

Diversity Matters

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On September 26, 2016, The Office of Equity and Diversity hosted a panel discussion on *Celebrating the Contributions of Hispanics in Healthcare* in observance of National Hispanic Heritage Month. Panelists discussed their journey to becoming a healthcare professional, and also shared a recipe for their favorite cultural dish.

[View Recipes](#)



Emanuel Villa Bacca, MS, Vanessa Morales-Tirado, PhD, Michael Alston, EdD, CCDP/AP (Assistant Vice Chancellor, OED) and Franklin Garcia-Godoy, DDS, MS, PhD

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Today, [55 million](#) people or 17 percent of the American population are of Hispanic or Latino origin. This represents a significant increase from 2000, which registered the Hispanic population at 35.3 million or 13 percent of the total U.S. population.

During National Hispanic Heritage Month, (September 15 to October 15) we recognize the contributions made and the important presence of Hispanic and Latino Americans to the United States through their heritage and culture.

Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community.

Hispanic Heritage Month, whose roots go back to 1968, begins each year on September 15, the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico, Chile and Belize also celebrate their independence days during this period and Columbus Day (Día de la Raza) is October 12. The term Hispanic or Latino, refers to Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

[Learn More](#)



National Disability Employment Awareness Month

October is National Disability Employment Awareness Month (NDEAM). This year's theme is "Inclusion Works." The purpose of National Disability Employment Awareness Month is to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities.

Held annually, National Disability Employment Awareness Month is led by the U.S. Department of Labor's Office of Disability Employment Policy, but its true spirit lies in the many observances held at the grassroots level across the nation every year. Employers of all sizes and in all industries are encouraged to participate in NDEAM.

Regardless of an employee's ability or disability, all play an important part in fostering a more inclusive workforce, one where every person is recognized for his or her abilities — every day of every month.

The Office of Disability Employment Policy created this year's theme with input from a wide variety of its partner organizations, including those representing employers, people with disabilities and their families, and federal, state and local agencies. The hope is that the hashtag theme spurs both individuals and groups to post images and stimulate discussion on social media about the many ways "inclusion works."

NDEAM's history dates back to 1945, when Congress declared the first week in October each year as "National Employ the Physically Handicapped Week." In 1962, the word "physically" was dropped to acknowledge individuals with all types of disabilities. In 1988, the federal legislature expanded the week to a month and changed the name to NDEAM. When the department established ODEP in 2001, the agency assumed responsibility for NDEAM. [Learn More](#)



In Production

By Ashleigh Brock

Lights, Camera, Action! A short film will debut in October during National Disability Employment Awareness Month. Amber Carter, Publications Coordinator in Communications and Marketing served as producer, writer and director of this project. Ms. Carter enlisted the talents of ADA Advisory committee members Leilani Collins (Associate Professor in the College of Health Professions) and Shawn Bryan, (Business Analyst for Information Technology Services).

Titled "Embrace Me," the film will follow three UTHSC employees who have been impacted by living with a disability. The film will also highlight inclusion resources at UTHSC, as well as provide tips for interacting with people with disabilities. Thurman Hobson, Media Coordinator in Communications and Marketing served as videographer. Ashleigh Brock, Equity Assurance Administrator in the Office of Equity and Diversity, served as creative consultant.

The film will debut on **October 12, 2016** in the **Hamilton Eye Auditorium** at **12:00pm**. Lunch will be provided!



Amber Carter and Thurman Hobson behind the scenes of "Embrace Me."



Physician, Heal Thyself. What Happens When the Healers Need Healing?

By Kathy Gibbs, Director of the Student Academic Support Services & Inclusion

The following was written by a medical student posted at In Training: “As medical students we’re told over and over to treat the whole patient, emphasizing unity of body, mind and spirit, recognizing the things that make us unique: upbringing, culture, values and beliefs. But on the way to achieving this holistic view of our patients, we often lose ourselves in the process.... **we believe to be healers, we cannot ourselves need healing.**”

Health science students as well as health care professionals, can be hesitant to seek out support and resources due to the stigma that to be a healer, you should not need healing. As written in an article by a physician in the American Association of Family Physicians Journal “... a stigma remains among physicians. Thus, many physicians remain reluctant to seek needed care because they think they should be impervious to perceived weakness. However, we cannot properly care for our patients if we have problems that impede our ability to do so.”

