

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 Training

By Elizabeth Duszak,
Assessment, Evaluation, and Research

For this reflection paper, many people write about their own diverse identities or their experiences learning about or interacting with others who have different identities than themselves; I have chosen to write about my experience completing the Diversity Training Certificate Program, specifically. When I decided to complete the Certificate Program, I was also a little hesitant about what it would be like. I completed graduate degrees in counseling psychology, where the program had a strong stated value of multicultural competence, I had taken multiple courses on related topics, and diversity was often incorporated into discussions both within and outside of the classroom. The conceptual framework of this training was primarily awareness (particularly of self), knowledge (of other cultures), and skills (how to intervene around topics of diversity). Through the course of training, I was able to recognize personal growth in all three areas, but I also got frustrated with it at times. I would feel like it was material we had covered and I was “past” that (I mean, how many times do I need to hear the same definition of privilege, anyway?), or I would feel like the instructor / presenter was talking about diversity because they were expected to, and not because they lived out values related to diversity. Instead, I found that some of my most significant personal growth related to diversity were individual conversations I had with friends and colleagues, along with both printed material and activities/events that I sought out, rather than what I was expected to do along with everyone else as a program requirement. So I wondered whether the SADC training modules would be material I had already heard, and if it would feel like



I was doing it because I was supposed to, or if I would feel engaged in it.

After completing the trainings, the result was that all of those possible reactions were true. Some of the content was familiar to me, and even one of the activities we did was an activity that I've led as a presenter myself. And that was okay – it was helpful to have the reminders. It did feel like I was supposed to do it. And that was okay – I valued participating in something that is part of being an involved staff member in Student Affairs. I did feel engaged in it. What I valued most about the training modules was the opportunity to learn and discuss diversity specifically in the context of Student Affairs, to consider how it

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relates to our work. And particularly for me, since I don't provide services or programs to students directly, it was meaningful to raise my awareness about the myriad of ways in which diversity factors might impact my interactions with colleagues. I heard from colleagues about their own experiences around identity, diversity, and discrimination, and I shared some of my stories with them, and we knew each other—and ourselves—better because of that. In a way, it had the same impact as those individual conversations I mentioned above, in that it gave me

personal connections to others' experiences. I think of the quote "You can't hate someone whose story you know," (Margaret Wheatley), but even more than that, the personal stories stick with me better and help me understand more so than just "book learning." For that, I am so thankful for the opportunity to engage in these trainings, and I look forward to future opportunities to learn, engage, support, advocate, and more, around diversity. And if you want to hear about my diverse identities and experiences, just ask, and we can get to know each other!

SADC Certificate Awardees

We were pleased to present Diversity Certificates to the following awardees at this December's Student Affairs Holiday Luncheon. Congratulations!

Ella Butler
Stephanie Charles
Elizabeth Duszak
Debbie Hair
Ali Johnson
Shivali Khopkar
Brandon King
Jenny Lee
Aniko Petres
Matthew Plooster
Mary Snow
Bryce Williams



CODE SWITCH

Hold Up! Time For An Explanatory Comma

Gene and Shereen ask how much cultural context to give when talking about race and culture. So, how much context should you have to provide? Comedian Hari Kondabolu, co-host of the podcast Politically Re-Active, deals with these questions regularly, both in his stand-up routine and on his podcast.

[Listen to Code Switch on NPR](#)

Pursuit of Inclusion Staff Award

Kathryn Kay Coquemont

Kathryn Kay Coquemont, from New Student and Family Programs, is the 2016 Pursuit of Inclusion Staff Award recipient. She is described as “a person works tireless[ly] to ensure that everyone finds a sense of welcome and belonging here at the U”

One nominator wrote, “Kathryn coordinated intentional outreach [efforts] to marginalized populations for all open positions within our office, which lead to a dramatic increase in diversity and representation among both full-time and part-time student positions. Within our office, she has made significant and thoughtful changes to policies that consider various aspects of identity. These include, but aren’t limited to: updating travel policy to allow staff to have their own rooms based on identity needs; adding preferred name and gender pronouns to registration and nametags; initiating monthly staff development conversations on topics of diversity; creating three progressive training modules for student leaders; mandating attendance at a minimum of three trainings for graduate and professional staff; and she incorporated social justice into the office core values.

Nationally, she is committed to professional development issues of equity and access as a faculty member for the NASPA Dungey Leadership Institute, a board member for the NASPA Center for Women, and she serves as the co-chair of the NASPA Asian



Pacific Islander Knowledge Community mentoring program. She has been an active member of The Association for Orientation, Transition, and Retention in Higher Education. She was the co-chair of the NASPA Undergraduate Fellows Program (NUFP) Institute at the 2014 Western Regional Conference, and most recently, she is serving as part of the NASPA Region V Board at the Utah state representative. She does all this while currently enrolled as a Ph.D. student in the University of Utah’s Educational Leadership and Policy program, and works as a Leadership Studies Instructor at the University of Utah for Fall 2016.

