy](#) utilize a [centralized application service](#) to cast a wide net for diverse student applicants that is a supplement to their respective recruiting efforts in primary and secondary markets. For the referenced examples to be successful it requires building valuable partnerships within the community, but more important within the UTHSC campus.

As stated earlier the intent of OED's efforts is increase your knowledge and understanding of diversity and inclusion of concepts germane to UTHSC's business and academic purpose. In this instance the concepts were workforce, workplace and marketplace regarding diversity and inclusion with several UTHSC examples. Also, the content is not being offered to infer that UTHSC is equal to Hyatt as it relates to its diversity and inclusion efforts but to posit that UTHSC is presently traveling in the right direction and that includes how the [strategic plan](#) addresses diversity and inclusion.



PRIDE

Lesbian, Gay, Bisexual and Transgender Pride Month (LGBT Pride Month) is currently celebrated each year in the month of June to honor the 1969 Stonewall riots in Manhattan. The [Stonewall riots](#) were a tipping point for the Gay Liberation Movement in the United States. In the United States the last Sunday in June was initially celebrated as “Gay Pride Day,” but the actual day was flexible. In major cities across the nation the “day” soon grew to encompass a month-long series of events. Today, celebrations include pride parades, picnics, parties, workshops, symposia and concerts, and LGBT Pride Month events attract millions of participants around the world. Memorials are held during this month for those members of the community who have been lost to hate crimes or HIV/AIDS. The purpose of the commemorative month is to recognize the impact that lesbian, gay, bisexual and transgender individuals have had on history locally, nationally, and internationally.

On May 29, 2015, President Barack Obama issued a Presidential Proclamation proclaiming June as Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month. President Obama stated “All people deserve to live with dignity and respect, free from fear and violence, and protected against discrimination, regardless of their gender identity or sexual orientation. During Lesbian, Gay, Bisexual, and Transgender Pride Month, we celebrate the proud legacy LGBT individuals have woven into the fabric of our Nation, we honor those who have fought to perfect our Union, and we continue our work to build a society where every child grows up knowing that their country supports them, is proud of them, and has a place for them exactly as they are.” [Learn More](#)



Unite Student Organization

A 2015 study performed at Stanford University found that about 30% of sexual minority students and about 67% of students with a gender identity other than male or female in the healthcare field do not reveal this information during medical training, often because they fear discrimination. In order to push back against this trend at UTHSC, a group of medical students founded the organization, UTHSC Unite in 2013.

Unite is a resource organization concerned with improving the visibility, strength, and support of lesbian, gay, bisexual, transgender, queer, questioning, intersex, and inter gender (LGBTQI) as well as allied students and initiatives. The campus group serves as a safe space for sexual minority students, those who do not fit into the gender binary, and their allies, while also working to make the health sciences center campus community a more openly accepting place for all types of students.



Throughout the semester Unite organizes social events like attending Outflix, an annual Memphis LGBTQ film festival, in order to give students a much needed break from studying. Unite hosts weekly meetings at the General Education Building (GEB) in addition to social events in an effort to promote visibly and create a safe space for the LGBTQI students and staff at UTHSC. During the weekly Unite meetings, members are given a forum to discuss issues particular to being an LGBTQ-identifying healthcare practitioner, a student at UTHSC, as well as members of the greater Memphis LGBTQI community. Unite acts as a readymade support network of fellow LGBTQI students, allies, and staff, which includes members from UTHSC Colleges of Medicine, Dentistry, Pharmacy, and Graduate Health Sciences.

In addition to its role as a resource for students at the university, Unite also seeks to encourage the integration of LGBTQI health into the medical curriculum through engagement with the faculty and administration. LGBT youth and adults in the U.S. experience unique health problems that can be handled more effectively by healthcare providers if they know what to look for. For example, according to the CDC, the stresses experienced by young LGBT people put them at a higher risk of depression, substance use, and sexual behaviors that increase their risk of HIV and other STIs. In order to promote awareness of these issues, Unite hosts a bimonthly journal club to read and discuss academic articles pertaining to LGBTQI health and access to quality healthcare. Unite also collaborated with the American Medical Student Association to host a seminar on HIV by medical professionals on World AIDS Day in order to educate fellow students and raise awareness about HIV and AIDS.



