

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

## “Brown” – the color of chocolate. What do you identify with?



By Abhilasha Sachdeva, Career & Professional Development

The beauty of each identity, the motivational metaphors and the constant conversation around the importance of being unique in today's world, made me believe that I am special, as I sat on the couch at my parents' place back in India in 2014, dreaming of making a place for myself as a global citizen. After getting a decent score on my GMAT and completing all the visa formalities, I moved to the United States in 2015 as an International MBA Student.

I distinctly remember the Orientation day when I met a girl from Vietnam, a local Chicago boy, another guy from China, a Mongolian girl and another girl from Pakistan. It was the first time in my life that I got to interact with such a culturally and nationally diverse group, and as we started attending classes together, and got to know each other, what stood out to me weren't the differences between us, but the fact that how we all connected on a human level. All

of us had dreams to follow and challenges to overcome. I will always remember the synergy that those group assignments reflected, and how much our professors admired our diverse inputs and perspectives.

Being a Human Resource Management Major, I had read about all kinds of theoretical concepts that emphasized on importance of diversity and inclusion, but experiencing the outcomes of diversely skilled teams through my MBA program made me believe how amazingly applicable all those concepts were in the real world. And it did not stop there. Since then, I have worked in professional settings with diverse identities that represented differences in age, gender, race, background, color and sexual preference, and I strongly believe that all these differences brought fresh perspectives to projects, and are imperative for businesses to compete in today's market.

I started working with the University of Utah in November 2017 and was really excited to learn about the Student Affairs Diversity Certificate. The modules and seminars I attended helped me view diversity from a very different lens and learn about aspects of individual identities and social justice that, for me, often remained overlooked, partly because of lack of understanding, and partly because I come from a completely different background. I believe that I have grown through the past 17 months, both as a professional and a person, and I have more empathy that enables me comprehend with my stakeholders better.

As the Employer Engagement Specialist at University of Utah's Career & Professional Development Center, I primarily interact with employers, but I have led some projects involving student interaction as well. In line with our campus goal of creating a safe and inclusive culture, I have begun to value stories behind the individuals that I build relationships with. Some share a lot, some not so much. But I listen. Listening to stories and responding well to individual boundaries is one of my biggest takeaways from this

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training. The training modules provided us with a safe environment to be able to share and learn from others, and as I reflected on each of those, I realized how empowering it is for all the parties involved to have that barrier-free environment. I intend to continue to practice that to make

my little office a more approachable and inclusive space.

“Being mindful of the impact that our words can have on individuals we communicate with” is an essential first step to build an inclusive community.

## Recently On NPR



### [The Power Of Martin Luther King Jr's Anger](#)

All this month, NPR is exploring the power of anger. And King is an example of someone who showed a kind of genius for turning that emotion into positive action.

[Listen Online>>](#)



### [The Life And Work Of Frederick Douglass](#)

Fredrick Douglass, escaped slave, educator, and orator. Historian David Blight says that words were his only weapon, and he used his voice to explain the human condition.

[Listen Online>>](#)



### [When Nazis Took Manhattan](#)

On the evening of Feb. 20, 1939, the marquee of New York's Madison Square Garden was lit up with the evening's main event: a "Pro American Rally." The organizers had chosen the date in celebration of George Washington's birthday and had procured a 30-foot-tall banner of America's first president for the stage. More than 20,000 men and women streamed inside and took their seats. The view they had was stunning: Washington was hung between American flags — and swastikas.

[Listen Online>>](#)

# Financial Aid Meets Smokey The Bear

By Emery Vigil, Financial Aid Counselor

They came to the U.S. on political asylum. I was sitting next to them in a room with brown-carpeted walls and 30 identical computers all lined up on identical tables with identical chairs. They came to the U.S. on political asylum, and I was now part of the village of people it would take to send their child to college. They came to the U.S. on political asylum with no tax or financial information from previous years, and I was helping them fill out the FAFSA. We worked together to try to fit their unique situation into an application with inflexible standardized boxes. We sat together in their son's high school late into the evening in the room with the brown-carpeted walls, and we submitted the FAFSA. They came to the U.S. on political asylum, and a year later I am still learning how to help students and families in similar situations.

