Dear MUSC family,

I can’t think of a more wonderful time to greet the MUSC community! Spring is just around the corner and soon we will be packing away our winter clothes and putting on our bathing suits! To prepare for that, some of us will be putting in extra hours at the gym or exercising more intensely in some way to achieve the “summer ready” body we desire.

While we are doing that I want to encourage us all to commit to a more mental and emotionally healthily life this spring as well. At every opportunity take the time to exercise our minds, seek ways to reflect, decompress, meditate, and center ourselves in ways that will allow us to be our “authentic selves” wherever we are.

I am reminded of the importance of our mental and emotional well-being and the stamina it has taken women and historically underrepresented and by-passed groups to overcome the barriers and biases, which submitted we were not welcomed and/or were not good enough to be full participants. Yet, through it all marginalized groups have survived and as members of diverse communities of work and play we contribute to our city, state, nation and world accomplishments.

Let me close with this and I ask for your indulgence! I have NEVER been able to separate my equally proud identities of Black and female. I was simultaneously born both and as I commit to a better exercise regime for my mental and emotional health this spring and all year, I leave you with this excerpt from a poem by Letitia L. Hodge. Further, I ask you to remember that we all have a unique journey and story to share. And we are all better mentally suited to embrace one another’s stories when we open ourselves to listening to them with compassionate ears!

“There is more to me than the human eye can see. I’m a woman of purpose and destiny. A perfect design, I’m special and unique. I won’t be identified by the parts that make up my physique…I deserve to be treated with reverence and called by my name.”

Happy Women’s History and Diversity and Inclusion month in March and April!

Be well!

Willette S. Burnham Williams, Ph.D.
University Chief Diversity Office &
Title IX Coordinator
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MY QUEST MINUTE

UPCOMING CAMPUS WIDE TRAININGS

Embracing Generational Differences
Wednesday, March 14, 2018 — 2:00 p.m. until 4:00 p.m.
Basic Science Building Room 302
2 hours of D&I Credit available

Welcoming Diversity
Thursday, March 22, 2018 — 8:30 a.m. until 5:00 p.m.
Northbridge, 3rd floor training room, BC/BS Building
West Ashley
8 hours D&I credit and 6.25 AMA PRA Category 1 Credits

Handling Controversial Issues
Thursday, May 17, 2018 — 9:00 a.m. until 1:00 p.m.
MUSC Community Training Center, 1 South Park Circle, Suite 300 Room 301 A Charleston, SC 29407
4 hours D&I credit and 3.25 AMA PRA Category 1 Credits

MUSC is committed to Embracing Diversity and to creating an inclusive experience for the lives we touch. As one of Imagine 2020’s 5 goals, embracing diversity is a critical component of the innovation that leaders in our organization drive. Leadership models the importance of life-learners and MUSC is proud to offer a wide-range of educational opportunities focused on enhancing our leaders’ awareness and understanding.

Access MyQuest
Departmental Updates | Keeping you informed

23rd Annual Earl B. Higgins Achievement in Diversity Awards

The Department of Diversity, Equity and Inclusion cordially invites you to the 23rd Annual Earl B. Higgins 2018 Diversity Awards Presentation and Reception

Wednesday, April 04, 2018 at 5:00 p.m. at the Wickliffe House

Nominees and Honorees will be announced in mid-March

For more information please contact the Department of Diversity, Equity and Inclusion 843-792-1072

Updates to MUSC’s ADA Policy and Procedures

The University recently revised its Disability-Related Accommodation Policy and Procedure (which relates to accommodation requests from students) and its Student Disability Grievance Procedure. These two documents can be found at http://academicdepartments.musc.edu/vpfa/dei/ada/. Please contact Mr. Michael Vanderhurst (contact information below) if you have any questions related to these documents.

Michael Vanderhurst, Program Manager
Equal Employment Opportunity (EEO) & Affirmative Action (AA)
Department of Diversity, Equity, and Inclusion
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MUSC Campus Affiliate of The National Coalition Building Institute (NCBI)

The National Coalition Building Institute (NCBI) International is a non-profit organization, offering award-winning workshops and training programs designed to equip organizations and individuals with vital skills in welcoming diversity, reducing prejudice, and managing controversial issues. NCBI International has won the Nelson Mandela Award for outstanding work on fighting racism, as well as received recognition by the U.S. President’s Commission on Race and the U.S. Department of Education. The National Coalition Building Institute (NCBI) MUSC Campus Affiliate is comprised of a team of volunteers that facilitate diversity and inclusion work for the enterprise.

The Office of Training and Intercultural Education offers year-around leadership development workshops that help create a more inclusive campus environment and provides interprofessional and intercultural experiences which becomes the catalyst for changing the enterprise.

NCBI Team Member Spotlight

Who are you? VeLonda Dantzler, MA

Role at MUSC? Manager/Learning & Talent Development in Human Resources Management—Univ.

