

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

Reflection: Supporting Peaceful Demonstrations



By Jim Grierson,
Union Business Manager

The diversity issue I wanted to discuss is the police brutality against African-Americans that has occurred recently. I really don't blame the African-Americans for being upset over this issue – it certainly appears that the police are getting away with murder. Time and again the grand juries do not press charges against the police officers that have shot black people in the back or killed them by an illegal choke-hold. I understand that most cops are not racists and that I may not have the full story, but with other eye-witnesses telling stories that do not match what the cops are saying, you have to wonder why these grand juries continue to allow these events to happen. With other means to subdue people, such as using a taser, you wonder why deadly force still needs to be used in these cases. I believe there ARE racists hiding behind the badge, and they are getting away with unnecessary brutality and murder. I don't condone the violent riots that have resulted from the grand jury actions, but I certainly support the peaceful demonstrations that are protesting the lack of action against violent police actions. In fact, I supported the Facebook event National Black Day of Silence 2014, which involves replacing your profile picture with a black image and remaining silent on all versions of social media for 24 hours. As active as I am on Facebook, that is certainly difficult for me to do, but something I can do to show my support – and see how much I do use social media over a 24-hour period!



University Counseling Center
THE UNIVERSITY OF UTAH

: Ferguson Statement

As the recent events in Ferguson and across the country have unfolded, you may be noticing that you and other people around you are experiencing a range of reactions. You may have questions, concerns, reactions and responses about difficult topics such as racism, systemic discrimination, oppression, guns, policing, civil disobedience, violence, protests, riots, social justice, and more. These reactions can look and feel many different ways. For example, they may be emotional or physical in nature or they may be common or uncommon for you. Additionally, your reactions may or

may not be similar to the people around you. Reactions by staff at the University Counseling Center (UCC) include sadness, outrage, a sense of disempowerment, disbelief, and many other feelings. The UCC believes it is important to name the systemic oppression that Black men and people of color face in this country. We are aware of the visible and invisible processes that contribute to the experiences of Black men and people of color, including, but not limited to, racism, hate crimes, violence, discrimination, and

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microaggressions. As an agency, we want to engage in and support the continued dialogue about how to facilitate change on an individual and systemic level.

The UCC encourages you to seek safe people and spaces to identify and process your reactions. The UCC mission highlights our focus of creating a safe and affirming climate for all individuals. We recognize that the recent events affect the degree of emotional, psychological, and physical safety experienced by individuals on our campus and within the community. We believe it is important as an agency to constantly evaluate and identify how we can and will serve as a safe support for students in their time at the University of Utah and beyond. We want you to know that we are available as a resource for you, and we are dedicated to helping foster a climate that is safe for all students on

campus and within the community. For other possible [campus](#) and [community](#) resources available to support you, please see the information provided on our website.

Information and Materials

- Disaster Distress Helpline, 1-800-985-5990
24/7 resource aimed at providing crisis counseling to individuals affected by recent events in Ferguson
- Substance Abuse and Mental Health Services Administration (SAMHSA) [Tips for Survivors: Coping with Grief After Community Violence](#)
- [American Psychological Association \(APA\) Division 17 Resources](#)

Includes information related to the recent events in Ferguson, including facilitating discussions, prevention and training, activism, and resiliency.

December 2014 Diversity Certificate Recipients



The following twenty-five Student Affairs staff received their Student Affairs Diversity Council (SADC) Diversity Certificate of Training at the Holiday Luncheon on December 16. Those receiving Certificates attended the three basic Diversity Modules, five SADC Understanding Diversity Seminars, a non-SADC campus or community diversity/social justice event and wrote a Reflection on what they had learned from the experiences. We have featured many of these thoughtful Reflections in the monthly Diversity Newsletter.

We congratulate our colleagues on their willingness to devote time and energy to advancing their knowledge and commitment to creating an inclusive campus--and to the supervisors who have supported their participation in the

trainings! To date, a total of fifty current or former Student Affairs professionals have received their Certificates.

Awardees include **ADMISSIONS:** Cynthia Hottes, Lisa Larsen, Kaitlyn Lindsey, Nakita Swanigan, Todd Taylor; **ASUU:** Janzell Tudor; **CAREER SERVICES:** Kelly Dries, Kathy Leslie, Laura Shackelford; **COUNSELING CENTER:** Lauren Weitzman; **DEAN OF STUDENTS OFFICE:** Nick Robbins; **HOUSING & RESIDENTIAL**

EDUCATION: Chris Anderson, Sarah Gutierrez, Chris Miller, Maggie Roque, Julie Robertson, Shannon Schmutz, Laura Schwartz; **LGBT RESOURCE CENTER:** Brienne Blanchard; **REGISTRARS:** Michael Bard; **STUDENT HEALTH CENTER:** Hayley Cutler; **UNION:** Jim Grierson; **WOMEN'S RESOURCE CENTER:** Kristy Bartley, Donna Hawxhurst, Christa Spielman.

