

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 Diversity: My Learning



Barb Remsburg, HRE Director

I am thinking about what I have learned as I write and re-write this reflection. Not only through the Student Affairs Diversity Council modules and workshops, but also other life opportunities.

Growing up

I worked in our family cheese factory.

I worked in our village bar/restaurant.

I worked in a paper mill.

I worked as a cook.

I **learned** the value of work.

From this value of work, I came to understand (again and again) that I am responsible for my learning.

I am responsible for seeking out opportunities to

learn and engage outside of my comfort zone. I am responsible for re-learning, for going deeper, and for exploring my own identities.

I learned the responsibility of **learning**.

My first diversity training was when I was a Resident Advisor in college.

Afterwards, I asked a fellow RA how the African American community felt about an issue.

My friend shared that she did not know about the community, but here is how she felt.

Lesson **learned**, thanks and sorry Lisa.

Tolerance to celebration to acceptance to seeking to understand... but not really “to” as in a linear path, but “too” in also. As a colleague said, we think about how we think we think. I **learned** the importance of self-reflection, self-education, and perspective.

As a Director, there is a great deal to **learn**.

Developing policies and procedures, are they inclusive? Where are the barriers and for whom? Developing inclusive hiring practices... unconscious bias moves to become conscious and to be considered.

Building a staff where people are “not done” with creating inclusive communities and teams.

Building homes for residents that are accessible, in so many different ways.

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Building inclusion into the cultural fabric of the department.

Align the budget with what we value.

Spend time on what I value.

Train to our shared values.

Demonstrate our shared values.

Whose values are they anyway?

I know how they came to be, but that is ancient history.

As I consider the residents we serve and the HRE team I see the intersections of identities, perspective, and cultures.

Be a support.

Utilize data yet find other ways to ask the questions.

Listen to the answers.

Stories to be heard and stories to share.

All Department Staff Meetings and Workshops

Many voices, creating one team.

We work to see and share the bigger picture.

Going too slow for some, too fast for others.

Educational privilege is real.

Striving and **learning**.

SADC workshops

Being present.

Wish I could take back what I just said- the moment is gone.

Step back.

Create a new moment.

Explore avenues to integrate take-aways.

Move forward.

Learn.

Jaime Washington challenges us to create a welcoming community that engages all of its diversity in the service of students and organizational learning.

Many things to unlearn and always work to **learn** and understand more.

TED TALKS

Lee Mokobe: A Powerful Poem About What It Feels Like To Be Transgender



Elyn Saks: A Tale Of Mental Illness — From The Inside



Provided from [ted.com](https://www.ted.com)

Reflection: Extraordinary Experiences & Opportunities



Duane Padilla, HRE

As I reflect upon the last year and the opportunities that I have had to attend the Student Affairs Diversity Council workshops as well as other presentations, I can't help but to be grateful for so many privileges that I have.

There have been some great presentations and they have allowed me to think a lot about how truly blessed I am. Not only am I blessed, but, at times, I have taken things for granted. For most of my life, I have been able to navigate in and out of whatever space I have chosen. I have been privileged because I have never had to think twice whether or not I belonged in that certain place at that certain time.

Many of the situations that others face is not that easy or comfortable. The reflection upon my learning over the last year reinforces the fact that many of the privileges that I have are not the same experience that others have been through.

Through this learning process, I have become more attentive to the needs and issues that others face. Just because I haven't faced a particular situation, it doesn't mean that someone else isn't going through a challenge due to the way they identify, their ethnicity, or many other factors.

Earlier this year, I had the wonderful opportunity to listen to the presentation of Supreme Justice Sotomayor. This was a great opportunity. One of my favorite quotes from Justice Sotomayor is the following; "I am an ordinary person who has been blessed with extraordinary opportunities and experiences. Today is one of those experiences." I feel that this quote exemplifies a lot of the sentiment that I feel. Due to the fact that I have many privileges and blessings, whether they are merited or not, has allowed me to have some extraordinary experiences and opportunities. However, as I continue to learn from our trainings, not everyone has these same opportunities. I must always be willing to be an advocate for change for those systems and processes that don't allow others to have that same opportunity for extraordinary opportunities and experiences.



The Diane Rehm Show: "The Push For Legal Rights And Social Acceptance For Transgender People"

Listen to Diane Rehm and her guests talk about what it means to be a transgender person in America today.

Listen Now Online at thedianerehmshow.org.

Student Affairs Diversity Council Understanding Diversity Seminar Series



How about Mental Health: What you need to know to support those who struggle.

Rob Davies
Associate Director, Counseling Center

Wednesday, September 16, 2015
12:00-1:30 pm
Pano East, Union (4th floor)

Upcoming University and Community Events

September 4-7

Polynesian Days, Thanksgiving Point [[more info](#)]

September 5

A Celebration of Cultural Diversity—Performing Arts Festival, Farmers Market at Pioneer Park [[more info](#)]

September 8—October 29

Religion Of A Different Color: Race And The Mormon Struggle For Whiteness, Illustrations on display in Marriott Library, Gould Auditorium, Lvl 1 [[more info](#)]

September 12, 10AM

NAMIWalks To Raise Awareness about Mental Illness, Liberty Park [[more info and to register](#)]

September 12, 1-7PM

Utah Brazilian Festival, Gateway Mall Legacy Plaza [[more info](#)]

September 19, 9:30AM

Salt Lake AIDS Walk, City Creek Center [[more info and to register](#)]

September 19, 2-4PM

Rumi Festival, SLPL Anderson-Foothill Branch Library [[more info](#)]

September 23rd, 11am

2015 World Leaders Lecture—Anders Fogh Rasmussen, Utah Museum of Fine Arts [[more info](#)]

October 5-11

Pride Week, More info to come.

October 8-9

Black, White, and Mormon: A Conference on the Evolving Status of Black Saints within the Mormon Fold, Various Locations on Campus [[more info](#)]



For more information and resources, please visit:

sadc.utah.edu

Debra Daniels, Co-chair Women's Resource Center
Rob Davies, Co-chair Student Development
Chris Anderson, Housing & Residential Education
Michael Bard, Registrar's Office
Stephanie Charles, Financial Aid
Branden Dalley, Union Administration
Marci Healy, Conference & Guest Services
Matt McCarthy, Campus Recreation
Nomani Satuala, Center for New Students & Family Programs
Kassy Keen, Center for Student Wellness
Chris Macias, TRIO

Carol MacNicholl, Center for Disability Services
Kai Medina-Martinez, LGBT Center
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