

Diversity Matters

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[http://uthsc.edu/oed/
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Veterans Day

November 11, 2014



Nationwide on November 11th, we honor and recognize those who diligently served for our country in the armed forces. On this day of remembrance, the Office of Equity and Diversity (OED) would like to Honor current and former military veterans, faculty, staff, and students with immediate family in the military. Please join us in the SAC Dining Hall on November 11, 2014 (Tuesday) for coffee, doughnuts and conversation between 8:15 a.m. and 10:30 a.m.

Please RSVP to attend the [Veterans Day Reception](#) with Ms. Denise Steverson by calling 901-448-2112 or emailing hsc-oed@uthsc.edu.



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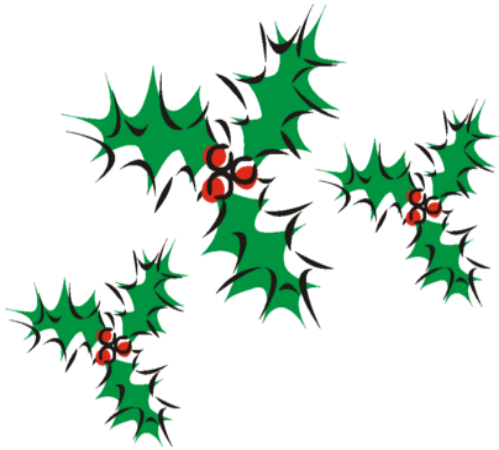
American Indian & Alaska Native Heritage Month

In 1990 President George Bush approved a joint resolution designating November 1990 as "National American Indian Heritage Month." Similar proclamations have been issued each year since 1994. National American Indian and Alaska Native Heritage Month is celebrated to recognize the intertribal cultures and to educate the public about the heritage, history, art, and traditions. of the American Indian and Alaska Native people.

In fostering the diversity of the University of Tennessee Health Science Center (UTHSC), the Office of Equity and Diversity (OED) would like to recognize American Indian & Alaska Heritage Month. From the Aleutian Islands to the Florida Everglades, American Indians and Alaska Natives have contributed immensely to our country's heritage. In celebrating this commemorative month, OED would like to bring awareness to this rich culture by educating you on their history. For more information visit http://www.uthsc.edu/oed/am_in2013.php



NOTES FROM THE ASSISTANT VICE-CHANCELLOR



Celebrating the Holiday Season

UTHSC's faculty, staff, students, medical residents/fellows and post docs enable a rich diversity that is indicative across higher education institutions in the United States. In these diverse environments there is an appreciation and recognition of how individual attributes, characteristics, experiences and perspectives encourage celebrating holidays differently and throughout the year and in this instance there is a specific focus on holidays occurring in November and December. The upcoming holiday season is often a time of celebration and giving that should enhance relationships and work/life balance, engage in diversity awareness, inclusivity, and support fun at work.

As an employer, UTHSC has allowed its employees to have pictures or holiday decorations in their individual workspaces throughout the year. Consequently, there is a distinctive difference between employees' holiday decorations and employers' holiday decorations. Therefore a ban on decorations would not be prudent if the decorations in the employee's workspace may be viewed as being discriminatory if in place based on a sincerely held religious belief. Voluntary participation is also a right that every employee and student always has regarding holiday celebrations.

An employee's participation in gift giving exchanges should also be optional within the workplace. Who receives a gift can also be complicated when a decision has to be made about whether or not everyone receives a gift or just team members who have been identified as a friend. Needless to say the gift giving gesture may magnify in-group/out-group perceptions even more within a work environment. Gifts, if given, should also be inexpensive (i.e., not more than \$20) and are typically executed through [Secret Santa](#), [Yankee Swap](#) and [White Elephant](#) transactions with suspense and fun.

Employers should not be perceived as endorsing or supporting religion generally, or one religion over another. For example, employers may want to provide a general holiday theme rather than set a [Christmas](#), [Hanukkah](#), or [Kwanzaa](#) theme. Try to keep decorations neutral, with symbols – flowers, balloons, candles and snowflakes – that can be enjoyed by most people. If electing to put up religious holiday decorations, employers often consider workplace decorations during non-religious holidays to lessen the appearance of religious preference in the workplace.

Consequently, the Office of Equity and Diversity is not saying a unit/department/division has to forgo celebrating any religious holiday but the institution, UTHSC, must also act in accordance with the [Title VII \(Civil Rights Act of 1964\)](#). However, a department's campus impact warrants consideration of the kinds of decorations placed in **public areas** for display during religious holidays.

