

Diversity Matters

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[http://uthsc.edu/oed/
staff.php](http://uthsc.edu/oed/staff.php)

2014 Service Recognition

The Thomas Connell Lichterman Employee of the Year and the Chancellor's Exempt Staff Award are two ways that the UT Health Science Center Administration demonstrates support for diversity and inclusion efforts. Specifically, non-exempt staff employees and non-faculty exempt staff employees are nominated each year by students, faculty and staff for the uniqueness and individuality they bring to work at UTHSC each day. You can read more about both award programs below:



Lichterman Award

To honor the memory of Tommy Lichterman and in celebration of his dedicated and enthusiastic service to UT Health Science Center, the Lichterman family and many friends established the Thomas Connell Lichterman Employee of the Year Award. This award is presented annually to a non-exempt UT or UTMG employee who demonstrates the high standards and positive characteristics as they were exemplified by Lichterman. The awardee will receive a plaque and a \$1,500 award. The nomination and award process has returned to the Office of Equity and Diversity.

INSIDE THIS ISSUE:

Service Recognition	1
Vets 100 Winner	2
Havana's Pilon Cuban Restaurant	2
Hispanic Heritage Month	3
National Disability Awareness Month	4
Community Events	4
Notes from the Vice Chancellor and Director	5
Student Rights & Conduct	6
Religious Holidays & Training	7

Chancellor's Exempt Staff Award

The Office of Equity and Diversity in conjunction with the Chancellor's Office and the Chancellor's Exempt Staff Award Selection Committee present the Fourth Annual Chancellor's Exempt Staff Award. The Chancellor's Exempt Staff Award evolved during the UT Family Campaign in 2007. This award was created to recognize one deserving non-faculty exempt employee who has demonstrated outstanding service and/or who has made a significant contribution to the university community beyond



NOMINATION PROCESS Sept ember 1, 2014– October 1, 2014

Please forward your completed nomination form and supporting letters by e-mail (hsc-ood@uthsc.edu), by mail (910 Madison Avenue, Suite 826), or by fax (901-448-1120).

For questions contact Ashleigh Brock at abrock6@uthsc.edu or call 448-2112

(<http://www.uthsc.edu/oed/exemptstaff.php>)



Vets 100 Drawing Winner Announced

*** We Have a Winner***

The Office of Equity and Diversity would like to thank those faculty and staff members who completed the VETS 100 Survey.

The University of Tennessee is committed to equal employment opportunity and affirmative action. In addition, as a Federal contractor, the University is subject to the Vietnam Era Veterans Readjustment Assistance Act of 1974, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.



As a reminder, information about veteran status and disability is kept confidential, except that 1) supervisors and managers may be informed with regard to restrictions on the work or duties of persons with disabilities and any necessary accommodations, and 2) first aid personnel may be informed when, and to the extent appropriate, the condition might require emergency treatment. You will not be subject to adverse treatment if you chose not to provide this information.

This information will undoubtedly help us serve our campus better. Individuals who completed the survey had their name entered into a drawing for a great prize. The winner of the VETS 100 drawing is **Ghazala Mazhar**, received gift cards to a couple of great local restaurants.



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 29, 2014 and February 27, 2015.



https://www.uthsc.edu/campuspolice/pdfs/UTHSC_ACCESSIBLE_PARKING_FORM.pdf



MOFONGO

Local Lunch 10% Discount:

Havana's Pilon Cuban Restaurant
143 Madison Ave.
Memphis, TN 38103
Phone: 527-2878
Hours: 7:30am-8:30pm
Monday-Saturday
Closed on Sunday



COCONUT FLAN

HISPANIC HERITAGE MONTH

During National Hispanic Heritage Month we recognize the contributions made and the important presence of Hispanic and Latino Americans to the United States and celebrate their heritage and culture.

Hispanics have had a profound and positive impact on our country. They have enhanced and molded our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on **September 15 and ending on October 15**. It was enacted into law on August 17, 1988.

Celebrating with UTHSC Employees !

Below are members of the UTHSC faculty and staff. These employees will be featured on the electronic bulletin boards on campus throughout the month. You will learn some interesting facts!

Emilita Marin, MS

Assistant Dean for Finance and Administration
College of Health Professions



Franklin Garcia-Godoy, DDS, MS, PhD, PhD

Senior Executive Associate Dean for Research
College of Dentistry

Emmanuel Villa, MS

Data Architect for Biomedical Informatics



Paul Juarez, PhD

Co-founding Director of the Research Center on Health Disparities, Equity, & the Exposome and Professor, Preventive Medicine



Luisa Ramirez de Lynch, PT, DPT
Physical Therapist

National Disability Employment Awareness Month

Held each October, **National Disability Employment Awareness Month (NDEAM)** is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities. The theme for 2014 is "Expect. Employ. Empower."

