

Diversity Matters

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ASIAN PACIFIC AMERICAN HERITAGE MONTH

五月 | MAY

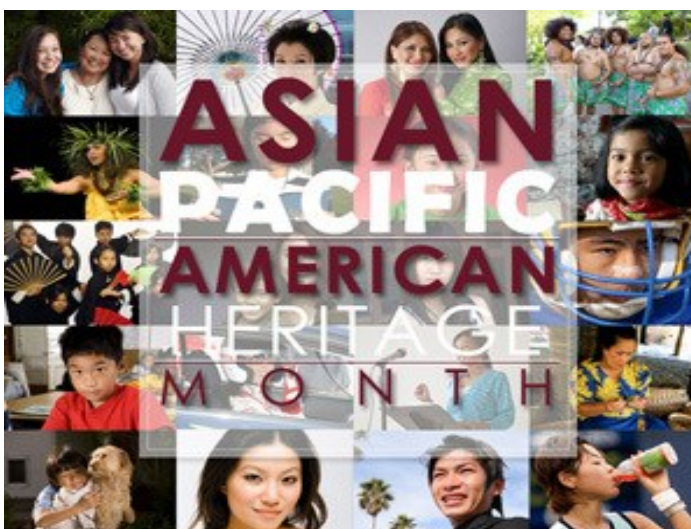
May is Asian-Pacific American Heritage Month – a celebration of Asians and Pacific Islanders in the United States. A rather broad term, Asian-Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (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. Twelve years later, President George H.W. Bush signed an extension making the week-long celebration into a month-long celebration. In 1992, the official designation of May as Asian-Pacific American Heritage Month was signed into law.

The month of 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.

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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!

Mark Sakauye
Software Architect
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Cynthia Crowe
Administrative Coordinator for
Health Career Programs



Tanzina Sharmin
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Ankit Sharma, MD
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June is Lesbian, Gay, Bisexual Transgender (LGBT)

PRIDE

Month

President Barack Obama issued a Presidential Proclamation on May 13, 2014 proclaiming June as Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month. President Obama stated “As progress spreads from State to State, as justice is delivered in the courtroom, and as more of our fellow Americans are treated with dignity and respect – our Nation becomes not only more accepting, but more equal as well. During Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride Month, we celebrate victories that have affirmed freedom and fairness, and we recommit ourselves to completing the work that remains.”

President Obama’s administration “proudly stands alongside all those who fight for LGBT rights. Here at home, we have strengthened laws against violence toward LGBT Americans, taken action to prevent bullying and harassment, and prohibited discrimination in housing and hospitals. Despite this progress, LGBT workers in too many States can be fired just because of their sexual orientation or gender identity; I continue to call on the Congress to correct this injustice by passing the Employment Non-Discrimination Act.”

President Obama called “upon the people of the United States to eliminate prejudice everywhere it exists, and to celebrate the great diversity of the American people.”

NOTES FROM THE ASSISTANT VICE-CHANCELLOR

Understanding Unconscious Bias

Unconscious bias has received a great deal of attention in education, healthcare and corporate environments. Unconscious bias is not all bad but it affects our lives daily in how we perceive others with actions that are not inadvertent but more important when bias is negative the resulting behaviors injure and impair. One way we demonstrate unconscious bias is through our tendency to like or favor people who are similar to us in appearance, thought, experiences, culture or other in common dimensions. Several books have been written about unconscious bias like the following:

Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives by Howard Ross

Blind Spot: Hidden Biases of Good People by Mahzarin R. Banaji and Anthony G. Greenwald

Hidden Bias: How Unconscious Attitudes on Diversity Undermine Organizations by Gerard J. Holder

Seeing Patients: Unconscious Bias in Health Care by Augustus White and David Chanoff

Some of our individual unconscious biases are based on cultural stereotypes that influence how we make decisions. In organizations unconscious bias can affect hiring practices and performance evaluations ratings through decisions made by managers and supervisors, how employees work together on projects to meet objectives and a patient's experience with healthcare professionals. This affect happens when as individuals we take bits of information to make assessments that are based on someone's language, communication style, differing frames of reference, differences in emotional display and behavior or appearance to generalize or make decisions that are often incorrect. In the book, *Blink: The Power of Thinking Without Thinking*, by Malcolm Gladwell making a decision based on quick assessment would be an example of "thin slicing". During these instances of "thin slicing" unconscious bias impacts diversity and inclusion efforts as it relates to opportunities for women and other underrepresented groups. That is not to say women and members of underrepresented groups have not had any viable opportunities or successes in society or organizations but the equitableness of who, how, when and where is debatable.

