

UAB DIVERSITY, EQUITY AND INCLUSION

The University of Alabama at Birmingham

This list of UAB diversity, equity and inclusion resources is by no means exhaustive, but instead serves as a starting point for employees interested in additional information.

Office of the Vice President for Diversity, Equity and Inclusion

Dr. Paulette Patterson Dilworth, Vice President for Diversity, Equity and Inclusion

www.uab.edu/dei

UAB School of Medicine, Dr. Mona Fouad, Senior Associate Dean, Diversity and Inclusion, Professor and Director, Division of Preventive Medicine; Director, UAB Minority Health & Health Disparities Research Center

www.uab.edu/medicine/diversity/

UAB Health System, Deborah Grimes, RN, JD, Chief Diversity Officer

www.uabmedicine.org/diversity

UAB Policies and Procedures Library

The UAB Policies and Procedures Library is a repository of all current university-wide policies and associated procedures.

<http://www.uab.edu/policies/Pages/default.aspx>

UAB Title IX Statement

The University of Alabama at Birmingham is committed to providing an environment that is free of bias, discrimination, and harassment. UAB provides several avenues to encourage reporting incidents of discrimination, harassment, and misconduct based on an individual's sex or gender. The UAB Title IX Office can offer information and protective measures for parties who have been victim to incidents involving sexual harassment, relationship violence, and/or sexual assault. For more information about Title IX, policy, procedures, reporting, protections, resources, and support, please visit <http://www.uab.edu/titleix> or email titleixoffice@uab.edu.

The Alliance for LGBTQ Equality at UAB

The Alliance is an employee-resource group of The University of Alabama at Birmingham, the UAB Health System (UABHS), the University of Alabama Health Services Foundation (UAHSF), and the Callahan Eye Foundation Hospital. It exists to provide advocacy, support, and networking for faculty and staff members of UAB's Lesbian, Gay, Bisexual, Transgender, Queer, and Allies (LGBTQA) community. Membership is open to all.

<https://www.uab.edu/alliance/>



The University of Alabama at Birmingham

Campus and Community Engagement

Campus and Community Engagement (CACE), a unit within the Office of Diversity, Equity and Inclusion, aims to nourish a UAB climate and culture through the promotion of social responsibility and inclusive excellence via education, training, service, and the advancement of intercultural appreciation. Together, we seek to leverage the university's mission and commitment to diversity, equity and inclusion as a resource to foster greater academic discourse that leads to intentional community engagement, particularly for historically underrepresented and marginalized communities through four focus areas: education access and success, climate and intergroup relations, research and scholarship, and community building. <http://www.uab.edu/dei/cace>

Disability Support Services (DSS) for Students:

UAB is committed to providing an accessible learning experience for all students. If you are a student with a disability that qualifies under Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act, and you require accommodations, please contact Disability Support Services for information on accommodations, registration and procedures. The UAB DSS office location is in the Hill student Center, Suite 409, telephone: 934-4205, e-mail: dss@uab.edu. Students who have DSS-approved accommodations must notify the instructor as soon as possible and make arrangements to meet online or in person to discuss the accommodations. No accommodations will be granted until DSS documentation is provided. www.uab.edu/students/disability/

A.W.A.R.E. Disability Management for Employees

The AWARE program at UAB provides disability-management services when an employee's job is affected by a physical, mental, or emotional impairment. Through a unique partnership between UAB and the [Alabama Department of Rehabilitation Services](#) (ADRS), the AWARE Program assists current employees and their departments, job seekers going through the application process, and employees returning from long-term disability or medical leave. In addition, the AWARE Program coordinates requests for reasonable accommodations under the Americans with Disabilities Act. <https://www.uab.edu/humanresources/home/relations/aware>

The UAB Enterprise Code of Conduct

The UAB Enterprise Code of Conduct demonstrates UAB's Values in Action. Building on UAB's core values of integrity, respect, service, and collaboration, the Code includes eight standards of behavior that are expected of all UAB community members. It is intended to be used as a framework for guiding ethical decisions and a reference tool when evaluating best next steps. Read the full policy here www.uab.edu/compliance/code