Here at the University of Utah the Division of Enrollment Management is charged with the responsibility to recruit and retain as many talented and diverse students as we can while simultaneously providing access to the students who are most in need. So how does a first generation white passing multiracial financial aid counselor like myself promote diversity, inclusion, and create safe spaces for students and families to share sensitive information? Well, I start with communication. You see, financial aid is like that mentor or friend you have who reminds you to “check yourself before you wreck yourself”. If the university were a forest, financial aid would be Smokey the Bear reminding students to take a proactive approach when it comes to financing their education. As a former communication major I spend a lot of time thinking about how to take complex financial aid processes and break them down into digestible pieces for students, families, and the larger campus community. Because FAFSA completion rates matter. Big time. The more people who understand and complete a FAFSA, the more my office is able to make it rain those beautiful green federal dollars.

But aside from creating financial aid awareness and understanding, how does diversity fit into an office so heavily governed by federal policies? Simple. I encourage students to tell their story through the FAFSA. This fall you will find someone from the financial aid office helping high school students fill out FAFSA's at almost every high school in the greater Salt Lake area (don't tell admissions, but often a student's first contact with a university representative is with someone from a financial aid office).



We will sit with hundreds of students, sift through thousands of tax documents, and listen to too many stories to count. As our students progress towards graduation I will celebrate with them when they add a spouse or child to their FAFSA, and provide support when they mark “homeless” on their FAFSA.

I see and hear hundreds of stories everyday as I review files and meet with students.

Every story is unique. Every story challenges my current knowledge of financial aid. Every story matters. Sometimes I think I have the best job in the world, because I get to turn dreams into reality every day. I love being an educator and I enjoy the challenge that financial aid offers. I'm still a small fish in a large pond, but my ultimate goal has always stayed the same. To one day mentor the next generation of financial aid administrations, who will be more diverse than ever because they saw examples of exceptional leadership and opportunity in this field.

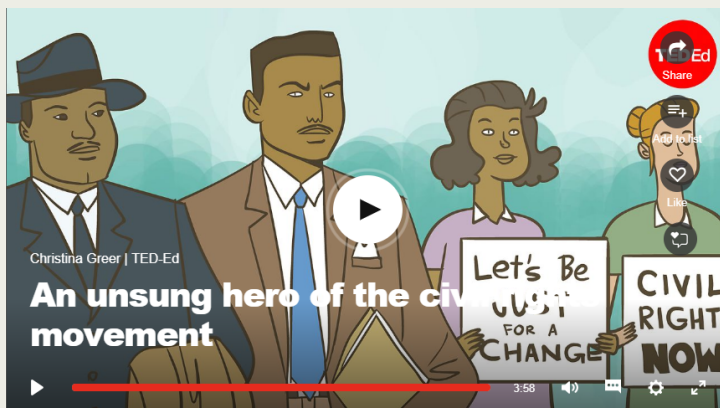
# Upcoming Training Modules

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., Apr 2	Module 1 - Exploring Self & Others	Union Pano East	1-3pm
Wed., Apr 24	Module 2 - Exploring Power, Bias, & Values	CPDC Library in 350 SSB	10am-12pm
Wed., Apr 24	Module 3 - Putting it all Together: Dialoging About Social Justice	CPDC Library in 350 SSB	1-3pm

