MISSION
The Office of Inclusion, Equity and Diversity (OIED) supports the mission and strategic plan of UTHSC through efforts that cultivate a welcoming and inclusive learning and working environment enabling everyone to thrive. Accomplished through close collaboration and partnerships with the campus communities in Memphis, Jackson, Nashville, Chattanooga, and Knoxville, OIED works to create an inclusive community that fosters an understanding and appreciation for diversity among our students, trainees, staff, faculty, and administrators. This is done in part by facilitating meaningful interactions between individuals from diverse cultures, social identities, values, beliefs, perspectives, and experiences.

INCLUSION DEFINED
Inclusion describes the active, intentional, and ongoing engagement with diversity – in people, in the curriculum, in the co-curriculum, and in communities (e.g., academic, social, professional, clinical, research, service, and geographic) where individuals might connect. UTHSC commits to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging. Shared power will be ensured by the presence of traditionally excluded individuals and/or groups into processes, activities, and decisions/policies. Building a critical mass of diverse groups and individuals on campus with a vibrant climate of inclusiveness, we will effectively leverage the resource.

DIVERSITY DEFINED
Diversity is the wide variety of shared and different personal and group characteristics among individuals. UTHSC commits to affirming diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, invisible and visible (dis)abilities, and political perspective. It means understanding that each individual is unique and recognizing our individual differences and similarities.

DIVERSITY AND INCLUSION ADVISORY COUNCIL
Chaired by OIED’s Associate Vice Chancellor Dr. Michael Alston, the Diversity and Inclusion Advisory Council consists of representatives appointed by the Chancellor who meet and discuss ways to achieve the metrics outlined in the strategic plan for 2019-2023.

COMMUNICATIONS

Diversity Matters Newsletter
This newsletter consists of articles sourced through communications and marketing and various departments on campus as well as original content drafted by OIED. The monthly editions are available online and archived for viewing at any time.

Inclusion and Condolences Listservs
OIED is the owner of the inclusion listserv and moderates the content sent to its subscribers. Likewise, the condolences listserv serves as a voluntary channel to share information about faculty and staff who have experienced the transitioning of loved ones or coworkers.

DIVERSITY AND INCLUSION ADVISORY COUNCIL

GIVE TO DIVERSITY
uthsc.edu/oied/give.php
COMMEMORATIVE MONTHS AND DAYS

- National Stalking Awareness Month (January)
- Martin Luther King Jr. Day (3rd Monday of January)
- Black History Month (February)
- Women's History Month (March)
- Sexual Assault Awareness Month (April)
- Asian Pacific American Heritage Month (May)
- Jewish American Heritage Month (May)
- Global Accessibility Awareness Day (May 17)
- LGBTQ+ Pride Month (June)
- Juneteenth (June 19)
- National Civility Month (August)
- National Hispanic American Heritage Month (Sept./Oct.)
- Constitution Day (September 17)
- National Disability Employment Awareness Month (October)
- National Domestic Violence Awareness Month (October)
- Native American Heritage Month (November)
- Veterans Day (November 11)

AWARDS

Chancellor’s Exempt Staff Award
Recognizes a non-faculty exempt employee who have demonstrated outstanding service and/or who have made significant contributions to the University community beyond that normally expected for their positions.

Lichterman Award
Presented annually to a non-exempt employee who demonstrates the high standards and positive characteristics exemplified by Tommy Lichterman. The awardee will represent the commitment to excellence reflected throughout the University and exemplified by Tommy.

Diversity, Equity, and Inclusion (DEI) Faculty Award
Each year, OIED will recognize a UTHSC faculty member who demonstrates exemplary leadership and the ideals of diversity, equity, and inclusion through performance and conduct. Nominees may demonstrate this commitment across a range of possibilities: student-centered or trainee centered inclusion initiatives; efforts to support recruitment and retention of diverse faculty, trainees, and/or students; teaching, service/outreach, research, and/or service that expands and embraces our understanding of inclusiveness; multicultural programming or related initiatives; community outreach activities; or several other possibilities.

Student Social Justice and Diversity Healthcare Leadership Award
Recognizes UTHSC students (i.e., undergraduate/graduate) from the colleges of dentistry, graduate health sciences, health professions, medicine, nursing and pharmacy, whose actions demonstrate the importance of social justice activism, equity, and diversity while positively impacting UTHSC and the community.

PROGRAMS

Diversity Certificate Program
Participate in a training opportunity designed to explore your backgrounds, identities, values, and connect those to the foundational concepts of diversity and inclusion. This program is held in the Spring semester with 2 cohorts (one is in person and one is virtual) and is aligned with the UTHSC’s strategic plan.

