

DIVERSITY MATTERS

OED Team

Amber Carter,
Publications Editor,
Diversity Matters

Michael Alston,
OED Director/
Student Conduct
Officer

Tiffany Trice,
OED Equity
Coordinator

Marian Harris,
OED Compliance Aide

Denise Steverson,
OED Administrative
Secretary

[http://uthsc.edu/
oed/staff.php](http://uthsc.edu/oed/staff.php)

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UTHSC BLACK HISTORY MONTH

National Black History Month in February celebrates the contributions that African-Americans have made to American history in their struggles for freedom and equality. The annual celebration deepens our understanding of the African Diaspora and of our Nation's history.

In 1986 Congress passed [Public Law 99-244](#) which designated February 1986 as "National Black (African-American) History Month." This law noted that February 1, 1986 would "mark the beginning of the sixtieth annual public and private salute to Black History." The law further called upon the President to issue a proclamation urging the people of the United States to observe February 1986 as Black History Month with the appropriate ceremonies and activities.

OED EVENTS



Soul Food Taste Around & Art Exhibit

Friday, February 10, 2012
11:00 a.m. - 1:00 p.m.
OD Larry Dining Hall, Student Alumni Center (SAC)

Enjoy samples of traditional African-American cuisine and see live demonstrations of hot water cornbread, fried fish and okra. Also, get tips and taste some healthy soul food options.

The art exhibit will feature Mr. Emery Franklin's new work.
About the artist: <http://fineartamerica.com/profiles/emery-franklin.html>



20th Annual Awards Ball

Saturday, February 18, 2012
Reception and Hors d'oeuvres: 6:00 p.m. to 6:45 p.m.
Program: 7:00 p.m.

Holiday Inn (University of Memphis Campus), 3700 Central Avenue, Memphis, TN

Semiformal Attire is requested
Tickets:

students, \$25
non-students, \$45
Tables: \$450

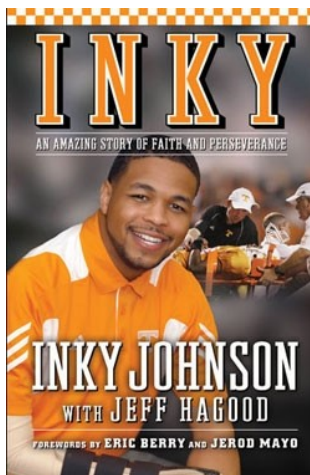
Tickets are non-refundable.
Please call Special Events at 901-448-5618 or 1-800-733-0482 for more information.

Inky Johnson

Wednesday, February 22, 2012
12:00 p.m. to 1:30 p.m.
GEB A104

Join OED and the College of Allied Health Sciences as they welcome Inky Johnson to the UT Health Science Center. Inky, a former UTK football player tells his story of a career-ending injury and how he has coped with this devastating change in his life. Do not miss this opportunity to witness how "faith and perseverance" have affected Inky who was honored as "Legend" for the UT vs. SC football game in 2011. Copies of his book will be available for purchase (\$20) after the program.

Watch a clip of Inky's incredible journey on his [personal website](#).





The purpose of the *Diversity Matters* newsletter is to enhance the recognition and value that all individuals bring to UTHSC's work environment through information (i.e., policy, training, programmed events, web resources, conversations). Through the referenced mediums team members will have the ability to educate themselves as to why differing perspectives (i.e., values, beliefs, experiences, and culture) within an organization add value. This results in team members having greater knowledge and understanding of the differences among concepts like diversity, equal employment opportunity, affirmative action, and methods of operating that enable a level playing field.

NOTE FROM THE DIRECTOR

Did you know the University of Tennessee has a system-wide policy, HR Policy 0220, addressing equal employment opportunity, affirmative action, and diversity that is supportive of a fair, equitable and accessible work environment?

Diversity Resources

www.acenet.edu

www.ahead.org

www.aimd.org

www.civilrights.org

www.diversitycentral.com

www.diversityinc.com

www.ncore.ou.edu

Equal Employment Opportunity (EEO) requires compliance with federal laws that prohibit discrimination in employment practices based on origin, race, color, religion, gender, disability and age. In essence it provides equal access and opportunity to all for participation that is legally mandated. EEO concerns are problem-focused and reactive.

Affirmative Action, Executive Order 11246, supports the federal government's efforts to ensure equal opportunity through a review of an employer's hiring practices to minimize barriers. Specifically, the presence of barriers can prevent the advancement of women, minorities, veterans or individuals with disabilities in employment. Affirmative Action

is also a legal mandate that is quantitative.

