

The Student Affairs Diversity Council (SADC) strives to cultivate an environment that embraces and promotes the broad scope of diversity within the division.

## Who Thinks About Diversity Every Day?

A little over three years ago in October 2010, the Student Affairs Diversity Council (SADC) published its first newsletter. This seemed the perfect time for Debra Daniels, Director of the Women's Resource Center and me, as SADC co-chairs, to process a discussion that helped lead to the establishment of the Council. The stimulus for this conversation was a casual statement I made to her, "Who thinks about race every day?", which led to a consciousness-altering discussion for me and a definite change in a relationship between supervisor and director. So, where am I now, three years later? For this reflection, I made myself stop and consider what changes, if any, I've been trying to make in myself.

One thing about having my eyes opened is that it's much easier to see how much I don't know and the cost of that ignorance to both myself and others. So, here are two areas where I am hopefully more intentional.

**1) Language:** Words matter. Words can include and words can exclude. Words can show respect for someone's culture, background and life experiences and words can do just the opposite. Example: For years, I struggled to process how people could be offended by the "Washington Redskins". After all, I was proud of Minnesota using my Viking heritage. I am now closer to understanding the frustration of subordinated populations being annexed as mascots, hardly the case with Vikings. But the more important point is...it doesn't matter what I think. How can I say, "They shouldn't be offended." Truth is... it's not my call!



**Action:** I'm trying to understand which words that I have used indiscriminately for a long time may actually be painful for others. "Low man on the totem pole." "Don't be such a Nazi." "That's so lame." There are always ways I can express myself without being insensitive or disrespectful to others. Does it take more effort on my part? Of course! But so does taking care that I don't bang into people on a crowded sidewalk.

**2) Representativeness:** When I walk into a newly formed committee, I now notice if everyone is from the same race or ethnicity, the same gender, the same sexual orientation. Is everyone on a website white? When male-dominated colleges or departments send out publications, do they include women at all and similarly for female-dominated fields? Do we see pictures of, or sit on committees with, anyone in a wheelchair or using a sign language interpreter?

If we are missing voices from the discussion, if our students don't see themselves in pictures, if we present a singular image of who belongs at the University of Utah, we send a (hopefully) unintended message. This is something that I rarely noticed before but now can't avoid and can't ignore..

It's critical that we send messages that are welcoming AND inclusive. It's critical that search committees, programming committees, strategic planning groups and the like contain a wide diversity of voices. When we are interviewing for new hires, instead of asking, "Will this person fit in?", we should be asking, "What does this person bring that we don't already have?"

**Action:** What I hope I've changed, besides my daily

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# Who Things About Diversity Everyday, continued

*(Continued from page 1)*

awareness, is my commitment to forming representative committees, focusing on inclusive messaging, and ensuring that hires in the Student Development departments draw from a diverse pool of candidates, even if this means recruiting beyond the usual means.

I **do** think about diversity every day. It's become an increasingly important way that I process

information, while at the same time recognizing that it's a constant (and exciting) learning process. Being part of the Diversity Council and being involved with our trainings, seminars, newsletters helps keep these ideas at the forefront of my mind. But my hope is that, even without these reminders, the learning goes on. And my fervent hope is that I continue to be surrounded by friends and colleagues who are willing to help me on my journey.

## NPR Correspondent Michele Norris to Speak at SLCC

Michelle Norris will be speaking on February 11, 2014 from 7-9pm at Salt Lake Community College's 1575 South State Street campus. Tickets are free but required.

In addition to her award winning journalism with NPR, she is also leads 'The Race Card Project', a discussion and conversation about race in America.

To attend, please [register online](#).

To discover more about Michelle Norris and The Race Card Project, please visit the following resource links:

- [The Race Card Project](#)
- [Michele-Norris.com](#)



## Upcoming Diversity Modules & SADC Certificate Program

Are you interested in learning about issues around diversity? Do you want to interact with other Student Affairs professionals with similar interests? If so, consider completing the SADC Diversity Training Certificate Program. This program will provide you with the opportunity to learn about issues of diversity in a safe environment, which will be essential to better serve our ever changing student population.

