

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

Reflection



By Roberto Martinez,
University Counselling Center

My experience with issues around diversity and inclusion/ exclusion are rooted in my personal and lived experience. I was born in Mexico City, and arrived with my parents at the age of 2 to Los Angeles. I grew up in predominantly Latino Communities, and have generally lived among communities where my social and cultural identity was positively represented and validated. However, this changed as soon as I entered college in the early 2000s and attended a major public University

in California that was known to attract wealthy students, and coincidentally, had the largest percentage of Latino students in the University of California system. Thus, the world I entered when attending UC Santa Barbara was a new experience for me, that really made me recognize both the privileges and oppressions that I would be facing in the “real world”.

This experience was very painful and beautiful at the same time. On one hand, I made some of the strongest relationships that I will forever keep, including meeting my spouse and best friend. My college experience also cemented my Chicano identity and the political stance that comes with it. Yet, I also experienced very discouraging and hurtful experiences from other students that may have seen me as the “other”, and often had difficulty finding spaces that validated and accepted my identities. Now as a student affairs professional, I see that in my case, both of these experiences were important and valid. Without the strong relationships that I formed as a student, i would not have been able to survive that often unwelcoming campus. Also, without the experiences of being marginalized, I might not have come to understand the uniqueness and beauty of being Chicano. Now as a social worker, I understand that sadness cannot exist without joy, and fear is also not possible without hope.

Although I continue to recognize that my lived experience is valid, I have come to painfully know that it is not universal, and that in many ways, I have many privileges at my disposal that I have not earned. Going through the SADC seminars has allowed me to learn more about gender, sexuality, and socioeconomic statuses that I have less conscious and knowledge

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around. The learning has been painful, in that I recognize how I contribute to these systems of oppression, yet it has also been empowering, because now I have choices to make with this knowledge.

My experience as a Chicano, heterosexual, college educated, middle class, and documented social worker

is my personal experience and has elements of joy and pain, oppression and marginalization. My personal work is to look at my identities as a whole as opposed to rigid and binary. I hope to make the University of Utah a space where safety may not be guaranteed to all students, but a place where their identities are validated and experiences accepted, as well as views challenged and identities complicated.

Reflection



By Branden Dalley
University Union Administration

I have been on the Diversity Council since its inception nearly 10 years ago, and I have “imposter syndrome”. Yes, I realize that might come across as if I were in a circle confiding in others who may or may not be in the same position. I have these feelings despite having facilitating dozens of diversity modules for the Student Affairs Diversity Council (SADC). The definition of this term, at least my understanding of the term is: Feeling like you do not belong in a space despite having been assigned as having some level of proficiency in that space.

This is something that has weighed heavily on my mind ever since I began my Master’s degree in Education Leadership and Policy at the U of U. Pre-ELP, I was in a perpetual state of, “I don’t know what I don’t know”. As I began reading texts on Critical Race Theory, Feminist Theory and other critical frameworks, I began to form thoughts that I did not belong in this arena where brilliant writers and philosophers are positing perspectives that I have never even considered.

I made the mistake in thinking that because I did not grow up in a marginalized community, I had nothing to offer to these discussions. Or worse, I should not even participate. This is counterproductive thinking and I firmly believe now that if I care about society becoming more equitable, then to not join the conversation and to not take action against injustice is selfish, especially if my reason is discomfort.

I have never been particularly comfortable with speaking publicly about forms of discrimination and racism from a place of authority. I am not an authority on the matter and I am no expert when it comes to the theories I listed above. The simple and important realization that I have had during my time with the SADC however, is that it’s alright to speak out. It is ok to take risks. It’s uncomfortable to feel like an imposter at times and it’s not easy to have discussions that invoke feelings of guilt. I have the privilege however, to have these discussions from a safe place and not everyone has that privilege.