(http://blogs.aafp.org/cfr/freshperspectives/entry/overcoming_the_stigma_of_mental)

As found at <http://emedicine.medscape.com/article/806779-overview#a4>, medical students have rates of depression 15-30 percent higher than the general population. Also, according to the American Foundation for Suicide Prevention - Facts about physician depression and suicide, the following is reported:

- Each year in the U.S., roughly 300-400 physicians die by suicide.
- In the U.S., suicide deaths are 250-400 percent higher among female physicians when compared to males in other professions.
- For suicide, female physicians have a rate equal to male physicians. In the general population, males complete suicide four times more often than females.
- Depression is a major risk factor in physician suicide. Other factors include bipolar disorder and alcohol and substance abuse.
- Women physicians have a higher rate of major depression than age-matched women with doctorate degrees.

So, who cares for the healers and the future healers?

First year students at UTHSC enter with a history of academic excellence. Learning is a strength and has come, for most students, with little effort. When challenged in their academic careers at UTHSC, students who before were confident, self-assured and driven by their goals can start to question their purpose and their ability to succeed. For the first time in their lives, the picture of themselves changes. They make their first “B”. They think they must be less than perfect and may not belong. They question if they are smart enough and then in order to deal with the demands, start choosing behaviors that end up taking a toll on their physical, emotional and mental health.



So, where can UTHSC students go to find support but also learn skills that can be applied now and in their future careers so they “thrive” not just “survive”? Fortunately, there are services, programs, and professionals at UTHSC provided to be intentionally preventive but also accessible at any point in a student’s academic career. These include Behavioral Health Services in University Health, the Student Assistance Program (SAP), SASSI and the SASSI counselor, Marcy Seeberg, along with other on and off campus resources.

As shared by a medical resident who accessed resources for depression, “In reality, my experience with depression made me a much more compassionate physician and colleague.”

(<http://www.wbur.org/commonhealth/2016/08/19/depression-resident-doctor>). Hopefully, the more recent national attention to the needs of health science students and professionals will provide a path of acceptance and normalization of self-care or “care for the caring”. Ultimately, the goal is to prevent students and health care professionals from dealing silently with depression and other mental health challenges - to provide care for them that they would offer to their patients.

NOTES FROM THE ASSISTANT VICE-CHANCELLOR



The Office of Equity and Diversity is launching a new listserv that will promote diversity and inclusion programs and events. In July 2016, inclusionlistserv@uthsc.edu was created to focus on ways to value, respect, and support students, postdocs, medical residents/fellows, staff and faculty across UTHSC. Information shared through the 'inclusionlistserv' will enable also equal access to opportunities and resources offered or facilitated by OED with a choice to opt out.

Through this listserv medium, OED also wants to hear from the UTHSC community about ideas, stories, and experiences that supports institutional mission successes with diversity and inclusion.

Thanks for your consideration!



**OCTOBER IS
NATIONAL DOMESTIC VIOLENCE
AWARENESS MONTH**

Domestic Violence Awareness Month Collection

October 1 – October 20, 2016

The University of Tennessee Health Science Center Office of Equity and Diversity is teaming up with Human Resources, Faculty Senate, and the SGAEC to collect goods to support victims of domestic violence and raise awareness about the issue.

