

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

Welcome (back) University of Utah staff, faculty, & administrators,

We are very excited to begin this academic year and to explore new opportunities in diversity. We hope that you will join us in our work to expand our campus climate to be welcoming of ALL members of our community.

Dr. Barbara Snyder

Vice President for Student Affairs
University of Utah



**Student Affairs Diversity Council (SADC)
Diversity Training Certificate Program**

Interested in learning more about issues related to diversity? Want to interact with other Student Affairs professionals with similar interests? Take advantage of the Student Affairs Diversity Council's Diversity Certificate Program.

Certificate Program Requirements

- ◆ Complete all 3 Training Modules (New Employee Orientation-Creating an Inclusive Campus=Module 1)
- ◆ Attend 5 of the Student Affairs Diversity Council speaker series
- ◆ Attend one campus or community diversity or social justice program/activity
- ◆ Complete a Reflection component.

Tuesday, October 14: 9:00am-1:30pm, Modules 1 & 2

Thursday, October 16: 11:30am-1:30pm – Module 3

November 17, 18, & 19: Modules 1, 2 & 3 will be offered on successive days from 9:00-11:00am

We encourage you to sign up as soon as possible as space is limited. Sign up online at: <http://sadc.utah.edu/forms/training-request.php> If you have questions, please email Kassy Keen at kkeen@sa.utah.edu or Keagan Walker at kwalker@housing.utah.edu .

For more information, visit the SADC website at: <http://sadc.utah.edu/trainings.php>.

Reflection: Engaging Lifelong Learning of Diversity



By Leslie Giles-Smith
Tutorial Services Program Manager
Learning Enhancement Program

While reflecting on my experience participating in the Student Affairs Diversity Council Certificate program, I was listening to NPR coverage of the life and death of Nelson Mandela. They were broadcasting an interview with Mr. Mandela recorded in preparation to write his autobiography. One story he shared caught

children of the same God. I witnessed my parents treat everyone they came in contact with, with respect, dignity and kindness. However, small town Oregon in the 1960's was still a relatively homogenous place. Since then I have had the opportunity to travel and to work with a variety of people in a variety of different fields. I continue to hold the same beliefs that my parents instilled in me, but I have come to realize how many different people and cultures I know very little about. And where there is lack of knowledge, there is often a tendency to make assumptions based more on my experience rather than theirs.

One of my first challenges as coordinator of the Tutoring Center was with a Middle Eastern student who worked for us as a tutor. We saw an inaccuracy in the number of hours that the student was reporting for payment. My assumption was that the

my attention. He talked about being on a flight that had a layover somewhere in the far north that allowed him to meet "Eskimos" for the first time. He talked about how uninformed he had been about these people and how incorrect his preconceived notions about them had been. Here was a man who was a giant in

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student was intentionally falsifying records for his own gain and accordingly he was terminated. Technically I was within my rights handling the situation the way that I did. But I have to wonder if there was more to the story. Since then I have had many opportunities to interact with the International Center and

the field of social justice acknowledging that, in this instance, he was culturally unaware. I connected immediately with this experience and his sense of enlightenment as he spoke with them. The main thing I have gained from attending the SADC training modules and subsequent seminars has been the recognition that I still have so much to learn.

I was born in a small town in the Pacific Northwest to parents who believed, and acted on their belief, that we are all

learn more about some of the students they sponsor. In particular, I learned that in many Middle Eastern cultures what we perceive as "cheating" is actually a type of communal sharing and problem solving. I may never know if this tutor was putting in extra hours in an attempt to help his fellow students. But in my subsequent work with students I try to be more open to understanding perspectives beyond my own experience.



Recommended Reading

Manning, K. (2009). [Philosophical underpinnings of student affairs work on difference](#). *About Campus*, 14(2), 11-17.

Reflection: Recognizing Diversity within Diversity



By Sarah Gutierrez
Housing & Residential Education
Assistant Residential Education Coordinator

"All brown all around, we are safe. But watch us drive into a neighborhood of another color and our knees go shakity-shake and our car windows get rolled up tight and our eyes look straight." – The House on Mango Street

I remember reading *The House on Mango Street* sometime during my early years of high school. The book is written in vignettes that are not quite stories, but not poems either; the text itself is something in between, in transition. Something inside of me woke up when I read it; Esperanza told a story that I somehow felt familiar with, that resonated deep inside of me. I grew up in a world of "too this" or "too that;" in my hometown, I often felt too brown for the white kids on the playground, and visiting family in California, I felt too white for my cousins. As I bounced between the two cultures that make up my family, I didn't know where to feel comfortable – I was darker than my friends in the suburban white neighborhoods and not fluent enough in Spanish for my family in Southern California. Sitting in a place of not belonging, I began to realize the salience of skin color for me, and while I knew that being Hispanic made me different (on the surface) from others, I pushed those feelings deep down...I wanted to be like the other kids, I wanted to fit in. In the small mountain town of Evergreen, Colorado, I knew every Hispanic student at my high school, could count the

number of African-American students on one hand, and everyone in town knew who my dad, because he was always the only man, let alone the only man of color, who was active with the PTA.

