

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

Reflection: "Why Am I Here: My Story of Growth"



By Janzell Luika Kim Tutor, ASUU

I was born and raised on the beautiful island of O'ahu, Hawai'i. I graduated from High School, College, and met my husband there. We were married for two years when we decided to make the move to Salt Lake City, Utah. Our intentions were to live here for two years while my husband attended school, then move home. Surprisingly, December 15, 2014 marks 10 years since we moved away from our families, our friends, our island, our home.

Moving seemed like an easy decision. We were moving for school; after graduation the plan would take us back to the island, back to everything we knew. After a while of living in Utah and figuring out how the street numbers worked, where north and east was every time I turned around, how to drive in the snow, how to wear layers, etc, I started to question, why am I here?

Of course everybody I met in Utah asked me the same question - why would you move from Hawai'i to Utah, but I always gave them the answer that it was for school.

Remember the intention was to move home in two years? Well, after those two years quickly passed and more years went by, I questioned even more, why am I here?

Throughout my life in Utah I encountered little answers to that question. None though, amount to what I feel has truly been the reason for me to have left my home and all I knew and loved, to finally realizing why I am here.

I am here to grow.

That seems like an obvious answer to the naked eye, however, there are so many layers to that simple word: grow.

To me, growing up in Hawai'i was like living in a bubble. I am Hawaiian, Chinese, Korean and Norwegian. Not until now did I EVER think that being multiracial was the exception. Hawai'i celebrates the many cultures of the world that are prominent there. In all of my years, I have only met ONE full-blooded Hawaiian. Every other Hawaiian I have met was multiracial.

When I moved here, to a very white state, I quickly realized I was the minority. Not only was I the minority "brown" girl, but I was also one of the few multiracial minority. I never questioned interracial marriages. That was never a concern or detriment to my upbringing. No one looked at me funny when I would exclaim proudly all four of my racial identities, until I moved here.

People here want to box me in to a tidy little package. I am brown and I wear it every day. I must be Latina, so speak to me in Spanish. "No habla Espanol" I respond, to which I get even more confused looks because I do know at least that much Spanish and I don't want to be rude. If I'm not Latina, then I must be Polynesian - that is, either Tongan or

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Samoan. To most people I have met here, those two Pacific Island races are the only options one like me should fit. Granted, the few who were more educated and knew those two islands weren't the only ones on this planet, some special few recognized I am Hawaiian. How though, do those few people know I am Hawaiian? Because I am brown and I look a little Asian. Multiracial brown folk equaled Hawaiian. You know, to my unlearned self, that was my answer too. "You are right!" I'd exclaim. I am Hawaiian, I am mixed, and most Hawaiians are. Congratulations.

I find myself constantly explaining this face. I never did that in Hawai'i. I was the rule. Now I'm the exception. Why is this so important to mention about my growth and answer why I am here? I

have come to the realization that my outlook on life growing up in Hawai'i, though I was very privileged to have been well traveled, was still very limited. My scope was narrow. I was oblivious to what the world around me and around my island was experiencing. Don't get me wrong, there are many problems in Hawai'i and it is by far the paradise people make it out to be. However, I was a young girl and didn't know the right LANGUAGE to communicate what I have finally come to realize is called SOCIAL JUSTICE.

The University of Utah Student Affairs Diversity Council



"Why I am here? I am here to grow."

(SADC) Certificate has pushed me into worlds I have never imagined. I cannot express how deeply grateful I am for this program and encourage all to participate and open up their lives and worldview to what will only make them better people. I also hope these trainings can be offered and/or

mandatory for the faculty and other divisions at the University of Utah staff and administration. If everyone would attend diversity training modules to learn how to participate in healthy dialogue created in a safe space with "I" statements and agreeing to disagree, how much better would communication in our daily lives be? I have only scratched the surface of my growth in social justice. Everyday I feel

more connected to what it means to be multiracial and how to carry my brown face around this white world with confidence, equipped with the right language and experiences.

I know now, that if I didn't ever leave

Hawai'i, for me, I would never have grown. My worldview was so narrow and now it has expanded beyond anything I could have known, and honestly, I would not be in this space if it weren't for the SADC and people who are further along in their journeys of growth in social justice. Thank you.

Why I am here? I am here to grow. I hope all of us can continue to grow together and it's only in learning each others stories that we build healthy relationships and work together to create a better, safer, more enjoyable world.

Article: Challenging Words and Labels: How Should We Refer to Disability?

By Dana S. Dunn, PhD, Professor of Psychology and Assistant Dean for Special Projects, Moravian College

Read the article at PsychologyBenefits.org



Reflection: On Dr. Marc Lamont Hill's Address in 2014



By Lauren Weitzman,
University Counseling Center

I have greatly appreciated the opportunity to fulfill the requirements for the SADC Diversity Certificate. Attending the SADC Training Modules and Training Seminars has expanded my personal awareness of diversity issues and allowed me to interact with my Student Affairs colleagues as part of this work. I would like to organize my reflection paper according to words of wisdom shared by Dr.

Marc Lamont Hill, [last] year's

Martin Luther King, Jr. keynote presenter. This was a very moving and inspiring lecture that has definitely increased my personal awareness and has motivated me to further action. These were the messages that I heard in Dr. Hill's keynote address:

Listen deeply. One of the first messages that Dr. Hill shared with us was to "listen deeply." As a therapist, this is familiar territory for me. However, I was reminded of the importance of deep, focused listening. I have learned in my own experiences that taking the time to be present and truly listen allows me to witness the personal experience of the person I am interacting with. This deepens connections and allows me to better understand the rich complexities of another person's experience, especially someone who differs from me along the dimension of race, gender, and other identity statuses. I also appreciated how Dr. Lamont talked about "charismatic listening", as this idea makes the act of listening come alive, rather than be perceived as a passive stance.

