

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

Allowing People To Learn

A Reflection By Jana Stoneman
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Originally written in April 2017

"I don't want to watch them sing. They are going to make a political statement. All of them say, "if you don't think like us, you aren't welcome."" Despite my father's prediction of a political statement, I hurried down the stairs hoping to catch a glimpse of the Hamilton cast sing *America the Beautiful* before the Super bowl began. Though I missed it, and the first half of the football game due to a food induced coma, there really were very subtle political statements made. But if you weren't looking you might have missed them.

To begin, I appreciated the addition of "and sisterhood", from the Schuyler Sisters from the cast of *Hamilton*. In such a male-dominated sport, it was nice to see women, especially women of color being represented that weren't the cheerleaders, or the model wife of the quarterback. Also to give women a nod who are as big of fans (if not bigger) than sometimes their male counterparts receive. Next, the fact that Lady Gaga sang *God Bless America*, mixed with *This Land is your Land*, really struck a chord. I think she has a lot of talent, but in such a simple way, she said "America is for everyone, not just for those in charge. I love this country, and those in charge should be treating it with respect." Remember, in both cases they were singing, they weren't burning flags. Both cases were non-violent acts, and continually provide examples of the power of the spoken or sung word.

Unfortunately none of this really resonated with my parents. However long the President remains in office, it will always be difficult to discuss these social justice topics and political differences in general with them. I usually have to walk the party line to remain calm and collected, even though typically my blood boils, and I am really passionate about it, to a fault usually. At Thanksgiving I even made my sister, who identifies as a Republican, cry over the fact that she



would be upset if there was an LDS registry, speaking about if the then President-Elect would continue the Bush administration Muslim registry. Safe to say there's a long history of political differences within my family.

But the one place where my Dad got it right is his statement "if you don't think like us, you aren't welcome." I even heard something similar from an Orientation Leader after a diversity training. They expressed frustration over classmates who didn't know it could be demeaning to refer to a woman as "honey", or "sweetie". The issue here is two-fold. The fact that men still refer to women this way, and secondly, the fact that the student wasn't allowing others to learn.

I even encountered this at a training myself. I asked a clarifying question about a term used, and I felt the room turn to look at me in disgust that I didn't already know. Next,

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when I expressed a goal of not seeing students in terms of their skin color, only as students, I was corrected by a moderator in front of the entire group, and I felt immense shame and anxiety over it.

If the very people hoping for justice are treating newcomers this way, that stream of people want to become more educated will eventually dry up. I think that's why a political divide is so easily identifiable in this country. We are all so stubborn in that we will refuse to try to see a situation another way, or even try in the first place. I'm guilty of this myself. If we are fighting against injustices, we unfortunately

have to work with the very people causing them. If we can't educate each other in a loving and open-minded way, then no change will really ever come about. If we want to see better behavior from any certain group, then we must have honest conversations with them, not just make a blanket statement to say all members of this group are bad, uninformed, or uneducated. As Maya Angelou said, "I did then what I knew how to do. Now that I know better, I do better." We have to allow that growth to happen before those to want to grow are shut out from the conversation. The internet doesn't make this easier, but it also doesn't make it impossible either. We can all be better in so many ways, and the hope I have is that none of us stop trying to.

Recently On NPR



[Far From The Tree](#)

In his book *Far From the Tree*, the writer Andrew Solomon tells the stories of children whose profound differences—dwarfism, schizophrenia, Down syndrome, genius, and others—have made them the subjects of intense prejudice. He also writes about the families who often have to rearrange their lives around the life of a child who alters their view of the world.

[Listen Online>>](#)



[The Realities of Diversity: A Conversation With Negin Farsad](#)

The second conversation in the Realities of Diversity speaker series. The guest is Negin Farsad. She uses comedy to confront the tough stuff, like racism, bigotry and ignorance.

[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., Jan. 8	Module 1 - Exploring Self & Others	Union Pano East	1-3pm
Tue., Jan. 22	Module 2 - Exploring Power, Bias, & Values	Union Pano East	1-3pm
Tue., Jan. 29	Module 3 - Putting it all Together: Dialoging About Social Justice	Union Pano East	1-3pm

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

TED Talks



[What it takes to be racially literate](#)

Over the last year, Priya Vulchi and Winona Guo traveled to all 50 US states, collecting personal stories about race and intersectionality. Now they're on a mission to equip every American with the tools to understand, navigate and improve a world structured by racial division. In a dynamic talk, Vulchi and Guo pair the personal stories they've collected with research and statistics to reveal two fundamental gaps in our racial literacy -- and how we can overcome them.



[3 ways to be a better ally in the workplace](#)

We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation are among the many factors that affect our chances, says writer and advocate Melinda Epler, and it's up to each of us to be allies for those who face discrimination. In this actionable talk, Epler shares three ways to support people who are underrepresented in the workplace. "There's no magic wand for correcting diversity and inclusion," she says. "Change happens one person at a time, one act at a time, one word at a time."



Upcoming Events

November 6 @ 12-1pm

Public Health Grand Rounds:

“Geography and Hate in America”

Public Health Classroom 203 [[more info and RSVP](#)]

November 6 @ 12-1pm

Public Health Grand Rounds: “Hate Speech and It’s Correlation with Hate Crimes”

Public Health Classroom 203 [[more info](#)]

November 6 @ 12:30-2pm

Squad Goals: Building & Maintaining Your Network

Union 293 [[more info](#)]



Mondays 3-4pm

LGBTQ+ Support & Empowerment Group

SSB Room 344 [[more info and RSVP info](#)]

Nov 13 @ 12:30pm

Build Resilience & Self-Empowerment: Interrupting & Recovering From Marginalization

Union 293 [[more info](#)]

Nov 16 @ 10-11:30am

Disability Studies Reading Group—Bodyminds

Reimagined: (Dis)ability, Race, and Gender in Black Women’s Speculative Fiction

Gardner Commons 4490 [[more info & RSVP](#)]

Upcoming Seminar

Neurodiversity: Understanding and Supporting Those on the Autism Spectrum

Presenter:
michael bard

Date: Wednesday,
November 14, 2018

Time: 12-1:30pm

Location: Pano East, Union

[[more information](#)]



First and Third Tuesdays of Each Month

Video Game Free-For-All

LGBT Resource Center Room 409 [[more info](#)]

Until Dec 31

Utah Women in Medicine Exhibit

Eccles Health Sciences Library [[more info](#)]

Every Friday @ 3-5pm

Fabulous Fridays, LGBT Resource Center Room 409

Find More Events:

- <http://diversity.utah.edu/events/>
- <https://www.utah.edu/events/>



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
Neelam Chand, Office of Equity & Diversity
Branden Dalley, Union Administration
Tim Davis, Housing & Residential Education
Elizabeth Duszac, Assessment, Evaluation, & Research
Kyle Ethelbah, TRIO Programs
Darrah Jones, Center for Student Wellness
BobbJo Kanter, Bennion Community Service Center

Ryan Kirchner, Campus Recreation Services
Roberto Martinez, Counseling Center
Jenna Matsumura, Women’s Enrollment Initiative
Paul Morgan, Veteran Support Center
Madalena McNeil, Office of Admissions
Matthew Plooster, Scholarships & Financial Aid
Belinda Otukolo Saltiban, Office of Inclusion Excellence
Nomani Satuala, Center for New Student & Family Programs
Jenni Schreiner, Housing & Residential Education
Ulysses Tongaonevai, Office of the Dean of Students
Jess Turuc, Fraternity & Sorority Life
Olivia Harker, Student Development (Committee Support)