

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 Lexie Maschoff,  
Housing & Residential Education

When I was in high school, I took a film and production class. On the first day of class our teacher told us their goal was to ensure that we would never be able to view film the same way again. They hoped that after the class we would no longer watch movies as a passive consumer. Instead, we would appreciate them for the art and production they are and recognize the intentional lighting, music, or camera angles that were combined to make the experience what it is. In some ways, this feeling is similar to what I experience as I engage in social justice learning. Each workshop I attend, seminar I audit, or article I read increases my awareness of oppression and its pervasiveness in society. Similarly to how my high school film class taught me to view movies, my growth in awareness of social justice has broadened my understanding of how I view the world around me.

My film class challenged me to be an active consumer—to listen, question, and understand the big picture. My social justice journey has included these charges, however the largest differentiator is the work this journey requires me to do on my understanding of myself. I realize that the growth in my awareness of oppression stems from better understanding the privilege that I hold. This privilege allowed me to go through life for so long simply watching the movie. Privilege afforded me the ability to take aspects of my identity for granted and be unaware of the experiences of others.

The SADC seminars and modules have taught me the power of effective listening. Learning from perspectives different than my own is a transformational experience that helps me understand other experiences and develop more empathy. However, as I continue to learn more about diversity inclusion work, I understand that awareness and listening alone isn't enough. While kindness, active listening, and empathy are important, it is possible that these things will contribute to my silence. My privilege allows me to be silent—to learn and hear about experiences of marginalized



communities, but to stop there. Similar to the charge my film teacher gave me, I must do more. Listening and learning with a failure to contribute or take action is dangerous.

Too much of a focus on listening to others can be a cop out for my own fear to be uncomfortable. I must challenge myself to lean into this discomfort, to be vulnerable, and to contribute. I must take action on what I have learned in my social justice journey so far. I must have courage to engage in difficult conversations with my family or peers rather than taking the silent easy way out. I must amplify the voices of others and be aware of the space I take up. Perhaps most importantly, I must understand that my understanding of inclusion is never complete. I must take initiative to learn, understand, and make changes in my life. While earning this certificate is a fun thing to add to my office, it is by no means a signal of the end of my social justice journey. This process has helped me understand that there is always more to discuss, learn, and to grow in. I am thankful for the opportunity for my perspective to widen, and for the charge to no longer be satisfied by sitting back and taking things in from a distance. My privilege gives me the responsibility to take action.

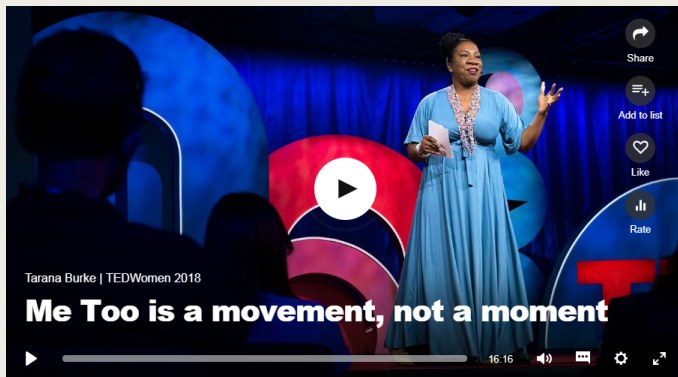
# Upcoming Training Modules

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



### [Me Too is a movement, not a moment](#)

In 2006, Tarana Burke was consumed by a desire to do something about the sexual violence she saw in her community. She took out a piece of paper, wrote "Me Too" across the top and laid out an action plan for a movement centered on the power of empathy between survivors. More than a decade later, she reflects on what has since become a global movement -- and makes a powerful call to dismantle the power and privilege that are building blocks of sexual violence. "We owe future generations nothing less than a world free of sexual violence," she says. "I believe we can build that world."



### [Why I came out as a gay football coach](#)

Shane Wickes had his dream job: line coach at his high school alma mater. But there was one complication. "Football teaches so many great life lessons to those who play or coach," he says, "but one negative thing that it does teach is that being gay is not okay." In this moving talk, Wickes shares his story about coming out to his team. A story of owning your truth in the face of adversity.

**TED**  
Ideas worth spreading

# Reflection: There Is No One-Size-Fits-All

By Tiffany Davis, Assistant Director,  
Personal Money Management Center

I'm very inspired by hearing other people's stories. When I have free time, I like to watch documentaries, YouTube, or Ted Talks that focus on the lives of others. Sometimes I can really relate to the stories. More often, I find my eyes being opened to experiences that I could never imagine. I encounter perspectives that inspire me to participate in my world in a new way and to stand up for others that don't have the same privileges as me. Attending the Diversity modules and speaker series, I was given the opportunity to hear a lot of different voices and to consider things I probably wouldn't have. It has improved my interactions with students. I'm not perfect but I try to be inclusive and I'm much more aware of situations our students face that make them feel "other-ed" and I can better address micro-aggressions. I make a strong effort to make my office and any space that I occupy on campus, a safe place where all are welcome. I will stand up and intervene now if I hear someone say something derogatory about a group or cultural stereotype. It shouldn't be the marginalized having to say something and even if no one else was around to hear it, I want to help the offender learn that I'm not okay with those things being spoken of in that way. And my hope is that it will make a difference and maybe they won't say that to someone who would be deeply impacted by the aggression.