Diversity requires employers to recognize the differences and similarities of the many different individuals in the work environment that extend beyond ethnicity, race, and gender. This is important because the pursuit of diversity is voluntary, in addition to being more expansive than affirmative action. Specifically, the benefits of diversity to employers are opportunity-focused, inclusive, productivity driven and proactive.

To be successful it starts with taking defined steps to change behaviors within the existing organizational culture as to how a commitment to diversity will be managed and measured

as a goal that affects campus climate. Know-how in the demonstration of ways to value diversity and cultural differences through respect, sensitivity, and common sense will be paramount. This know-how will also evolve through self-education as it relates to the value of different perspectives in a work environment without bias to encourage creative problem-solving, innovation, and commitment.



EAP Update!



The State of Tennessee Benefit, Employee Assistance Program (EAP), contracted through Magellan Health Services, has made a few changes that may affect you and your eligible family members, effective January 1, 2012.

The New Magellan Health (EAP) number is: 1-855-437-3486.

The New web address for Magellan is: www.her4tn.com

EAP now provides five **FREE** sessions per episode!

What is the ADA Advisory Committee?

The objective of the ADA Advisory Committee is to advise the Office of Equity and Diversity regarding activities that would heighten disability awareness and sensitivity issues on campus. The committee strives to make recommendations regarding development and implementation of policies and procedures in the area of services to students and employees with disabilities. The committee will not be limited to these matters, but will focus on them as matters of greatest concern.

The ADA Advisory Committee meets quarterly:

March 14, June 13, September 12, and December 12.

The committee is chaired by Dr. Michael Alston, Director of Equity and Diversity and represented by Marian Harris, ADA designee and Compliance Aide in the Office of Equity and Diversity. The Campus ADA Advisory Committee currently consists of 14 members in various departments across campus: Shawn Bryan (OIT), Rosemary Batorski (CAHS-OT), David Eppes (ITS), Kathy Gibbs (SASS), Kimberly Quiney (Executive Vice Chancellor), Jim Wallace (Facilities), Laurie Brooks (SASS), Evelyn Wright-Lewis (Occupational Health), William Gray (Campus Police), Kenneth Bradshaw, (Facilities Admin.), Anita Mitchell (CAHS-OT), Amber Carter (Comm & Marketing), Leilani Collins (CAHS-MT).

2012 Religious Holidays (Religion/Date/Culture)

Chinese New Year – January 23 (Asian)
Mawlid-al-Nabi (birth of Mohammed) February 4* (Muslim)
Purim - March 8* to 9 (Jewish)
Palm Sunday - April 1 (Christian)
Pesach (Passover) - April 7* to 8 (Jewish)
Good Friday -April 6 (Christian)
Easter- April 8 (Christian)
Shavuot (Feast of Weeks) - May 27* (Jewish)
Ramadan begins - July 21* (Muslim)
Eid al Fitr (End of Ramadan) - August 18* (Muslim)
Rosh Hashanah (New Year) - September 17* to 18 (Jewish)
Yom Kippur (Day of Atonement)- September 26* (Jewish)
Sukkot (Festival of Tabernacles) - October 1* - 7 (Jewish)
Eid al-Adha (Day of Sacrifice)-October 26* (Muslim)
Al-Hijra (Muharram, Islamic New Year) -November 15* (Muslim)
Ashura (10th day of Muharram) - November 24* (Muslim)
Christmas (Birth of Jesus) -December 25 (Christian)
Kwanzaa - December 26 - January 1, 2013 (African American Culture Celebration)

*Holidays begin at sundown of the day before the date listed and end at sundown of the date listed.

Equity and Diversity February Classes

Sign up on the HR 128 Training Calendar <http://uthsc.edu/hrtraining/consulting.php>

Location of classes:

930 Madison Plaza Conference Room C-1

February 2	Resolving Conflicts Creatively	1:00 p.m. ~ 2:00 p.m.
February 3	Diversity and Inclusion: Managing Everyday People	10:00 a.m. ~ 11:30 p.m.
February 7	Cultural Sensitivity	2:00 p.m. ~ 4:00 p.m.
February 16	Interacting with People and their Disabilities	10:00 a.m. ~ 11:30 a.m.
February 17	Managing Employees: Attendance 101	10:00 a.m. ~ 11:30 a.m.
February 21	Cultural Diversity	10:00 a.m. ~ 12:00 p.m.
February 23	Good Telephone Etiquette: Is It In You?	10:00 a.m. ~ 11:30 a.m.

Office of Equity & Diversity

920 Madison Ave.
Suite 420
Memphis, TN 38163

Phone: 901-448-2112
Fax: 901-448-1120
E-mail: hsc-oed@uthsc.edu