What is one thing you feel you are doing well at MUSC? The one thing that I am doing well is creating educational opportunities and incorporating them into the our HR Learning and Development class schedule. By 2020, there will be 86 million millennials in the workforce. To ensure that our organization is an environment where these potential new employees will want to work, I’ve created a new class called “Engaging Millennials”. For more information, you may register in MyQuest.

VeLonda Dantzler
A Taste of Diversity in the College of Health Professions  
Submitted by: Dr. Cristina Reyes Smith, College of Health Professions

“A Taste of Diversity: A Cultural Celebration” recently took place in the MUSC College of Health Professions with approximately 150 participants including students, faculty, and staff in the CHP Atrium. Six caterers participated featuring different cultural cuisines including soul food, Indian, Japanese, Italian, Mexican, and Greek. A local musician provided entertainment, and flowers were provided through Tiger Lily. Dante Pelzer from MUSC Student Programs and Student Diversity provided welcoming remarks. The new CHP recruitment video was previewed as well. It was a joyful celebration to start off the New Year!

MUSC Leads the way in Diversity & Inclusion

MUSC is a 2017 Recipient of the HEED Award

MUSC named in Forbes list of Best Employers for Diversity
**Black History Month Awards Program | Submitted by: Ms. Natalie Johnson, College of Medicine**

The 4th Annual Black History Awards Program “Reclaiming Our Time by Cultivating Excellence”, was held Friday, February 23rd at 5:00pm in the Drug Discovery Auditorium, followed by a reception in the lobby of the Drug Discovery Building. This marks the first year that the Awards Program was a collaborative effort across all colleges and the community. In addition to the six colleges, other sponsors included The Office of Graduate Medical Education, the MUSC McClennan-Banks Resident Networking Society, the Office of Student Programs and Student Diversity, The Multicultural Student Advisory Board, and The Auxiliary to the Charleston Medical, Dental and Pharmaceutical Association. This initiative was facilitated by student representatives from each college with administrative support from the College of Medicine Group on Diversity Affairs. Each college nominated a recipient for the Black History Award. The awardees are known as pioneers of diversity and have contributed greatly to the strides made in the area of diversity at MUSC. The program included the Leadership Challenge, a charge led by the students to continue the support of diversity and inclusion efforts across MUSC (see below). The Black History Awards Program was initiated by the Student National Medi-

**College of Graduate Studies Host Annual EE Just Symposium | Photos submitted by: Dr. Cindy Wright, College of Graduate Studies**

The College of Graduate of Graduate Studies hosted the annual Ernest E. Just Scientific Symposium in February 2017. To the left and below are photos of the 2017 Award Receipts and a view of the audience, more information on the EE Just Symposium [online].
Diversity, Equity and Inclusion

Cultural Spotlight | March & April Celebrations from Around the World

National Women’s History Month is celebrated from March 1 through Saturday, March 31, 2013. The national theme this year is *NEVERTHELESS SHE PERSISTED: Honoring Women Who Fight All Forms of Discrimination Against Women.* Annually, MUSC celebrates with the nation and we recognize women from within our vast academic health care community, in our own special way. Please be on the watch during the month of March, as we celebrate women at MUSC. If you would like to know more about National Women’s History Month, please visit [National Women’s History Project](http://www.nwhistory.org).

**Did you know?**

March is *National Developmental Disabilities Awareness Month* and *National Multiple Sclerosis Education and Awareness Month.* These acknowledgements were established to increase awareness and understanding of issues affecting people with intellectual and developmental disabilities and to raise public awareness of the autoimmune disease that affects the brain and spinal cord and assist those with multiple sclerosis in making informed decisions about their health care.

**More Celebrations…**

**March 1/2-19/20:** Nineteen-Day Fast, for members of the Baha’i Faith, this time is meant to reinvigorate the soul and bring one closer to God. This fast takes place immediately before the beginning of the Bahá’í New Year.

**March 2:** Holi, a Hindu and Sikh spring religious festival observed in India, Nepal, and Sri Lanka, along with other countries that have large Hindu and Sikh populations. People celebrate Holi by throwing colored powder and water at each other. Bonfires are lit the day before in the memory of the miraculous escape that young Prahlad accomplished when Demoness Holika carried him into the fire.

**March 2:** Lantern Festival, the first significant feast after Chinese New Year, so called because the most important activity during the night of the event is watching Chinese lanterns illuminate the night sky.

**March 8:** International Women’s Day. First observed in 1911 in Germany, it has now become a major global celebration honoring women’s economic, political, and social achievements.

**March 12:** Magha Puja Day, a Buddhist holiday that marks an event early in the Buddha’s teaching life when a group of 1,250 enlightened saints, ordained by the Buddha, gathered to pay their respect to him.

**March 13 – April 15:** Deaf History Month. This observance celebrates key events in deaf history, including the founding of Gallaudet University and the American School for the Deaf.

**March 17:** St. Patrick’s Day, a holiday started in Ireland to recognize St. Patrick, the patron saint of Ireland, who brought Christianity to the country in the early days of the faith.