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

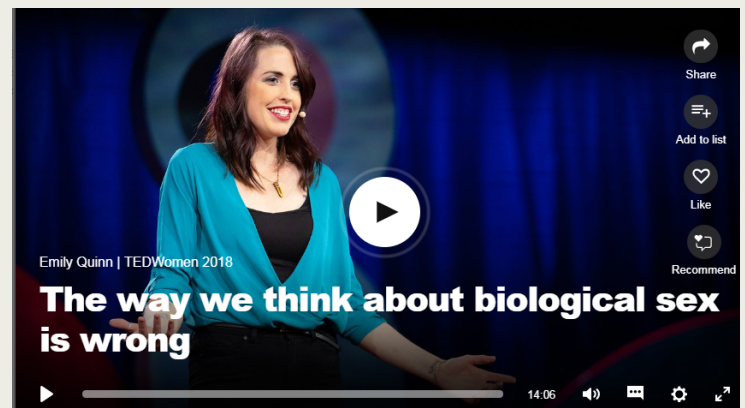
## TED Talks



### [An unsung hero of the civil rights movement](#)

In 1963, Martin Luther King Jr. delivered his "I Have a Dream" speech at the March on Washington to nearly a quarter million people. None of it would have been possible without the march's chief organizer – a man named Bayard Rustin. Christina Greer details his life of advocacy as a leader in the Civil Rights Movement, and the challenges he faced as an openly gay black man.

# TED



### [The way we think about biological sex is wrong](#)

Did you know that almost 150 million people worldwide are born intersex -- with biology that doesn't fit the standard definition of male or female? (That's as many as the population of Russia.) At age 10, Emily Quinn found out she was intersex, and in this wise, funny talk, she shares eye-opening lessons from a life spent navigating society's thoughtless expectations, doctors who demanded she get unnecessary surgery -- and advocating for herself and the incredible variety that humans come in. (Contains mature content)

# Upcoming Events

## Radical Candor: Giving Feedback

**APRIL 3**  
SSB 380 @ 11 AM

**Apr 3 @ 11am –12pm**

**Career Catalyst: Radical Candor and Giving Feedback**  
380 SSB [[more info](#)]

**Apr 5 & 17 @ 4-6pm**

**Naloxene Kits Assembly**  
Williams Bldg Rm 223 [[5th-more info](#)][[17th-more info](#)]

**April 19 @ 7-10pm**

**Indigenous Rising: Warriors In Leadership**  
Location TBA [[more info](#)]

**April 20 @ 8am-11:30pm**

**Indigenous Rising: Warriors In Leadership**  
Location TBA [[more info](#)]

**April 22 @ 1-2pm**

**Candidate Open Forum For VP For Equity, Diversity,  
And Inclusion, Moot Courtroom (Lvl 6)** [[more info](#)]

**April 23 @ 1-2pm**

**Candidate Open Forum For VP For Equity, Diversity,  
And Inclusion, Moot Courtroom (Lvl 6)** [[more info](#)]

**April 24 @ 12-1pm**

**Patient Voice: Geriatrics**  
HSEB 1750 [[more info](#)]

**Until April 27**

**Violence Against Women: Changing Perspective/The  
Clothesline Project**  
Spencer S. Eccles Health Sciences Library [[more info](#)]

**Until May 26**

**The Race To Promontory: The Transcontinental  
Railroad And The American West**  
Utah Museum of Fine Arts [[more info](#)]

**Spring 2019—Tuesdays, 10-11:30am**

**Limitless U: A therapy group for students along the  
autism spectrum**  
426 SSB [[more info about this and other groups](#)]

**Every Friday @ Noon**

**Stress Support Group, CESA, Union 235** [[more info](#)]

**Every Friday @ 3-5pm**

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

**Find More Events at:**

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

## Upcoming Seminar

### Critical Race Theory as Everyday Praxis

Laurence Parker , Ph.D.  
Associate Dean,  
Honors College  
and  
Rachel Griffin, Ph.D.  
Assistant Professor, Communication



Wednesday, April 17, 12:00-1:30pm  
Pano East, Union , [[more information](#)]



Debra Daniels (Co-chair), Women's Resource Center  
Kari Ellingson (Co-chair), Student Development  
michael bard, Registrar's Office  
Gabriella 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  
BobbJo Kanter, Bennion Community Service Center

Ryan Kirchner, Campus Recreation Services  
Roberto Martinez, Counseling Center  
Jenna Matsumura, Women's Enrollment Initiative  
Madalena McNeil, Office of Admissions  
Matthew Plooster, Scholarships & Financial Aid  
Nomani Satuala, Office of Orientation & Transition  
Jenni Schreiner, Housing & Residential Education  
Jenna Templeton, Center for Student Wellness  
Ulysses Tongaonevai, Office of the Dean of Students  
Jess Turuc, Fraternity & Sorority Life  
Olivia Harker, Student Development (Committee Support)