

"Inclusion in Action"

## BRG INSIDER

The "What's What" in Diversity in January



Subscribe to the  
D&I [YouTube Channel!](#)

*"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."*

*Martin Luther King Jr.*

Last Month's  
***BRG Insider Recap***

Last month's edition is here!

## CONGRATULATIONS! INSPIRATIONAL MENTOR AWARDEES

The Division of Diversity and Inclusion was proud to host the first ever BRG Mentorship Program End of Year Celebration and Inspirational Mentor Award Ceremony.

In 2022, the BRG Mentorship Program paired 130+ mentors and mentees in a semi-structured year-long partnership.

The program components included a dedicated newsletter, *Mentorship Mentions*, and a monthly virtual professional development series, Leadership Circles.

The Inspirational Mentor award was instituted to recognize mentors who exemplified leadership, collaboration and championing of the mentee's aspirations and goals.



Travis Gill, J.D.

Nominated by Mentee  
Gregory Agbasiere



Nancy Nelson

Nominated by Mentee  
LoAn Pittman

# Martin Luther King Jr. Commemorative Celebration

[RSVP HERE](#)  
[TO ATTEND](#)

Jan 11, 2023

Noon to 1pm  
Reception to follow



---

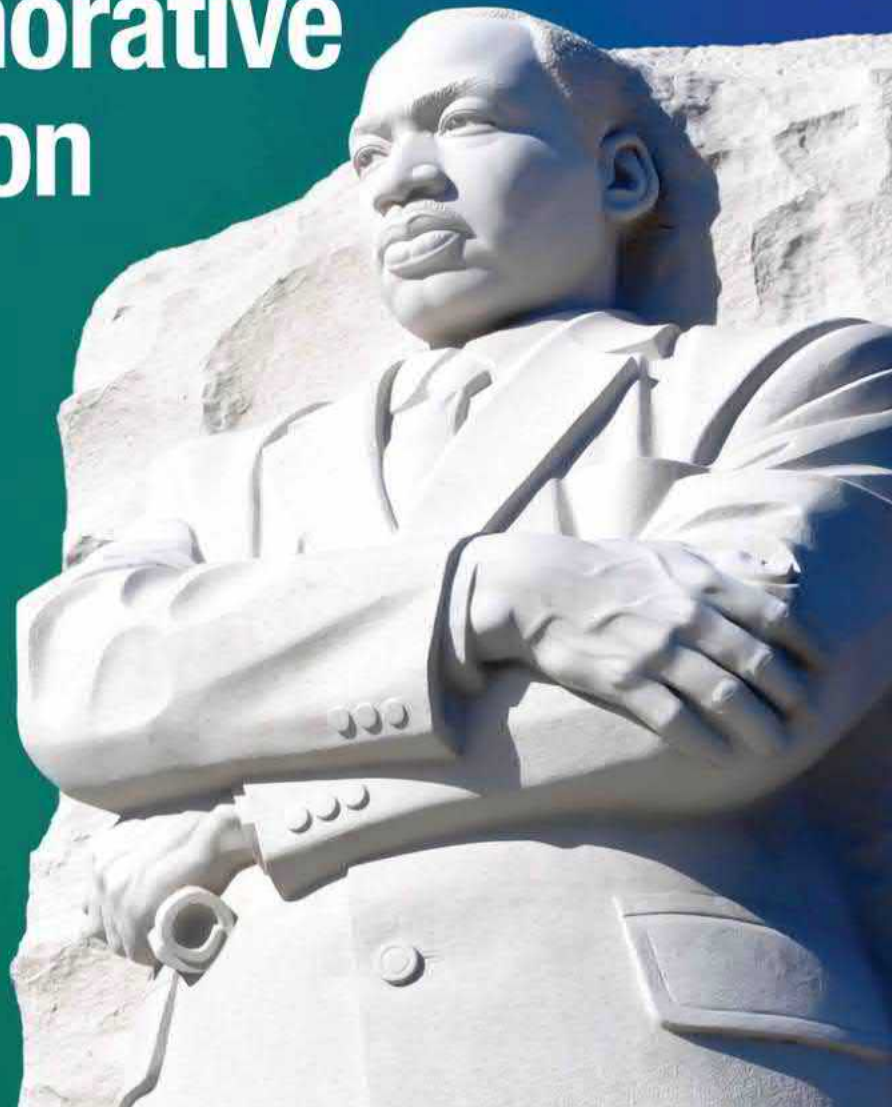
Keynote Speaker

Cynthia "Cynt" Marshall

*CEO of the Dallas Mavericks*

*President & CEO, Marshalling  
Resources*

---



Join the Office of Diversity, Equity, and Inclusion, the Office of Student Diversity & Inclusion and the Office of Institutional Equity & Access at noon on **Wednesday, Jan. 11** in the Tom and Lula Gooch Auditorium (South Campus) for UT Southwestern's annual Martin Luther King Jr. Commemorative Celebration. A reception will immediately follow after the event. During the Celebration, we will be honoring student recipients of the Martin Luther King, Jr. Scholarships for Community Service.