**March 20:** Ostara/ Eostre, a celebration of the spring equinox commemorated by Pagans and Wiccans. It is observed as a time to mark the coming of spring and the fertility of the land.

**March 20-21:** Naw-Rúz, the Bahá’í New Year is a holiday celebrated on the vernal equinox. It is one of the nine Bahá’í holy days on which work is suspended.

**March 21:** Nowruz/Norooz, Persian New Year, a day of joy, celebration and renewal.

Information on this page is credited to [Diversity Best Practices](http://www.diversitybestpractices.org) and the [National Women’s History Project](http://www.nwhistory.org).
Cultural Spotlight | March & April Celebrations from Around the World

More Celebrations…

March 25: Ram Navami, a Hindu day of worship and celebration of the seventh avatar of Vishnu (Lord Rama). Devotees typically wear red and place extravagant flowers on the shrine of the God.

March 25: Palm Sunday, a Christian holiday commemorating the entry of Jesus into Jerusalem. It is the last Sunday of Lent and the beginning of the Holy Week.

March 29: Holy Thursday (Maundy Thursday), the Christian holiday commemorating the Last Supper, at which Jesus and the Apostles were together for the last time before the Crucifixion. It is celebrated on the Thursday before Easter.

March 30: Good Friday, a day celebrated by Christians to commemorate the execution of Jesus by crucifixion, and is recognized on the Friday before Easter.

March 30-April 7: Passover, an eight-day Jewish holiday and festival in commemoration of the emancipation of the Israelites from slavery in ancient Egypt.

Did you know… April is Celebrate Diversity Month & Autism Awareness Month??

April 1: Easter, a holiday celebrated by Christians to recognize Jesus’s return from death after the crucifixion.

April 2: World Autism Awareness Day, created to raise awareness of the developmental disorder around the globe.

April 13: Lailat-al-Miraj, a Muslim holiday that commemorates the Prophet Muhammad's night time journey from Mecca to the 'Farthest Mosque' in Jerusalem where he ascended to heaven, was purified, and given the instruction for Muslims to pray five times daily. Note that in the Muslim calendar, a holiday begins on the sunset of the previous day, so observing Muslims will celebrate Lailat al Miraj on the sunset of Saturday, the 22nd of April.

April 14: Vaisakhi (also spelled Baisakhi), the celebration the founding of the Sikh community as the Khalsa (community of the initiated) and the birth of the Khalsa.

April 20-May 2: The Festival of Ridvan, a holiday celebrated by those of the Baha‘i Faith, commemorating the 12 days when Baha’u’llah, the prophet-founder, resided in a garden called Ridvan (Paradise) and publicly proclaimed His mission as God’s messenger for this age.

April 22: Earth Day promotes peace and sustainability of planet Earth. Events are held globally to show support of environmental protection of the earth.

April 23 (Evening) - April 24 (Evening): Holocaust Remembrance Day, a time to “mourn the loss of lives, celebrate those who saved them, honor those who survived, and contemplate the obligations of the living” - former President Barack Obama.

April 24: Armenian Martyrs’ Day recognizes the genocide of approximately 1.5 million Armenians between 1915 and 1923 in Turkey.

April 27: the Day of Silence, during which students take a daylong vow of silence to protest the actual silencing of lesbian, gay, bisexual and transgender (LGBT) students and their straight allies due to bias and harassment.

Information on this page is credited to Diversity Best Practices

www.musc.edu/univdei  |  843.792.1072 (o)  |  843.792.1288 (f)  |  henderco@musc.edu  |  Page 7  |  March & April 2018
Above: Diversity & Openness Talking Series (DOTS) Monthly Brownbag Lunch Series
Wednesday, March 21, 2018 | Noon until 1:00 p.m. | College of Nursing 202

Above: Coffee Hour | Featuring Dr. Connie Best
Wednesday, March 21, 2018 | 8:30 a.m. until 9:30 a.m. | Clinical Science Building Room 910 | Sponsored by The Women Scholars Initiative

Above: Health Care Theater | Health Literacy: Want to do Something About It?
Wednesday, March 28, 2018 | 11:00 a.m. until Noon | ART Auditorium 1st Floor
Sponsored by MUSC Health Diversity and Inclusion Office
What is a reportable offense under Title IX?

Reportable offenses under Title IX are:

- Stalking
- Discrimination on the Basis of Sex
- Sexual Harassment
- Sexual Violence/Sexual Assault
- Relationship Violence
- Sexual Exploitation
- Unwelcome Sexual Conduct

**Title IX**

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Please visit MUSC’s [Title IX Page](#) for more information

**OUR AREAS OF SERVICE**

- Affirmative Action/Equal Employment Opportunity (AA/EEO)
- Americans with Disabilities (ADA)
- Coordinate the Oversight of the MUSC D&I Strategic Plan
- Learning Development Technologies
- Training and Intercultural Education
- Title IX Concerns