

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

Reflection: My Culture is not Your Costume



By: Joren Plunkett , A. Ray Olpin Union Administration

Recently Disney has announced the release of their newest film Moana. The film is set to release in November of this year and features the very first Princess of the Pacifica. With the anticipation of the film's release and the upcoming Holiday, Disney released a costume of one of the Moana movie characters, Maui. The costume featured a grass skirt, a black matted wig, and a brown bodysuit adorned with Polynesian tribal tattoos. The costume retailed for about twenty dollars.

I identify as Polynesian, as I am of Native Hawaiian and Tahitian descent. The costume for me, personally was offensive and in my opinion is a form of cultural appropriation. Feeling the need to voice my opinion I took to Social Media, specifically Twitter and sent out

the following tweet: "Dear @Disney this is cultural appropriation & my culture is not a costume". The tweet went on to be shared in private forums and other media outlets like Buzzfeed and the Washington Post.

I had prepared myself to have conversations with friends about what cultural appropriation was, how to stop it, and why it was important to know the difference between cultural exchange and appropriation. However I soon received a flurry of backlash on social media about how "it was a costume for

kids", I was being hypocritical because "we have costumes of superheroes and princesses", and that I was committing cultural appropriation by typing in English and using the Internet. I had obviously, not prepared myself to have difficult conversations with people I didn't know on the World Wide Web.

However I saw this as an educational opportunity for others and myself and even now through this newsletter. Cultural appropriation in the simplest of terms is when a dominant group exploits pieces of a minority group's culture without knowledge or context of these artifacts. In this case Disney had taken the traditional Polynesian tattoos of an iconic Demigod, Maui and adorned them onto a brown bodysuit made for children to wear. Not only is the brown skin of the costume problematic and a form of 'brown face', the

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tattoos that are embellished onto it are sacred pieces of the Polynesian culture. Tattoos in any Polynesian culture are often meant to represent family lineage and personal history. Therefore for them to be displayed on a costume for others to wear would be disrespectful as those tattoos or stories are not theirs to wear or tell.

Disney in the truest sense took something from a minoritized group, tribal tattoos, brown skin, and a grass skirt and exploited it in the form of a costume for profit. By making the costume in brown skin, Disney although perhaps not intentionally was enforcing the idea that ethnicity and race is a performance and a choice. This is the act of brown face, pretending to take on another's culture to mock or mimic them. Those who are not of Polynesian descent would literally get to choose when they wanted to put on the "skin" of Maui and when they did not. However for someone who identifies as Polynesian I don't get to decide when I want to be Polynesian or brown, I am this all the time.

Other costumes such as Superheroes and Princesses cannot be held to the same standard as those that fall under the scope of cultural appropriation. For example Superheroes such as Iron Man or Wonder Woman are not exclusively tied to whiteness or white culture. However characters or figures such as Pocahontas, Mariachi band members, and Geisha Girls are explicitly tied to ethnic groups like Native Americans, Latinx, and Japanese. Maui although portrayed as a "hero" of sorts in the movie Moana, is a direct depiction of an actual Polynesian Demigod. Any type of costume made of him in brown skin or without would also be a form of cultural appropriation as religions are cultures too. Costumes depicting religious figures such as Nuns, the Pope, or even Jesus are cultural appropriation, as individuals wear these costumes to make fun of or mock the religious sects or representations. Cultural appropriation can cause minoritized folx to feel further marginalized and silenced.

However cultural exchange can lead to a deeper understanding and appreciation of cultures. Cultural exchange is the active form and engagement of individuals sharing their cultures with one another. This can take form in many different ways through cultural showcases, with food, music, performances, dance, and

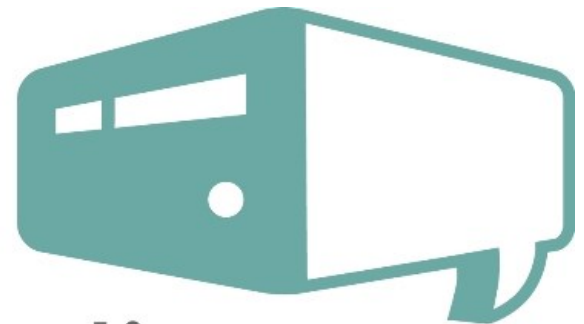
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Two Views On The Jim Crow South And Its Legacy Today

Two perspectives on life in the Jim Crow South: how white children learned to believe that black Americans were inferior and the crushing conditions that motivated millions of African Americans to move from the South in search of a better life.

