

## zero tolerance for racism - asuu candidates poster defaced

Saturday, March 5, 2011 marked the first day of “posting” for the 2011 ASUU elections and student candidates for president through assembly members hung posters throughout campus announcing their candidacy. In years past there have been various reports of posters having been defaced with messages ridiculing the process of student elections, but this year was different. Five of the six candidates for president, vice president, and senior class president

were non-white students. Hurtful, racially derogatory and uncivil remarks were found on the posters of students of color from both of the parties. Senior administrators widely posted a message denouncing racism in response.

Election results were announced on Thursday, March 17, 2011 and the U has elected their third female student body president since 1931, Neela Pack, with Tobin Bennion as vice President and an African American female senior

## 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.

class president, Jamie Mathieu.

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## 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.*

### the lesser-known “ism” audism

#### **Carol MacNicholl**

I am grateful for my parent’s decision every day for not forcing me to be like a hearing person and for teaching me American Sign Language where I can have 100 percent access to information. I was born two months early and had a lot of health problems. I have been

deaf since birth. My parents sent me to residential school for the deaf and blind from ages six to seventeen where sign language was primarily used. There, I developed my identity as a deaf person. I decided to attend public school during my last two years of high school near my home and I used an American Sign Language interpreter as well during my college years. My partner just happens to be deaf and my family uses sign language to communicate with me.

Currently, I use interpreters for work meetings or classes. I would like to share a quote, “The

social divide between deaf and hearing college students is a result of cultural misunderstandings and communication barriers” (Boutin, 2008. p.30). Building a bridge is the key. When I talk to anyone, I always

try to find a way to communicate either through an interpreter, by writing back and forth on paper, lip-reading, gestures... you name it.

Deafness will always be a part of me. Often I want to separate Deafness and who I am, but I cannot. I face Audism every day and I have to show people who I am as “Carol” and hopefully people

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## calendar

**Annual Commemoration of the Holocaust: Days of Remembrance**

Early April

Join us in commemorating the Holocaust. For more details, visit <http://www.diversity.utah.edu/events/dor/>

**GLBT Ally Week**

April 11 - 15th

Learn more about the Equity and Diversity Awards. Visit <http://www.diversity.utah.edu/events/diversityawards/> for more details.

**Will Work For Rights: Utah's Debate About LGBT Employment and Housing Equality**

Tuesday, April 19, 2011

7:00 - 9:30pm, Carolyn Tanner Irish Humanities Building (CTIHB), Room 109

For more details, visit <http://www.hum.utah.edu/communication/debate/?pageId=4731>

**Talking Till We're Blue in the Face: Whiteness & Listening**

Student Affairs Diversity Council  
 Wednesday, April 20

12:00-1:30pm, Collegiate Room, Union Building

Listen to Audrey Thompson, Professor of Culture & Society in the Dept of Education discuss the topic in this monthly Diversity Seminar. For more information, contact Debra Daniels ([ddaniels@sa.utah.edu](mailto:ddaniels@sa.utah.edu)) or Kari Ellingson ([kellingson@sa.utah.edu](mailto:kellingson@sa.utah.edu)).

**audism, continued**

will see me past my deafness. I get burned out from educating others about how to communicate with me but I have to do it; even though, some days I just let the moment pass.

Often, we hear the terms Racism, Sexism, and Ageism, but have you heard of the word, "Audism"? When you think about those words, how does it make you feel? The word 'audism' should make you feel the same way. All those words connote a negative attitude, view, and behavior towards a certain race, ethnicity, disability, sexual orientation, and so forth. Wikipedia has a good way to define Audism, which is a term typically used to describe discrimination against deaf or hard of hearing people, although it could also be expanded to include anyone with a difference in hearing ability. Again from Wikipedia... this discrimination can occur in a number of forms in a range that includes physical, cultural, and linguistic variants and further complicating the issue is the existence of intra-group discrimination, which can either mimic the pathways of inter-group discrimination or take entirely new forms.

The first time I encountered Audism was at work. My old boss who knew sign language chose to speak instead of signing when

I'm in the room which limits my access to the information. I could try to read lips but I cannot catch everything while two people are talking to each other. I felt like I was not important and eventually when I couldn't stand it anymore I had to stand up by telling my old boss to sign when I'm in the room.



Often, people don't know they are practicing

some kind of "ism", whether it is Sexism, Racism, etc when they act and think, and often it's because they lack knowledge. We have to educate people every day. Another example of Audism is that it can happen when a Deaf person portrays the attitude that they are better because of their mode of communication toward another deaf person.