When I learned about the Student Affairs Diversity Council last July when I arrived on campus, I felt excited to be a part of something structured intentionally to help spread awareness about social justice and diversity topics. For me, the SADC seminars became a safe place to learn, to ask questions, and for me personally, to realize how narrow my definition of "diversity" had been thus far. Coming to Utah from a different state, I did not have the contact of this state's history, of the struggles people had gone through to get here, and how Utah is currently changing. In the September SADC with Pamela Perlich, she spoke about the minority population divide in Salt Lake City, and I knew that this series was the place for me because of my interest in people in the borderlands, who don't feel like they fit one place or another. As a professional, I have been able to reflect with others about the SADC sessions, having conversations that happen outside of, but also not outside of, the formal session. The entire process of attending sessions, and of learning about diversity, has been a transitional journey of being in between places, not yet arriving at one or another.

My freshmen year of college, I found friends who also sat in the world of in between; it was amazing finding people that I had something in common with for the first time. Coming to the University of Utah for the Educational Leadership and Policy Program, I took a gamble in coming to a place completely foreign to me, and it has made all the difference. The students I work with every day in housing are always coming in with different stories, all of which are important for me to learn in order to best help them. Living in a world of difference, it is so easy to become caught up in being "this" or "that," with the craving to need to fit in somewhere, and I see this every day in my interactions with different individuals. Learning about diversity is not about getting to an end point. There is no final destination to be reached; this learning is a journey between borderlands, meeting different people along the way, hearing their stories, and using your learning to make a positive impact.

Upcoming Campus and Community Events

Wed., Sept. 3

Women's Health Sex & Gender Research Conference, The intent of the conference is to raise the visibility of University of Utah researchers who are considering sex and gender differences in their research, 11:30am to 4:30pm [[more info](#)]

Sat., Sept. 6

A Celebration of Cultural Diversity, Free multi-ethnic festival featuring world-class performing arts local groups, Pioneer Park, 10:00 AM to 02:30 PM [[more info](#)]

Sat., Sept. 6

NAMI Walks 2014, Walking to Raise Awareness for Mental Illness, Liberty Park, 8:30 AM to 12:00 PM [[more info](#)]

Tues., Sept. 9

Science Movie Night: Notes on Blindness and Duk County, The City Library, 7:00pm to 9:00pm [[more info](#)]

Wed., Sept. 10

Kasai Japanese American Archive Celebration, Join us for the inaugural celebration of the Mitsugi M. Kasai (CWO) Memorial Japanese American Archive! Marriott Library, 6:30pm to 9:00pm [[more info](#)]

Wed., Sept. 10

UofU College of Social Work Social Justice Series, Building Living Bridges: Transformative Responses to Violence, SW Room 155B 6:00pm to 8:00pm

September 12 & 13

Fiesta Mexicana, The 13th annual celebration of "El Grito" Mexican Independence Day in Utah, Viridian Event Center [[more info](#)]

Tues., Sept. 16

LGBTQIA Student Welcome, Morning session 10:00am to 12:00pm, afternoon session 1:00pm to 3:00pm, and Open House 3:00pm to 5:00pm.

September 19 & 20

Not Alone, Confronting Sexual Violence on College Campuses, Westminster College, 9:00 AM to 4:00 PM [[more info](#)]

Mon. Sept. 22

Banned Book Open Reading, Read a passage from your favorite banned book to celebrate freedom of thought, freedom of speech, Marriott Library, 11:30am-1:00pm [[more info](#)]

For information about these and other events, please visit: www.events.utah.edu.

September Diversity Seminar



Dr. Susie Porter, Chair of Gender Studies

"Cultural Perceptions of Leadership"

Wednesday, September 17
12:00-1:30pm
Union Panorama East (4th Floor)

Upcoming Diversity Modules

Module 1:

October 14 & November 17
9am-11am

Module 2:

October 14, 11:30am-1:30pm
October 18, 9am-11am

Module 3:

October 16 & 19, 9am-11am

For more information, visit:
<http://sadc.utah.edu/trainings.php>



For more information and recourses, please visit:

sadc.utah.edu

Debra Daniels, Co-chair Women's Resource Center
Kari Ellingson, Co-chair Student Development
Chris Anderson, Housing & Residential Education
Karen Cone-Uemura, Counseling Center
Stephanie Charles, Financial Aid
Branden Dalley, Union Administration
Kris Fenn, Bennion Center
Marcy Healy, Conference & Guest Services
Trisha Jensen, Orientation & Leadership Development
Suzanne Jones, Registrar's Office
Kassy Keen, Center for Student Wellness

Chris Macias, TRIO
Carol MacNicholl, Center for Disability Services
Kai Medina-Martinez, LGBT Center
Noemy Medina, Office for Student Equity & Diversity
Susan Miller, Campus Recreation
Sana Muller, ASUU
Duane Padilla, Housing & Residential Education
Rachana Patel, Office of Admissions
Valery Pozo, Career Services
Belinda Otukolo Saltiban, Office of Inclusive Excellence
Kegan Walker, HRE, AREC