

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

Reflection: Being Willing To Do The Work



By Devon Schlotterbeck
Housing & Residential Education

It has taken me almost 3 years to write this reflection essay. Not because I haven't had anything to say, but more so because I have too much to say. In the past 3 years at the University of Utah, I have attended many Student Affairs Diversity Council seminars. With each one that I've attended, I have tried to carry that conversation forward into my own department and the work that we do here. And, to be honest, with each one I've felt more and more lost within Student Affairs. As someone without a master's degree in a field where a piece of paper with your name on it often matters more than knowledge and passion, I wonder how much my experience and training is really valued here. In my

experience I am coming to understand that office politics play a huge role in how decisions are made and how change occurs. I have found that the person with the highest degree or highest job title is often the one most listened to, despite others possibly having more knowledge, experience, background, and training (etc) on a particular topic. I have struggled to find my voice within this system.

When I think about social justice and where Student Affairs lands in terms of being a safe and inclusive work environment for persons of diverse backgrounds, I can't help but notice whose voices are most listened to, whose opinions seem to matter or have more sway, and who feels comfortable or safe sharing their honest opinions. I have noticed as I try to have conversations with colleagues about social justice or discuss SADC seminars, I often hear things like "I want to share my opinion, but I don't know how or if I should" or "I already asked for a change in x policy, so I can't push for more change." There's this undeniable dynamic of power and privilege at play that has a serious impact upon the way in which we function in our jobs. I see that the voices that matter most in discussions of social justice, inclusion, and anti-oppression, the voices of those in underrepresented or oppressed communities, are not listened to and do not hold as much power. There's office politics at play there. No one wants to admit how they feel within their department for fear of losing their jobs. As I leave each SADC seminar, I think about how the conversation can be continued and how it can be translated into action within Student Affairs. And over time, I have come to realize that our first step in making REAL change is to first listen to the voices that matter, and to ensure that those folks are able to provide clear, honest, blunt feedback in a safe

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environment without fear of it having negative consequences for them. Until we can change that mentality and truly listen to and VALUE those voices, we cannot improve or move forward.

To do anti-oppression work, you have to be willing to get down in the mud and do work! You have to be willing to sit in that uncomfortable space, especially as a person with privilege, and push through that. In reality, the only way to actively engage in these issues is to be willing to be in that uncomfortable space. To be willing, as a white person, to hear that your behaviors or actions are racist. To be willing to hear that your policies and procedures are oppressive. It's one of the first road blocks to being an ally—that feeling of guilt or uncomfortableness you reach as you learn more about issues of oppression and your privilege. But if you stop there, if you disengage and decide not to dive into the work and make real changes, then nothing will ever improve. And it is our very privilege that allows some of us to be able to disengage and not make positive changes in our department and have that be okay.

We have to be willing to hear the “tough news” from the voices that matter, really LISTEN to them, and then work with those folks to think outside of the box and try new things to find solutions for the future. I look at some of our institutional policies that are oppressive and I can't help but feel like we keep them around simply because it's what we've always done, because it's what other institutions do, because it's what white folks consider “best practices,” because to change them would mean more work for us.

Instead, we need to be willing to take a serious look at the work we do and the way we function and be willing to hear and see the truth so that we can make positive changes—and then actually make those changes. Take what we learn in SADC seminars and DO something with it! We need to try to remove all the roadblocks that we've set up when it comes to having open and honest discussions about oppression within Student Affairs: no more hierarchy or office politics, no more Silo Mentality when it comes to social justice work, no more worrying about whether being honest will get you fired, no more worrying about sharing concerns. I believe that addressing issues and pushing for positive change is true professionalism. It is my professionalism. The only kind of professionalism I want to be a part of. It took me 3 years to write this. I am a student affairs professional.

TED TALKS



[LaToya Ruby Frazier: A visual history of inequality in industrial America](#)

For the last 12 years, LaToya Ruby Frazier has photographed friends, neighbors and family in Braddock, Pennsylvania. But though the steel town has lately been hailed as a posterchild of “rustbelt revitalization,” Frazier's pictures tell a different story, of the real impact of inequality and environmental toxicity. In this short, powerful talk, the TED Fellow shares a deeply personal glimpse of an often-unseen world.