Unite is committed to promoting health education and engaging with the LGBTQI community beyond the students, faculty and staff at UTHSC. Unite members increased visibility of Memphis LGBTQI medical community by wearing white coats and participating in the Mid-South Pride Parade. The students also provided free blood pressure readings and health screenings at the Mid-South Pride Festival. In partnership with Memphis Gay and Lesbian Community Center, Unite members volunteer their time to administer free HIV testing and educate members of the Memphis LGBTQI community about safe health practices.



Four Reasons to Hire a Veteran

By Jenna Fielding

Employee Relations Specialist in Human Resources



On September 24, 2013, the OFCCP set a hiring benchmark of 7.2 percent for protected veterans. Compliance concerns aside, UTHSC recognizes the myriad benefits of hiring veterans and has a mission of increasing their recruitment. On April 15, a Veterans' Employment Representative from the Tennessee Department of Labor shared with the university community the following reasons to hire a veteran:

1. **Loyalty to the Team:** Military personnel bring with them an intrinsic understanding of how loyalty adds to team proficiency and builds trust in a work environment. Military personnel often outperform other candidates as proven team players.
2. **Reliable Work Ethic:** Through service, training, and lifestyle, former military personnel will typically have the work ethic that all employers desire. Veterans understand the importance of adhering to a schedule and consistently performing well at work.
3. **Motivated Productivity:** Military personnel have been trained to work toward efficiency, ask for guidance when needed, and exercise self-discipline in professional settings. In today's workplace, distractions abound, and self-discipline is at the heart of worker productivity. The lost time from inefficient work habits and idle downtime is a significant concern to many employers.
4. **Comprehensive Communication Skills:** Many military personnel not only speak more than one language, but also have traveled extensively and, thus, understand the nuances of international communication. Military personnel are trained in effective writing and professional communications and have experience working with diverse groups of people. Communication skills are essential to military personnel who must come together and work with peers from across the globe.

All UTHSC employees play a role in recruiting and retaining more veterans. If you ever have the opportunity to serve on an interview panel, don't forget the reasons a veteran might be your next best hire.

Fire A
Veteran

Another Year for Healthcare Professionals in the Making!

Health Career Programs is preparing to welcome a new group of students to campus this summer, as they continue their educational career. Each year, the Tennessee Institutes for Pre-Professionals (TIP) and Summer Research Scholars (SRS) programs offers competitive internship positions to highly qualified undergraduate students. Participation will assist students as they prepare to become healthcare professionals. Students accepted into these programs have the opportunity to receive clinical shadowing experience (Track I), professional school admission exam preparation (Track II), or research lab experience (SRS), among other things.

The admissions teams for the TIP and SRS programs reviewed several highly competitive applications. Ultimately, forty-two new students were selected to join TIP and nine new students were selected to join SRS for the 2016 summer programs.

Track I students will participate in shadowing experiences with preceptors at local clinics and hospitals in the greater Memphis area. SRS students will work with the College of Graduate Health Sciences faculty mentors in their respective research labs on the UTHSC campus. Nursing, medicine, biomedical engineering, and pharmaceutical sciences are areas students will have the opportunity to receive hands-on experience.

Track II students will spend the majority of their time preparing for the DAT, GRE, MCAT, or PCAT. Through a partnership with Kaplan and adjunct faculty, Track II students will gain necessary testing strategies and content knowledge. This training intends to lessen anxiety regarding standardized exams.

New this year, the GRE students will have the opportunity to shadow in clinics of their field of interest. Track II welcomes new faculty members, including one from the UTHSC Boling Center for Developmental Disabilities. TIP continues to partner with the Colleges of Medicine and Pharmacy for Track III, designed to assist students with their undergrad to post-grad transition. The continued support from UTHSC faculty in both colleges is a great benefit to Track III. Participating students will enroll in similar classes during their M1 or P1 years.

Additionally, all students will participate in personal and professional development workshops. Various offices on campus, including Student Academic Support Services and Inclusion (SASSI) and the Office of Equity and Diversity (OED) will provide trainings. Students will have access to all other campus offices that provide support as they prepare for professional and/or graduate school.