The University of Alabama at Birmingham

Student Code of Conduct

The Student Conduct Code promotes honesty, integrity, accountability, rights, and responsibilities expected of students consistent with the core missions of the University of Alabama at Birmingham. This Code describes the standards of behavior for all students, and it outlines students' rights, responsibilities, and the campus processes for adjudicating alleged violations. Read the full policy here www.uab.edu/policies/content/Pages/UAB-UC-POL-0000781.aspx

Diversity Dashboard

The University of Alabama at Birmingham provides data to assess UAB's standing by various classifications of faculty, staff, and students and numbers are used just for that. For us, inclusion is not about the numbers, it is about what we practice every day.

www.uab.edu/institutionaleffectiveness/fac-staff

Affirmative Action - Equal Employment Opportunity

The University of Alabama at Birmingham (UAB) remains fully committed to equal employment opportunity, affirmative action, nondiscrimination and the prevention of unlawful harassment in employment, education and the participation in university programs. Read the full policy here <http://www.uab.edu/dei/institutional-equity-nav/aaeeo>

Equal Opportunity and Discriminatory Harassment Policy

UAB is committed to equal opportunity in education, and employment, and the maintenance and promotion of nondiscrimination and prevention of discriminatory harassment in all aspects of education, recruitment and employment of individuals throughout the university.

<http://www.uab.edu/policies/content/Pages/UAB-BT-POL-0000052.aspx>

Policy Concerning Consensual Romantic Relationships

Employees (including faculty) may not engage in consensual romantic or sexual relationships when one party in the relationship supervises, evaluates, or grades the other party.

<http://www.uab.edu/policies/content/Pages/UAB-HR-POL-0000254.aspx>

Veterans Services

To assist veterans, service members, dependents, and survivors in capitalizing on military educational benefits and promote successful transition into an academic setting. To provide, facilitate, and coordinate programs and services to meet all special needs of this population to enhance their college life and fulfill their educational goals.

<http://www.uab.edu/students/veterans/>

References used for Awareness @UAB online video

- Race Equity and Inclusion Action Guide: Embracing Equity: 7 Steps to Advance and Embed Race Equity and Inclusion Within Your Organization. Baltimore: The Annie E. Casey Foundation, 2014. Retrieved from www.aecf.org on July 6, 2018
- *The 3 Types of Diversity that Shape our Identities*, Harvard Business Review May 24, 2018, Celia de Anca and Salvador Aragon 1996. Implementing Diversity by Marilyn Loden. Mc-Graw Hill Publishing, Burr Ridge, IL. used with permission.
- "Becoming interculturally competent", Bennett, M. (2004). In J. Wurzel (Ed.), *Toward multiculturalism: A reader in multicultural education* (2nd ed., pp. 62-77). Newton, MA: Intercultural Resource
- *Cultural Humility: A Concept Analysis*, Cynthia Foronda, PhD, RN1, Diana-Lyn Baptiste, DNP, RN1, Maren M. Reinholdt, MSN, BSN, RN1, and Kevin Ousman, MSN-HSM, BSN, RN1. *Journal of Transcultural Nursing*, Volume: 27 issue: 3, page(s): 210-217. Article first published online: June 28, 2015; Issue published: May 1, 2016
- *Cultural Humility: Measuring openness to culturally diverse clients*. Hook, J.N. (2013). *Journal of Counseling Psychology*
- *Racial Microaggressions in Everyday Life*. *American Psychologist*, Sue, D., et.al. 2007. 62(4): 271–286
- *Zoomorphy: Animal Metaphors for Human Personality*, Robert Sommer and Barbara A. Sommer (2011). *Anthrozoos*, Vol 24, Issue 3, pp.237-248
- *Subtle Micro-Messages Impact the Success of Women and Girls in STEM: Let's Move from Inequities to Affirmations* Robbin Chapman, PhD Associate Provost and Academic Director of Diversity and Inclusion Wellesley College © 2009, Robbin Chapman, PhD
- *Addressing a "Threat in the Air": How Stereotypes Affect Our Students and What We Can Do About It*, Robin Paige, Rice University Center for Teaching and Learning , Posted on June 6, 2016 (PDF)