Everyone is in a different place and nobody has “arrived”, even the scholars and speakers that seemingly navigate these issues seamlessly. Please do not use discomfort as a reason to stay on the sidelines. I have learned that everyone has “imposter syndrome” to some extent. We are human, we all feel self-conscious at times.

I hope that we can continue to cultivate a space on campus where taking risks and putting yourself out there becomes the norm as opposed to the exception. I am continually impressed with the level of engagement from our Student Affairs colleagues but if you are feeling like you do not belong in the discussion, please reach out to me. I would love to hear your story and help in any way I can.

SADC 2017 Pursuit of Inclusion Awards

The Pursuit of Inclusion Staff Award was developed in 2012, and the Student Award in 2015. The purpose of this award is to recognize individuals who strive to cultivate an environment that embraces and promotes the broad scope of diversity within the Division of Student Affairs and/or the University community.

This year's recipients are Donna Hawxhurst and Kimiko Miyashima. Both Donna and Kimiko will receive a \$500 award from the Student Affairs Diversity Council. Read about both Donna and Kimiko, as well as previous years' award recipients, on the [SADC website](#).



Staff Award
Donna Hawxhurst

[Read More](#)



Student Award
Kimiko Miyashima

[Read More](#)

TED Talks



[Dena Simmons: How students of color confront impostor syndrome](#)

As a black woman from a tough part of the Bronx who grew up to attain all the markers of academic prestige, Dena Simmons knows that for students of color, success in school sometimes comes at the cost of living authentically. Now an educator herself, Simmons discusses how we might create a classroom that makes all students feel proud of who they are. "Every child deserves an education that guarantees the safety to learn in the comfort of one's own skin," she says.



[Kandice Sumner: How America's public schools keep kids in poverty](#)

Why should a good education be exclusive to rich kids? Schools in low-income neighborhoods across the US, specifically in communities of color, lack resources that are standard at wealthier schools -- things like musical instruments, new books, healthy school lunches and soccer fields -- and this has a real impact on the potential of students. Kandice Sumner sees the disparity every day in her classroom in Boston. In this inspiring talk, she asks us to face facts - and change them.

Upcoming Seminar



Impact of Japanese-American Internment

Kimiko Miyashima
Graduate Assistant, New Student and Family Programs

Date: Wednesday, January 24, 2018, 12-1:30pm

Location: Pano East, Union

[\[more information\]](#)

Recently On NPR



[Cakes, Conscience, and Equality](#)

The U.S. Supreme Court heard oral arguments on the case of the Colorado baker who refused to make a custom wedding cake for a gay couple. Court observers Amy Wildermuth and RonNell Andersen Jones join us to talk about what happened. The Supreme Court heard oral arguments on the case of the Colorado baker who refused to make a custom wedding cake for a gay couple. Jack Phillips says he is an artist, and his cakes are free expression. Forcing him to make that cake, his lawyers argue, would be the same as forcing him to say something he doesn't believe. Court observers Amy Wildermuth and RonNell Andersen Jones join us to talk about where the court may be headed and what it means for equality and free speech. [Listen Online>>](#)



[When Dyslexic Students Are Denied In School](#)

Dyslexia is one of the most common learning disabilities, affecting up to 17 percent of the population, who have difficulty reading, writing and spelling. Recognizing dyslexia in students who are just learning to read can be difficult, but once the disorder is identified, it can be addressed through special education. A recent investigation by American Public Media reveals that “across the country, public schools are denying children proper treatment and often failing to identify them with dyslexia in the first place.” [Listen Online>>](#)

Upcoming Training Modules

Are you interested in learning about issues around diversity? Attend our training modules to learn more about issues of diversity in a safe environment, which will be essential to better serve our ever changing student population. Please note, the modules must be taken sequentially.

