

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

# Ongoing Journey Of Understanding Social Justice And Diversity

By: Bryce Williams,  
Bennion Center

As I sit and ponder about my journey around diversity and social justice, I realized it started almost 30 years ago when I was a young child. You see, I was born to a young mother who barely turned 18 years old when she gave birth to me. Struggling often to keep a roof over our heads, food on the table, or lights on in the house, I often felt the burden of being from a lower socioeconomic upbringing and resented those who had more resources than me in terms of financial resources and social capital. While this was very difficult to navigate as a child, I can't begin to imagine how my life would have been different if other parts of my identity were marginalized, oppressed, or even discriminated against.

I remember late in my elementary schools years being exposed to some racial slurs that I had never heard before and remember getting in a disagreement with a fellow student and directing that racial slur toward one of my classmates. The hurt I saw in my classmate's eyes and change in body language instantly hit me like a bag of bricks to the stomach. As angry as I was at my classmate, the hurt I felt could never reach the level of hurt I caused that person with the words that I said. Words do indeed hurt people.



As I entered college and topics of social justice and diversity came up. It was not easy for me to speak out or share my thoughts. Often this was for fear of saying the wrong thing, not knowing how to articulate my thoughts and feelings, and my biggest fear was causing more harm than good. It was easy to sit back and know that I had these feelings, but not to say anything at all. However, when the topic of diversity came up and I was asked to share my opinions, I froze and didn't say anything at all. I remember one day after class, I was approached by one of my peers. That peer told me they noticed that I was always silent when the topic of diversity came up and wondered why I wouldn't speak

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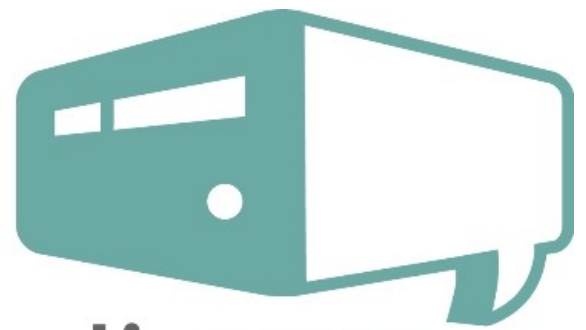
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out. With some hesitation, I stated that I was afraid of saying the wrong thing. My peer told me that by not speaking out, I was causing harm. I never saw it in that way, but in that moment it really clicked for me. I think this was my first lesson in being an ally and an advocate. Through my undergraduate and graduate programs here at the U, I was exposed to social justice and diversity on a greater level and was often challenged to strive to be an ally and advocate when I encountered injustice.

I fast forward a number of years later and I reflect on how multiple experiences around diversity and social justice have framed who I am as a person, my practice as a student affairs professional, and my daily interactions working and living through my identities. As a heterosexual, white, now middle class, able-bodied male. I have been able to see how the identities I carry with me provide me with automatic privileges that those with differing identities than me don't have the luxury of having when they wake up every day. I will not say that I am an expert on the topic, and really I don't think I ever will be. What I can do and what I will continue to do is to keep myself educated. I will challenge myself to speak out when I see an injustice around diversity, but to be careful to not take over the narratives of individuals being oppressed.

One of my biggest motivators for this work is my students. The students I work with on a regular basis come from so many different identities and have so many different lived experiences. I don't believe that I can give them my all unless I strive to understand what makes them who they are. I've had students come to me who feel like higher education is constantly working against them and their fears of failure, isolation, misunderstanding and so many other feelings tell me that I must be doing more. When asked what I can do to help, a common theme is to listen, seek understanding, and be there to stand up for them when the time comes.

The modules and lecture series through the Student Affairs Diversity Council has allowed me to continue my education around diversity and has provided me with a venue to verbalize my thoughts and feelings, seek further knowledge, and to think and reflect on my social justice journey. This process is not the end of my journey, but one step further in becoming an active citizen, and agent for change, and a compassionate and understanding person.



radiowest

## Do You Dream in Color?

Laurie Rubin has been blind since birth, and she says people imagine her world to be a dark place. But the accomplished mezzo-soprano and lyricist experiences color all around her. She joins Doug to talk about growing up blind, learning to navigate the world, and dreaming in color.

