

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

Reflection on the Power of Diversity Dialogues



By Kristy Bartley, Women's Resource Center

As a white, educated, middle class, cis gender, heterosexually identified woman, I believe that the opportunity to participate in dialogues with people whose ideas, lived experiences, and worldviews are different than my own has empowered me in ways I did not necessarily expect.

My race, education, socioeconomic status, and sexual orientation are construed as privileged identities in U.S. culture, while my gender and age are construed as oppressed identities. I hold, therefore, a position both as an oppressor, and as someone who has experienced oppression. In dialogues I am often holding both those positions simultaneously. My experience of oppression provides a bridge to empathy for those in the room who possess less power, and my privileged identities provide the opportunity to challenge power dynamics. However, in order to be empathetic without over-identifying and to challenge power effectively, I have to examine and deal with my own

wounds of oppression and disempowerment. Although this is an ongoing process and sometimes painful, it is also very empowering to understand experiences that sometimes hinder me as a social justice advocate and social change agent.

Participating in dialogues in an effort to promote social justice has given me the opportunity to examine my life and experiences in a new light and to grow as a human being and professional in ways that no other experience in my life has provided. It has challenged me to be open even when I am receiving difficult feedback, to listen with an open heart and mind, and to consider the impact of lived experiences to which, hitherto, I had no access. In that sense, I believe that participating in dialogues has been an ongoing gift that I feel honored and privileged to receive, regardless of the difficulty of the dialogue in any given instance.

As I continue to participate in dialogues of many different types, I also have the opportunity to build relationships with people in communities where previously I had no contact. This has expanded the places where I feel safe and excited to be in the world and has profoundly changed how I move in the world on a daily basis. I have learned to push myself and to challenge myself to grow by expanding my understanding of the human experience.

I look forward to being a participant/facilitator in dialogues now as a way of living my life more fully and to the prospect of my continuing evolution as a change agent. In the last analysis, I believe that participating in dialogues where I bring all of my own lived experience and can share in the lived experiences of others is the most powerful step I can take to support a more just and peaceful world.

The Student Affairs Pursuit of Inclusion Award 2014

The 2014 winner of the Student Affairs Diversity Council Pursuit of Inclusion Award was Kristy Bartley, Counseling Coordinator at the Women's Resource Center. This award was presented at the Winter Holiday Luncheon in December. Started in 2011, the Pursuit of Inclusion Award was established to recognize a professional (or program) in Student Affairs that strives to cultivate an environment promoting a valuable component of our Division's mission: that is, diversity. The Pursuit of Inclusion award highlights someone who engages and participates in dialogues & training related to inclusion; it recognizes collaboration with committees and departments to ensure that the ideas of excellence includes (and is extended) to all students; and—the Pursuit of Inclusion honors someone who works and teaches in meaningful ways to educate their colleagues in Student Affairs (and beyond).

Kristy does just that! One of her colleagues, wrote, "I believe that to be a social justice advocate and a teacher in maintaining an individual's humanity is not a job - it is life's work! You cannot tidy this work up at the end of the day and leave it in a locked filing cabinet and diligently return to it in the morning. You must make a decision to live it, model it, [and] speak out for it, even when it is unpopular or uncomfortable. This individual does that and she makes no apologies for speaking out against oppression, bias, discrimination and the kind of hatred that I wish had long ago been

eradicated...her life's work has evolved into prevention, education and awareness.

For over 20 years, in her own pursuit of inclusion, Kristy has contributed in very intentional ways.

- She co-founded a group on campus called White Women Working on Issues of Race and Equity (WWWRE);
- She serves on the Utah Dialogue Training Group (with campus and external community members) that trains others to facilitate difficult dialogues;
- She has also worked with ASUU students, multiple academic departments, and our very own—Housing Residential and Education department (just to name a few);
- She readily makes herself available to numerous academics to support instructors and professors to create more inclusive classrooms through dialogue; and
- She informally mentors first-generation students (both undergraduate and graduate students to more successfully navigate higher education)

In sum, Kristy consistently embodies; actively practices, and fearlessly advocates on behalf of inclusion and social justice. We were proud to select her as recipient of the 4th annual Pursuit of Inclusion Award by the Student Affairs Diversity Council.

TED Talks: Mellody Hobson & Maysoon Zayid

Mellody Hobson:

Color blind or color brave?

TED2014 · 14:14 · Filmed Mar 2014
Subtitles available in 24 languages



Maysoon Zayid:

I got 99 problems... palsy is just one

TEDWomen 2013 · 14:13 · Filmed Dec 2013
Subtitles available in 39 languages



Grateful to Learn and Join the Conversation

Throughout my education and career at the University of Utah, and within the Student Affairs Diversity training, one word and theme emerges: Grateful. I am grateful that I had the opportunity to learn from my colleagues by engaging in sometimes difficult conversations. I am grateful that I was able to shake Wes Moore's hand and learn from his experiences in "The Other Wes Moore." I am grateful and humbled that I have gained a deeper understanding and empathy for the hurt, pain, and triumph of individuals from underrepresented groups at the University of Utah, in my country, and around the world. I'm grateful for the ability to connect the theories and research with that feeling I just can't shake, or the experiences I've had or witnessed. Last but not least, I am grateful for the ever-growing courage to join the conversation.