Quick Pics of OED Events

Women's History Month

Women's Meditation Zone - Relax, Recharge and Rejuvenate



Marcia S. Seeberg, MS., LMHC

Brunch with a Leader Series



Lakita Cavin, JD, PhD, Susan Senogles, PhD &
Teresa Waters, PhD



Chandra Alston, MBA & Tiffany
Seagroves, PhD



Quick Pics of OED Events

Sexual Assault Awareness Month

Sexual Assault Awareness Month Day of Action



Self-Defense Tactics



Community Events May & June



Tai Chi for Children-workshop for childcare providers and teachers.

May 21, 2016, 10:00am-12:00pm

Gaston Park Branch Library
1040 S. Third St.
Memphis, TN 38106

<http://www.memphislibrary.org/events-calendar/childcare-workshop-series/>



MORTON MUSEUM
of Collierville History

HERITAGE. EDUCATION. TOURISM.

Morton Museum of Collierville History
Impressions from the Garden: Flower Show and Exhibition

June 8, 2016, 1:00 PM to 1:00 PM

2016 Flower Show by the Shelby East Garden Club, featuring the exhibition, "Interpretations of Nature in Abstracts," by Rose Sitton. Join us for flowers, art, and refreshments from 1-5pm. FREE and open to all.

<http://colliervillemuseum.evanced.info/signup/EventDetails.aspx?EventId=134&lib=#>



GPAC Food Truck and Music Festival

June 4, 2016 @ 3:00 PM

Free Admission! Activities for kids!
Bar for adults! June 4 from 3-8pm

<http://www.gpacweb.com/season/it-em/gpac-food-truck-and-music-festival>



DUNCAN-WILLIAMS
PERFORMANCE HALL

GERMANTOWN PERFORMING ARTS CENTER

2016 Religious Holidays

May

- May 1 Pascha (Easter) - Orthodox Christian
Beltane - Samhain * Wicca/Pagan
Northern and Southern Hemispheres
- May 2 Twelfth Day of Ridvan - Baha'i
- May 3 Saints Philip & James - Christian
- May 4 National Day of Prayer - USA - Interfaith
- May 5 Lailat al Miraj Islam
Yom HaShoah Jewish
National Day of Prayer USA - Interfaith
Ascension of Jesus - Christian
- May 12 Yom Ha'Atzmaut Jewish
- May 15 Visakha Puja Buddhist
Pentecost - Christian
- May 21 Lailat al Bara'ah Islam
- May 22 Trinity Sunday - Christian
- May 23 Declaration of the Bab Baha'I
Lailat al Bara'a Islam
- May 26 Lag B'Omer Jewish
Corpus Christi - Catholic Christian
- May 29 Ascension of Baha'u'llah Baha'i

June

- June 1 Ascension of Jesus - Orthodox Christian
- June 3 Sacred Heart of Jesus - Catholic Christian
- June 6 Ramadan begins Islam
- June 9 St. Columba of Iona - Celtic Christian
Ascension of Jesus - Orthodox Christian
- June 12-13 Shavuot Jewish
- June 16 Guru Arjan martyrdom - Sikh
- June 19 New Church Day - Swedenborgian Christian
Pentecost - Orthodox Christian
- June 20 Solstice
First Nations Day - Canadian Native People
Litha - Wicca/Pagan northern hemisphere
Yule - Wicca/Pagan southern hemisphere
- June 26 All Saints - Orthodox Christian
- June 29 Feast Day of Saints Peter and Paul - Christian

The Office Equity & Diversity Out and About



"Shawn Boyd, MS (Coordinator, CON), Chandra Alston, MBA (Associate Vice Chancellor, HR) and Michael Alston, EdD (Assistant Vice Chancellor, OED) conducted workshops for students participating in REACH Memphis on March 19th at the University of Memphis. Boyd's workshop covered time management with the students and the Alston's collaborative workshop focused on diversity and inclusion concepts that included an interactive reflective exercise with the students.

[REACH Memphis](#) helps deserving high school students succeed in high school, college and beyond. Established in 1969, REACH Memphis partners with preparatory schools and colleges across the United States to provide summer educational experiences to students attending public schools in the greater Memphis area. Since its founding, the program developed as part of the Memphis Volunteers for Youth Counseling. In 1990, Memphis PREP joined Memphis Partners and merged into the Memphis Rotary Club/ Foundation in 1995. The organization became an independent nonprofit organization in 1997."



Request a Workshop

https://jfe.qualtrics.com/form/S_V_cJdCwxN8NwB4hvf

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