

BRG INSIDER

The "What's What" in Diversity in September

"Inclusion in Action"



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

*"Todo acto de creación, es un acto
de amor"*

*[Every act of purposeful creation is
an act of love...]*

José Revueltas Sanchez | 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!

OUR OBSERVANCES THIS MONTH

UTSW CELEBRATES
**HISPANIC
HERITAGE MONTH**
SEPTEMBER 15 - OCTOBER 15

LAST MONTH'S BRG MENTORSHIP PROGRAM RECAP

Takeaways from August Leadership Circles with Juan Guerra - "How to Build Trust in a Multicultural Team "



Juan M. Guerra Jr.

Vice President for Facilities Management

- Understanding how people communicate, how they seek information and receive information is critical to a high-functioning multicultural team.
- As a leader, it is important to be aware of the team dynamics both when team members are together and when they are working individually on their tasks.
- We must endeavor to develop environments where people can participate in team conversations while feeling included and encouraged to bring their different perspectives in an environment free of retaliation and retribution.
- Building trust enables people to build strong and effective communication across teams – this ultimately leads to a healthy multicultural workplace.
- Trust leads to camaraderie- this makes people feel that they can share themselves and their thoughts and feel that they are valued and heard.
- As a team member or a leader- How are you ensuring that you are encouraging people to participate and engage? [Tip - Read about the Authenticity Paradox faced by leaders in organizations.] You may need to adapt your own style of listening and communicating to get others to participate.
- Lack of trust among team members can lead to the inability to reach intended outcomes or level of service and sometimes can be detrimental to the larger goals of the organization.
- Leaders have to actively work at building trust and maintaining it and pay attention to the cultural barriers and differences that might emerge.
- Lack of trust between team members can be an early indicator that changes need to be made in team structure. Increased workforce education related to dismantling of cultural stereotypes, exclusionary practice and bias may also be needed.
- How team members listen to each other can be an important tool to build high trust. Embedding patience into communication within multicultural teams is important as it gives people the opportunity to think and fully form their ideas.

2022 DALLAS HEART WALK

SATURDAY, SEPTEMBER 24, 2022

Join your many colleagues for the Dallas Heart Walk! The Office of Institutional Equity and Access is partnering to walk under the team, **"The Original UTSW Individual Walkers."** There are over 80 teams you can choose to walk with.

[Register Here](#)



SAVE THE DATE

HISPANIC HERITAGE MONTH

UNIDOS : INCLUSIVITY FOR A STRONGER NATION

SIGNATURE EVENT

OCTOBER 12

12PM - 1PM



To recognize Hispanic Heritage Month here at UT Southwestern, the Office of Institutional Equity & Access' Division of Diversity & Inclusion and the Hispanic-Latino Business Resource Group is inviting you to the signature event for the month. The program will feature a moderated panel discussion with community leaders entitled *Unidos: Inclusivity for a Stronger Nation*.

HISPANIC HERITAGE MONTH

Festival de Comida



Join the Hispanic-Latino BRG and the Office of Institutional Equity and Access to kick off Hispanic Heritage Month at UT Southwestern! Food trucks will be on campus showcasing flavors and cuisines from Latin America.

SEPTEMBER 15, 2022 | 11AM-2PM
POB Green Space and NA-NB Building





UPCOMING DIVERSITY & INCLUSION TRAINING

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

Dates & Times

Friday, Oct. 14th – 9 to 11 AM

Listings in Taleo Learn

[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](#)

UTSW NATIONALLY RECOGNIZED FOR LEADERSHIP DEVELOPMENT



UT Southwestern Medical Center has been recognized as a Best Organizations for Leadership Development (BOLD) Awardee by National Center for Healthcare Leadership. The BOLD recognition was established to recognize practices that are firmly grounded in sound scientific principles and best available evidence for effectiveness and to recognize high-performing organizations; promote leadership development as a critically important part of the role of healthcare providing organizations and their senior leaders; identify, celebrate, and disseminate leadership development practices that can benefit other healthcare organizations.

[Read more here.](#)

UT SOUTHWESTERN RANKED #7 BEST EMPLOYER IN TEXAS BY FORBES



Forbes produced their fourth annual list of America's Best Employers By State in partnership with market research company Statista. The list, which ranks employers in 50 states and the District of Columbia, was compiled by surveying 70,000 Americans working for businesses with at least 500 employees. In addition to fair pay, safe working conditions, and an inclusive culture—other employee priorities have emerged such as remote-work benefits, the wage gap for women and initiatives around diversity, equity and inclusion. UT Southwestern was recently recognized as a Best Employer for Women and New Graduates by Forbes.

[Read more here](#)

CONNECTING WHO WE ARE TO WHAT WE DO

UTSW RECEIVES 100K GRANT TO ADVANCE STEM YOUTH PROGRAMS



The Texas Workforce Commission (TWC) through the Governor's Summer Merit Program has awarded UT Southwestern a \$100K grant for a 12-day biology, chemistry, anatomy & physiology, and biotechnology camp and a 13-day physics camp. TWC awards grants for summer youth camps that focus on science, technology, engineering and math (STEM) related careers. The camps introduce campers to one or more of six industry clusters: advanced technologies and manufacturing, aerospace and defense, biotechnology and life sciences, information and computer technology, petroleum refining and chemical products, and energy.

[Read more here](#)

UT SOUTHWESTERN AT THE SHOPS AT REDBIRD IS NOW OPEN



UT Southwestern specialties at RedBird include primary care, cardiology, mammography, advanced imaging – such as computed tomography (CT) and magnetic resonance imaging (MRI) scans – infusion therapy, a pharmacy, and other resources are also available. UTSW joins other organizations such as Parkland Hospital, Children's Health, Chime Solutions, Workforce Solutions of Greater Dallas, the Dallas Entrepreneur Center (DEC), Jarvis Christian College, Frost Bank, Dallas College, Foot Locker, Fuzzy's Tacos and Starbucks in an effort to revitalize South Dallas.

[Read more here](#)

Questions about this newsletter or suggestions for spotlights?

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