



Information and stories for Parkland employees
Aug. 25 – Sept. 7, 2025

HEALTH EQUITY 21-DAY



A daily learning experience designed to foster deeper understanding of the people and communities we serve

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21-DAY CHALLENGE

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Building Habits for Equitable Care

Aug. 25 – Sept. 14

What does equity look like in everyday care? Beginning Monday, Aug. 25, through Sunday, Sept. 14, Parkland employees are invited to join the 21-Day Challenge — a brief, daily experience designed to foster inclusive communication, cultural responsiveness and meaningful connection.

Each day offers a short article, video or reflection prompt aimed at building habits that strengthen how we engage and care. This initiative echoes our values and systemwide priorities, especially those outlined in the Community Health Needs Assessment (CHNA), like equitable access, health literacy and intentional practice.

What is the 21-Day Challenge?

Parkland's 21-Day Challenge is a daily learning experience designed to foster deeper understanding of the people and communities we serve. Employees will engage with curated content – articles, videos and prompts – focused on health equity, inclusive communication and culturally responsive care.

Daily content will be available on the [21-Day Challenge SharePoint site](#). Participation is open to all employees, regardless of role, team or learning style. Rather than a finish line, this is a step toward more responsive, person-centered care. This initiative reflects our shared commitment to One Parkland: working as one team to deliver excellence in every interaction.

Why it matters

Parkland's mission – to advance wellness, relieve suffering, develop and educate – requires us to continuously deepen our awareness of the structural barriers that impact the communities we serve.

Participation in the 21-Day Challenge helps each of us build intentional habits that strengthen our delivery of care. These habits mirror our ICARE values and align with the priorities outlined in the CHNA, including health literacy, access and equitable outcomes. Through reflection and action, we reaffirm our commitment to creating a healthier community and a more responsive Parkland.

How to participate

Visit the [21-Day Challenge SharePoint site](#) to access daily content and resources. The challenge is flexible and accessible to all Parkland team members – whether you're just beginning or continuing your journey, you'll find meaningful ways to engage. Together, we build a Parkland that lives its mission, where care is not just delivered but deeply understood.

For questions, contact the Office of Health Equity at OHE@phhs.org.

► Join the celebration with Sustainability ERG launch events

The Sustainability Employee Resource Group (ERG) launches this week as Parkland's newest ERG. Adding to eight existing ERGs, the Sustainability ERG is set to lead by example in building a sustainable and equitable health system where every action promotes environmental stewardship, advances health equity and empowers our diverse community to thrive—today and for generations to come.

There will be both an in-person event and a WebEx to celebrate this ERG launch.

- **In-person launch event:** Noon to 1 p.m. Tuesday, Aug. 26 (outside Park Market)
- **Virtual event:** Noon to 12:45 p.m. Tuesday, Sept. 9
 - **Join WebEx**
 - **Guest speakers:** Rebecca Bateman, Sustainability Program Manager, and Stacey Bauer, Director, Operational Sustainability & Energy Conservation

The virtual launch will highlight Parkland's commitment to sustainability and how the Sustainability ERG will help amplify the efforts and create a sense of community that will drive innovation and assist with providing meaningful consultation and guidance.

ERGs are voluntary, employee-led groups focused on building community, providing ongoing support, enhancing career development and contributing toward opportunities for personal growth. Each ERG is part of a larger, structured program that intends to provide a safe and supportive space for employees to come together based on shared characteristics and/or life experiences. To learn more about the various Parkland ERGs, [click here](#).

▼ Lasting Impressions: Dinaz Jiwani



Each week, "Lasting Impressions" features a Parkland employee who does exceptional work and provides excellent customer service. This week's "Lasting Impressions" features Dinaz Jiwani, Employee Resource Group Program Manager, Office of Health Equity.

"Since stepping into her role as our ERG Program Manager, Dinaz has demonstrated a remarkable ability to listen deeply, build trust, and bring clarity to complex spaces. She has taken time to understand the unique needs of our Employee Resource Groups and has worked closely with leaders to create solutions that are both structured and empowering. Her approach is grounded in humility and curiosity, which has allowed her to build credibility and connection across the organization. One of Dinaz's most impactful contributions has been her work in developing consistent frameworks for ERG goal setting, reporting and budget planning. Her efforts have supported a shift from event-based engagement to initiatives that are more deeply tied to Parkland's priorities around workforce engagement, equity and cultural alignment. Her presence has brought a sense of calm, clarity and cohesion to our ERG community, and she is deeply appreciated by the leaders she supports."



Want to nominate an employee who goes above and beyond? Tell us what makes them so fantastic by emailing Employees@phhs.org or calling ext. 28048.

Spread the word about the Overdose Prevention Hotline

Did you know that the North Texas Poison Center – housed at Parkland – has an Overdose Prevention Hotline? This free and confidential service connects those in need with the expert help they need by calling 214-590-4000. Callers also receive a follow-up text with a personalized list of available resources best fit for their specific needs.

Calls are answered by medically trained professionals in English and Spanish from 7 a.m. to 11 p.m. daily.