Date	Module	Location	Time
Tue., Feb. 6	Module 1 - Exploring Self & Others	Union Pano East	2-4:30pm
Thu., Feb. 15	Module 2 - Exploring Power, Bias, & Values	Union Parlor A	2-4:30pm
Thu., Feb. 22	Module 3 - Putting it all Together: Dialoging About Social Justice	Union Parlor A	2-4:30pm
Tue., May 1	Module 1 - Exploring Self & Others	Union Collegiate Room	2-4:30pm
Tue., May 15	Module 2 - Exploring Power, Bias, & Values	Union Parlor A	2-4:30pm
Tue., May 22	Module 3 - Putting it all Together: Dialoging About Social Justice	Union Parlor A	2-4:30pm

To register for these upcoming modules, please visit: <http://sadc.utah.edu/events/training.php>.

ACPA & ASHE Presidential Symposium on Racial Justice in Higher Education

January 22, 2018 | 11am-3pm | Saltair Room, Union



**STEPHEN
JOHN
QUAYE**

Miami University
ACPA President



**LORI
PATTON
DAVIS**

Indiana University
ASHE President



**SHAUN R.
HARPER**

University of
Southern California
ASHE Past President

Symposium Schedule

11-11:50am: Welcome and moderated framing conversation among Presidents Quaye, Patton Davis, and Harper

12-12:50pm: Stocktaking and sensemaking of racist incidents on campuses

1-1:50pm: Self-care and healing in periods of racial stress and recovery from racial battle fatigue

2-2:50pm: Collective impact and coalition-building for racial justice

3pm: Live stream ends

To RSVP for this event: please email Rachel Aho at raho@housing.utah.edu no later than January 18, 2018. Attendance is open to all student affairs staff (including graduate students).

Upcoming Events

January 13 @ 9am

MLK Day of Service

Various Locations [\[more info\]](#)



January 15 @ 2:30pm

MLK Day Rally & March

East High School To Kingsbury Hall [\[more info\]](#)

January 17 @ 12:15pm

Toxic: A Conversation on Environmental Racism

Moot Courtroom (Law-Level 6) [\[more info\]](#)

January 18 @ 12:00pm

Pizza & Politics: Topic & Panelists TBA

Hinckley Caucus Room [\[more info\]](#)

Shoshoni Language Project
Books Exhibit

Exhibit runs
October 27 - January 18, 2018
at the Marriott Library

GEM Series
Civic Engagement

JANUARY 22 | 12-1PM | UNION Rm. 311

January 22 @ 12-1pm

GEM Series: Civic Engagement

Union Room 311 [\[more info\]](#)



January 23 @ 12:00pm

Jacqueline Woodson

Gould Auditorium [\[more info\]](#)

February 2 @ TBA

Conference on Diverse Excellence (C.O.D.E.)

Union [\[more info\]](#)

FABULOUS FRIDAYS

LGBT RC
UNION RM 409

COME. CONSUME. COMMUNITY BUILT.

★

Every Friday @ 3-5pm

Fabulous Fridays, LGBT Resource Center Room 409



Debra Daniels (Co-chair), Women's Resource Center
Kari Ellingson (Co-chair), Student Development
Michael Bard, Registrar's Office
Gabiella Blanchard, LGBT Resource Center
Ella Butler, Career Services
Branden Dalley, Union Administration
Tim Davis, Housing & Residential Education
Kyle Ethelbah, TRIO Programs
Cairisti Flatley, Campus Recreation Services
Morgan Gallegos, University Guest House & Conference Center
Darrah Jones, Center for Student Wellness

Roberto Martinez, Counseling Center
Chuck Masoka, Assessment, Evaluation, & Research
Paul Morgan, Veteran Support Center
Belinda Otukolo Saltiban, Office of Inclusion Excellence
Natalie Pinkney, Office of Admissions
Matthew Plooster, Scholarships & Financial Aid
Nomani Satuala, Center for New Student & Family Programs
Laura Schwartz, Bennion Community Service Center
Ulysses Tongaonevai, Office of the Dean of Students
Melissa (Lissa) Wanserski, Center for Student Health