Requirements: Complete all three training modules, attend 5 Student Affairs Diversity Council Speaker Series, attend one campus or community diversity/ social justice program or activity, and complete a capstone writing project that is one to two pages in length. For more information, visit: <http://sadc.utah.edu/trainings.php>

### Upcoming Modules

All Modules:  
March 10, 9am-3pm

Individual Modules:  
Module 1: May 7, 9am-12pm  
Module 2: May 8, 9am-12pm  
Module 3: May 9, 9am-12pm

# Upcoming Community & Campus Events

February 1– March 4



## Interfaith Month 2014

Time & Locations vary

<http://www.interfaithroundtable.org>

February 1-28

## A Look at Paganism

Marriott Library Display Cases on Levels 1 & 2 during library hours.

Beliefs and Culture of the Neo-Pagan Community.

Tues., February 4



## Safe Zone Training—Open Session

10am-1pm, Union Den

Education of individuals on LGBTQ+ issues relating to gender and sexuality.

Thurs., February 6

## Affordable Care Act Drop-In Q&A And Enrollment Session

10am-12pm, Union Common Room

What is ACA? LGBTQ? Undocumented? Uninsured? Unemployed? Have a disability? Learn more at this session.

Wed., February 12

## Sitting on the Fence: Bisexual Erasure in the LGBTQ\* Community

3:30-5pm, Union Den

[lgbt.utah.edu/events](http://lgbt.utah.edu/events)

Tues., February 18

## Inequality For All

### Film Screening and Panel Discussion

7pm, Downtown City Library

Free & Open to the Public.

Sat., February 22

## Breaking the Silence, Day of Remembrance 2014

1-3pm, Orson Spencer Hall

A Reading Play of a story based on three generations of Japanese Americans [\[more information\]](#)

Tues., February 25

## “Building Bridges Among Faith Traditions”

12pm, Gould Auditorium, Marriott

Library. Neale Nelson Memorial Lecture by The Right Reverend Scott B. Hayashi of the Episcopal Diocese of Utah.

Fri., February 28

## The University of Utah MUSE Project Annual Conference Keynote Event

12-2pm, Spencer Fox Eccles Business building. Special guest Wes Moore, author of the best-selling “The Other Wes Moore.” [\[more information\]](#)

## Upcoming Diversity Seminar



### The Politics of Race in Higher Education: Historical Amnesia and Affirmative Action

Wednesday, February 19

12:00-1:30pm

Union Panorama East

Presenter: Maria Ledesma, Assistant Professor, Education Leadership and Policy

For more Info, visit:

[sadc.utah.edu](http://sadc.utah.edu)



For information about these and other events, please visit: [www.events.utah.edu](http://www.events.utah.edu).



For more information and recourses, please visit:

[sadc.utah.edu](http://sadc.utah.edu)

Debra Daniels, Co-chair Women's Resource Center  
Kari Ellingson, Co-chair Student Development  
Michael Bard, Registrar's Office  
Karen Cone-Uemura, Counseling Center  
Branden Dalley, Union Administration  
Kris Fenn, Bennion Center  
Marcy Healy, Conference & Guest Services  
Scott Jensen, Housing & Residential Education  
Trisha Jensen, Orientation & Leadership Development  
Suzanne Jones, Registrar's Office  
Chris Macias, TRIO

Carol MacNicholl, Center for Disability Services  
Pablo Martinez, Office of Admissions  
Kai Medina-Martinez, LGBT Center  
Susan Miller, Campus Recreation  
Sana Muller, ASUU  
Rachana Patel, Office of Admissions  
Cynthia Powell, Student Health Center  
Valery Pozo, Career Services  
Erica Rojas, Financial Aid & Scholarships  
Belinda Otukolo Saltiban, Diversity & Inclusion  
Adam Sibenaller, HRE, AREC