## Keynote Speaker: Cynthia "Cynt" Marshall

**Cynt Marshall** has been a dynamic force for inclusion and diversity within the Dallas Mavericks organization and over a 36-year career at AT&T. Prior to her joining the Mavs, Cynt founded Marshalling Resources, a consulting firm specializing in Leadership, Diversity & Inclusion, Culture Transformation and overall optimization of people resources.

Widely recognized for her visionary leadership and ability to get things done, Cynt is the recipient of several honors and awards, including the 2022 Dallas Holocaust and Human Rights Museum Hope for Humanity award. In 2021, Forbes named Cynt one of 15 of the world's most inspiring female leaders. Cynt received the 2020 Girl Scouts of America Lifetime Achievement award and was touted as one of Adweek's 30 Most Powerful Women in Sports. A graduate of the University of California-Berkeley with degrees in Business Administration and Human Resources Management, Cynt is also the recipient of four honorary doctorate degrees. She serves on four corporate boards and on several non-profit boards, including Dallas CASA where Cynt is the chair of the board.

# UT SOUTHWESTERN HEALTHCARE SCHOLARS SUMMER INTERNSHIP PROGRAM: **BRG MEMBERS SPECIAL INVITATION**



Do you have a student in your family who is interested in a healthcare career? We have an opportunity for you!

## **Encourage Your Student to Apply!**

**The Healthcare Scholars Summer Internship Program** at UT Southwestern's Office of Institutional Equity and Access is a full-time immersive summer experience designed for undergraduate and graduate students who are interested in or exploring careers in healthcare.

Through the Division of Diversity and Inclusion, interns are matched each summer to departmental placements across UT Southwestern's campus for full-time paid internships. Past internships have included experience in clinical, laboratory, and hospital settings. In addition, interns attend professional development seminars and participate in peer mentoring to learn more about the many professional paths in the health sciences. The program runs from June through August with applications opening in January and decisions announced in March. The program also places students in partnership with community partners such as the [Dr. Emmett J. Conrad Leadership Program](#) and other community-based internship opportunities.

**[Learn more and Apply Here](#)**

## **Host An Intern!**

BRG members can play a critical role in creating pathways for our new generation of employees! If you are interested in hosting a paid internship through your department over summer, please contact Sharbari Dey at [sharbari.dey@utsouthwestern.edu](mailto:sharbari.dey@utsouthwestern.edu).

# DIVISION OF D&I'S PODCAST: UNCOVERED (NEW EPISODES)



In this episode of Uncovered, we explore vulnerability and how employees negotiate and navigate vulnerability and courage in the workplace. We uncover insights from **Jaime Harry**, a licensed clinical social worker and certified Health and Wellness coach. Jamie is the program liaison for the Office of Faculty Wellness at UT Southwestern.

[Listen to Jamie's Story Here](#)



The Division of Diversity & Inclusion is excited to release two new episodes of its new employee podcast - "**Uncovered: Discovering Courage and Healing in Sharing Our Stories.**"

Our episodes in January touch on elements of inclusion - confronting bias, navigating systems and authenticity and belonging.

If you would like to share your story with us or would like to recommend a BRG colleague to be featured, please email [diversityinclusion@utsouthwestern.edu](mailto:diversityinclusion@utsouthwestern.edu)



In this episode, we uncover insights from **Anthony Williams**, Manager of Equal Opportunity in the Office of Institutional Equity and Access. In his day-to-day role, he spends much of his time serving as an overall soundboard on employee concerns. Anthony stopped by to share his reflections on how listening with care has made him better at what he does.

[Listen to Anthony's Story Here](#)

## 2023 LEADERSHIP CIRCLES SPEAKERS: BRG MENTORSHIP PROGRAM



**Martin J. Marshall II, MBA**  
*AVP, Support Services*



**Angelica Marin Hill, MBA**  
*VP, Government Affairs & Policy*



**Christopher McLarty,**  
D.N.P., APRN, ACNP-BC  
*AVP & Chief Nursing Officer*



**Anne Lai Howard, J.D.**  
*AVP, Medical Risk Management*

The Division of Diversity & Inclusion is pleased to announce the 2023 speaker lineup for Leadership Circles. Leadership Circles is a program offered to UT Southwestern's BRG Mentorship Program participants (both mentors and mentees) as an opportunity to hear from UT Southwestern's senior leaders on topics involving leadership, mentorship, and professional development. This is the third year of this program that is offered across our six employee Business Resource Groups. In 2023, our topics for our Leadership Circles sessions will center around the Surgeon General's [Framework for Workplace Mental Health and Well-Being](#).