Listen now at thedianerehmshow.org



radiowest

White Trash

We like to think of America as a class-free society where anyone who works hard can achieve economic success. Historian Nancy Isenberg says it's a promise as old as our nation, and that it's always been a myth. She argues that landowners and the elite have only valued the poor for their labor - while describing them as vagrants, crackers, squatters, and rednecks. Isenberg joins us Tuesday to trace what she calls the 400-year untold history of class in America.

Listen now at radiowest.kuer.org

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storytelling. This is when both groups of people from either minoritized or dominant groups take time to educate one another about each other's cultures in hopes of better understanding one another.

I think these conversations can often be hard ones to navigate but they are so important. As student affairs professionals we should aim to be as critically conscious

of ourselves, colleagues, and those we serve. Although it is certainly not in your job description to educate others about cultural appropriation I think it is beneficial for us to be aware of the space we create for others. I would like to challenge you to seize the opportunity of the upcoming holiday and to continue to have conversations and dialogue about cultural appropriation and how we can respect others cultures and identities without exploiting or silencing them.

Expanding the Muscles of Human Understanding

By Mary Snow
University Office of Scholarships
and Financial Aid

As I completed my diversity training, I asked myself how do I portray myself to students in general and do I effectively give a positive effect to others of my ability to be inclusive to my colleagues and the students I interact with? I compare the training to a boot camp of sorts where we are brought down to the basics of who, what, and how we feel. To say it is easy, it is not in my eyes. It makes you think and reexamine your approach to the way you interact with others.

My experiences at the university has spanned multiple decades beginning with my studies as a student years ago and now culminating in a job at my alma mater. I take pride in saying I am a graduate and value the formal education I received with my Accounting degree, but most of all I realize there have been other educational opportunities I have experienced in my life time while working with many types of people over my career.

I have been a single woman all of my adult life and as such I have watched as the climate of change has been throughout my working life for more opportunities for women and advancement and enjoy the changes which have happened. I have also seen the resistance for change as well and the unyielding ideas of people to not recognize minorities for their accomplishments and this troubles me.

It bothers me to still hear that a certain individual woman is the first to do this or that, and we find it a rarity that women have not broken through at some higher leadership positions both in public and private

leadership positions. I find that sometimes it seems too much like we are still in the "good old boys" society, and that women are applauded for their accomplishments but it still is something special that they have achieved their status. If a woman wants to be a leader she still has to balance it with being a mother if she wants to have children and there is sometimes apprehension to make her a leader of an organization for this reason. Case in point recently was with a business leader who took time off to have her children and criticism came about her ability to lead the company and also be a mother. Why not do both? Women can fulfill both duties, and be successful.

In other ways I see how my upbringing influenced who I am and how I think about diversity. I grew up on the Westside of Salt Lake City and so for me diversity in some ways was challenged for me earlier in life than for others, however, I still felt I had some issues to resolve to feel more inclusive of others at work and in the community. I remember the high school I went to having an issue with two student leaders, one of color and one who was not and it was a big story that claimed discrimination. It made us all think how we spoke and interacted with others and who are different than us. I also had a chance to travel to Mexico in the summer months of my high school junior year with the Rainbow Honor Society and spent 2 weeks as one of the few white members of the group. It felt very interesting to travel to a country where I knew no Spanish, was unknown to all of my travelling partners and was in a foreign country and was considered a minority. It made me look at my life differently and reevaluate my life and how it was different to the people we met and I travelled with.

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When I went to the trainings and to the seminars, I tried to go into them with an open mind and not a judging atmosphere and realize there is always two sides to any story just as I tried to do on previous life experiences. I have my experiences and others have theirs, and while I may not always agree with their opinions or values, it is okay to learn about them and broaden my understanding of others. I still want to learn and understand so I can relate to people better in my job and personal life.

One of the areas I have worked with in my life is with the special needs members of our local communities as a sports coach to them and leader. I have learned to be understanding about different people with handicaps and challenges, and to accept them as they are. As I have watched the current political process and seen nationally a well-known candidate make fun of a person with a handicap, it makes me upset that there is still prejudice towards people with disabilities. I have seen

the effects of discrimination and misunderstanding of these special members of society and it saddens me to know that others treat them this way. I have often realized it is probably because of their ignorance regarding the disability that this comes about, and also most people do not know how to interact with them.

When a student comes to my office and I greet them I hope they do not feel like I am judging them by how I interact with them and that I am accepting them for who they are.

If we are here to serve the students and interact correctly with our colleagues in the most professional manner, it is by treating them fairly and that is my goal in my capacity at the university. I appreciate the diversity training in helping me in ways to improve myself in accomplishing this goal, and hope others will take part in them so we can make this campus more inclusive for all to be able to learn and grow.