Remember personal experiences, culture and lifestyles greatly influence our biases that also affects our worldview. This is important in a global economy where meeting communication goals successfully is essential for creating win-win outcomes. According to Robert Lussier (1999) the goal of communication is to inform, influence and express feelings so you can imagine what that looks like if an entire organization fails to assess its climate or if an individual employee fails to examine his/her own cultural background, experiences or worldview in a workplace that is now more diverse.

If you would like to know more about unconscious bias in the workplace read this article ([Discrimination and Unconscious Biases in the Workplace](#)), but more important assess your unconscious bias through [Project Implicit](#). When you complete the Project Implicit assessment reflect on the shared quote attributed to Stephen R. Covey – "We see the world, not as it is, but as we are—or, as we are conditioned to see it."

Culture Competence is Not a New Catch Phrase By Mona Newsome Wicks, PhD

The United States has a rich history of cultural diversity. The settlers who immigrated to this land encountered many different native people, initially referred to as American Indians and later as Native Americans. Among these groups of native people there were similarities and differences in values, beliefs, and practices—just as there were similarities and differences among the many immigrant groups who later settled in North America. Culture—the combined patterns of human behavior—has been around as long as there have people on the Earth. Culture includes several components such as the thoughts, language, communications, actions, customs, beliefs, values, and institutions that are learned within families and shared by social, racial, or ethnic groups to which we belong (U.S. Department of Health and Human Services Office of Minority Health, 2005). One example of a social group with a culture is persons who are disabled. Individuals who are lesbian, gay, bisexual, transgender, and queer (LGBTQ) represent a second social group that has a culture. Hispanic or Latino and non-Hispanic or non-Latino are ethnic group categories while Black or African American, White, Asian, American Indian or Alaska Native, and Native Hawaiian or Other Pacific Islander are the five racial groups recognized by the U.S. government (<http://nces.ed.gov/IPEDS/reic/definitions.asp>). Although these categories are used to describe groups they do not capture the diversity that exists within ethnic and racial groups. Not all Hispanics are alike and neither are all Whites alike. For example, some Hispanics are Catholic while others may be Baptist, belong to other religious groups, or have no alliance with organized religion. It is important for health care providers, health professions students, staff, supervisors, and employers to understand that individuals often belong to many groups. Understanding these two important points—that people can belong to many groups and at the same time are unique individuals—helps us to better understand, effectively work with, and care for people.

Culture is not stagnant. Cultures change as the needs of people change. Groups have changed their beliefs and behavior patterns—their culture—in response to war, natural disasters, and epidemics. In the same way people who migrate to and resettle in new lands often find it necessary to adapt to their new environments. Over time immigrants maintain some traditions, adapt to other traditions, and may develop new traditions to function in their new environment.

What is cultural competence? There are many definitions of cultural competence. Most definitions share similarities. The Joint Committee on Health Education and Promotion Terminology defines cultural competence as "... the ability of an individual to understand and respect values, attitudes, beliefs, and [customs] that differ across cultures" (Gold & Miner, 2002). In addition, a person who is culturally competent considers and responds appropriately to cultural differences and uses this understanding to plan, implement, and evaluate health education, health promotion programs, and health care treatments. Similarly, the federal government defines cultural competence as "having the capacity to function effectively as an individual and an organization within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities" (http://www.nlm.nih.gov/hsrinfo/health_literacy.html). In the workplace, being culturally competent can help people to work effectively in teams comprised of diverse people. Many people believe that social justice is the foundation of cultural competence. Social justice occurs when actions reflect fair treatment regardless of an individual's or group's economic status, race, ethnicity, age, citizenship, disability, or sexual orientation (United Nations, 2008). In addition, cultural competence requires critically thinking about our personal values, beliefs, and culture in an effort to better understand how our personal beliefs can influence interactions with people whose beliefs differ from ours. It is not necessary to agree with the beliefs of others to be culturally competent. Culturally competent people however, understand that it is important to respect the rights of others to believe differently. In addition, the culturally competent individual actively seeks more knowledge about and understanding of others' beliefs by reading legitimate sources of information and asking respectful questions. Becoming culturally competent is a lifelong process. This is because there is great diversity within cultural groups and because cultures change over time and with changing environmental conditions.