Those interested in pursuing their Certificate may complete their three Modules this semester by registering on-line at <http://sadc.utah.edu/events/trainings.php>. The next Modules will be offered on January 26-28 from 9-11am. Those attending the afternoon session of New Employee Orientation have already completed Module 1.

Be a Witness Against Racial Violence and Injustice A Silent, Non-Violent Demonstration



Monday, January 12th, 9:00am to 10:00am
 Tuesday, January 13th, 11:30am-12:30pm
 Thursday, January 15th, 11:30am-12:30pm
 Tuesday, January 20th, 11:30am-12:30pm

Meet in the College of Social Work Lobby Area. We will silently march to the Union and Library Plaza
 We will have a limited number of signs, so please bring your own! Questions? Contact: lindsay.gezinski@utah.edu



A Listen & Read: KUER RadioWest's "America's Justice Divide"

Doug Fabrizio interviews Matt Taibbi, contributor to Rolling Stone Magazine and author of a new book entitled '*The Divide: American Injustice in the Age of the Wealth Gap.*'

Reflection: Meritocracy Is Not A Myth To The Elite

They look at you and see someone who is inferior, someone who is dirty

Walking past you wearing their "hidden" disgust like a fashion statement

You try to ignore it, but this will happen again, and again, and again

They shout at you with racial slurs, bigoted remarks and stereotypical jokes

They embody a dismissal of inequities, a claim that America is post-racial

After all, meritocracy is not a myth.....not to them, not to the "elite"

They look at you and see someone who is poor, someone who is disadvantaged

Walking past you wearing their "hidden" pity like a fashion statement

You try to ignore it, but this will happen again, and again, and again

Their oppression of your subordinated economic condition perpetuating your inequality

They embody their own internalized superiority, a claim they worked hard for their position

After all, meritocracy is not a myth.....not to them, not to the "elite"

They look at you and see someone who is fragile, someone who is too emotional

Walking past you wearing their "hidden" superiority like a fashion statement

You try to ignore it, but this will happen again, and again, and again

The institution of patriarchy cultivates a servitude to sexism, even for them

They embody an exploitation of power over others, a claim of oppressive dominance

After all, meritocracy is not a myth.....not to them, not to the "elite"

They look at you and see someone who is broken, someone who is incapable

Walking past you wearing their "hidden" discomfort like a fashion statement

You try to ignore it, but this will happen again, and again, and again

They devalue you, limit you, and ignore you because you are different

They embody the perpetuation of your physical, attitudinal, and systemic barriers



By Christa Spielman,
Women's Resource Center

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After all, meritocracy is not a myth.....not to them, not to the “elite”

They look at you and see someone who is sinful, someone who is repulsive

Walking past you wearing their “hidden” aversion like a fashion statement

You try to ignore it, but this will happen again, and again, and again

They are scared of you and want to tell you who to love and how to express yourself

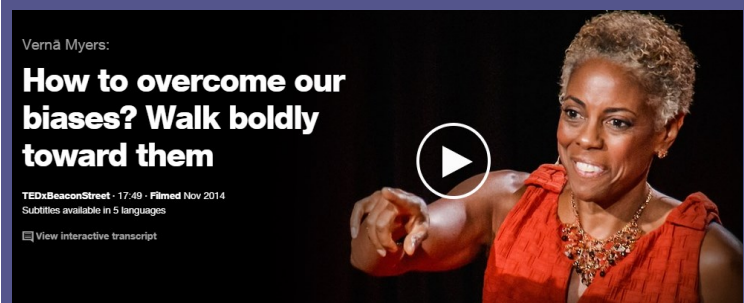
They embody the ignorance and constraints that come with heteronormativity

After all, meritocracy is not a myth.....not to them, not to the “elite”