# UPCOMING BRG EVENTS



AAE-BRG Lunch & Learn  
**How To Overcome  
Career Challenges  
and Maximize Your  
Potential**

featuring  
**Laura Hunt**

*Financial Analysis Manager,  
Sponsored Programs  
Administration*

**JAN 12 | 12PM - 1PM**

[RSVP Here](#)

## Tell a Story Through Art



**Women's  
BUSINESS RESOURCE GROUP**  
UT Southwestern  
Medical Center

**Friday, Jan 20  
12pm to 1pm**

[RSVP here](#)

ONLY  
WOMAN  
WBRG BOOK CLUB  
**THE ONLY  
WOMAN IN  
THE ROOM**  
Friday, Jan 27  
12pm to 1pm  
MARIE

[RSVP Here](#)

## VET BRG Monthly Mixer



**Community Beer  
Company**  
**Jan 26**



[Localist D&I Calendar](#)

# UPCOMING D&I TRAINING

## NAVIGATING A MULTIGENERATIONAL AND MULTICULTURAL WORKPLACE



 **Jan 12**  
**9AM-11AM**

## INCLUSIVE TEAM BUILDING

PART I & II

**Jan 20 & 27**  
**10:30-12PM**

### AFFIRMING

## *Gender Identity and Expression* In the Workplace

01. Learn relevant and emergent terms
02. Understand how gender identity & expression are critical to inclusive workplaces
03. Recognize common individual biases and systemic barriers
04. Implement meaningful personal & organizational strategies

**Feb 2**  
**9AM-11AM**

UTSouthwestern  
Medical Center  
The Division of Diversity & Inclusion



**Feb 17**  
**9AM-12PM**

**Diversity  
For All Staff**

[Search For Training in Taleo](#)

## UTSW RESEARCH FINDS LINK BETWEEN SYSTEMIC RACISM AND MORTALITY RATES



Mortality rates are higher in U.S. counties where eviction rates are also elevated. UTSW Researchers have found a striking relationship between county-level evictions and all-cause mortality, even after adjusting for sociodemographic factors such as age, sex, and race, as well as health factors including diabetes, hypertension, and kidney disease. Housing instability is a key social determinant of health. Eviction rates have increased over the past two decades, disproportionately affecting minorities and women in the United States.

[Read more here](#)

## UTSW EXPANDING MENTAL HEALTH ACCESS FOR TEENS THROUGHOUT TEXAS



The Youth Aware of Mental Health (YAM) program helps teens recognize and better understand feelings and signs of depression and anxiety by sending trained facilitators into schools to lead sessions including discussion and role-playing activities. The program has been deployed in more than 30 schools in North Texas, touching more than 20,000 students since its launch in 2016. It is now being rolled out throughout Texas in partnership with other health-related institutions as part of the Texas Child Mental Health Care Consortium (TCMHCC).

[Read more here](#)

## CONNECTING WHO WE ARE TO WHAT WE DO

### DR. PODOLSKY RECOGNISED AMONG MOST INFLUENTIAL LEADERS IN DALLAS BY D CEO



The 2022 edition of the Dallas 500 is a the 180-page publication that includes some of the most recognizable names in business, along with nearly 200 new and emerging leaders. Dallas 500 is a special edition that profiles the most influential leaders in North Texas, across a wide spectrum of industries. It's produced by the editors of D CEO, the award-winning business title of D Magazine Partners. Dallas 500 goes far beyond corporate bios to reveal the personal side of the leaders who drive the North Texas economy and make it such a vibrant place to work and live.

[Read more here](#)

### HOW RECOGNIZING DIVERSITY IMPROVES HEALTH OUTCOMES



"Although Latinos have been considered to be first and foremost an ethnic group, the Hispanic community represents a heterogeneous mix of Native American, European, and African ancestries," Burchard and his co-authors wrote in an article published in the American Journal of Public Health. "Therefore, they can self-identify as any race or of mixed race as defined by the 2000 U.S. Census." Now researchers say more precise data collection could help identify distinct risk factors for disease in certain populations.

[Read more here](#)

**Questions about this newsletter or suggestions for spotlights?**

Contact the Division of Diversity & Inclusion via email

[DiversityInclusion@utsouthwestern.edu](mailto:DiversityInclusion@utsouthwestern.edu)