We are asking University community members to donate items from the list below:

- Disinfectant wipes Paper towels
- Trash bags
- Tissues
- Toilet paper
- Hand sanitizer
- Liquid hand soap
- Diapers
- Baby wipes
- Feminine products, etc.
- Individually wrapped snacks

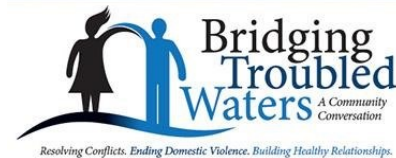
There are collection sites across campus including:

- The Office of Equity and Diversity (910 Madison Ave., Suite 826)
- Human Resources (910 Madison Ave., Suite WP012, 1st floor)
- Special Events and Community Affairs (Hyman Building - 62 S. Dunlap, near the security desk)
- General Education Building (8 South Dunlap – 1st floor security desk)
- Student Alumni Center (SAC – 800 Madison Ave. – 1st floor lobby)
- Coleman Building (956 Court Ave. – lobby)

Donations will benefit the Family Safety Center of Memphis and Shelby Count

SAVE THE DATE!

October 1 • 9 am-1 pm • UTHSC Student-Alumni Center



Guest Speaker **Dee Griffin**
former reporter/anchor, domestic violence survivor
(901) 448-2704 • www.uthsc.edu/special-events



Registration is free! [Click here](#)

Domestic violence affects every American. It thrives when we are silent, but if we take a stand and work together, we can end domestic violence. Throughout the month of October, help raise awareness about domestic violence and join in the efforts to end violence.

During National Domestic Violence Awareness Month, we acknowledge the progress made in reducing these shameful crimes, embrace the basic human right to be free from violence and abuse, and recognize that more work remains until every individual is able to live free from fear.

Information can be found at the following pages:

<http://noonealone.org/events/dawsonville-open-house/>

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

Tennessee Institutes for Pre-Professionals Wraps Up and Looks Towards to the Fall

On July 22, 2016, the Tennessee Institutes for Pre-Professionals (TIP) Program came to a close, marking another extraordinary year. Faculty and staff members assisted in making the program a success. Forty students mostly from undergraduate institutions across Tennessee were invited to participate in this year's program. The selected students were all highly motivated throughout the course of the seven week program.

Six-teen Track I students worked alongside and shadowed local practitioners in their area of interest. Students experienced the day-to-day rigors and challenges of healthcare professionals. Student placements included working in dentist offices, general clinics, a pharmacy, a compounding lab, and even LeBonheur Children's Hospital. At the conclusion of the program, students were required to present a poster showcasing a topic related to their field of interest. Staff from various UTHSC offices judged the presentations. Mr. Richard Pigg won the presentation for his poster, "Diagnosis, Mechanisms, and Treatment of Hypertrophic Cardiomyopathy."

Track II had the largest number of participants with twenty-one students, six of who had previously participated in Track I of the 2014 or 2015 TIP Programs. These students completed a Kaplan test preparation course for the DAT, GRE,

MCAT, or PCAT. The course goals were to assist students in identifying deficiencies, test-taking abilities and learning skills. With the aid of on-site instructors, students were able to focus on content review and test-taking strategies. Students had the opportunity to complete several practice test in their field of interest. Each student completed a full-length diagnostic test and most improved their overall score on their last full-length practice test. The Kaplan GRE course was more condense, students were given the opportunity to shadow preceptors in their fields of interest.

Additionally, seven students who participated in Tracks I or II of the 2014 or 2015 TIP Programs matriculated as August 2016, first-year students. The Colleges include the College of Medicine, College of Nursing, and the College of Pharmacy.

Three Track III students enrolled in courses similar to the first-year curriculum in their respective colleges. One student matriculated as a 2016 first-year students in the College of Medicine, the most rigorous track. TIP medical students completed 101 hours of instructional time and TIP pharmacy students completed 108 hours. Track III students received access to Student Academic Support Services and Inclusion to assist them with time management and test-taking strategies. These tools will assist students in their continued studies.