Speak truth to people in your circle. This was one of the more challenging messages for me. As someone who feels more comfortable with harmony rather than with conflict, I sometimes hesitate in "speaking my truth." It's interesting to think about how for me it actually feels more vulnerable to risk sharing my truth with people I know and interact with on a regular basis. This is relevant in the diversity-related dialogues we have in our center, where I might hesitate to share what is on my mind for fear of offending someone I work closely with. It's also relevant in my

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Listen...

The Diane Rehm Show: Equality In The Workplace for LGBT Americans



Despite new gay marriage equality rights nationwide, there remains no federal workplace discrimination protections for gay, lesbian, bisexual and transgender Americans. About half of gays and lesbians are closeted at work. But hundreds of large firms are trying to change corporate culture and make commitments to gay rights. Now, 89 percent of Fortune 500 companies include sexual orientation in their non-discrimination policies. Diane and a panel of guests discuss equality in the workplace.

[Listen to the Diane Rehm Show Episode](#)

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interactions with family members, especially those whose beliefs and values differ from my own.

Act bravely. This call to action challenged me to “walk the walk” in addition to “talking the talk.” As a white person, it is easy for me to stay within the comfort zone of my privilege. Having intellectual, academic conversations about race is a familiar setting for me. It is more challenging to think about how I might move outside of my privilege to take action, advocate for social change, and support people who do not have the same kind of privilege as I do. I am greatly aware that having privilege provides me with the choice around when I want to take risks or stay silent.

Hope relentlessly. This was the most moving message that I received from Dr. Hill. Choosing to hold onto hope in the face of our current sociocultural context where racism and other forms of discrimination are alive and well is to me

a radical act. I refuse to give up my vision of a more equitable, just society. Coming from a place of hope can fuel me when I am feeling discouraged or disheartened.

Listen Deeply. I will challenge myself to be completely present and truly listen to the experiences of others. **Speak the truth.** I will challenge myself to risk sharing my honest thoughts and reactions when interacting with my colleagues, my partner, my family, and my friends. **Act bravely.** I will challenge myself to speak up, act as an ally, move outside my comfort zone, and advocate for social justice, even in small ways. **Hope relentlessly.** I will challenge myself to keep the faith and not lose hope, holding onto my belief that we can continue to move forward into more aware, conscious places as individuals and as a nation. I look forward to continuing these conversations and taking risks in my interactions with my colleagues in Student Affairs!

TED Talks: Stella Young & Temple Grandin

Stella Young:

I'm not your inspiration, thank you very much

TEDxSydney · 9:16 · Filmed Apr 2014
Subtitles available in 28 languages



Stella Young is a comedian and journalist who happens to go about her day in a wheelchair — a fact that doesn't, she'd like to make clear, automatically turn her into a noble inspiration to all humanity. In this very funny talk, Young breaks down society's habit of turning disabled people into “inspiration porn.”

Temple Grandin:

The world needs all kinds of minds

TED2010 · 19:43 · Filmed Feb 2010
Subtitles available in 36 languages

[View interactive transcript](#)



Temple Grandin, diagnosed with autism as a child, talks about how her mind works — sharing her ability to “think in pictures,” which helps her solve problems that neurotypical brains might miss. She makes the case that the world needs people on the autism spectrum: visual thinkers, pattern thinkers, verbal thinkers, and all kinds of smart geeky kids.

Student Affairs Diversity Council Understanding Diversity Seminar Series

Subject: Civility in a Developmental
Context: Let's Grow Up at
the U of U!

Presenter: John Kessler
Chairman, Civil Network

Date: Wed., February 18, 2015

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



Civility as I will present it, is the civic expression of the golden rule measured by the scope of your caring awareness together with your skill to be able to deal compassionately and appropriately with those who are increasingly different than you are. In this context I will discuss what you could and should expect from students, faculty and staff as well as thoughts about the culture, processes and systems that might be developed to support a more transformative, inclusive and civil campus.

Upcoming 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/events/
trainings.php](http://sadc.utah.edu/events/trainings.php)

Upcoming Events

Thursday, February 5

Spaces of Sacred Silence: A Tribute Featuring Yasin F, Kelli Rae, Sarah & Caroline. Critical Discussion with Dr. Wilfred Samuels. 11-12pm Pano East, Union

Monday, February 9

School Choice as a Civil Right with Jr. Janelle Scott
5-6:30pm Art Works for Kids Auditorium, Sorenson Arts & Education

Wednesday, February 11

12 Moods of Jazz-Langston Hughes Lunch & Learn Lecture, Dr. Ron McCurdy & Malcolm Jamal-Warner
1-2:30pm Parlor A, Union

Thursday, February 12

Ask Your Mama—12 Moods for Jazz: Langston Hughes Project, Starring Malcolm Jamal-Warner
7pm Kingsbury Hall [\[more info\]](#)

Thursday, February 19

Unstoppable: Roots of Hip Hop in London, Interview and Discussion with Film Maker
4-7pm Saltair Room, Union

Monday, February 23

Dark Girls Film and Discussion Panel
3-6pm Union Theatre

Saturday, February 28

Black Affairs Celebration Banquet
2-5pm Crimson View, Union
(\$15 Tickets Required, Contact Amir.law@utah.edu)

February 26-March 7

Children of a Lesser God
7:30pm Westminster College [\[more info\]](#)

February 6-May 17

Our America: The Latino Presence in American Art
Utah Museum of Fine Arts [\[more info\]](#)



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
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Kai Medina-Martinez, LGBT Center
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