

BRG INSIDER

The "What's What" in Diversity in August

"Inclusion in Action"



Don't forget to
Subscribe to the D&
[YouTube Channel](#) to
view recordings of our
events!

"Radical empathy is not about you and what you think you would do in a situation you have never been in and perhaps never will. It is the kindred connection from a place of deep knowing that opens your spirit to the pain of another as they perceive it.."

Isabel Wilkerson | Author, Activist

Last Month's
BRG Insider Recap

If you missed last month's edition of the BRG Insider, please click**[here](#)** to catch up on events, resources, and more with our BRGs!

BRG RECOGNITION EVENT RECAP FROM LAST MONTH

The Division of Diversity and Inclusion was proud to host the first ever BRG Appreciation Reception and Keystone Award Ceremony in July.

This event showcased the significant contributions of our BRG members and officers who devote their time, energy, and talent to center belonging, inclusion, and wellness for everyone at UT Southwestern.

Having launched four of the institution's six BRGs in 2017 – adding the Asian- Pacific Islander BRG in 2019 as the fifth and the Women & Allies BRG in 2020 as the sixth – UT Southwestern's BRGs now have nearly 3000 members, have hosted 200-plus events, and continue to offer their members a positive and inclusive environment with opportunities for facilitating personal growth, career advancement, health, and wellness.



2 0 2 2 B R G
K E Y S T O N E A W A R D W I N N E R S

 JOSHUA FRANKLIN	 ESTEFANIE GARDUNO	<i>The Keystone Award exemplifies a steadfast commitment to inclusion, service and making a positive difference in the lives of others at UT Southwestern...</i>	 DEWOTTA GOSSETT		
 JUDITH RAMOS	 KIM EVANS				
 JACOB HOPGOOD	 CHRISTINE DURIA				

[WATCH THE YEAR END VIDEO HERE](#)

[READ THE CT PLUS STORY HERE](#)

GLIMPSES OF BRG END OF YEAR CELEBRATION



LAST MONTH'S BRG MENTORSHIP PROGRAM RECAP

Takeaways from July Leadership Circles with Dr. W. P. Andrew Lee - "How to Increase Your Influence at Work and Prepare for Growth Opportunities"



W. P. Andrew Lee, M.D.
EVP for Academic Affairs &
Provost Dean UTSW Medical School

- "Do your best and enjoy the most..." Focus on the essence of what you enjoy in your work and seek out new opportunities helps you grow.
- If everyday work becomes easy then you are not being challenged enough. Challenges in your role allow you to mature, develop new skills and become a better professional.
- You may meet your role models in your field of work but you also have to be proactive about seeking out multiple mentors to help advise your career goals and navigate the systems within which you are operating.
- Adaptability, resilience, flexibility and active listening skills are critical leadership skills that help us become more prepared to growth.
- Plan while being flexible. Sometimes, Plan B, adjusted to accommodate reality and sound rationale- can work out better in the long run.
- Having sound guiding principles and clarity of the larger organizational mission helps people find ways to accomplish what they need to do.
- Empathy is one of the top three qualities in healthcare providers who are high impact professionals. The other two being humility and integrity.
- Empathy is a skill that can be learned, developed and practiced over time. Leading with empathy helps build high performing teams and increasing your influence at work.
- When you focus on building trust within your teams and stakeholders – it helps build your influence at work.
- Seeking opportunities in professional associations in your field are an important way to learn, stay relevant in your work and, increase your growth opportunities outside of your workplace.

CONGRATULATIONS!

BRG MEMBER PROFESSIONAL WINS & RECOGNITIONS

Kateleen Collins

Received funding to conduct research with the Neuroscience Nursing Research Center to design and implement a multisensory room on the inpatient psychiatric unit.

Celebrate Summer at the

VETERANS BRG MONTHLY MIXER

Join us for a cold beverage, lively conversation and the ability to network.

THURSDAY, AUGUST 25, 2022, 4:30-6PM
COMMUNITY BEER CO. (ADJACENT TO PEGASUS PARK)

Veterans
BUSINESS RESOURCE GROUP
UTSouthwestern
Medical Center

The graphic features a vibrant green and yellow background with a large lime slice illustration. It includes two photos of people at tables during a mixer event. The logo at the bottom is a stylized 'V' with stars, representing the Veterans Business Resource Group at UTSouthwestern Medical Center.