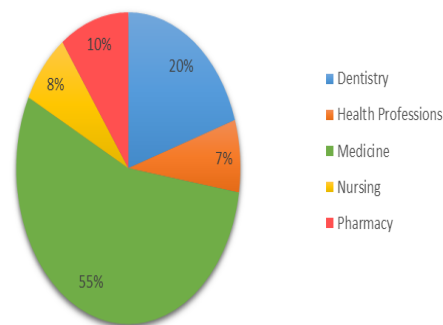


TIP Poster Contest winner
Richard Pigg

The students reported strong satisfaction with the program's ability to help them pursue their career goals in all three tracks. Each year TIP strives to improve the program's success. To read the full 2016 annual report, please visit the Health Careers Programs website at : <http://www.uthsc.edu/hcp/>

TIP staff will join representatives from each UTHSC college during the annual recruitment trips in September, with high hopes of meeting and engaging with competitive candidates for the 2017 TIP Program.

Figure 1. Distribution of Students by Professional School Interest



Quick Pics of OED Events

TIP Closing Banquet



TIP Poster Contest winner Richard Pigg and HCP-TIP Coordinator, Kamaria Robinson



Closing Banquet Keynote Speaker Dr. Cynthia Cross Medical Director of Hospitalist Program and Mobile Program Le Bonheur Children's Hospital



BREAKING NEWS!!

The Office of Equity and Diversity (OED) would like to welcome Maggie Joyce as the new Sr. OED Consultant!

Maggie Joyce serves as the Sr. OED Consultant within the Office of Equity and Diversity. Prior to rejoining OED, Maggie, gained professional experience at the Tennessee Department of Environment and Conservation as a Policy Analyst and at UTHSC as an Equity Assurance Specialist within OED. She also served as a legal extern for the U.S. Department of the Interior, Office of the Field Solicitor in Knoxville, TN while in law school.



As Sr. OED Consultant, Maggie's primary duties include conducting investigations, implementing institutional compliance, and delivering trainings to the university community. She provides direction in the evaluation of discrimination and harassment claims of varying degrees relevant to Title VI, Title VII, and Title IX. Additionally, Maggie assists in reviewing and auditing faculty and executive administrative search processes to ensure compliance with EEO/AA laws and guidelines, UT policies and procedures, and federal requirements.

Maggie is a long time resident of Memphis, Tennessee and a graduate of St. Agnes Academy. She holds a B.S. in Environmental Science and minors in Biology and History from Saint Louis University. Additionally, she holds a Juris Doctorate from the University of Tennessee College of Law and is licensed to practice law in the state of Tennessee.

NOMINATE NOW!

2016 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, presents the *2016 Annual Chancellor's Exempt Staff Award*. The Chancellor's Exempt Staff Award evolved during the UT Family Campaign in 2007 by Drs. Michael and Chandra Alston, co-chairs for non-exempt staff and non-faculty exempt staff groups. 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 the normally expected duties for his/ her position. The winner will be announced and presented with a plaque and a \$1,500.00 award at the Chancellor's Holiday Party in December. The winner's picture will be displayed on OED's website.



NOMINATION PERIOD (September 1 – October 1, 2016) – The Chancellor's Exempt Staff Award nominations should be submitted no later than October 1, 2016, by 5:00 p.m. Each nomination must be supported by a minimum of three (3) nominators, including the contact person. The contact person is encouraged to elicit a maximum of three (3) letters of support from individuals/sources who can speak to the nominee's candidacy for this award. The nominee's manager/supervisor must be included as either a nominator or a signatory on a letter of support.

The nomination form and all information related to this award can be found on the OED website.

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



On September 17, 1787, the delegates to the Constitutional Convention met for the last time to sign the document they had created. This important day in our nation's history. Did you also know the United States has the world's oldest written constitution, and that it was written in Philadelphia? As part of an educational programming effort on the U.S. Constitution the Office of Equity and Diversity will have a limited number of pocket size U.S. Constitution booklets, available in English and Spanish, on September 16th.

Learn fun facts at the following link: <http://www.constitutionday.com>



Community Events September & October



Bona Fide Blues Festival
Sep 30, 2016 - Oct 1, 2016
Overton Square

One stage. Two days. Dozens of performers. Nightclub performances. No light shows. No auto-tune. Just authentic blues played by some of the best Memphis musicians.