[Matthew Williams: Special Olympics let me be myself -- a champion](#)

How much do you know about intellectual disabilities? Special Olympics champion and ambassador Matthew Williams is proof that athletic competition and the camaraderie it fosters can transform lives, both on and off the field. Together with his fellow athletes, he invites you to join him at the next meet — and challenges you to walk away with your heart unchanged.

Notes From Korea: The Culture of Drinking



By Kari Ellingson, Associate Vice President of Student Affairs

There are two observations I've made since landing in Korea regarding the culture of drinking. The first is the strict formal protocol around the serving and drinking of any liquid beverage. The second is a prevailing overuse of alcohol.

The etiquette of drinking. First and foremost, you never fill your own cup or glass. Someone else will fill your cup if it is empty, especially if you are older or of higher status. Likewise, it is polite to fill up someone else's empty glass (but make sure it's empty—you don't fill up a partially full glass!). When you will someone's glass, you hold the elbow of the pouring arm with the non-pouring arm (something I haven't really mastered). If someone is going to fill your cup, hold it with two hands. Actually, when you give someone your business card or receive someone's card, you also do this with both hands. If you are younger or of lower status, you turn your head to the side when you take the first drink. But everyone drinks the first round together.

As you may have picked up, Korea is a country with a strict sense of hierarchy based on both age and status. There are also very high expectations of success, especially academically. It seems like excessive consumption of alcohol has developed as a way of blowing off steam or loosening boundaries (the above formalities notwithstanding). This is a way of bonding with peers and maybe loosening up with the boss in ways that would be unacceptable at other times. One of the biggest compliments is to have someone older or of higher status to invite you out for a night of drinking.

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Upcoming April Diversity Modules



Module 1: Exploring Self & Others

Tuesday, April 5th

1:00-4:00pm in Union Pano East

Module 2: Exploring Power, Bias, & Values

Wednesday, April 6th

9:00-11:00am in Union Room 312

Module 3: Putting It All Together— Dialoging About Social Justice

Thursday, April 7th

9:00-11:00am in the Union Den

To sign up for one or more of these modules, please use our [online form](#).

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And, in turn, you can show respect for that person by maintaining perfect drinking etiquette even after you have been drinking all night.

But this has created an attitude toward the consumption of alcohol that is, frankly, very disturbing. Maybe I'm saying this as a former drug and alcohol counselor but... Samsung recently passed a 9-1-1 rule. This means that bosses who take their employees out drinking can't keep them out past 9pm, they cannot go to more than one place to drink and they must stick to one type of alcohol. Why would a rule like this need to be enacted? I have heard multiple stories where supervisors have taken their employees out drinking until 3am and, in a country where the supervisors rule goes, the employees have little choice. This will include drinks immediately after work, followed by a dinner with drinks at 8pm, followed by more drinks, then maybe Karaoke, followed by more drinks maybe at a nightclub until 3pm with the expectation that employees are at work by 9am the next morning. One young Utah alumni told me this was true even at her Hagwon, an English school for pre-schoolers!

This issue is very relevant when thinking about our UAC students who, I've been told, also drink excessively. On the Salt Lake campus, when I would present on alcohol abuse, while the student audience might roll their eyes, I was not delivering an unexpected message. Here in Korea, there seems to be no entry point for talking about drinking as a problem. With the well-documented link between alcohol consumption and suicide, this is particularly concerning in a country that has led OECD countries for suicide rates for eleven straight years. I'm still at a loss of how to start, although the thought of a general wellness campaign, including responsible drinking has occurred to me. This might be a good starting point since quality of life indicators such as work-life balance and a subjective assessment of well-being are among the lowest of OECD countries.

Upcoming March Seminar Series



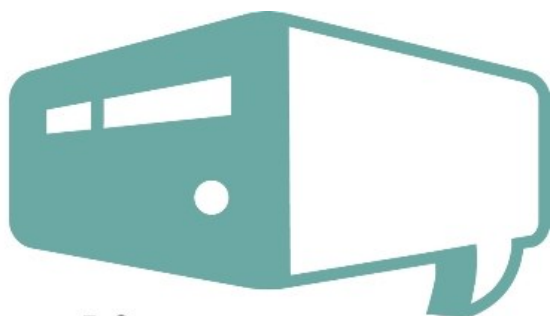
The differing socioeconomic statuses among students, how the rising cost of higher education is having an impact on our students, and how the University is addressing it.