Why does cultural competence matter? One in three Americans belongs to a racial/ethnic group. Americans practice many religions and include persons whose socioeconomic status ranges from poor to wealthy. If you conduct a poll of your co-workers, student peers, or the patients you care for about their family and family traditions you would likely find that you share some values and beliefs but do not agree about others. People individually and as members of organizations and nations make decisions about health, life, work, and economics based on their cultural beliefs. Wars have occurred because of differences in values and beliefs and because of struggles over resources and wealth. Cultural competence matters because it fosters respect and social justice—even in the midst of differences. What are the benefits of cultural competence? According to the American Hospital Association there are social, health and business benefits to becoming a culturally competent organization. What are the potential benefits of cultural competence for you as an employee at the University of Tennessee Health Science Center? The table below lists organizational benefits. It is our responsibility to consider how we can become more culturally competent as UTHSC team members. **Cultural competence is not a new catch phrase**—perhaps we are just giving an important perspective and skill a new name.

Benefits of Being a Culturally Competent Health Care Organization

Social Benefits	Health Benefits	Business Benefits
Increases respect and understanding between patients and UTHSC	Improves patient data collection	Includes different perspectives, ideas, and approaches in decision-making processes
Increases trust	Reduces care differences between patient populations	Decreases barriers that slow progress
Promotes inclusion of all community members	Increases cost savings from medical errors, number of treatments, and legal costs	Helps to meet legal and regulatory guidelines
Assists patients and their families in their care	Reduces the number of missed medical visits	Improves efficiency of health care services
Promotes patient and family responsibility for health		Increases market share for the organization

Sources: American Hospital Association and Institute for Diversity in Health Management, 2013

Health Career Programs Gearing Up for Another Successful Summer!

Each summer, Health Career Programs (HCP) selects the most qualified undergraduate students to take part in the Tennessee Institutes for Pre-Professionals (TIP) and the Summer Research Scholars (SRS) programs.

TIP is a seven-week program comprised of three distinct tracks (Tracks I, II and III), all designed to increase the number of underrepresented groups in the health professions. Track I participants complete a clinical internship as well as participate in personal and professional development sessions. Track II participants complete a rigorous curriculum focused on content review and test-taking strategies to help prepare them for professional entrance exams (e.g., MCAT, DAT, PCAT, GRE). Track III participants simulate a first-year professional curriculum.

SRS is an eight-week research internship designed to strengthen students' communication skills in biomedical research as well as offer real world research protocol experience.

During the summer, participants in both programs will take part in professional development workshops facilitated by various offices on campus including Student Academic Support Services and Inclusion and the Office of Equity & Diversity.

This year, HCP is excited to welcome 54 TIP and 11 SRS students to campus! HCP is also excited because this marks the first year of partnership with the College of Dentistry and the TIP Track III program.

Please help us welcome these students to our campus!



Quick Pics of OED Events

Sexual Assault Awareness Month

Let's "Band" Together to Stop Sexual Assault



What Does It Mean to Fight Like a Girl?
Personal Defense with Campus Police



Shelby County District Attorney Amy Weirich Speaks



District Attorney General Amy Weirich
and Dustin Fulton (OED)



Memphis in May International Festival

Memphis in May International Festival 2015 - Bringing the World to Memphis ... and Memphis to the World. This month-long celebration will honor the culture, customs and heritage of Poland through festivals and educational events. Join us in Tom Lee Park on the banks of the Mississippi River for three days of music hosted on four stages as we kick off the celebration with the **Beale Street Music Festival on May1-3**.