If you're wondering what you can do, I have listed a few suggestions below.

1. Say NO to audism!
2. Don't tolerate it.
3. Don't participate in audism.
4. Help spread the word 'audism' by telling people about it.
5. Discuss 'audism' with others and understand its meaning & how it affects deaf people.

*Sources: Available upon Request from Newsletter Editor or Author*

*American Sign Language, or ASL, for a time also called Ameslan, is the dominant sign language of Deaf Americans, including deaf communities in the United States, in the English-speaking parts of Canada, and in some regions of Mexico. Although the United Kingdom and the United States share English as a common language, British Sign Language (BSL) is quite unlike ASL, and the two languages are mutually unintelligible. ASL is instead related to French Sign Language.*

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The following statement was issued by University leadership to the public after a series of campaign posters were defaced with racist comments.

ZERO TOLERANCE FOR RACISM

It is absolutely essential that the University of Utah be a welcoming place for all of our students and we work hard to ensure that is true. Understanding the value and supporting the diversity of our University community benefits our students and, ultimately, society as a whole. Recently, campaign posters for student government elections have been defaced with derogatory comments that are racially charged. The leadership of the University of Utah does not and will not condone speech that is defamatory or obscene. While we encourage our faculty, staff and students to engage in thoughtful and critical dialogue, it is essential that those participating in the conversations respect the dignity of individuals.

There are many resources for those who may have been affected by these disturbing acts, including the University Counseling Center, (801) 581-6826, the Women's Resource Center, 801-581-8030, CESA (801) 581-8151, the American Indian Resource Center (801) 581-4378 and the Lesbian Gay Bisexual Transgender Resource Center, (801) 587-7973. Members of the University community who have information about possible misconduct should report to the Dean of Students Office at 801-581-7066 or <https://www.sa.utah.edu/dos/secure/codeViolation.htm>.

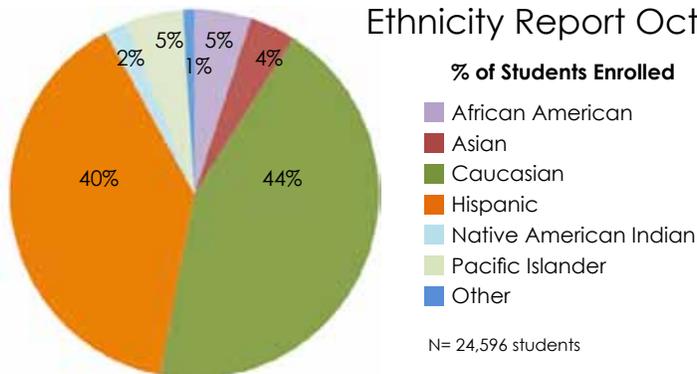
Thank you,  
David Pershing, Senior Vice President for Academic Affairs  
Barbara Snyder, Vice President of Student Affairs



student affairs diversity council

- Debra Daniels, Co-chair, Women's Resource Center
- Kari Ellingson, Co-chair, Student Affairs, Student Development
- Maria Baldwin, Educational Opportunity Programs
- Michael Bard, Registrar's Office
- Arlyn Bradshaw, Dean of Students Office
- Karen Cone-Uemura, Counseling Center
- Holly M. Cox, Student Recruitment & High School Services
- Branden Dalley, Union
- Christoph Dressler, International Center
- Gwen Fears, Orientation/Leadership Development
- Adrienne Howell, Educational Opportunity Programs
- Scott Jensen, Housing & Residential Education
- Suzanne Jones, Registrar's Office
- Carol MacNicholl, Center for Disability Services
- Cathy Martinez, LGBT Center
- Susan Miller, Campus Recreation
- Nicole Miranda, Student Recruitment & High School Services
- Sana Muller, ASUU
- Casy Poe, Study Abroad
- Cynthia Powell, Student Health Center
- Erica Rojas, Financial Aid & Scholarships
- Nick Rothacher, Bennion Center
- Claudia Snow, Network Support
- Nancy Trevino, Admissions Office
- Jim White, Career Services

Salt Lake School District K-12 Enrollment Ethnicity Report October 2010



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 Daniels ([ddaniels@sa.utah.edu](mailto:ddaniels@sa.utah.edu)) or Kari Ellingson ([kellingson@sa.utah.edu](mailto:kellingson@sa.utah.edu)) for more information.