A few years ago, I sat in Dr. Ledesma's "Multiculturalism and Diversity in Higher Education" class as a non-matriculated student, considering the Master's of Educational Leadership and Policy program at the University of Utah. The class made me realize how many of my life experiences led me to my career in Student Affairs. While I wasn't a stranger to multicultural theory, Dr. Ledesma's class and the others that followed in my Master's program provided me with the ability to truly unpack what I knew and how I felt about racism, hegemony, and my own privilege. The Diversity Modules helped me to continue the conversation outside of the classroom.

While I feel I have gained so much value from all of the diversity modules, seminars and community events I've attended,

two stand out. Last year, I was able to attend the Tim Wise event. While I didn't agree with everything Tim shared, the conversations

that followed the event were incredible. I spoke with colleagues and friends about what we heard, and even shared Tim Wise's perspective and arguments with my husband on the car ride home. We both agreed on some crucial points. I was overjoyed that my partner and I were on the same page, and thankful that the Tim Wise lecture had sparked this conversation. Another seminar that truly impacted me was the Introduction to Antidiscrimination Response Training taught by Irene Ota last May. Irene helped me to realize that I could play an important part in responding to discrimination issues. Today, more than ever, I am more aware of racist and sexist comments. It is comforting to know that I can respond to these situations without having to throw myself into a serious confrontation with the perpetrator. As a bystander or witness, I can respond to the

person who may have been hurt or offended by the comment. Within the last year, I've already had the chance to act on my training, which I think has truly improved my relationships.

Though I have almost finished my diversity certificate, I feel like my journey has just begun. There is so much to learn, and I certainly have a ways to go in terms of feeling more comfortable speaking with strangers or even family members about diversity concepts. However, I am grateful for University of Utah Student Affairs for offering a program that has allowed me to join the conversation .



By Laura Shackelford,
Career Services

RadioWest: Religious Liberty and LGBT Rights

The Church of Jesus Christ of Latter-day Saints made headlines recently by announcing its support of LGBT anti-discrimination laws. But leaders also expressed deep concern over religious liberty and called for laws to protect churches and individuals when acting "in accordance with their beliefs."

Listen, as legal experts converse with Doug Frabrizio on KUER to answer some of the questions at the heart of the debate and legal issues.

Listen at radiowest.kuer.org



Student Affairs Diversity Council Understanding Diversity Seminar Series

Subject: A Provo Boy's Journey: How One Dyed-in-the-Wool Mormon is Trying to Bridge the Great Divide

Presenter: Steve Smith
Director, Counselling and Psychological Services at Brigham Young University

Date: Wed., March 18, 2015

Time/Location: 12:00-1:30 pm
Pano East, Union (4th floor)



Diversity Modules



Module 1: Tues., Mar. 17
9:00-11:00am, Union 312
Module 2: Tues., Mar. 17
11:30am-1:30pm, Union 312
Module 3: Thurs., Mar. 19
11:30am-1:30pm, Union 312

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

Upcoming Events

Tuesday, March 3

20th Century Women as Mothers of Invention
7pm Gould Auditorium, Marriott Library [[more info](#)]

Thursday, March 5

MUSE Luchtime Lecture on Justice with Bryan Hotchkins, "The Streets Speak Meets Elites: Social Justice Narratives Personified"
12-1pm Union Den [[more info](#)]

Friday, March 6

Edie Kochenour Memorial Lecture: Jeannie Kahwajy "Drawing Out Other's Greatness"
12-1:30pm Union Ballroom [[more info](#)]

Monday, March 9

Women's Week Keynote: Judy Smith "Handle Your Scandal: A Conversation with the Inspiration for the Hit TV Show, 'Scandal'"
12-1:30pm Union Ballroom [[more info](#)]

Tuesday, March 10

Women's Leadership Summit
3-8pm Union Ballroom [[more info](#)] Registration Rqd.

Wednesday, March 11

Social Justice Advocates Discussion "Nurturing Relationships & Gender Formation"
8-9:30pm Peterson Heritage Ctr 1A/B [[more info](#)]

Thursday, March 12

MUSE: Rebecca Kling "Being an Ally to the Trans Community, 12:30-1:45pm, Hinkley Institute of Politics, Orson Spencer Hall [[more info](#)]
Rebecca Kling Workshop "No Gender Left Behind"
7-9pm, Gould Auditorium, Marriott Library [[info](#)]

Tuesday, March 17

Reaching the Marginalized through Universal Primary Education; Hosted by Utah Council for Citizen Diplomacy 7pm Vieve Gore Concern Hall, Westminster College [[more info](#)]

[A COMPLETE LIST OF WOMEN'S WEEK EVENTS >>](#)



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
Marcy 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
Valery Pozo, Career Services
Belinda Otukolo Saltiban, Office of Inclusive Excellence
Kegan Walker, HRE, AREC