Inclusive Engagement Program
The IEP is the revamped Diversity Passport Program with you in mind! Designed to have members of the UTHSC community engage in intersectional and experiential learning regarding the topics of diversity, inclusion, equity, and social justice.

Diversity and Inclusion Book Club
Engage in discussions on diversity, equity, and inclusion through the power of books! Participation is fluid to account varying schedules and subject matter interests. Book drawings for free copies are held prior to each discussion.
TRAINING PACKAGES

We offer a variety of courses and workshops at the request of departments and organizational units. As an equity-oriented office, we not only address potential concerns as they are reported to us, but also seek to assist in educating and informing members of the university on diversity and inclusion related topics and policies.

Educational Program Package
• Diversity and Inclusion: Workplace, Workforce, and Marketplace
• Implicit Bias: What We Know
• CREATE: A Guide to Practicing Cultural Humility
• Boundaries in Healthcare

Design Your Own Package
• People with People in Organizations
• Select one course from each of the existing packages

Human Relations Package
• What Does LGBTQ+ Mean?
• Got Civility?
• Your Emotional Intelligence
• Self-Awareness: Your Johari Window

Compliance Package
• How to File a Complaint?
• The ABC’s of Workplace Accommodations
• The Importance of Protected Characteristics
• Implicit Bias in the Search/Hiring Process

EMPLOYEE RESOURCE GROUPS

Women’s Resource Group | wrg@uthsc.edu
The goals of the Women’s Resource Group helps women at UTHSC grow and mature in their career and life journey, provide opportunities for women at UTHSC to come together, and encourage UTHSC women to become involved in activities and events that strengthen themselves, others, and the entire UTHSC community, educating and informing members of the university on diversity and inclusion related topics and policies.

Young Professionals Group | ypg@uthsc.edu
The mission of the Young Professionals Group is to contribute to the success of early career professionals through education, training, and community engagement in an effort to foster an inclusive work environment.

STUDENT ORGANIZATIONS

Black Student Association | bsa@uthsc.edu
The BSA is open to all students at the University of Tennessee Health Science Center regardless of ethnic background, discipline, or other affiliations. The Black Student Association also offers a number of opportunities to participate in community service.

Women in Medicine and Science (WIMS) | wims@uthsc.edu
The mission of UTHSC Women in Medicine and Science (WIMS) is to ensure the full and successful participation of women in all roles within academic medicine and science through Education, Advocacy, Mentoring, and Networking.

UTHSC Unite | unite1@uthsc.edu
UTHSC Unite is a resource organization concerned with improving the visibility, strength, and support of lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) students and initiatives on campus.

Saudi Student Association | ssa2019@uthsc.edu
The mission of the Saudi Student Association is to host scientific, cultural, and volunteer events for the UTHSC scientific community, Saudi students, and local Memphis.

Asian American Students of Health Science | pnguye14@uthsc.edu
The Asian American Students of Health Science aims to provide a safe support network and bring insight into the experience of individuals of Asian heritage in the healthcare fields by encouraging open interprofessional and cultural discourse.
The Moving Forward Committee was created in 2018 to help the College of Dentistry achieve this goal. The committee is designed to enhance the recruitment and retention of underrepresented students, faculty, and staff in the College of Dentistry.

The mission of GSEC is to represent, negotiate, and act on behalf of the student body in matters affecting the environment and lives of students in the College of Graduate Health Science, and to foster integration, cooperation, and scientific excellence among peers.

We strengthen and sustain knowledge when we have a healthy exchange of ideas and perspectives in a diverse setting. We believe that only by valuing diversity, equity, inclusion, and social justice can we develop and maintain campus and clinical environments, and society at large, where every person may work, study, innovate, serve, and excel.

College of Pharmacy strives to establish a culture that is diverse and inclusive amongst students, faculty, and staff. We commit to fostering mutual trust, respect, honesty, integrity, and accountability to ensure differences are welcomed and every individual feels a sense of belonging.

The UTHSC College of Medicine strives to establish a culture of diversity and inclusivity amongst students, faculty and staff. We are committed to fostering an environment of respect, honesty, integrity, and accountability to ensure differences are welcomed.

The Committee’s purpose is to serve in an advisory capacity to the CON Executive Team in engaging faculty, staff, and students as it relates to promoting equity, diversity, and inclusion.

OIED actively supports and contributes to the Strategic Planning of UTHSC.

Our Mission: The mission of the University of Tennessee Health Science Center is to improve the health and well-being of Tennesseans and the global community by fostering integrated collaborative and inclusive education, research, scientific discovery, clinical care and public service.

Our Vision: Working together to transform lives and build healthy communities.

Our Values: Excellence, Caring, Respect, Health Equity, Integrity, Diversity and Knowledge