Dr. Ruth Watkins, Sr. Vice President for Academic Affairs

Wednesday, March 16, 2016

12:00-1:30pm in Pano East, Union

Read more information about this and other seminars on the [SADC website](#).



radiowest

LGBT Suicide and the LDS Church

A discussion on depression and suicide in gay Mormons and whether the Church's vocal stance contributes to that risk. Listen Now at radiowest.kuer.org.

Utah and Hate Crime Law

A discussion on the current legislation and the LDS Church's opposition. Listen Now at radiowest.kuer.org.

Upcoming University and Community Events

Friday, March 4 @ 11:15-11:45am

Edie Kochenour Networking Lunch
Five Breakouts hosted in the Union [[more info &RSVP](#)]

Friday, March 4 @ 12-1:30pm

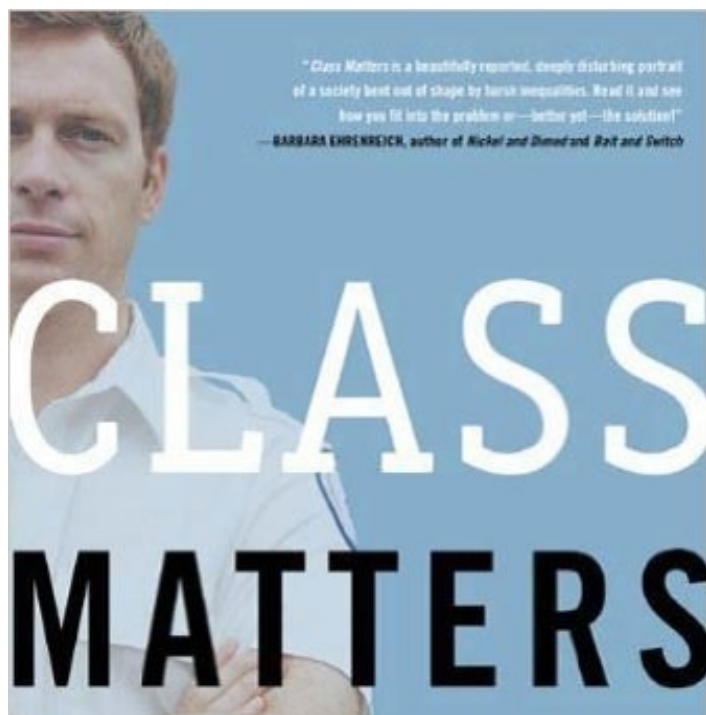
Edie Kochenour Memorial Lecture: "Good Intentions: Moving the Needle on Diversity and Inclusion"
East Ballroom, Union [[more info &RSVP](#)]

Friday, March 4 @ 1:45-3pm

Edie Kochenour Symposium: "What's Next?"
Five Breakouts hosted in the Union [[more info &RSVP](#)]

Saturday, March 5 @ 11:30am-8pm

Gender Liberation Summit
Saltair Rm, Union [[more info](#)]



Tuesday, March 8 @ 12-1pm

Class Matters: The Hyper-Rich
Portrait Gallery, E LIB [[more info](#)]

Tuesday, March 22 @ 12-1pm

Class Matters: Class and Culture
Portrait Gallery, E LIB [[more info](#)]

Monday, March 21 @ 4pm

Women's Week Film Screening: The Hunting Ground
Okazaki Community Rm (SW 155) [[more info](#)]

Tuesday, March 22 @ 2pm

Women's Week Film Screening: No Más Bebés
Marriott Library Room 1120 [[more info](#)]



Wednesday, March 23 @ 12:15pm

Women's Week: Martha Ertman
Location TBD [[more info](#)]

Wednesday, March 23 @ 12pm

Women's Week: Stories from the Beehive
The Leonardo [[more info](#)]

Thursday, March 24 @ 12pm

Women's Week Keynote: Wendy Davis
Union Ballroom [[more info](#)]



Friday, March 25 @ 3pm

Women's Week: Sing Our Rivers Red
Okazaki Community Room (SW 155) [[more info](#)]



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
Sana Muller, ASUU
Duane Padilla, Housing & Residential Education
Rachana Patel, Office of Admissions
Damien Pitts, Career Services
Nick Robbins, Dean of Students Office
Belinda Otukolo Saltiban, Office of Inclusive Excellence
Bryce Williams, Bennion Center