In conclusion, Christmas has roots as a religious holiday but not everyone celebrates the religious side of Christmas and some may not celebrate Christmas at all. When decorating be mindful of visitors, students, post docs, medical residents/fellows, staff, faculty, patients, job applicants, prospective donors, active donors and alumni that may engage the public areas throughout an institution. We should collectively celebrate diversity every day of the year even when holidays just happen to be a part of the equation.



UTHSC Psychiatry
 Welcomes Dr. Catlin Ryan for Grand Rounds
 November 6, 2014
 Noon
 A137 South Auditorium-Coleman



Caitlin Ryan, PhD, ACSW is a clinical social worker who has worked on lesbian, gay, bisexual and transgender (LGBT) health and mental health since the 1970s. She is a graduate of Smith College School for Social Work and received her clinical training with children and adolescents in inpatient psychiatric, community mental health and psychoeducational programs. Her contribution to LGBT health has spanned nearly 40 years through early community development, program implementation, education, research, policy and systems change.

Dr. Caitlin Ryan will come to our campus to give a Grand Rounds related to working with Families of Children and Teens who are Lesbian, Gay, Bisexual, Transgendered, etc. Dr. Ryan is a Californian native who has worked nationally to develop structures and supports for these children and young adults and has been recognized by the American Psychological Association for her work in this field. Please join on **Thursday, November 6th from 12-1pm. in A137 South Auditorium-Coleman .**

TIP & SRS Applications Open Nov. 1, 2014



Health Career Programs at UTHSC will launch its application on November 1st HCP summer programs include the Tennessee Institutes for Pre-Professionals (TIP) program and Summer Research Scholars (SRS) Program. Both programs are a state-wide effort with an objective to increase the representation of various groups of students who are underrepresented in the health professions and research.

Program participants are undergraduate students that attend colleges throughout Tennessee and bordering states as well as other states where there are Historically Black Colleges and Universities (HBCU) and sizeable concentrations of Tennessee residents (e. g. Atlanta, Georgia).

For a seven-week period during the months of June and July, TIP students engage in either Track I or Track II to gain exposure in career shadowing, standardized test preparation, professional development workshops, academic workshops and more. For an eight-week period during the months of June and July, SRS student engage in research with UTHSC researchers. Each program participant receives a stipend for their participation in the programs. For more information about the HCP, and for access to the application, please visit <http://www.uthsc.edu/HCP/>.





Host an Equity and Diversity Workshop for Your Department

By OED Doctoral Intern

Lanell Smith

The University of Tennessee Health Science Center (UTHSC) is a large and complex community of diverse staff, faculty, and students. As a community, it is vital that each UTHSC citizen acknowledges, values, and learns to identify the rich experiences and identities we all bring to the table. In an effort to support the Office of Equity and Diversity's (OED) commitment to promoting inclusion, respect, and the inherent value of all students, faculty, and staff within the UTHSC community, the OED has made it convenient and simple to request OED workshops for your college/department. Our series of workshops are designed to address various areas relevant to equity and diversity and the learning opportunities they create. Workshops are available for the following topics:

- Discrimination, Harassment, or Retaliation Prevention, For Supervisors and Manager
- Discrimination, Harassment, or Retaliation Prevention, For Employees
- Generations & Conflict Resolution
- ADA Accommodation Process
- Cultural Competence
- Diversity in the Workplace & Religious Accommodations
- Bias/Unconscious Bias Training
- Search Process
- Diversity in the Search Process
- Title VI
- Title IX: Sexual Harassment & Prevention
- PAVE System

To request a workshop, visit https://jfe.qualtrics.com/form/SV_cJdCwxN8NwB4hvf.

If there is a workshop topic that you are interested in and it is not listed, please use the request link to indicate special topics you would like a workshop developed on. For more information about workshops or other activities, contact the Office of Equity and Diversity by calling (901) 448-2112 or visit <http://www.uthsc.edu/oed/>.





Staff, faculty, students, medical residents, post docs, applicants for employment or patients may raise complaints of discrimination, harassment, and violations of policy with the Office of Equity and Diversity (OED). Individuals who feel they are being treated unfairly because of a protected status or in retaliation for engaging in a protected activity, or individuals who believe they are subjected to behavior that rises to the level of violating UT policy are encouraged to contact OED to arrange a confidential appointment with an appropriate staff member to discuss their concerns.

Complaints (other than those involving sexual assault) received directly by OED will be reported by the Assistant Vice Chancellor (or the Assistant Vice Chancellor's designee) to the appropriate administrator(s) who will attempt to resolve the matter working in conjunction with OED. Confidentiality will be maintained to the extent possible. At the time of the initial consultation, the OED staff member will determine if the complaint falls within the scope of responsibility of the Office of Equity and Diversity. If it does not, the complainant will be referred to the appropriate office.

