

REGION 10 DIVERSITY COMMITTEE NEWSLETTER

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Diversity Panel at 2024 Region 10 NACADA Conference

I was honored and a little bit apprehensive to lead a session discussion on diversity in the southwest region. In Utah, there was a recent bill passed targeting organizations on campus that had goals to promote diversity equity and inclusion. It is a hot political topic and I was not sure how our discussion would go. I am thankful for co-presenters Kathy Rank and Kyoo Kim who brought important perspectives and were a calming presence for me.

The keynote speaker's topic was the perfect primer for our meeting. Jeannette Maré PhD is the Director of the Science of Kindness Community Collective. She gave an emotional talk on how vital kindness is to communities. At its core, the work we do is to build vibrant supportive communities and kindness is the driving force for this.

Our session was not widely attended but the people who came were very engaged in the conversation. Some of the challenges that advisors were having in other institutions were, faculty unwillingness to take on diversity initiatives and a general unwillingness to change, as well as general bureaucratic inefficiency adding barriers for first-generation students. There was a question about allyship that sparked some really great insights from the attendees.

Our one reviewer loved the resources we shared and wished we had more time to discuss the topic.

It was a great experience for me and I remain encouraged and hopeful that advisors are paying attention to this issue. I hope that after our discussion we might be a little braver ally or more sensitive to a diverse and inclusive view on education.

I am happy to share our slide deck, just send me an email.

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MISSION, VALUES, AND GOALS

Mission: NACADA Region 10 Diversity Committee provides resources, space for dialogue, and opportunities for reflection such that academic advisors & support staff in our region are equipped to curate a culture of belonging at our respective institutions.

Values: Cultivating Belonging and Inspiring Change.

Goals: Increase Representation, Inclusive Advising Resources, Collaborative Partnerships, Dialogue and Discussion, Cultural Celebrations and Awareness, Professional Development, Mentorship and Networking, Visibility and Recognition

As a committee we have been reading and discussing the book "DEI Deconstructed" by Lily Zheng. This is an excerpt from the book that resonated with Melissa Eiche.

"Every single person is responsible for creating positive outcomes and reducing or eliminating harm, but that responsibility isn't the same for every person. Every employee is responsible for creating and maintaining inclusive environments on their teams and respect in their interpersonal interactions."

REGION 10 DIVERSITY COMMITTEE MEMBERS

Caroline Thorne - BYU	Melissa Eiche - UVU
Gabriel Black - UVU	Nichole Chaffee - BYU
Gian Pierotti - UVU	Rachel Ackerman - Colorado
Justin Allison - UVU	Roberto Varela - ASU
Kathy Rank - Utah	Sean I Kramer-Lazar - UA
Kim Wright - UVU	Stacie Cuadro - Utah
Kris Swanger - UVU	Starre McDaniel - UVU
Kyoo Kim - BYU	Tina Calamity - SUU
Lindsay Plait Jones - ASU	