NDEAM's roots go back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." Upon its establishment in 2001, ODEP assumed responsibility for NDEAM and has worked to expand its reach and scope ever since.



COMMUNITY EVENTS

Cooper Young Festival In its 27th year, this event has grown tremendously and is one of Memphis' most highly attended Festivals. This year, over 130,000 guests will enjoy an appealing mix of art, music and crafts presented by over 435 artisans from around the country. The Cooper Young Festival is a true celebration of the arts, people, culture and Memphis heritage. The festival will be held September 13, 2014. <http://www.cooperyoungfestival.com/>

Join the **Memphis Botanic Garden (MBG)** for this unique series of events in 2014. This garden party includes dinner al fresco, live music, cash bar and, of course, a line-up of local food trucks. The evening lasts from 5 to 8 p.m. MBG members, \$5, and non-members, \$10.

The next Food Truck Garden Party is on September 9 and October 14. This series runs through October. For the entire schedule and information about purchasing tickets, link to the MBG:

<http://www.memphisbotanicgarden.com/category/foodtruck>



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 enable access to everyone.

NOTES FROM THE ASSISTANT VICE-CHANCELLOR

Volunteers: Resource Network Groups

The Office of Equity and Diversity (OED) will be sponsoring ten (10) separate resource network groups at UTHSC. As a result the OED Team is looking for eleven (11) volunteers from the student, staff, faculty, medical resident and post doc populations to serve.

Some specific goals for these respective individual groups will be as follows:

- Assist in the development personal and professional networks;
- Initiate and support diversity at UTHSC, including recruitment, outreach, retention; and diversity education on issues specific related to the shared inclusion interest of that Resource Network Group;
- Develop connections with the Memphis/Shelby County community;
- Research and advocate for improvements to policies/procedures that affect UTHSC employees

The resource networks group members will also collectively assist OED with advancing recruitment and retention efforts of faculty, staff, and students, assist with heritage celebrations and promote community events, professional development and networking, and internal and external marketing. In case you are interested in serving the ten (10) groups identified are:

Veterans Resource Network
disAbility Resource Network
Asian Pacific Resource Network
Women's Resource Network
African American Resource Network

GLBT Resource Network
Latino/a Resource Network
Native American Resource Network
International Resource Network
Faculty of Color Resource Network

OED will also enable the individual resource network group members that share common interests, issues or concerns an opportunity to engage campus leaders and senior managers on various topics as invited guests. If you are interested in serving on a resource network group please contact us at 448-2112 or hsc-oed@uthsc.edu.



Student Rights and Conduct- Title IX

KNOW YOUR RIGHTS

empower yourself

Recently, the Office of Equity and Diversity shared the following correspondence with all Health Science Center students in an effort to increase student awareness of Title IX, sexual harassment, the Judicial Incident Reporting Form, and UTHSC's complaint procedure.

The information contained in this same correspondence is also relevant to other members of the university community, as it could prove to be helpful to faculty and staff in assisting students who may have student rights questions or concerns.

In addition to the resources provided in our recent correspondence to students, the following links offer information about sexual assault and sexual violence.

- [Do you know your IX? Here are 9 things to know about Title IX in 89 seconds!](#),
Published by Amy Poehler's Smart Girls & Know Your IX (October 14, 2013).
- [NotAlone.Gov](#)

Similar correspondence from OED can be expected in the future as part of our commitment to promoting inclusion, respect, and the inherent value of all students, faculty, and staff within the University of Tennessee Health Science Center community.

"HSC Students:

Periodically, you will receive information from the Office of Equity and Diversity (OED) regarding various policies and procedures and resources applicable to UTHSC students. The heading of the email will be 'Student Rights and Conduct Notes', and this edition will cover Title IX, sexual harassment, the Judicial Incident Reporting Form, and information on UTHSC's complaint procedure.

Title IX

Title IX of the Education Amendments Act of 1972 provides that "no person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." The University of Tennessee's Title IX Coordinator monitors the University's compliance with Title IX. Students with questions or concerns about Title IX, and/or those who wish to file a complaint of non-compliance with Title IX, may contact the University's Title IX Coordinator, Dr. Michael Alston (malston1@uthsc.edu), or Deputy Conduct and Compliance Officer, Dustin Fulton (dfulton2@uthsc.edu), Office of Equity and Diversity, 910 Madison, Suite 826, Phone: 901-448-2112, Fax: 901-448-1120.