My job is to help educate students so that they can make good financial decisions about money. But there is no one-size-fits-all with personal finances. I really try to take the time now to understand each student's background, struggles and beliefs and those relate to the decisions they make about money. Your family, your habits, situational struggles and even your spiritual beliefs can create very different financial paths and concerns. Your beliefs may mean you will not borrow money which will lead to special consideration when navigating the banking system. Your situation may be one where you do not qualify to apply for financial aid. Your parents and family may rely on you for financial support while you are working and going to school. I try to be as sensitive as I can to different situations and to always be encouraging and accepting. We all have differences and situations that are unique to us but we all can work toward financial security. I want everyone to have access to education and tailored guidance they need to be successful for their situation. The Personal Money Management Center is trying to be more inclusive by giving free help with filing taxes to offices that feel like safe spaces for marginalized students. Look for our LGBT Resource Center and DREAM Center clinics this year or reach out to me if you would like your office to be included.



I attended a Diversity seminar last January called Impact of Japanese American Internment. I didn't even know that his happened in American History, let alone that Utah had its own internment in Delta Utah in the 1940's. I recently went to the American History museum in Washington D.C. where they featured an exhibit on these camps and how many Japanese American citizens never got full reparations for their suffering and seizure of property. There was a quote I read in this exhibit that stuck out to me: "I don't want any of them here. They are a dangerous element. It makes no difference whether he is an American citizen, he is still a Japanese. We must worry about the Japanese all the time until he is wiped of the map"-General John DeWitt, Commander of the Western Defense Command, April 13 1943. I also visited the Holocaust museum in D.C. where I read countless accounts of elitism, especially racial. Between these two exhibits I saw so much fear and so much hate. I walked out of those two experiences thinking about the current racism and hate-speak toward immigrants today. From Islamophobia to Hispanophobia, I felt like the racist quote about Japanese is something that you would hear today in media about some groups. We have to learn from the past and work together to create a more inclusive society. America is supposed to be a diverse place where all are welcome. We are all human and have a lot more in common than the news makes it seem. We have to keep

*(Continued on page 4)*

(Continued from page 3)

talking about it. We have to take action and vote.

We have had student's families be deported this year. Other students live in constant fear that this or even violence could happen for their beliefs, the way they dress or even the color of their skin. How do you focus on school when you have these kinds of worries? No one should have to live with those worries. Even the #MeToo Movement has shown that we have a long way to go with women and sexual violence. We can't forget LGBT\* violence, and I'd like to point out Transgender, especially Trans-Women of color still face enormous danger and stigma which is unacceptable. Everyone deserves respect, acceptance, and safety. It shouldn't matter what country you are born in, in what body or with what abilities, your gender, your family structure, your beliefs as long as we love and protect others.

Dwight D. Eisenhower said: "The things I saw beggar description...The visual evidence and the verbal testimony of starvation, cruelty and bestiality were so overpowering...I

made the visit deliberately, in order to be in a position to give first hand evidence of these things if ever, in the future, there develops a tendency to charge these allegations to propaganda." I will be a voice of the cruelty that I see and I won't minimize the suffering of those around me. I will try to make reparations wherever I can for the injustices of those around me. And I hope that someday my posterity will remember me for standing up for the rights of others.

"First they came for the socialists, and I did not speak out— because I was not a socialist.

Then they came for the trade unionists, and I did not speak out— because I was not a trade unionist.

Then they came for the Jews, and I did not speak out— because I was not a Jew.

Then they came for me—and there was no one left to speak for me." - Martin Niemöller

## Recently On NPR



### [When The 'White Tears' Just Keep Coming](#)

Talking about race is hard. It often involves hurt feelings and misunderstandings. And the words and phrases we use can either push those conversations forward or bring them to a standstill. One such term: white tears.

[Listen Online>>](#)

### [The Modern Struggle To Vote](#)

We're talking about the modern struggle to vote in America. The Voting Rights Act of 1965 was meant to enfranchise racial minorities long denied the ballot. But has it really worked out like that?

[Listen Online>>](#)



# Upcoming Events

**January 19 @ 9am**

**Bennion Center Day of Service**

Various Locations [[more info](#)]



**January 21 @ 2:30-4pm**

**Annual MLK Rally & March**

East High to Kingsbury Hall [[more info](#)]



**January 23 @ 12pm**

**MLK Keynote: Charlene Carruthers**

SFEBB Child Hall [[more info](#)]

**January 24 @ 12pm**

**Pizza and Politics**

GC 2055 [[more info](#)]

**January 31 @ 12-1:30pm**

**Environmental Racism Lecture with Robert D Bollard**

College of Law Moot Courtroom [[more info](#)]

## LGBTQ+ SUPPORT & EMPOWERMENT GROUP

**Mondays 3-4pm**

**LGBTQ+ Support & Empowerment Group**

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

**First and Third Tuesdays of Each Month**

**Video Game Free-For-All**

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

**Every Friday @ 3-5pm**

**Fabulous Fridays, LGBT Resource Center Room 409**

## Upcoming Seminar

**Putting U in Inclusion**

Tawanda Owens, Ph.D.

Executive Director,  
Diversity Student Advocacy,  
Office of Equity & Inclusion

Wednesday, January 16th

12-1:30pm

Pano East, Union

[[more information](#)]



**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  
Neelam Chand, Office of Equity & Diversity  
Branden Dalley, Union Administration  
Tim Davis, Housing & Residential Education  
Elizabeth Duszac, Assessment, Evaluation, & Research  
Kyle Ethelbah, TRIO Programs  
Carmen Gold-Johnson, Career & Professional Development  
Charity Harding, Disability & Access  
Darrah Jones, Center for Student Wellness

BobbiJo 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  
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)

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