This hotline is not for emergencies. If you or someone needs immediate help, call 911. If you would like postcards for patient distribution, please email Kelly.Hogue@phhs.org.

Editor's Note

Due to the Labor Day holiday, there will be no Monday, Sept. 1, issue of *Parkland Now*. Regular weekly publication will resume on Monday, Sept. 8.

Join us at the State Fair of Texas!

We're excited to once again invite Parkland team members and their families to a special day at the State Fair of Texas from 10 a.m. to 4 p.m. on Saturday, Sept. 27. The tent will be located between the African American Museum and the Magnolia Beer Garden when you enter through Gate 5. Plan to come out and show your Parkland pride!

Discounted admission tickets are now available for purchase in the Gift Shop (1st floor, Parkland Memorial Hospital) during the following hours:

- Monday–Friday: 9 a.m. – 8 p.m.
- Saturday–Sunday: 10 a.m. – 4 p.m.

Activities will include:

- Free fair-themed T-shirts for attendees
- DJ playing music
- Food, snacks and drinks
- Family-friendly activities and chances to win State Fair coupon sheets
- Informational booths hosted by our Benefits team and more

Important reminders

- Employees must purchase their own admission and parking to the fairgrounds
- A valid Parkland ID badge is required to access the Parkland tent
- Families are welcome to attend, but giveaways are for employees only

For more information about the Fair – including events, additional discount opportunities, and more – visit www.bigtex.com. See you at the State Fair of Texas on Sept. 27!

► Applications for 2026 Nurse Residency and Fellowship programs open Sept. 2

To create new career development opportunities for our team members, Parkland will offer Nurse Residency and Fellowship positions exclusively to internal candidates starting Tuesday, Sept. 2, for the February 2026 cohort. This is a great opportunity to expand your skillset in a new RN specialty or for recent nursing school graduates.

Eligibility

- Nurse Residency: Recent or upcoming graduates of accredited nursing schools (before December 2025) are eligible for Nurse Residency positions.
- Fellowship: Registered nurses who have completed their residency and worked at least six months in their unit are eligible for Fellowship positions.
- These positions begin Wednesday, Feb. 18, 2026.

How to apply

Please apply internally via Parkland Pathways under "Careers" and search "February 2026" with your most up to date resume ([details on applying can be found here](#)). If you have any questions, please reach out to Talent Acquisition at RNresidentandfellow@phhs.org.

Those interested in finding out more about the program can also attend the upcoming [Nurse Residency Mixer](#) on from 4:30-6:30 p.m. on Tuesday, Sept. 9, at Dallas Market Center (2100 N. Stemmons Fwy., Dallas 75207). This event will offer the chance to network with Nursing Leadership and learn more about this opportunity.

If you have a referral for these programs, positions will be posted for external candidates on the Parkland Careers website Sept. 5. Please ask your referrals to apply promptly, as positions will close once applicant numbers meet our requirements.

► Stop by the Neurodiversity Fair on Sept. 4

Opening Minds to Neuro Inclusion Employee Resource Group (OMNI ERG), will the "Minds of All Kinds" Neurodiversity Fair from 11 a.m. to 1:30 p.m. on Thursday, Sept. 4, in the Private Dining Room.

Hosted in collaboration with the Office of Health Equity, this event is a great opportunity to learn about various neurotypes and neurodivergences through engaging games and activities. Enjoy free popcorn, refreshments and swag while gaining a better understanding of how neurominorities experience the world.

The OMNI ERG is hosting a digital art gallery as a part of this event (photography, drawings, paintings, poetry, etc.). Submit your entries by scanning the QR code or [clicking here](#).



► Medical Staff Professional Services Lunch & Learn on Wednesday

The Medical Staff Professional Services team will host a Lunch & Learn from noon to 12:45 p.m. on Wednesday, Aug. 27. This lunch and learn will focus on Parkland's Senior Peer Review Analysts, providing an overview of the following topics:

- Introduction to Peer Review – Scharlene Jones
- Joint Commission Standards – Denise Bryant
- Triggers – Reina Richardson
- Peer Review Ratings for Assessing Care & Professionalism – Simi Jeju

You can join the WebEx by [clicking here](#).

Join the Safety Spotlight OR the Safety Center Nightlight

At noon on Monday, Sept. 8, Patient Safety & Clinical Risk Management will host the next "Safety Center Spotlight" webinar to educate Parkland team members on how to get the most out of the Safety Center. In addition, a webinar has also been added each month to reach our night shift staff, titled "Safety Center Nightlight." The next of these events will be held at 5:30 a.m. on Wednesday, Sept. 3. You can join either session using the login information below.

- [Join WebEx](#)
- Meeting number (access code): 2318 254 0921
- Meeting password: rBtvW9pmj52



Parkland

Care. Compassion. Community.

Parkland Now is published by the Corporate Communications department at Parkland Health.

Please note the submission deadline for each issue of *Parkland Now* is by the end of day each Monday.

To publicize your news in *Parkland Now*, please send all submissions to Employees@phhs.org or call ext. 28048.