Listen now at [radiowest.kuer.org](http://radiowest.kuer.org)

Her memoir is called *Do You Dream in Color?* [[Amazon](#)]

## The Highest Glass Ceiling

When suffragist Victoria Woodhull set her sights on the White House in 1872, women didn't have the right to vote. She was the first woman to run for America's highest office, but of course she wasn't the last. Tuesday, historian Ellen Fitzpatrick joins us to discuss the presidential bids of Woodhull, Republican Margaret Chase Smith in 1964, and Democrat Shirley Chisholm in 1972. We'll talk about the opposition they faced and how they paved the way for women like Hillary Clinton today.

Listen now at [radiowest.kuer.org](http://radiowest.kuer.org)

*The Highest Glass Ceiling: Women's Quest for the American Presidency* [[Amazon](#)]

# Nominations For Pursuit Of Inclusion Award

**Deadline: Tuesday, November 22, 2016**

Nominations are invited for the 5th annual Student Affairs Diversity Council Pursuit of Inclusion Award.

In 2008 The Division of Student Affairs at the University of Utah founded a diversity council to address issues of diversity and inclusion related to our work with students. The Student Affairs Diversity Council (SADC) met for the first time in July 2009, and included representatives from each office in the Student Affairs division. This Council helps to identify the needs of each office and seeks to enhance our knowledge and cultural competencies. It is important that our staff functions and interacts competently with our increasingly diverse campus community as we play a significant role in creating a safe and welcoming campus environment for all of our students, staff and faculty.

The purpose of this award is to recognize an individual or program within Student Affairs and a student who strives to cultivate an environment that embraces and promotes the broad scope of diversity within the division and the University community.

## Criteria for consideration

Nominations must be completed and submitted online. Additionally, they must show how the nominee meets some or all of these criteria:

1. Helps to educate professionals within Student Affairs on topics related to diversity;
2. Strives to create a platform for dialogue and sharing of information;
3. Participates in ongoing diversity related training and dialogue;
4. Collaborates with other committees/departments to ensure that inclusion and diversity-related issues are included;
5. Works with students to cultivate an environment that embraces and promotes the broad scope of diversity within the division and the University community.

## Student Affairs Individual or Program: [Nomination Form](#)

Eligibility for individuals or programs

All full-time and part-time staff members with at least one year of service within Student Affairs;  
Or a program within a Student Affairs office.

*(We will not accept department nominations, but we will accept nominations of individuals within the departments or programs within the Division.)*

## Student: [Nomination Form](#)

Eligibility for Students:

All matriculated students (enrolled at least half-time)  
Students must be enrolled in Spring 2017 to receive the award.

Nominees should meet one or more of the criteria listed above. The Selection Committee will only consider information provided in the nomination form, please be thorough in your description of the nominee.

*Two awards (individual or programmatic and a student) will be given at the holiday luncheon for all Student Affairs employees scheduled for **Tuesday, December 13, 2016**.*

*\*Nominations must be submitted by **Tuesday, November 22, 2016**. The Committee will only consider nominations which are received by the deadline.*

# Diversity Training Certificate Program

## The Certificate Requirements:

- Complete ALL 3 [Training Modules](#)\*\*
- Attend 5 Student Affairs Diversity Council [speaker series](#)
- Attend one campus and/or community diversity or social justice program/activity
- Complete a reflection piece, one to two pages.

The reflection piece should address your experience completing the requirements for the SADC Certificate. Please include how the experience might have impacted your work with students and any significant personal and/or professional growth. Also please address how these experiences might have increased your awareness and willingness to discuss issues of diversity and inclusion in order to foster our goal of creating a more inclusive and safe campus environment. If you did not find that the training made a personal/professional impact, please spend some time talking about reasons you believe this might be the case.

You may submit an essay, poem or any creative piece that best captures your experience(s) and feelings.