Sexual Harassment

The University of Tennessee is committed to providing an environment free of sexual harassment, including sexual assault. Sexual harassment by any member of the university community (faculty, staff, students, medical residents, postdocs and contractors) is a form of sex discrimination prohibited by Title IX and University policies. The University will not tolerate sexual harassment. More information about the University's policies and resources relating to sexual harassment and sexual assault can be found at <http://www.uthsc.edu/oed/titleix.php>. On- and off-campus resources for victims and the University's procedures for handling complaints against students and employees is available at http://uthsc.edu/oed/sexual_assault2014.php. Policy and procedural information and examples of sexual harassment can also be found at <http://www.uthsc.edu/oed/sexual-harassment.php>.

**REPORT
an INCIDENT**

Judicial Incident Reporting Form

UTHSC students now have a communications medium to report incidents through an online format that is accessible from the 'Student Conduct Administration' webpage found at <https://www.uthsc.edu/oed/studentconduct.php>. The link for the form is located on the right side of under the heading of 'Important Forms' and it requires authentication to submit an incident report.

UTHSC Complaint Procedure

The institutional complaint procedure can be accessed using the following link:

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

Please contact OED if you have additional questions.

Thanks,
OED

2014 Religious Holidays

<http://faithinmemphis.com>

September

- September 1 Ecclesiastical Year begins (Orthodox Christian)
- September 7 His Holiness Sakya Trizin's Birthday (Buddhist)
- September 8 Nativity of Mary (Christian)
- Nativity of the Theotokos (Eastern Orthodox Christian)
- September 14 The Elevation of the Holy Cross (Eastern Orthodox Christian)
- September 22 Mabon (Wicca)
- September 24-26 Rosh Hashanah (Jewish)
- September 25-26 Feast of Trumpets (Church of God, Philadelphia Church of God)
- September 26 and 27 Simcat Torah (Jewish)

October

- October 3-4 Yom Kippur (Jewish)
- October 4 Day of Atonement (Christian, Church of God, Philadelphia Church of God)
- October 5-13 Navaratri (Hindu)
- October 9-15 Sukkot (Jewish); Feast of Tabernacles (Church of God, Philadelphia Church of God)
- October 14 Hajj Day (Islam)
- October 14 Duserra (Hindu)
- October 15-18 Eid al Adha (Islam)
- October 16 Last Great Day (Church of God, Philadelphia Church of God)
- October 16 Shemini Atzeret (Jewish)
- October 17 Simcat Torah (Jewish)
- October 20 Birth of B'ab (Baha'i)
- October 20 Installation of the Scriptures as Guru Granth (Sikh)
- October 23 Diwali (Deepavali, Hindu, Jain and Sikh)
- October 25Al Hijra – 1st Muharram (Islam)

Equity & Diversity September/ October Training Classes



Commemorative Month Movie Viewing Schedule

September-Hispanic Heritage

Movie: *Latinos in America*

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

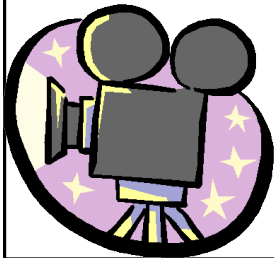
Location: Madison Plaza Conference Room C-1

October- National Disability Employment Awareness Month

Movie: *Nick*

Date/Time: October 14, 2014, 9:30-11:30; October 28, 2014 2:00pm-4:00pm

Location: Madison Plaza Conference Room C-1



September

What? Diversity in the Workplace (Gender, Generational, Disability and Accommodations):

When? September 9, 2014 2:00 pm-4:00 pm; September 23, 2014 9:30am-11:30am

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Ashleigh Brock

What? Roadmap for Understanding Title VI

When? Friday, September 26, 2014, from 11:00 am – 12:00 pm

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Dustin Fulton

October

What? Ouch! That Stereotype Hurts

Staying silent in the face of demeaning comments, stereotypes or bias

When? October 7, 2014, 9:30 am - 11:30 am; October 21, 2014, 2:00 pm -4:00 pm

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Ashleigh Brock

All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations.

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.

Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 920 Madison Avenue, Suite 420, Memphis, Tennessee 38163, telephone 901-448-7382 (V/TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.

Office of Equity & Diversity

910 Madison Ave.
Suite 826
Memphis, TN 38163
Phone: 901-448-2112
Fax: 901-448-1120