UPCOMING DIVERSITY & INCLUSION TRAINING

Affirming Gender Identity and Expression in the Workplace (2 hours)

Dates & Times

Friday, Aug. 12th – 9 to 11 AM

Friday, Oct. 14th – 9 to 11 AM

Listings in Taleo Learn

[8.12.22 - Affirming Gender Identity and Expression in the Workplace](#)

[10.14.22 - Affirming Gender Identity and Expression in the Workplace](#)

Navigating the Multigenerational and Multicultural Workplace (90 min)

Dates & Times

Friday, September 16th - 9 to 11 AM

Friday, November 4th - 9 to 11 AM

Listings in Taleo Learn

[9.16.22 - Navigating the Multigenerational and Multicultural Workplace](#)

[11.4.22 - Navigating the Multigenerational and Multicultural Workplace](#)

Inclusive Team Building – Pt. I & II (90 minutes each)

Dates & Times

SEPTEMBER 2022

Fridays from 10:30 AM to 12 PM

NOVEMBER 2022

Fridays from 10:30 AM to 12 PM

Listings in Taleo Learn

[9.22.22 - Inclusive Team Building - Part 1](#)

[9.29.22 - Inclusive Team Building - Part 2](#)

[11.10.22 - Inclusive Team Building - Part 1](#)

[11.17.22 - Inclusive Team Building - Part 2](#)

Diversity for All Staff (3 hours)

Dates & Times

Thursday, Oct. 20th – 9 AM-12 PM

Listings in Taleo Learn

[10.20.22 - Diversity for All Staff](#)

[Search Trainings in Taleo](#)

BRG MEMBERS AND PARTNERS LAUDED FOR COMMITMENT TO DIVERSITY, INCLUSION



In the past year, UT Southwestern has been ranked and recognized for its diversity efforts as one of the nation's best employers for women and new graduates; as a top place to work in health care by Forbes for diversity within the workforce, employee engagement, and professional growth; and one of Dallas' top performing workplaces for diversity, family friendliness, work-life balance and fulfillment by the Dallas Morning News. In addition, UT Southwestern was recognized by LinkedIn as one of the Top 25 Companies to Work for in Dallas-Fort Worth in 2021 as an employer that "puts employees first."

[Read more here.](#)

CAMPUS DISPLAY HONORS TRAILBLAZING UTSW WOMEN



Celebrating Breakthroughs Together, a multimedia display officially unveiled July 19, highlights the accomplishments of trailblazing women at UT Southwestern. The display at the west end of Eugene McDermott Plaza and Lecture Halls on the South Campus includes a wall of photos and a video timeline with an accompanying online component. The project was partially funded by the UTSW Office of the President as well as a grant from the American Association for the Advancement of Science and its IF/THEN Ambassadors program, supported by Lyda Hill Philanthropies.

[Read more here](#)

CONNECTING WHO WE ARE TO WHAT WE DO

UT-FOCUS PROVIDES SUPPORT TO RETAIN PHYSICIAN-SCIENTISTS



Five early career physician-researchers are the first awardees to receive support from the UT Southwestern Fund to Retain Clinical Scientists. The UT-FOCUS program provides financial, career development, and wellness support to retain early career physician-scientists who need additional assistance due to caregiving responsibilities exacerbated by COVID-19. UT Southwestern is one of only a few institutions nationwide to be selected for the award. The program is funded by a grant from the Doris Duke Charitable Foundation, the American Heart Association, and support from the UT Southwestern Dean's Office.

[Read more here](#)

UTSW RANKED NO. 1 BEST HOSPITAL IN DALLAS-FORT WORTH



For the sixth year in a row, UT Southwestern's William P. Clements Jr. University Hospital is the No. 1 Best Hospital in Dallas-Fort Worth and the No. 2 Best Hospital in Texas, according to the annual U.S. News & World Report rankings. In addition, UT Southwestern is ranked among the top hospitals nationally in nine specialties ranging from brain to heart to cancer care. UT Southwestern is listed among the top 5% of hospitals nationally for consistent delivery of clinical quality, and among top hospitals for patient experience and routine specialty care.

[Read more here](#)

Questions about this newsletter or suggestions for spotlights?

Contact the Division of Diversity & Inclusion via email DiversityInclusion@utsouthwestern.edu