TED TALKS



[Christopher Bell: Bring on the female superheroes!](#)

Why is it so hard to find female superhero merchandise? In this passionate, sparkling talk, media studies scholar (and father of a Star Wars-obsessed daughter) Christopher Bell addresses the alarming lack of female superheroes in the toys and products marketed to kids — and what it means for how we teach them about the world.

[Explore more TED Talks on www.ted.com.](http://www.ted.com)



[Mary Bassett: Why your doctor should care about social justice](#)

In Zimbabwe in the 1980s, Mary Bassett witnessed the AIDS epidemic firsthand, and she helped set up a clinic to treat and educate local people about the deadly virus. But looking back, she regrets not sounding the alarm for the real problem: the structural inequities embedded in the world's political and economic organizations, inequities that make marginalized people more vulnerable. These same structural problems exist in the United States today, and as New York City's Health Commissioner, Bassett is using every chance she has to rally support for health equity and speak out against racism. "We don't have to have all the answers to call for change," she says. "We just need courage."

queering SAFE SPACES

PRIDE WEEK 2016
LGBT.UTAH.EDU

SEPT 28 - OCT 6



PRIDE WEEK
AT THE
U

PIZZA AND POLITICS

SANCTUARY SPACES: THE PROMISE AND LIMITS OF SAFE

SEPTEMBER 28, HINCKLEY CAUCUS ROOM - 12 PM

b COLE

BLURRING THE LINES OF GENDER

OCTOBER 3, OKAZAKI COMMUNITY MEETING RM, SW 155B - 6 PM

b COLE

LIFE HACKING FOR STUDENTS OF COLOR

OCTOBER 4, OKAZAKI COMMUNITY MEETING RM, SW 155A - 11:30 AM

JEFF SHENG

FEARLESS

OCTOBER 5, UNION EAST BALLROOM - 12 PM

JEFF SHENG'S FEARLESS PROJECT

WILL BE ON DISPLAY IN THE
UNION LOBBY UNTIL OCTOBER 6

sky cub / acub

REBIRTH GARMENTS FASHION PERFORMANCE

OCTOBER 6, BILL AND PAT CHILD FAMILY COMMUNITY HALL, SFEBC - 6 PM

Upcoming University and Community Events



Tuesday, Oct. 4 @ 10am-2pm

Chinese Culture Open House

Marriott Library, East Entrance [[more information](#)]

Tuesday, Oct. 4 @ 12-1pm

Discussion Panel: Chinese Poetry Translation & Reading, CTIHB Jewel Box [[more information](#)]

Friday, Oct. 7 @ 12-2pm

Lecture: Sports in China

South Lounge, Huntsman Center [[more information](#)]



Oct. 8-9 @ 10am-5pm

Indian Art Market

NHMU [[more information](#)]

Oct. 25-27

U Remembers, devoted to "Antisemitism/ Islamophobia-Understanding the Dynamics of Religious Discrimination"

More details to come [[more information](#)]

Upcoming Seminar



My Culture Is Not Your Costume

Presenters: Brenda Dao, Blake Viena, Ren Plunkett, Vivian D'Andrade, Kristy Bartley, and Flor Olivo

Wednesday, October 19, 2016

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

[[more information](#)]



Tuesday, Oct. 25 @ 12-2pm

Bystander Intervention Training

[[more information and registration](#)]

Oct. 26 @ 4:15-5:15pm

Lecture: Race, Space, and the Subprime Crises:

Findings from a Civil Rights Settlement [[more info](#)]



Debra Daniels (Co-chair), Women's Resource Center
Kari Ellingson (Co-chair), Student Development
Michael Bard, Registrar's Office
Jan Bents, Office of Admissions
Ella Butler, Career Services
Branden Dalley, Union Administration
Tim Davis, Housing & Residential Education
Kyle Ethelbah, TRIO Programs
Jonathan Holloway, Student Health Center
Darrah Jones, Center for Student Wellness

Carol MacNicholl, Center for Disability Services
Chuck Masoka, Assessment, Evaluation, & Research
Matt McCarthy, Campus Recreation
Kai Medina-Martinez, LGBT Resource Center
Belinda Otukolo Saltiban, Office of Inclusion Excellence
Catherine Riney, University Counseling Center
Nick Robbins, Dean of Students Office
Nomani Satuala, Center for New Student & Family Programs
Tricia West, Student Development
Bryce Williams, Bennion Center