

## recruiting and retaining a diverse staff

Last month, we reported the results of a survey by a group of MBA students who were looking at the question, “How do we recruit and retain a diverse Student Affairs staff?”. This article continues the discussion of their findings.

One question asked whether staff had heard another Student Affairs staff member make a disparaging remarks about a person’s membership in a specific diverse group. The table below presents the results:

| Type of Disparaging Remark                       | Percent Reporting They Have Heard These Remarks |
|--|---|
| A Person’s Racial/Ethnic Identity                | 32%   |
| A Person’s Gender                                | 35%   |
| A Person’s Disability                            | 20%   |
| A Non-Native English-Speaking Person             | 40%   |
| A Gay, Lesbian, Bisexual or Transgendered Person | 30%   |
| A Person’s Religious Background                  | 46%   |
| A person’s Political Viewpoint                   | 52%   |
| A Person’s Age                                   | 38%   |

### mission statement

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



## it's hard to hate someone whose story you know: stories of growth and change

This column features stories by Student Affairs professionals and students who are willing to share an experience (event, book, speaker, etc) which promoted growth, a change in perspective, an awareness of another, or when some knowledge that was previously missing slipped into place.

### liking me

**Scott Jensen**

February 20-26 is Love Your Body week. I must admit that I have spent most of my existence doing quite the opposite. I couldn't even begin calculate the amount of

weight I have lost, gained, lost, and gained again over the years. All of my life I have been conscious about my body size—both height and weight. I tend to sit in the back of theaters or other gatherings so that I do not block others. Even at my lightest, I still did not feel like I was a good size. Indeed, I have never been at a weight that I could truly feel happy with. And that is just size—now add in worrying about my hair (or lack thereof), the after-effects of adolescent acne, and the fact my teeth are just now being treated with braces (those who know me probably

haven't even noticed—I have spent years talking in a way that would avoid showing my teeth). The truth I have found is that many people do not love their body. They have spent years convincing themselves that they are not OK for one reason or another.

I used to work out with a good friend of mine who had, what I would consider, a very athletically fit body. He always wore sweatpants when we worked out—even on hot, humid Michigan summer days. One day I asked why, and he responded that he has always felt as

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2 march

university of utah student affairs  
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## calendar

### Women's Week 2011

*Ain't Misbehaving: Women Making History, Fighting for Equality*  
Feb 28 - March 4

Join the U in a weeklong celebration of women making history and fighting for equality through lectures, panel discussions, art, and a monologue performance. For details, visit <http://www.diversity.utah.edu/events/womensweek/2011/>

### Asian American Awareness Week

For full details, visit [http://www.diversity.utah.edu/events/asian-awareness/AAW\\_FINAL-POSTER.pdf](http://www.diversity.utah.edu/events/asian-awareness/AAW_FINAL-POSTER.pdf)

### You All Look the Same

Tuesday, March 30  
12:30 - 1:30pm, Collegiate Room  
A panel on Asian American identity, experience and empowerment.

### Screening of the film *Vincent Who?*, followed by Q&A with producer Curtis Chin

Wednesday, March 31  
6:00 - 8:00pm, Union Theater  
Light refreshments served.

### Asian American Students, Faculty & Staff Mixer

Thursday, April 1  
1:00 - 3:00pm, Alumni House, Dumke Reception Room  
Join with other Asian American students, faculty and staff to connect and network. Light refreshments provided.

### liking me, continued

thought his calves were too small. My immediate reaction was to think how ridiculous this was; how could your calves be too small when I am spending all this time working out to make mine smaller? However, I have since heard many stories about men who are getting calf implants (as well as butt implants, which even further blows my mind), but when you hear their stories, you understand. Like the rest of us, they spend time feeling self-conscious about perceived physical flaws.

I once heard a story about two hikers who encounter a bear while hiking in the woods. One hiker looks at the other and says, "I don't think we can outrun the bear." The other looks back at him and said, "I don't have to outrun the bear, I only have to outrun you." When it comes to issues related to perception of our bodies, I often feel like we try to simply outrun others instead of staying and helping to fight the bear. I believe putting others down to build ourselves up is not a form of self love, but rather a result of self doubt. The truth is, the bear only gets more hungry, which means we must run increasingly faster to beat



out someone else. The changes in expectations for body size and shape can be tracked over the years—including in children's toys. Barbie keeps getting smaller in some places and bigger in others and male action figures keep getting more and more muscular. We will continue to allow these expectations to impact us unless we fight them together.

I started at the U last March, and as I was researching Salt Lake City on the Web, I was surprised to find that it was named one of the most vain cities in the country—rated so because of the number of plastic surgeons per capita. When

I moved here, I was struck by the excess of billboards and radio ads for various forms of surgical body augmentation. This is not fighting back, it is just running faster. If we worked together to fight the societal pressure to look a certain way, I think we would begin to find ways to truly love ourselves.

I am a man—society puts far less pressure on me to look a certain way, I am not judged first on appearance. My height is viewed as an asset (ride with me on a plane and I will convince you it is not always

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## diversity dialogues

If your office, class or organization finds it challenging to discuss issues such as race, sexual orientation, power and privilege, religion or a host of other difficult topics, the SADC would like you to know that there is help. There is a trained group of facilitators who would be glad to assist you.

You can contact Debra ([ddaniels@sa.utah.edu](mailto:ddaniels@sa.utah.edu)) or Kari ([kellingson@sa.utah.edu](mailto:kellingson@sa.utah.edu)) for more information.