\*\*If you have attended the afternoon session of the New Employees Orientation (Creating an Inclusive Campus), this counts as completion of Module 1

[Submit Your Reflection Online](#)

## TED TALKS



### Stew: “Black Men Ski”

What happens when a black man visits Aspen? Singer/songwriter Stew and his band are about to let you know.



### Safwat Saleem: Why I keep speaking up, even when people mock my accent

Artist Safwat Saleem grew up with a stutter — but as an independent animator, he decided to do his own voiceovers to give life to his characters. When YouTube commenters started mocking his Pakistani accent, it crushed him, and his voice began to leave his work. Hear how this TED Fellow reclaimed his voice and confidence in this charming, thoughtful talk.

# Upcoming University and Community Events

**Wed., Nov. 2 @ 5:30-6:30pm**

Tea Time with Women in STEM—Curie Club  
Thatcher Building Room 4429 [[more info](#)]

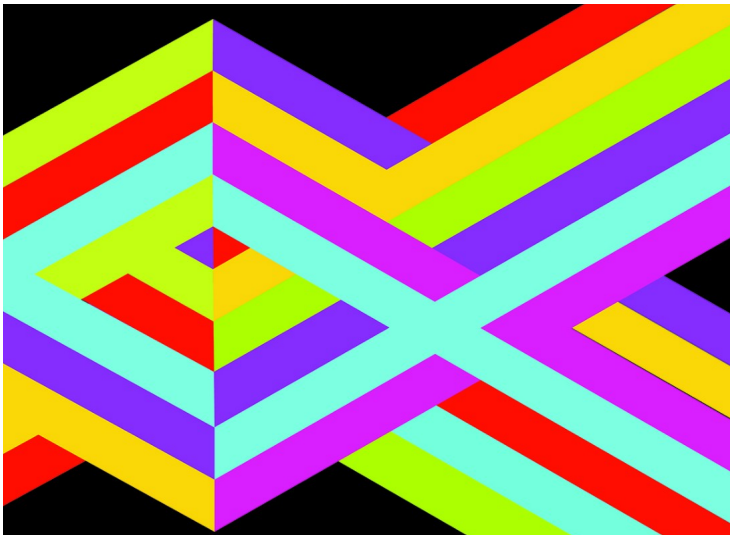


**Wed., Nov. 2 @ 7pm**

Race and Queer Space: Paradoxes of Safety  
Skaggs Biology Bldg Auditorium, Rm 210 [[more info](#)]

**Mon., Nov. 7 @ 4:30pm**

Local Perspectives on the Global Refugee Challenge  
College of Social Work, Room 155a [[more info](#)]



**Tues., Nov. 8 @ 2pm**

The Global Sexualities Series: Brazilian Portugays  
Art Building Room 158 [[more info](#)]



**Wed., Nov. 9 @ 5:30-7:30pm**

Bystander Intervention Training  
[[more information and registration](#)]

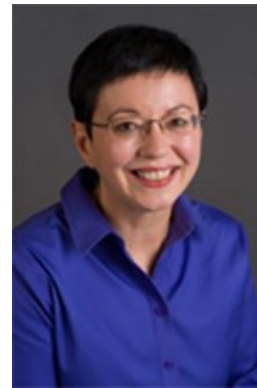
**Sat., Nov. 12 @ 7:30-9:30pm**

Ragamala Dance Company  
Kingsbury Hall [[more info](#)]

**Tues., Nov. 15 @ 5:15pm**

Activism and Social Change in Postwar Guatemala  
LNCO 2110 [[more info](#)]

## Upcoming Seminar



### Unconscious Bias

Mary Anne Berzins  
Asst. VP, Human Resources

Wednesday, Nov. 16,  
2016  
12:00-1:30pm  
Pano East, Union Building

[[more information](#)]

**Tues., Nov. 29 @ 12-2pm**

FLAS Scholarship Workshops  
CTIHB 211 [[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  
Cairisti Flatley, Campus Recreation Services  
Jonathan Holloway, Student Health Center

Darrah Jones, Center for Student Wellness  
Carol MacNicholl, Center for Disability Services  
Chuck Masoka, Assessment, Evaluation, & Research  
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