Lineup includes Book Brown, Cedric Burnside, David Evans, Davis Coen, Earl the Pearl, Eric Hughes Band, Guy Venable, Heather Cross Band, John Nemeth, Kenny Brown, Leo Bud Welch, Little Boys Blue, Marcella and Her Lovers, Mark "Muleman" Massey, MBS Jam Band, Reba Russell, Richard Johnston, Sharde and the Rising Stars Fife & Drum Band, Sons of Mudboy, Southern Avenue, Super Chikan, Sweet Anel, Tameka "Big Baby" Goodman, Terry "Harmonica" Bean, Vince Johnson and the Plantation AllStars, Wampus Cats, Watermelon Slim and Zeke Johnson. [Learn More](#)

Soulsville USA Festival
October 15, 2016
1130 College St. Memphis, TN 38106

In 2015 (its inaugural year), the street festival featured three stages of live music from renowned Memphis talent- Artistik Approach, Cameron Bethany, Henry Ford, Larjuanette Williams & Black Shampoo, Black Rock Revival, Nick Black, Tonya Dyson, Preauxx, LeMoyné-Owen Gospel Choir, Justin Granville, Chinese Connection Dubb Embassy, D'Monet, Tameka "Big Baby" Goodman, Devin Crutcher, Tim Terry and Tony Dickerson & the Essential Band. The "Street Stage" featured live dance demos from the Power Glide Jam roller skaters, the Drama Queens majorette troupe, and the Pharaohs of Memphis jookin team. In addition



to the musical/dance artists, our 'ArTent' showcased some of the city's top visual artists!

The kid's activities center was jam-packed with family friendly fun that included everything from a rock climbing wall to face-painting artists! Add all of that to 40 craft/food vendors +

the fact that you get all of this for FREE and what do you get? A beautiful day at the Soulsville USA Festival!

[Learn More](#)



Bill Cunliffe

Jazz pianist and composer, Bill Cunliffe, is known for his innovative and swinging recordings and compositions. The Grammy Award-winning artist and two-time Emmy nominee began his career as pianist and arranger with the Buddy Rich Big Band and worked with Frank Sinatra, Joe Henderson, Freddie Hubbard, Benny Golson and James Moody. Cunliffe, a musical Jack of all trades, plays with his trio, his big band, his Latin band (Imaginación), and his classical-jazz ensemble, Trimotif. [Learn More](#)

GPAC DUNCAN-WILLIAMS PERFORMANCE HALL

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/>



Del & Dawg Songs and Stories

celebrates the bluegrass friendship that the two legendary musicians have shared for more than 50 years. Bluegrass royalty Del McCoury and David Grisman met fortuitously in 1963 and three years later the pair would play their first show together. They have collaborated countless times since then at legendary venues and a range of festivals across the country.

[Learn More](#)

2016 Religious Holidays

September

September 1	Ecclesiastical year begins Orthodox Christian
September 6-15	Paryushana Parava Jain
September 8	Nativity of Virgin Mary Christian
September 10	Waqf al Arafah Hajj Day Islam
September 11-14	Eid al Adha Islam
September 14	Elevation of the Life Giving Cross Christian
September 29	Michael and All Angels Christian Meskel - Ethiopian Orthodox Christian

October

October 1-10	Navaratri Hindu
October 2	Muharram New Year Islam
October 3-4	Rosh Hashanah Jewish
October 4	St. Francis Day Catholic Blessing of the Animals Christian
October 10	Thanksgiving Canada Interfaith
October 11	Dasara Hindu
October 12	Ashura Islam Yom Kippur Jewish
October 17-23	Sukkot Jewish
October 18	St. Luke, Apostle & Evangelist Christian
October 20	Birth of the Báb Baha'I Installation of Scriptures as Guru Granth Sikh
October 24	Shemini Atzeret Jewish
October 25	Simchat Torah Jewish
October 30	Diwali Deepavali Hindu Sikh Jain

The Office Equity & Diversity



[Hispanic Heritage Month Films](#)



Request a Workshop

https://jfe.qualtrics.com/form/SV_cJdCw_xN8NwB4hvf

Office of Equity & Diversity