Complaints must be put in writing and filed within 300 calendar days of the alleged discriminatory action. In certain circumstances, at the discretion of OED, complaints filed outside of this time limit or that are not put in writing may be investigated.

To learn more about UTHSC's [discrimination complaint procedure](#), [complaint form](#), and [incident reporting form](#) click on the following:

<http://www.uthsc.edu/oed/EEOC/UNIVERSITY%20OF%20TENNESSEE%20DISCRIMINATION%20COMPLAINT%20PROCEDURE.pdf>

<http://www.uthsc.edu/hr/employee-relations/forms/uthsc-complaint-form.pdf>

https://auth.uthsc.edu/cas/login?service=https%3A%2F%2Futhsc.co1.qualtrics.com%2FSE%2F%3FSID%3DSV_1YT4R37o1whvB5j



Quick Pics of OED Events

Domestic Violence Day OED & Campus Police



Peace Corps



Disability for a Day Obstacle Course



Domestic Violence Organizational Fair



Community Events November & December

Jewish Literary and Cultural Arts



Festival

at the Memphis Jewish Community Center

Jewish Literary and Cultural Arts Festival

When: Oct. 30-Nov. 23

Where: Memphis Jewish Community Center

<http://www.jccmemphis.org/index.php?src=gendocs&ref=jewishliterary&category=Culture>

Memphis Jewish Community Center is hosting six author events over a four week period and an Israeli Artist Market held Nov. 16-21 showcasing artists from Israel.

Memphis Zoo on Ice & SunTrust Zoo Lights Nights

Visit Memphis' only outdoor ice skating rink during this holiday season. Also enjoy the lights of the holiday season at the Memphis Zoo. Memphis Zoo on Ice Nov. 22-Jan. 5, 9:30 a.m.-4:30 p.m. SunTrust Zoo Lights Nights :Nov 21, 2014 to Dec 30, 2014.



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/>

2014 Religious Holidays

<http://faithinmemphis.com>

NOVEMBER

November 1 All Saints Day (Christian)
 November 1 Samhain - Litha (Wicca/Pagan)
 November 2 All Souls Day (Catholic Christian)
 November 5 Ashura (Islam)
 November 6 Guru Nanak Dev Sahib birthday (Sikh)
 November 12 Birth of Baha'u'llah (Baha'i)
 November 15-25 Winter Lent (Orthodox Christian)
 November 21 Yule (Christian)
 November 23 Christ the King (Christian)
 November 24 Guru Tegh Bahadur (Sikh)
 November 26 Day of the Covenant (Baha')
 November 27 Thanksgiving -(Interfaith USA)
 November 28 Ascension of Abdu'l-Baha (Baha')
 November 30 Saint Andrew's Day (Christian)
 November Advent begins through December 24 (Christian)

DECEMBER

December 1 First Sunday of Advent (Christian)
 December 8 Bodhi Day (Buddhist)
 December 8 Immaculate Conception (Christian)
 December 9 Feast of Immaculate Conception (Catholic)
 December 12 Our Lady of Guadalupe (Roman Catholic)
 December 16-24 Hanukkah (Jewish)
 December 21 Yule (Wicca and Christian)
 December 23 Day of Remembrance, birth of Joseph Smith (Latter Day Saints)
 December 25 Christmas (Christian)
 December 25 The Nativity of Christ (Orthodox Christian)
 December 26 Zarathosht Diso (Zoroastrian)
 Dec 26- Jan 1 Kwanzaa (African-American)

Equity & Diversity November/December Training Classes



Commemorative Month Movie Viewing Schedule

November-Native American Heritage Month

Movie: *Our Spirits Don't Speak English: Indian Boarding School*

Date/Time: November 11, 2014, 9:30-11:30; November 17, 2014 2:00pm-4:00pm

Location: Madison Plaza Conference Room C-1

November

Is It Bias? Making Diversity Work

When? November 4, 2014 2:00 9:30am-11:00am; November 17, 2014 2:00pm-4:00pm

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Ashleigh Brock

P.U.G. (PAVE Users Group) Training Session

When? November 13, 2014 1:00 – 2:00 pm

Where? Madison Plaza C-1 Conference Room

Who? Facilitated by Dustin Fulton

December

Drop by Drop

When? December 2, 2014 2:00 9:30am-11:00am; December 16, 2014 2:00pm-4:00pm

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Ashleigh Brock



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