As an aspiring student affairs professional, I believe in a holistic conceptualization of students. This means taking into account their race, class, gender expression, sexual orientation, family of origin, language, ability, ethnicity, citizenship status, geographic location, etc. It would be remiss of me if I failed to consider these important social and societal factors when interacting with students. Participating in the Student Affairs Diversity Council modules gave me the opportunity to face my own privilege head on, in relation to the disparities and inequities faced by those

not in a dominant group. The module sessions felt safe and welcoming, which is indicative of the campus environment I wish to help imbue and uphold. The facilitators encouraged participants to embrace the challenging yet fulfilling steps necessary for personal growth. I was able to engage in discussions about my own marginalization while feeling heard and supported by the facilitator and other participants. By participating in the Student Affairs Diversity Council speakers and modules, I was reminded of the dynamic nature of diversity and how we need to give credence to each aspect of diversity a student brings to the table. I was also reminded of the importance of being cognizant of when there is a voice missing at the table, and be willing to use any privilege one does hold to advocate for that unrepresented voice, if appropriate. I wish more areas of campus would embrace the concept of truly valuing diversity so that we could have a larger push for institutional change. Students not only need to be given the tools to succeed, they also need to be understood, supported, and welcomed on campus. My experience with the SADC is only the beginning of my commitment to be an agent of social change at the University of Utah and beyond, and I am grateful that I attend a school that is willing to start taking steps in the right direction in terms of creating a more inclusive campus climate.

Video Corner: Verna Myers & Clint Smith on TED



Our biases can be dangerous, even deadly — as we've seen in the cases of Michael Brown in Ferguson, Missouri, and Eric Garner, in Staten Island, New York. Diversity advocate Vernā Myers looks closely at some of the subconscious attitudes we hold toward out-groups. She makes a plea to all people: Acknowledge your biases. Then move toward, not away from, the groups that make you uncomfortable. In a funny, impassioned, important talk, she shows us how.

"We spend so much time listening to the things people are saying that we rarely pay attention to the things they don't," says poet and teacher Clint Smith. A short, powerful piece from the heart, about finding the courage to speak up against ignorance and injustice.

Student Affairs Diversity Council Understanding Diversity Seminar Series

Subject: Sameness, Underwear, Pleasure, and Need

Presenter: Kathryn Stockton
Interim Associate Vice
President for Equity & Diversity
Professor, English

Date: Wednesday, January 21, 2015

Time/Location: 12:00-1:30 pm
Parlor A, Union (3rd floor)



This talk reminds us of how “queer theory” (which will be both defined and explained in humorous terms) changes our thinking on “same-sex” relations (yes, via underwear and so much more—Fight Club, femmes, big toes, ideals) and thus unsettles our easy notions of “gay,” “transgendered,” and “straight” lives. Then, taking off from these interventions in sexual thought, this talk explores how queer theory, which elevates pleasure, takes on matters of power and loss, even as they touch on money and need. How might we think about the power to lose? Can a queer hedonistic ethic lubricate our practice of redistribution? Can it help us fight structural inequalities while affirming luxury?

January Diversity Modules



Module 1: Mon., Jan. 26
9:00-11:00am, Union 312

Module 2: Tue., Jan. 27
9:00-11:00am, Union 312

Module 3: Wed., Jan. 28
9:00-11:00am, Union 312

To register, visit:
<http://sadc.utah.edu/events/trainings.php>

Upcoming Campus Events

Monday, January 19
Martin Luther King Jr. Day March/Rally
2pm Rally, 2:30pm March, East High School [\[more info\]](#)

Tuesday, January 20
MLK Film: “Freedom on My Mind” and Panel Discussion
4:00pm, Location TBD [\[more info\]](#)

Wednesday, January 21
MLK Artist Ernesto Yerena
1:30pm, Union Lounge [\[more info\]](#)

Thursday, January 22
MLK Keynote: Imani Perry
12:00pm, Union Ballroom [\[more info\]](#)

Wednesday, January 28
A Conversation With Supreme Court Justice Sonia Sotomayor
12:00pm, Huntsman Ctr—*Tickets Required* [\[more info\]](#)



For more information and resources, please visit:
sadc.utah.edu

Debra Daniels, Co-chair Women’s Resource Center
Kari Ellingson, Co-chair Student Development
Chris Anderson, Housing & Residential Education
Michael Bard, Registrar’s Office
Karen Cone-Uemura, Counseling Center
Stephanie Charles, Financial Aid
Branden Dalley, Union Administration
Kris Fenn, Bennion Center
Marci Healy, Conference & Guest Services
Matt McCarthy, Campus Recreation
Nomani Satuala, Orientation / Leadership Development

Kassy Keen, Center for Student Wellness
Chris Macias, TRIO
Carol MacNicholl, Center for Disability Services
Kai Medina-Martinez, LGBT Center
Sana Muller, ASUU
Duane Padilla, Housing & Residential Education
Rachana Patel, Office of Admissions
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Belinda Otukolo Saltiban, Office of Inclusive Excellence
Kegan Walker, HRE, AREC