Then, pig-out at the **World Championship Barbecue Cooking Contest on May 14-16** where hundreds of teams compete for over \$100,000 and bragging rights! What better way to end a month of celebration than to relax on the river enjoying the Memphis Symphony Orchestra and fireworks display at the **Sunset Symphony on May 23rd**.

<http://www.memphisinmay.org/>



Community Events May & June



Books & BBQ

June 6, 2015, 10:30 AM to 7:00 PM

Please join us on Saturday, June 6th at the Memphis Agricenter. We would like to invite authors, publishers, marketing and branding specialist to join us at the first annual **"Books & BBQ"** event from 10:30-7:00PM!

<http://www.booksandbbq.com/>

Juneteenth Urban Music Festival at Robert R. Church Park
June 19, 2015-June 21, 2015

The Juneteenth Urban Music Festival is held at Robert R. Church Park on Beale Street in Downtown Memphis. This free three-day festival provides fellowship, fanfare and a great time for thousands annually.

Don't miss the Ultimate Juneteenth Showdown featuring major-ettes, drummers, cheerleaders and steppers. Be sure to visit the Kids Zone and health and wellness stations as you enjoy rap, R&B, pop, hip-hop and gospel music entertainment.

Food and retail vendors on site. Free and open to the public.

<http://www.memphisjuneteenth.com/>

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>

May

- May 1 Beltane/Samhain (Wicca/Pagan)
- May 1 at sundown—Twelfth Day of Ridvan (Baha'i)
- May 4 Visakha Puja (Buddha Day) (Buddhist)
- May 6 at sundown—Lag B'Omer (Jewish)
- May 7 National Day of Prayer (Interfaith)
- May 12 at sundown—Lailat al Miraj (Islam)(Isra and Miraj)
- May 14 Feast of the Ascension of the Lord (Catholic Christian)
- May16 at sundown—Yom Yerushalayim (Jerusalem Day) (Jewish)
- May 21 Ascension of Jesus (Orthodox Christian)
- May 22 at sundown—Declaration of the Bab (Baha'i)
- May 23 at sundown—Shavuot (Jewish)
- May 24 Pentecost (Western Christian)
- May 25 Whit Monday (Christian)
- May 28 at sundown—Ascension of Baha'u'llah (Baha'i)
- May 31 Pentecost (Orthodox Christian)
- May 31 Trinity Sunday (Christian)
- May 31 at sundown—Lailat al Bara'ah (Islam)

June

- June 1 Vesak Day (Buddhist)
- June 7 Corpus Christi (Catholic Christian)
- June 7 All Saints (Orthodox Christian)
- June 9 Feast of St. Columba of Iona (Christian)
- June 12 Sacred Heart of Jesus (Catholic Christian)
- June 16 Guru Arjan Dev martyrdom (Sikh)
- June 17 at sundown—Ramadan begins (Muslim)
- June 19 New Church Day (Swedenborgian Christian)
- June 21 Solstice / Midsummer
- June 21 Litha/Yule (Wicca, Pagan)
- June 23 Nativity of John the Baptist (Catholic Christian)
- June 25 Saints Peter and Paul (Christian)

Equity & Diversity May/June Training Classes



Commemorative Month Movie Viewing Schedule

May— Asian and Pacific Islander Heritage

Movie: *A Village Called Versailles*

Date/Time: May 13, 2015, 9:30-11:00am ;

March 27 , 2015, 2:00pm-3:30pm

Location: Madison Plaza Conference Room C-1

June -LGBT Pride Month

Movie: *Two Spirits*

Date/Time: June 9, 2015, 9:30-11:00 am;

June 16, 2015 2:00-3-30 pm

Location: Madison Plaza Conference Room C-1

THE UNIVERSITY of
TENNESSEE *UT*
HEALTH SCIENCE CENTER

May

Traditionalist v. Millennia's and everything in between

When? May 5, 2015, 2:00 pm - 3:30 pm; May 21, 2015, 9:30 am -11:00 am

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Ashleigh Brock

June

What does LGBTQ mean?

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

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Ashleigh Brock

TRAINING

Request a Workshop

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

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