Pursuit of Inclusion Student Award



Brenda Dao

Brenda Dao, a Graduate Assistant at the Women’s Resource Center, is the 2016 Pursuit of Inclusion Student Award recipient. She is being recognized for her work in “cultivating an environment that embraces and promotes a broad scope of diversity through collaboratively creating and carrying out diversity trainings.” As described by her peer, she is “a change agent” who is “a tireless activist and advocate for students of color.”

In her understanding that diversity begins at multiple levels including the individual, institutional, and

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societal; Brenda is “attentive not only to issues surrounding Asian American and Pacific Islanders, but also to other communities of color” who have been historically marginalized.

Locally, she has been active in different educational contexts, providing workshops for underrepresented students in middle school, from grades 6 up to high school in grade 12. She focuses on issues of access to higher education, while centering the idea of empowerment through the avenue of education.

On the national scene, Brenda continually expands her understanding of diversity through her service with the NASPA Asian Pacific Islander Knowledge Community and has successfully been accepted to present at the 2017 NASPA National Conference. She has presented at NASPA Western Regional Conferences and has served in many roles with the NASPA Undergraduate Fellows Program, where she routinely seeks to apply a critical lens and think of meaningful ways to create a safe and welcoming environment for all.

TED TALKS



[Alicia Garza, Patrisse Cullors and Opal Tometi: An interview with the founders of Black Lives Matter](#)

Born out of a social media post, the Black Lives Matter movement has sparked discussion about race and inequality across the world. In this spirited conversation with Mia Birdsong, the movement's three founders share what they've learned about leadership and what provides them with hope and inspiration in the face of painful realities. Their advice on how to participate in ensuring freedom for everybody: join something, start something and "sharpen each other, so that we all can rise."

[Kelli Jean Drinkwater: Enough with the fear of fat](#)

In a society obsessed with body image and marked by a fear of fat, Kelli Jean Drinkwater engages in radical body politics through art. She confronts the public's perception of bigger bodies by bringing them into spaces that were once off limits — from fashion runways to the Sydney Festival — and entices all of us to look again and rethink our biases. "Unapologetic fat bodies can blow people's minds," she says.

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

Upcoming University and Community Events

Through January 6 @ 8am-5pm

Faces and Places Exhibit

West Jordan Schorr Gallery (8000 S Redwood Rd.)

Free Admission [[more info](#)]



Jan. 14 @ 7:30pm

Taylor Mac: A 24-Decade History of Popular Music: 1946-1976, Kingsbury Hall [[Tickets Required](#)]

Jan 16 @ 2:30pm

MLK Week Rally and March

East High School [[more info](#)]



Jan. 17 @ 7:30pm

Taylor Mac, Bill T. Jones, & Niegel Smith—David P. Gardner Lecture In The Humanities and Fine Arts Kingsbury Hall [[more info and free tickets](#)]

Jan 18 @ 12pm

Ta-Nehisi Coates

Kingsbury Hall and Streaming Locations [[more info](#)]

Upcoming Seminar



Student Access and Ability

Scott McAward, Director for the Center for Disability & Access

Wednesday, January 25, 2017

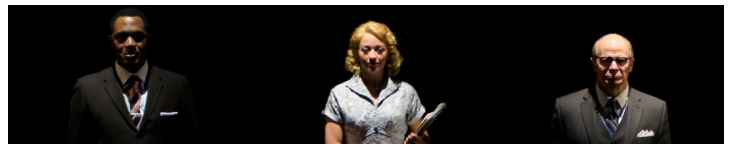
12:00-1:30pm, Union Pano East

[[more information](#)]

Jan 19 @ 12:30pm

Pizza & Politics: We Live It. We Breathe It. A Discussion on Systemic Racism

Old Moot Courtroom (Bldg 73, Rm 110) [[more info](#)]



Jan 6-21 @ 7:30pm

Pioneer Theatre Company Presents: Fences

300 South 1400 East [[more info](#)]

Sat., Jan. 21 @ 8:45am-12pm

MLK Jr. Day of Service

Various Locations [[more info and Registration](#)]



Debra Daniels (Co-chair), Women's Resource Center
Kari Ellingson (Co-chair), Student Development
Michael Bard, Registrar's Office
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
Jacquelyn Ledford, Student Leadership & Involvement

Fatima Liaqat, Office of Admissions
Carol MacNicholl, Center for Disability Services
Chuck Masoka, Assessment, Evaluation, & Research
Kai Medina-Martinez, LGBT Resource Center
Belinda Otukolo Saltiban, Office of Inclusion Excellence
Matthew Plooster, Scholarships & Financial Aid
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

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