## recruiting & retaining a diverse staff, continued

“Since Student Affairs aims to foster an environment that encourages diversity and acceptance of all types of people, these surprising statistics show that improvement needs to be made in this area. An individual or department that truly values diversity would not want to hear disparaging remarks even if the remarks were not specifically about them. Diversity will always invariably create challenges in group process; less effort may be required to understand differences when coworkers share a common background. Acceptance of all people, though, is certainly the first step to create the desired diversity climate that Student Affairs strives for, and the environment is already in place.” (p. 6).

Several recommendations resulted from the groups’ work.

1. Student Affairs should promote the importance of diversity training for its current personnel. They recommended mandatory trainings for all staff including advanced training as part of a leadership development program.
2. Identifying and eliminating non-accepting discriminatory practices such as the one mentioned above is paramount. They suggest regular meetings by leadership to help supervisors with the challenges of diversity recruitment and retention.
3. A suggestion was given to build diversity initiatives across divisions and to use progress in this area as part of the evaluation process.



4. Finally, they suggest a focus on race, religion and politics as the three areas of diversity which produce the most discomfort in Student Affairs.

Over the next several months, the Student Affairs Diversity Council, in collaboration with the Professional Development Committee, will be considering the results and recommendations of this report with an eye to implementing them, in part, by Fall 2011.

### Understanding Diversity Seminar Series

Wednesday, March 16,  
12:00-1:30pm

Parlor A, Union Bldg  
**Deaf People and the Issue of Educational Accessibility**  
by Will Garrow



Will Garrow is from upstate New York, where he was first introduced to the Deaf com-

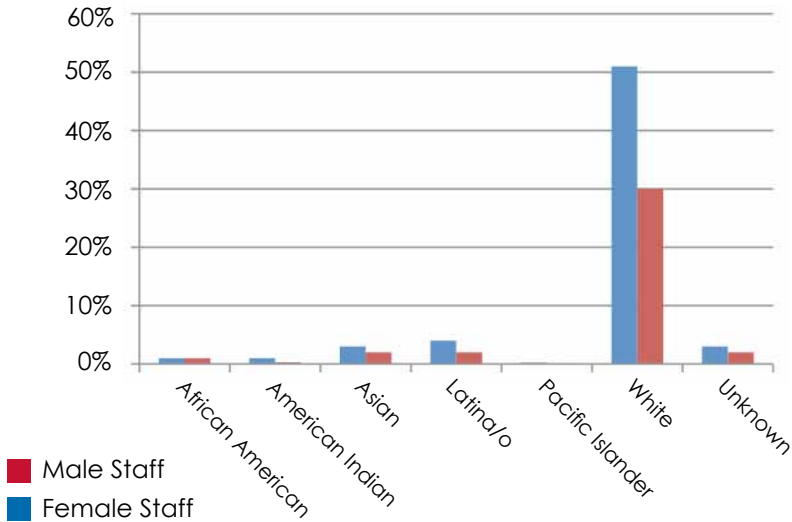
## liking me, continued

an asset). If I have extra weight, it is not held against me to nearly the same level as it is for women. We have a two-year-old boy, and I am often thankful he will not face the same bombardment of messages growing up as girls will—that he is not good enough if his skin is not perfect, if he weighs too much or too little, if his hair is not just right, or if his clothes are not the latest fashion (and don’t get me started on the clothes I see available in the children’s section for girls). The expectations our society places on females are unattainable. It is only through fighting those expectations

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we will see progress. I know I have to continue to learn about my own shortcomings in this area so I can be a better educator and role model for my son. I think the messages of Love Your Body week are so important: “It is a time to celebrate our bodies, no matter the shape or size, and all that we can do with our bodies. It is a time to be aware of the things that make us feel bad about ourselves and fight them with the things that make us feel good about ourselves. Most importantly, it is about learning to be comfortable with who we are.” (SPEAK website: <http://web.utah.edu/speak/SPEAKlybw.html>).

Benefitted Staff by Race/Ethnicity and Gender, Fall 2010



munity through snowboarding. Ever since, he has been very involved with the Deaf community. He holds a BA degree in Deaf Studies from Gallaudet University and a MA degree in Linguistics also from Gallaudet.

Currently, he is working on his PhD dissertation on ASL lexical discourse markers and their function, specifically their role in building mental spaces. His other areas of interest and research are audism, deaf history, deaf-centric digital media, and deaf sports. He has taught numerous courses in Deaf Studies and ASL Linguistics at California State University, Northridge, Gallaudet University, and Community College of Baltimore

County at Catonsville.

Also, Will worked with World Deaf Leadership where he went to Thailand and, together with Thai Deaf students, developed Thai Sign Language digital curriculum.

Currently, Will teaches in the Deaf Studies Program at Utah Valley University. His teaching mainly focuses on how oppression works in American society, and he is currently teaching

Advanced Oppression: Social Justice, Disability Studies and Deaf People, and two Deaf history courses.

On a personal note, Will is married to a Deaf woman, Flavia Fleischer and they have a Deaf 17-year-old daughter, Ryssa. He is also currently the head coach for the U.S. Deaf Snowboard Team with the USA Deaf Sports Federation.

## student affairs diversity council

- Debra Daniels, Co-chair
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- Branden Dalley
- Christoph Dressler
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- Student Affairs, Student Development
- Educational Opportunity Programs
- Registrar’s Office
- Dean of Students Office
- Counseling Center
- Student Recruitment & High School Services
- Union
- International Center
- Orientation/Leadership Development
- Educational Opportunity Programs
- Housing & Residential Education
- Registrar’s Office

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